



ICAO



GOBIERNO  
DE ESPAÑA

MINISTERIO  
DE TRANSPORTES, MOVILIDAD  
Y AGENDA URBANA

SECRETARÍA DE ESTADO DE TRANSPORTES,  
MOVILIDAD Y AGENDA URBANA  
SECRETARÍA GENERAL DE TRANSPORTES Y  
MOVILIDAD  
DIRECCIÓN GENERAL DE AVIACIÓN CIVIL

Fundación

ENAIRe

# Global Aviation Gender Summit 2023

5 TO 7 JULY, MADRID, SPAIN



European  
Commission



International  
Labour  
Organization



International  
Transport Forum



#GlobalAviationGenderSummit



01.

---

# **Facilitator and Speaker Profiles**

## Master of Ceremony



**Mr. Javier Ortega Figueiral**

Journalist

Javier Ortega Figueiral (Barcelona, 1972) journalist on aviation and maritime affairs.

He writes for [La Vanguardia](#), [Forbes](#), and different technical and trade magazines. He is also on [radio](#) & [television](#), explaining aeronautical and maritime topics from all the possible points of view.

In addition to being a journalist, Javier has a legal background, since he studied law in Barcelona and specialized in aeronautical and airport law, both at the [Complutense University of Madrid](#) and at the [Bar association of Barcelona](#). He also developed consultancy tasks in aviation and maritime transport companies. He also worked for an airline, Spanair, in which he was deputy director for institutional/external relations (2009-2012) and then became development director for a helicopter operator.

In the last few years, he won several awards for his journalistic work, both in the maritime and aeronautical sectors. Among them he likes to highlight the [Aviación Digital prize](#) and the [Enaire Foundation](#) prestigious journalism award two years ago.

In relation to his experience in the presentation of events, conferences, and lectures, this goes back to the first summit on emergency helicopters in Spain, held in Pamplona in 2000. Since then, he has been the host, coordinator, or moderator of different events, awards ceremonies, debates, or conferences related to aviation, maritime affairs, and the tourism industry in Barcelona, Madrid, the Canary Islands, Andorra, Andalusia...

## Opening Ceremony

Born in Gavà (Barcelona) in 1975, Raquel Sánchez holds a degree in Law from the University of Barcelona and a Master's degree in Labor Law and Social Security from Pompeu Fabra University.

From February 2014 to July 2021, she served as the mayor of Gavà.

Between 2007 and 2011, she was deputy mayor in charge of Economy and Finance, Human Resources, and General Services, as well as the spokesperson for the Socialist Municipal Group in the City Council.



**Hon. Raquel Sánchez  
Jiménez**

Minister for Transport, Mobility  
and Urban Agenda  
Spain

Later, from 2011 to 2015, she served as deputy mayor in charge of Urbanism, Economic Development, Environment and Sustainability, and also as the spokesperson for the socialist group.

In the organizational sphere, she has been the first secretary of the PSC (Socialist Party of Catalonia) in Gavà since 2012. She is a member of the Executive Committee of the PSC of Baix Llobregat and a member of the National Council of the PSC.

Raquel Sánchez has been a member of the Executive Committee of the PSC since 2016. Until December 2019, she served as the Secretary for Women's Policies, and since then, she has held the position of Secretary for Strategy and Climate.

From 2015 to 2019, she was appointed the First Vice President of the Consell Comarcal del Baix Llobregat and also the Second Vice President of the Spanish Network of Cities for Climate until 2021.

From 2019 to 2021, she served as the institutional vice president of the Barcelona Metropolitan Area and vice president of the Executive Committee of the Airport Regions Council.

From 2020 to 2021, she was elected as the representative of the Spanish Federation of Municipalities and Provinces in the National Climate Council.



**Mr. Salvatore Sciacchitano**  
Council President  
International Civil Aviation  
Organization (ICAO)

Mr. Salvatore Sciacchitano is the sixth President of the ICAO Council. He succeeded Dr. Olumuyiwa Benard Aliu on 1 January 2020.

Mr. Sciacchitano graduated in Telecommunications Engineering from the University of Catania and began his career in aviation in 1980, joining the Italian Airworthiness Authority (RAI) where he held positions of increasing responsibility, serving as the organization's Regulation Director in 1992, then as Technical Director and, in 1996, as Director General.

With the merger of the aviation branch of the Ministry of Transport and RAI and the subsequent establishment of the Italian Civil Aviation Authority (ENAC), Mr. Sciacchitano assumed the position of Deputy Director General. In this position, he played an instrumental role in coordinating the core business divisions of the newly founded structure. He was also entrusted with multiple international mandates, chairing the Permanent Commission of EUROCONTROL, representing Italy in the Management Board of European Aviation Safety Agency (EASA), holding the Vice-Presidency of the EUROCONTROL Provisional Council and coordinating the Italian delegation during ICAO Assemblies.

As a result of his extensive experience in aviation international affairs, Mr. Sciacchitano was appointed Executive Secretary of the European Civil Aviation Conference (ECAC) in 2010. In February 2019, he joined the Italian Delegation on the Council of ICAO, where he served until assuming his duties as President of the Council.

### High-Level Dialogue - *Stepping up commitment for change*



**Dr. Leslie Groves**

Senior Gender Equality and  
Leadership Consultant

Dr Leslie Groves-Williams partners with leaders and their organisations as they walk the talk of gender equality. Leslie runs a successful consultancy business, leading or taking a lead role in over 130 assignments in 34 countries around the world. Leslie is a highly solicited moderator, facilitator, author, speaker, coach and designer.

Leslie has developed gender equality and inclusion related policies, action plans, accountability frameworks, evaluations and toolkits for over twenty international agencies and has authored/ edited numerous journal articles and other texts. She has trained/coached/facilitated thousands of staff, including executive leadership teams. Most recently, Leslie has pioneered a gender-responsive leadership programme with the Swedish agency for peace, security and development, targeting senior leaders and executives. The programme to date has been rolled out to the UN, EU and OSCE. Leslie also developed the first senior leadership accountability framework for age, gender and diversity mainstreaming in the UN system, under the leadership of the now UN Secretary General. In a voluntary capacity, Leslie is a Justice of the Peace and chairs a charity that fights domestic abuse.



**Ms. Adina Vălean**

Commissioner for Transport  
European Commission

Adina Vălean is the European Commissioner for Transport. Before taking office on December 1<sup>st</sup> 2019, she was a Member of the European Parliament for 12 years. As an MEP she served as the Chairwoman of ITRE Committee (July-December 2019), Chairwoman of ENVI Committee (2017-2019) and as Vice-President of the European Parliament (2014-2017). She was also a Member of the Romanian Parliament between 2004-2007. Adina Vălean holds a Master degree in European Integration Studies and Security and a bachelor degree in Mathematics.





**Capt. Priya Doobaree**

Representative of the International Federation of Air Line Pilots' Associations to ICAO.

Priya's aviation career started in 1998, she trained as an abinitio in France EPAG/IAAG for 2 years. Her first assignment was piloting the ATR42/72 for Air Mauritius; she then progressed to flying as a First Officer on the Airbus 330/340.

Even as a junior pilot, she possessed a keen interest in the Human Factors domain leading her to join the Human Factors team. Her desire to expand my horizons pushed her to relocate to Singapore where she worked for Jetstar Asia Airways. She upgraded to Captain on the Airbus 320 in 2012.

Concurrently, she also opted to resume her university studies, which had been interrupted by my selection into the Air Mauritius cadet programme. While juggling the demands of being an aviator, she completed her Bachelor of Arts Degree in Psychology from Murdoch University. Subsequently she completed her Masters in Organisational Psychology from Birkbeck College, University of London. One of her favorite modules was on Safety and Accident Investigation, which she found very relevant to her work. In 2021, European Association of Aviation Psychology accredited her as an Aviation Psychologist on account of her academic qualifications and volunteer work. During the pandemic, she helped set up and oversee a peer-support program for her pilot union.

Priya returned to Air Mauritius where she upgraded to Captain on the A330. During the 2 years of the pandemic induced furlough, she completed a diploma in coaching and an MBA in International Business with IAE, the Sorbonne Business School. This enabled her to work on her business and leadership skills as well as establishing a coaching business.

Her interest in mentoring younger pilots and improving pilot mental health, has led her to volunteer at Resilient Pilot as a mentor/coach and CBTA instructor. She designs and delivers courses for them.

She recently graduated from the 99s Professional Pilot Leadership Initiative program and enjoys sharing experiences and learning from the other female pilots. She feels that the power of community and mentoring is one of the most powerful methods of encouraging more pilots, especially female, to join commercial aviation.

In January 2022, she joined the International Federation of Airline Pilots'-IFALPA's Technical, Safety, and Standards team in a permanent role as Technical Officer. Her main responsibility is acting as representative to ICAO on the Air Navigation Commission as a Permanent Industry Observer. She also oversees the activities of the Female pilot working group at IFALPA.



**Ms. Manuela Tomei**

Assistant Director-General  
International Labour  
Organization (ILO)

Manuela Tomei is the Assistant Director-General for Governance, Rights and Dialogue in the International Labour Organization (ILO). Ms. Tomei has had an extensive career in the ILO. Joining in 1988 as an Associate Expert, she went on to serve as a Technical Specialist in the Employment Department before joining the InFocus Programme on Fundamental Principles and Rights at Work as a Senior Specialist. She was appointed Chief of the Conditions of Work and Employment Branch in 2007 and from 2011, served as Director of the Labour Protection Department.

In 2013 she was then appointed Director of the Conditions of Work and Equality Department. The focus of her work has been on labour protection and conditions of work, emerging work arrangements, including platform work, and gender equality and non-discrimination in employment.

Ms. Tomei led the work that culminated with the adoption of the last two ILO Conventions, namely the Domestic Workers Convention, 2011 (No. 189) and the Violence and Harassment Convention, 2019 (No. 190) and accompanying recommendations (Nos. 201 and 206, respectively). She was the main architect of the multi-stakeholder Equal Pay International Coalition (EPIC), linked to target 8.5 of the Sustainable Development Goals.

Ms. Tomei is a member of the Advisory Council of the Global Institute for Women's Leadership. She speaks English, French and Spanish, besides Italian, her mother tongue.



**Mr. Moez Doraid**

Deputy Executive Director for  
UN Coordination,  
Partnerships, Resources and  
Sustainability, UN Women

Mr. Moez Doraid (Egypt) was appointed UN Women Deputy Executive Director for UN Coordination, Partnerships, Resources and Sustainability, a.i., on 1 May 2023.

Mr. Doraid has held progressively responsible positions across the UN system over three decades working in Arab States, Asia, Africa, and at headquarters in New York.

With extensive experience in leadership, coordination, management, programming, and partnerships, Mr. Doraid has been Director of the UN Women Division of Management and Administration (DMA) since 2016. For much of the period since October 2019, he served as UN Women's Regional Director, a.i., for Arab States, then for East and Southern Africa. More recently, he served as UN Women's Country Director, a.i., Afghanistan. Mr. Doraid has led the formulation and implementation of UN Women's strategy to support Arab then East and Southern African countries in their emergency responses to and recovery from the COVID-19 pandemic. As Regional Director he prioritized support to countries in crisis and post-conflict recovery,

including in Syria, Yemen, Libya, Iraq, Ethiopia, South Sudan, Somalia, and Mozambique.

Mr. Doraid has a Bachelor of Arts degree in Economics from the American University in Cairo; a Master's in Public Administration focusing on development from Harvard University; and a Ph.D. in Economics from the Lebanese University.



**Dr. Young Tae Kim**

Secretary General  
International Transport Forum  
(ITF)

Young Tae Kim is the Secretary-General of the International Transport Forum (ITF). He was reelected for a second term by the transport ministers of ITF member countries at their Annual Summit on 19 May 2022. He took office in his first term as Secretary General in August 2017.

Prior to his election as ITF Secretary-General, Dr Kim distinguished himself in the civil service of his native Korea, most recently serving as Director General in the Ministry of Land, Infrastructure and Transport (MOLIT). As Deputy Director-General from 2015, he was responsible for co-ordinating various transport policies including on autonomous vehicle, greenhouse gas reduction, urban transport, Intelligent Transport Systems and road safety, among others.

After joining the MOLIT in 1994 as Deputy Director for Urban Transport, Dr Kim also held several Deputy Director and Director positions with responsibility for housing welfare, integrated city development and overseas infrastructure construction. He was seconded to the Prime Minister's Commission on Administrative Reform in 1996 and the Presidential Committee on Social Inclusion in 2005-2007. From 2010 to 2014, Dr Kim worked in Washington, D.C., as Counsellor for Construction, Transport and Maritime Affairs at the Korean Embassy.

Dr Kim earned his Master's degrees in Public Policy from Seoul National University, Korea, and in Urban Studies from Paris University de Vincennes-Saint-Denis, France.

He also received his Doctorate degree in Political Sociology and Public Policy from the Institut d'Etudes Politiques (Sciences-Po), Paris, France.

Dr Kim speaks fluent English, French and some Spanish, in addition to his native Korean.



**Panel 1 - Setting the scene: aspirations and ambitions for moving beyond the status quo**



**Ambassador Laurent Pic**

Representative of France on the ICAO Council and Chair of the Council Small Group on Gender

Since August 4th, 2020, Ambassador Laurent Pic has served as Permanent Representative of France on the ICAO Council. Most recently prior to his appointment, he served as Ambassador Extraordinary and Plenipotentiary of France to Japan from 2017–2020.

Ambassador Pic joined the French Foreign Affairs Ministry on 24 March 1993. Since that time, he has held a number of positions including Chief of Staff of HE Jean-Marc Ayrault, Minister of Foreign Affairs and International Development of France from 2016 to 2017; Ambassador Extraordinary and Plenipotentiary to the Netherlands, 2014–2016; Secretary General of the Conference of Ambassadors, April–September 2014; Diplomatic Advisor at the Prime Minister's Office, 2012–2014; Chief of Staff to the Secretary-General of the Ministry of Foreign Affairs, 2009–2012; Deputy Secretary-General of European Affairs at the Prime Minister's Office, 2008–2009; Second Counsellor at the French Permanent Mission to the United Nations in New York, Head of the Economic, Environment and Social Department, 2006–2007; First Secretary at the French Permanent Representation to the European Union in Brussels (Mertens and Antici Counselor), 2002–2006; Advisor to the Minister for European Affairs, 2001–2002; At Headquarters (European Cooperation) in charge of EU Development policy, 1997–2001; Deputy Head of Mission, Cultural Attaché, scientific and cooperation, Manama, Bahrain, 1995–1997; At Headquarters (European Directorate), in charge of Russia and the Caucasus, 1993–1995;

M. Laurent Pic is a Knight of the French National Order of Merit (14th November, 2011) and a Knight of the French National Order of the Legion of Honour (13th July, 2019).

He is a graduate of Political Sciences and the Institut National des Langues et Civilisations Orientales (INALCO).



**Ms. Adefunke Adeyemi**

Secretary General  
African Civil Aviation  
Commission (AFCAC)

Adefunke Adeyemi was elected and appointed the Secretary-General of the African Civil Aviation Commission (AFCAC) resuming office on 1st September, 2022. AFCAC is the Specialized Agency of the African Union (AU) on all Civil Aviation matters and the Executing Agency of the Yamoussoukro Decision (YD) and the Single African Air Transport Market (SAATM). Her role is to promote Safety, Security, Air Transport Liberalization, Environmental protection and overall sustainability of the African Air Transport sector across the continent.

With an international career spanning over 20 years, Adefunke is recognized as one of the 50 Most Inspirational Nigerian Women. She was recently honoured as one of the 200 globally Most Influential People of African Descent (MIPAD) in affiliation with the United Nations Decade for People of African Descent. She is also the 2021 Recipient of the Ato Girma Wake Lifetime Achievement Award for Services to African Air Transport and Trade development.

She studied Law at the University of Lagos, Nigeria and qualified as a Barrister and Solicitor of the Nigerian Supreme Court in 1998, holds a Master of Laws (LL.M.) from the prestigious University of Cambridge, United Kingdom and a Master of Business Administration (MBA) from Nanyang Business School, Singapore in collaboration with Wharton Business School, Philadelphia and Berkeley Hass Business School, California.



**Ms. Candace McGraw**

Chief Executive Officer  
Cincinnati/Northern Kentucky  
International Airport and Vice  
Chair, Airports Council  
International (ACI) Governing  
Board

Candace McGraw has served as CEO of the Cincinnati/Northern Kentucky International Airport (CVG) since 2011.

Candace is currently Vice-Chair of Airport Council International World, serves on several federally appointed aviation boards, as well as numerous local and state boards in both Ohio and Kentucky.

Candace is proud to lead the team at CVG which has been consistently ranked by Skytrax as one of the Best Airports in North America. CVG is the 7th largest cargo hub in North America and 16th largest in the world and is home to the largest Amazon Air's mega hub and DHL's Global Super Hub for Americas.



**Mr. Filip Cornelis**

Director for Aviation DG  
Mobility and  
Transport  
European Commission

Filip Cornelis is Director for Aviation (DG MOVE Directorate E) in the European Commission, in charge of Aviation since October 2017.

He joined the European Commission in 1994. After a posting abroad, he worked in the Task Force for Accession Negotiations. He then led the Commission team drafting the Treaties of Accession for the 12 new EU Member States.

In January 2006, Filip Cornelis moved on to transport policy by joining the Office of the Director General for Energy and Transport, Mr Matthias Ruete. He was the leading member of the Office from 2008. He was then appointed Head of Unit for Aviation Security in the European Commission in September 2010. He moved on to become Head of Unit for Aviation Safety from December 2012 until October 2016. He subsequently became Head of Unit for Aviation Policy until his appointment as Director for Aviation.



**Ms. Sandra Carvão**

Director, Market Intelligence  
and Competitiveness  
United Nations World Tourism  
Organization (UNWTO)

Sandra Carvão is Chief of Tourism Market Intelligence and Competitiveness at the World Tourism Organization (UNWTO) since June 2018. Before that, she was Chief of Communications and Publications for 8 years until May 2018 where she was responsible for UNWTO's strategic positioning.

Prior to this post, Sandra was Deputy Chief at UNWTO's Market Trends, Competitiveness and Trade in Tourism Services Department between 2007 and 2010. During this period, Sandra coordinated the Tourism Resilience Committee created by UNWTO to address the impacts of the global economic crisis 2008-2009 on tourism. Prior to joining UNWTO in 2003, Sandra held a position as market manager in the Portuguese National Tourist Office in Lisbon. Sandra has a degree in International Relations, Economics Branch, by the Instituto de Ciências Sociais e Políticas/Universidade Técnica de Lisboa and a postgraduate degree in Marketing by the Universidad Complutense de Madrid.



**Mr. Nicolas Rallo**

Regional Director, European  
and North Atlantic Office  
ICAO

Mr. Nicolas Rallo is the Regional Director for the ICAO “European and North Atlantic” (EUR/NAT) Office, located in Paris, France. This office serves 56 States spread across Europe, the North Atlantic and parts of Asia and North Africa, and supports the Organization’s strategic objectives and supporting strategies to help enhance aviation safety, air navigation capacity and efficiency, aviation security and facilitation, environmental protection and the sustainable development of air transport.

Mr. Rallo has 30 years of progressively responsible experience in civil aviation. He joined ICAO in 2003 and held various positions at Headquarters, including as the chief for the “Universal Safety Oversight Audit Programme” (USOAP). He also served in the European, South-East Asian and Pacific regions, providing implementation support to States at technical and strategic levels. In 2020, at the request of the ICAO Secretary General, Mr. Rallo coordinated the ICAO Secretariat’s activities in response to the COVID-19 pandemic.

Prior to joining ICAO, he worked as an aircraft accident and incident investigator as well as in aerodrome safety and environmental protection, in France and in Brazil.

Mr. Rallo, a French and Italian national, holds a Master’s degree in Aeronautical Engineering and a Postgraduate degree in Human Factors for the Design of Aerospace Human-Machine Systems. He is fluent in English, French, Spanish, Italian, and Portuguese.



**Ms. Ana Gagua**

Technical Exploitation of Air  
Traffic Control Systems  
Georgian Aviation University

Ana is a dedicated professional with a strong background in Geo Handling. With previous experience as an intern at the Georgian Civil Aviation Agency, they have gained valuable insights into the intricacies of the aviation industry.

Their expertise lies in areas such as human factors and security training, ensuring the smooth operation of aviation processes. Passionate about staying at the forefront of their field, Ana actively participates in conferences and seminars. Recently, they presented at a conference focused on electromagnetic ecology and explored ways to optimize its impact.



**Ms. Birna Katrín  
Gunnlagsdóttir**

First Officer  
Icelandair

Birna Katrín Gunnlagsdóttir is a First Officer at Icelandair on the Dash 8 aircraft who flies both regional routes as well as international. She has wanted to be a pilot since she was 5 years old. She comes from a family of pilots as both her parents and her grandfather are captains.

Birna started her studies when she was 17 years old and never looked back. She studied abroad in the UK and in Sweden and it was a shock to her how few women were studying aviation in those countries compared to Iceland.





**Ms. Katherin Martínez**

Representative of El Salvador  
on the ICAO Council

Ms. Katherin Steffanie Martinez is an outstanding professional with over nine years of experience in civil aviation. She is an industrial engineer who began her career at the Civil Aviation Authority of El Salvador, focusing on operational safety. In 2014, she was promoted to an aeronautical regulation analyst, where she was responsible for creating, reviewing, and updating civil aviation regulatory documentation in her country, following the guidelines of the International Civil Aviation Organization (ICAO).

Ms. Martinez has provided valuable assistance in technical areas such as air navigation, licensing, operations, airworthiness, and accident/incident investigation at aerodromes. In 2020, she was appointed as the National Continuous Monitoring Coordinator (NCCM) for El Salvador at the ICAO and was promoted to the Head of the Department of Organization, Methods, and Aeronautical Regulations with great dedication and effort. Recently, she obtained the COSO Internal Control Certification awarded by the Institute of Internal Auditors of El Salvador.

In 2018, Ms. Martinez was selected by El Salvador to participate in the ICAO Singapore Program, which provides scholarships to young aviation professionals in the field of operational safety oversight.

Ms. Martinez is the representative of El Salvador in the ICAO Council and is currently pursuing a Master's Degree in Business Management at the Universidad Centroamericana "José Simeón Cañas" (UCA). In addition to her remarkable professional career, she also enjoys her married life.

## Panel 2 - Promoting decent work: best practices in aviation industry



**Ms. Daniela Modonesi**

Women Representative of the  
International Transport  
Workers' Federation Civil  
Aviation Section Committee  
Italian General Confederation  
of Labour (CGIL)

Daniela Modonesi is the Civil Aviation Women's Representative at the International Transport Workers Federation, which represents over 17 million transport workers, including almost a million aviation workers in over 100 countries.

Daniela has worked at Bologna airport in Italy for over 30 years, and as an aviation representative for her union, FILT- CGIL played a pivotal role on the introduction of airport- wide practices to address unruly passengers at her airport. She has spoken at multiple industry events on the impacts of disruptive passengers and promoted the practices at her airport that successfully reduced the unruly passenger impact on workers. Daniela is a powerful advocate for women aviation workers and is passionate about winning change that genuinely promotes women's recruitment, retention and progression at all levels of the aviation industry. She also represents ground workers in aviation as Chair of the Ground Staff Committee at the European Transport Workers' Federation.



**Ms. Dominique Renaud**

Head of Business Jets Section  
Certification Directorate  
European Union Aviation Safety  
Agency (EASA)

Born in Madagascar, Dominique has Indian, African, and French origin. Married and mother of 2 boys (11 and 8 years old) she is currently settled in Cologne Germany.

Multilingual, she speaks fluently French, English, German, and Malagasy.

After her Aeronautics Engineering degree in Bordeaux-France, Dominique Renaud has worked 12 years in aviation industry at Dassault Aviation as an Engineer in aircraft Maintenance and Certification.

Pursuing her passion for aviation Dominique quickly joined the Dassault flying club upon her arrival in the company and obtain her private pilot Licence on Single Engine Piston aircraft.

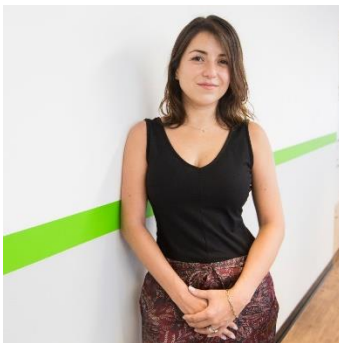
Her last assignment in Dassault Aviation was as foreign validation program manager, responsible of Falcon aircraft foreign certification worldwide until she joined the Agency in early 2010.

Dominique started her career in EASA certification Directorate 13 years ago as Project Certification Manager (PCM) in charge of the type certification and continued airworthiness of various large transport aeroplane (i.e., A350, A380) and large business jet programs.

Since 2018, she took over the management of the business jet section in EASA certification directorate, responsible of the certification and continued airworthiness of all EU and non-EU large business jets (CS/FAR25) & small jets aircraft (CS/FAR23).

Dominique gained respect from her global industry and Authority counterparts in Business aviation and recognition of her leadership talent while guiding and developing her team of highly skilled aviation professionals staff composed of project certification managers and subject matter experts (mainly in Avionics and experimental Flight Test domain).

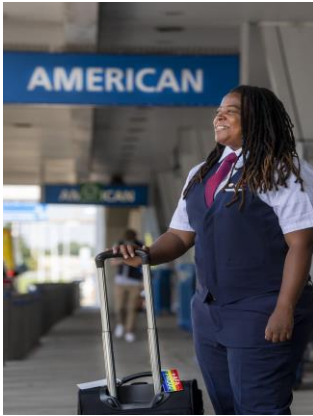
In parallel of her main product manager role, Dominique is actively supporting the EASA Agency-wide "Transformation program" since 2021 by leading the Initial Airworthiness (IAW) process improvement initiatives for the EASA Certification Directorate. The agency "Destination Future proof" IAW initiative is aimed at preparing the agency for the challenges in aviation of next decade.



**Ms. Gloria Loza Murrugarra**

General Counsel and Corporate  
Affairs Manager  
Sky Airlines Peru

Attorney at law with fourteen years of broad experience in international transactions as an in-house Corporate Counsel, with expertise in Aviation Law, also focusing in regulatory, administrative, commercial, Compliance, Consumer and Antitrust Law. Recognized by Legal 500 as an in-house leader attorney in the aviation law sector. Graduated with honors from the Universidad Católica del Perú and with a Masters degree (LLM) from the University of California Los Angeles (UCLA).



**Ms. Keturah Johnson**

International Vice-President  
Association of Flight  
Attendants-CWA, AFL-CIO

Keturah began working as a ramp agent at Piedmont Airlines in 2013, a wholly owned regional of American Airlines. Keturah has worked in the aviation industry for over a decade, starting as a ramp agent before moving on to the inflight department and eventually cabin crew. Keturah is a Combat Veteran, and being of service is second nature to her, so she immediately became active in AFA-CWA. Soon afterward, she was elected the Master Executive Council President of Local 61. During this tenure, Keturah also secured a historic 100% vote during contract negotiations to strike if negotiations didn't reach a conclusion soon. After four years and the WORST crisis the Flight Attendant industry had ever faced, Piedmont Flight Attendants ratified a new contract in March 2022! Since then, Keturah hasn't stopped making history. On the first day of #PrideMonth in 2022, Keturah began her term as AFA-CWA International Vice President making her the first Queer Woman of Color and Combat Veteran elected to serve in the role.

Keturah is passionate about making the aviation industry a safe and inclusive industry that celebrates the diversity of the workers who power it and work to make these spaces safe and supportive for all people, including immigrants, trans people, Black and Indigenous people, and the LGBTQIA+ community so that every person that AFA represents has a voice. Keturah is the global representative for cabin crew for the International Transport Workers Federation, which represents over 17 million transport workers, including almost a million aviation workers in over 100 countries. She also sits on the Executive Board for Pride at Work and Union Veterans Council, both part of the AFL-CIO.



**Mr. Luis Rodrigo Morales Velez**

Director Industrial Relations  
and International Labour  
Organization coordination (ILO)  
International Organization of  
Employers

Luis Rodrigo is Director for Industrial Relations and ILO Coordination at the International Organization of Employers. As such, he is involved in different policy areas, such as ILO supervisory mechanisms, the future of work, labour relations, social protection, business and human rights, and sectoral policies, among others.

Luis Rodrigo holds a law degree from the *Universidad Iberoamericana* in Mexico City, Mexico and a master's degree in international business law (LL.M.) (cum laude), at the *Katholieke Universiteit Leuven*, School of Law, Leuven, Belgium.

Before joining the IOE, from 2013 to March 2019, he served as Minister of Labour Affairs in Europe for the Mexican Government, Ministry of Labour and Social Welfare. As such, he was responsible of providing legal advice to the government on international labour regulation and policy. He represented the government in various international forums such as: the International Labour Organization (ILO) the Organization for Economic Co-operation and Development (OECD), World Trade Organization (WTO), the G20, the International Organization for Migration (OIM), and the Global Forum on Migration and Development (GFMD).

As government representative, he served as regional coordinator for the Group of the Americas at the ILO for the period 2015-2016 and as President of the Government Group of the ILO for the period 2016-2017.

He has participated in various negotiation processes regarding labour policy at the international level, such as the revision of the Multinational Enterprises Declaration of the ILO and the General principles and operational guidelines for fair recruitment, among others. He has also successfully conducted various ILO meetings, such as the Meeting of Experts to adopt Guidelines on Decent Work and Socially Responsible Tourism, the Committee to adopt the methodology to measure SDG 8.8.1 on Employment and the Sectoral Advisory Bodies of the ILO, among others.

Moreover, Luis Rodrigo participated as government representative in the negotiations related to EFTA-Mexico and EU-Mexico trade agreements with a special focus on labour related clauses and mobility of persons.



### Panel 3 - Inclusive leadership and decision-making as agents of change



Ms. Nichole Morgan  
Deputy Director General -  
Corporate Services  
Jamaica Civil Aviation Authority  
(JCAA)

Nichole Morgan assumed the position of Deputy Director General, Administration and Services at the Jamaica Civil Aviation Authority in December 2013. In this role, she guided the implementation of key components of Jamaica's Air Navigation Services modernization programme; the completion of two standalone air traffic control towers at the main international airports, the refurbishment of radar facilities and the upgrade of the air traffic management automation system. She continued in this post through its transformation in February 2015 at which time she took on the role of Deputy Director General Corporate Services. Arriving at the JCAA in 2009, she previously held the position of Director, Human Resource. In her capacity as Deputy Director General, Corporate Services she continues to provide strategic leadership and co-ordinates the operational activities of the Human Resource, Information Technology, Corporate Communications, Office Management, Facilities Management and Public Procurement Departments. She also oversees the activities of the Research, Planning and Risk Assessment Department and the ICAO TRAIANIR *PLUS*® Full Member accredited Civil Aviation Authority Training Institute. As a member of the Executive Management team, she is responsible for policy development and provides key inputs for strategic decision-making and governance.

Prior to joining the Jamaica Civil Aviation Authority, Nichole Morgan served as Manager, Human Resource Services at Air Jamaica Holdings Limited, Jamaica's former national carrier. There, she led the design and implementation of human resource strategies and programmes and participated in strategic human resource policy development and decision-making. She has also served as part-time lecturer for organizational psychology at the University of the West Indies.

Nichole Morgan graduated from the University of the West Indies (Mona) where she received an undergraduate Degree in History and Political Science and a Master of Science Degree in Human Resource Development. She also holds a Diploma in Civil Aviation Management from the International Air Transport Association (IATA) Training and Development Centre. She is certified in Corporate Risk Management and Corporate Governance.



**Ms. Lisa Setlakwe**

Assistant Deputy Minister,  
Safety and Security  
Transport Canada

Lisa Setlakwe joins us from the Privy Council Office (PCO), where she served as the Assistant Secretary to the Cabinet Operations – Social Development Policy. Prior to joining PCO, Lisa served as the Senior Assistant Deputy Minister of the Strategy and Innovation Policy Sector at Innovation, Science and Economic Development Canada from 2016 through 2020.

Lisa has gained a wealth of experience throughout her career in the public service, having joined the former Industry Canada in 2008 as the Deputy Regional Executive Director with the Atlantic Regional Office. She later became the Director of the National Access Programs Directorate, Director General for Policy in the Science and Innovation Sector, and Executive Director of the Industrial Technologies Office, based in Ottawa. Lisa began her career with Revenue Canada Customs and Excise and went on to work with the Royal Bank of Canada, where she spent five years in the commercial finance sector in Atlantic Canada, subsequently joining the Atlantic Canada Opportunities Agency where she spent eight years in the field of regional economic development. Lisa now lives in Ottawa with her husband Nathan, daughter and son.



**Ms. Pascaline Dalby**

Senior Vice President, Human  
Resources Development  
Safran

Pascaline DALBY is French and Brazilian, holder of a MASTER II in International Business Law from the Universities of Burgundy and Lyon III (France).

She has over 15 years of people management experience. She performs the functions of HR Specialist for the House of Employment and Professional Training of the Burgundy region (France) and in the Air Force as an Officer – Deputy (Aspirant).

She joined SAFRAN Group in 2010 as Human Resources Manager of the SAFRAN HELICOPTER ENGINES site in Brazil, where she also led the HR Commission of the France-Brazil CCI in Rio de Janeiro. Back in France since June 2023, she is in charge of Development and Animation of the HR Community at SAFRAN.



**Ms. María José Rallo del Olmo**

Secretary-General for  
Transport and Mobility  
Ministry of Transport, Mobility  
and Urban Agenda  
Spain

Born in 1971 in Castellón, she is a Civil Engineer specialized in Roads, Canals, and Ports from the Polytechnic University of Madrid, and she holds a degree in Economics from the UNED. Additionally, she has a Master's degree in Analysis and Management of Public Policies from Carlos III University and has completed the Leadership Program for Public Management at IESE.

She has been a member of the Corps of Civil Engineers specializing in Roads, Canals, and Ports since 1998, and her entire professional career has been in the current Ministry of Transportation, Mobility, and Urban Agenda.

Since June 2018, she has held the position of Secretary General of Transportation in the Ministry of Development, and she has previously held positions such as Chief of the Technical Cabinet of the Secretary General of Transportation, Deputy Director General of Studies and Projects at the Directorate General of Roads, and Advisory Member of the Cabinet of the Secretary of State for Infrastructure and Planning, among others.



**Dr. Shefali Juneja**

Representative of India on the  
ICAO Council

Dr. Shefali Juneja took over on August 28, 2019 as the Representative of India on the Council of the International Civil Aviation Organisation in Montreal, Canada. Previously, Dr. Juneja was Joint Secretary in the Ministry of Civil Aviation in India dealing with International Agreements and Environment (2012-2019). She belongs to the Indian Civil Services and has held many assignments – executive, administrative and semi-judicial in Finance and Civil Aviation. She was the chief bilateral air services negotiator for India for 6 years and she helped to transform the bilateral air service negotiations by implementing Open Skies as per the National Civil Aviation Policy 2016. She took the initiative to develop a holistic environment policy for domestic aviation eco-system. She has served on the Board of Directors in Air India group of companies and also served in Finance, Economic Regulation, Aviation Security and Air India divisions of the Ministry of Civil Aviation.

With MBA in Aviation Management and a Certificate Course in Air and Space Law from McGill University, Dr. Juneja brings a rich, practical and theoretical knowledge in Aviation. Dr. Juneja is a renowned speaker on International and Indian platforms as well as an accredited writer.

As an ICAO Council Member, she has been the Chairperson of ICAO Council Small Group on Gender, Ad-hoc Group on Industry Consultative Forum and Implementation Strategy and Planning Group. Recently, she was elected as Chairperson of Aviation Security Committee earlier known as Unlawful Interference Committee. Besides, Dr. Juneja is also chairing the 'Small Group on Innovation' in an effort to transform ICAO to be more innovative in its functioning. In addition, she is a life member of Women in Aviation - India Chapter and the Indian Women Pilot's Association & International Women Professionals in Aviation & Aerospace (IWPA).

#### Panel 4 - Leveling the playing field through STEM, capacity-building and training



**Ms. Tolulope Agiri**

Deputy Director, Human  
Resources  
International Civil Aviation  
Organization (ICAO)

Tolulope Agiri (Tolu) is the Deputy Director and Head of Human Resources for The International Civil Aviation Organization (ICAO). ICAO is a United Nations specialized agency, funded and directed by 193 national governments to support their diplomacy and cooperation in air transport as signatory states to the Chicago Convention.

Tolu, an experienced HR executive with over 3 decades HR consulting and practice experience across industries and nationalities, is known for her authentic and passionate approach to aligning Human Resources to Business. She worked with KPMG Nigeria before joining Unilever in several HR roles across Nigeria, Africa, the Middle East and Turkey. She left Unilever as HR Director, Nigeria to join the United Nations World Food Programme as Regional Head of Human Resources for the Southern Africa Bureau with oversight for driving HR strategy and operations across Southern Africa countries. Prior to joining ICAO, Tolu also worked as the Group Chief HR Officer at Interswitch Group, a pioneer and leader in digital payments in Africa.

Tolu graduated from the University of Lagos with an MSc in Industrial Relations & Personnel Management, and from Obafemi Awolowo University with a BSc in Psychology. She is a Member of the Chartered Institute of Personnel Management of Nigeria where she has been involved in various roles and committees including conference committees and the Strategic Planning & Implementation Committee. She is a thought leader and sought-after conference speaker.

Tolu is happily married to Abayomi and they are blessed with two young adult children Ifeoluwapo and Oluwatimilehin. She is passionate about developing the next generation of leaders and mentoring young women.





**Ms. Anita Adjei Nmashie**

Representative of Ghana on the ICAO Council

Ms. Anita Adjei-Nmashie was appointed as Representative of Ghana on the ICAO Council on the 4th of October, 2022. With over 30 years of experience in the aviation industry, she has a keen interest in mentorship. She has encouraged youth, particularly women, to pursue careers in Science, Technology, Engineering, and Mathematics (STEM). She is also a member of the Women in Aviation International (WAI) and the Professional Women Controllers International (PWC) Organization.

In 2018, Ms. Adjei-Nmashie became the Deputy Director of Safety Regulation with a scope of oversight responsibilities covering Aerodrome Safety and Standards, among others. In 1991, she broke barriers by becoming the first woman Licensed Air Traffic Controller to work at the Ghana Civil Aviation Authority (GCAA), and in 2000, as the only woman to hold a position as an Aviation Safety Inspector.

With her leadership ability, Ms. Adjei-Nmashie successfully certifies Ghana's main international airport, thus enabling Ghana to become a pacesetter in aviation in the sub-region. Ghana subsequently became a Champion State for Aerodrome Certification and Surveillance in Africa in collaboration with ICAO's Regional offices (WACAF and ESAF).

She holds a Bachelor of Arts in Public Administration (BPA), Post graduate diploma in Occupational Health Safety and Environmental Management (DOSHEM), and an Executive master's in public administration (EMPA) from the Ghana Institute of Management and Professional Administration (GIMPA). She has also completed numerous certificates in various fields of expertise in recognized colleges and institutions worldwide.



**Ms. Aziza Al-Yahri**

Training Coordinator and Academic Expert  
Qatar Civil Aviation Authority

Ms. Aziza Al-Yafei is a renowned academic training expert with a passionate commitment to empowering women employment in the aviation sector in the State of Qatar.

With a background in education and extensive experience in the staffing requirements in the aviation field, she has served numerous leadership roles within the Training Section of the Qatar Civil Aviation Authority (QCAA) to breaking gender barriers and fostering inclusivity of female professionals within the field of international aviation with a predominantly male workforce.

As a training coordinator, she is responsible for planning, organizing, and coordinating training courses for QCAA's employees, with a focus

on developing and implementing training programs designed to enhance women's representation within the aviation industry.

She is also the academic supervisor for students at Qatar Aeronautical College.

Ms. Al-Yafei constantly seeks to expand her knowledge through participation in major training international events to continue providing up-to-date guidance, mentorship, and career development opportunities to Qatari women and men pursuing careers in aviation.



**Mr. Olivier Chansou**

Director General  
Ecole Nationale de l'Aviation  
Civil (ENAC)

Olivier CHANSOU is the 8th Director of the ENAC, a position he has held since November 2017. His career background with the DGAC (French Civil Aviation Directorate) is rich. He began his career in 1990 in the Technical Service of the Aviation in Paris as chief of the "Onboard equipment". From 2006 to 2009, he headed the ACC of the South-West Air Navigation in Bordeaux. Later on in 2009, he was appointed Director of Human Resources at the DGAC Direction, in Paris. Then after 3 years, he was responsible of 4 departments (CESNAC, SIA, SO and CRNA SO). He also was teacher-associate of different Masters (Air Navigation Service Provider Management for example). Prior to the above, he held other positions in the DSNA Directorate of Operations, which included but were not limited to:

- Head of the "Systems and Methods" department in 2002.
- Deputy to the Head of "Technical personnel" in 1998
- Deputy to the Head of the "temps reel" department in 1995.



**Dr. Rannia Leontaridi**

Director General, Aviation,  
Maritime and Security Group in  
the Department for Transport  
(DfT), United Kingdom

Rannia is the UK Director General for Aviation, Maritime and Security and the Director General for Civil Aviation for the UK.

Rannia is responsible for the two international modes under Aviation and Maritime and has a strong international presence and critical leadership role in leading decarbonisation in the sectors. This included recently leading the UK delegation to a successful outcome at the International Civil Aviation Organization Assembly, agreeing a Net Zero target for CO2 emissions by 2050. She is also the vice-president of EUROCONTROL. Rannia was previously the Director for Aviation for the UK Government and led both Maritime and Aviation through the two years of complex international travel arrangements.

Over the previous three years Rannia was the Director for Business Growth, leading Government's policy on entrepreneurs and small

businesses. She devised and implemented the UK's first AI strategy and became the first Director for the Office for Artificial Intelligence for Her Majesty's Government. Prior to BEIS she led teams in the Cabinet Office, No10 Strategy Unit, and the Department for Environment in policy, strategy and commercial roles, including leading the development of more than 100 employee-owned private sector businesses, and was the Co-Founder and Director HMG Shareholder at Crown Hosting Data Centres, a joint venture between UK Government and Ark Data Centres. Rannia started life as an entrepreneur and later became an Assistant Professor in Economics. She received an OBE for public service in 2016 and is a Carnegie Scholar in Economics.



Sonia Garcia is a RPAS trainer, an EASA DRONE PILOT, holding an EASA ULM, CPL Frozen and Private Pilot (PPL) license. She has gathered over 10 years' experience as an RPAS trainer with several companies. She is active, empathetic and optimistic with a high work and learning capacity. She is determined and focused on teamwork and has extensive and well-established experience in business management.

She is also responsible for UAS at AVIADORAS and is helping rural women to become drone pilots.

**Ms. Sonia García**

Unmanned Aircraft Lead,  
Female Aviators, Spanish Pilots  
Union (SEPLA)

## ICAO NGAP Programme going forward



**Ms. Grace Okungu**

Chief Field Personnel Section  
Capacity Development  
Implementation  
ICAO

Ms. Okungu is the Chief Field Personnel Section at ICAO, Capacity Development and Implementation Bureau, a position she has held for the past 9 years. She has over 28 years' experience as an all rounded Management Executive with a wealth of experience in project management, strategic HR management, corporate governance, organization design, organizational effectiveness, HR analytics and metrics, work force planning, talent management, coaching, Recruitment, compensation and benefits, diversity and Inclusion, change management, employee relations, health and safety, knowledge management, succession planning, business process re-engineering, continuous improvement, with a focus on proactive and predictive management.

Ms. Okungu has led Senior Management functions at strategic, policy and operational levels, working with experience and professional background transcending government, public sector enterprises, non-governmental and multinational organizations cutting across varied sectors, including aviation, arms control, micro-finance, agribusiness, manufacturing sectors and international organizations in Africa, Asia-Pacific, Europe and North America.

## Panel 5 - Harnessing the power of gender responsive policies and financing



**Ms. Gema del Burgo Martín**

President  
Ellas Vuelan Alto

A flexible and hardworking Aeronautical Engineer with over 22 years of professional experience and high-capacity self-management in the field of Air Navigation and Air Services, coordinating Sales, Engineering and Project Management tasks.

Main transversal competences such as KAM: Leadership, empathic communication, strategic vision, accountable, flexibility, commitment, great ability to adapt to new environments regarding businesses and clients, excellent skills in customer negotiation, developing customer relations and managing work teams. Commercial experience in the field of Export Sales promoting dual-use, civil and military, ISR systems and Aerial Emergency Services with a huge customer network worldwide. Developed Customer trust, both at domestic and exportation domains. Customer negotiation and coordination to access to the accounts to improve customer satisfaction and loyalty. Working on several both public and private

companies within Aeronautical&Aerospace Sector as AENA (former Spanish ANSP), AMPER, THALES, BABCOCK and currently performing Sales&Business Development Director role for Spain&Portugal at AVINCIS.

Thales 'Customer Orientation' Award 2017.

PDL – Leadership Deployment Program 2019.

INSIGHT Seminar 2023

Gema Martín del Burgo is currently the President of Ellas Vuelan Alto, an association born in September 2018 with the aim of consolidating the visibility of women in the aeronautical and aerospace sector in Spain, covering the Political, University, Business and Administration fields, based on the vision of equality of the Magna Carta of The United Nations. Since then, the main companies in the sector have been interested in their work, becoming partners. They work to achieve real equality between women, sharing the same vision and uniting our efforts so that every organization in the aeronautical and aerospace sector is committed to an egalitarian future for the sake of a more just society and seek to increase the participation of women in public and professional life, developing projects that offer this group visibility and recognition of their skills, advocating for the creation of women's networks and, in turn, promoting their empowerment in the aforementioned sector. Today, Ellas Vuelan Alto (EVA) is considered a forum for debate in the aerospace sector in continuous growth and where a series of initiatives and events are carried out that give voice and recognition to women who are already leaders.



**H.E. Huda Al Hashimi**

Deputy Minister of Cabinet Affairs for Strategic Affairs, Ministry of Cabinet Affairs, and member of the UAE Gender Balance Council, United Arab Emirates

As part of the responsibilities of her current position, Her Excellency Huda AlHashimi leads the process of articulating the UAE Leadership's Vision, setting an ambitious long-term strategy, and developing the government's agenda grounded in the needs of today. This will help the UAE maintain its leading position and stay at the forefront globally. HE's main role involves steering the development of the National Agenda and ensuring the government's readiness and ability to deliver on, meet and align the UAE Vision and National Agenda.

HE further coordinates country level strategies and provides consultations to the UAE government on issues related to government strategy and innovation, and the challenges and opportunities that can be addressed through these two important enablers. She represents the UAE locally and internationally in areas related to government strategy, innovation, and enhancing focus on strategic thinking in the national and local government entities.

AlHashimi leads the setup and operation of Mohammed Bin Rashid Center for Government Innovation (MBRCGI), which was established to stimulate and enrich innovation within the government sector



through developing an integrated innovation framework and supporting the activation of next generation government innovations. Also she leads the Ministry of Possibilities, And the Government Accelerator

Before assuming her current position, HE Huda was the Assistant Director General for Strategy and Innovation at the Prime Minister's Office, the Ministry of Cabinet Affairs.

Previously, she was part of the founding team at the Executive Office, where she was involved in developing and launching key strategic projects such as Dubai International Financial Centre (DIFC) among others. She also assumed the position of Director of Government Sector Development Department at Dubai Executive Council, where she supervised the government sector development programs.

HE has been chosen as a board member of the "Digital School" as well as a member of the UAE Gender Balance Council and Dubai Women Establishment, she is also member of the Supreme Committee of the Mohammed bin Rashid Smart Education Program. Huda Chairs the Global Innovation Council, and is a member of the 4IR Council. She is also an active member of the Agile Governance Future Council at the World Economic Forum.

Huda AlHashimi holds a BSC in Business Administration from the Higher Colleges of Technology, where she graduated with honors and received Sheikh Rashid Award for Scientific Excellence. She is also an alumni of London Business School, and was enrolled in the Mohammed bin Rashid Center for Leadership Development (MBRCLD) program.



**Ms. Katja Pehrman**

Senior Adviser  
UN Women

Ms. Katja Pehrman is Senior Advisor at UN Women, responsible for issues related to gender parity. Currently she is actively involved in enhancing and implementing the measures of the UN Secretary-General's System-wide Strategy on Gender Parity in the UN System. She is also the Focal Point for Women in the UN System, responsible for leading and coordinating the work of 500 Gender Focal Points across the UN. Prior to joining UN Women, she served as Ambassador and Permanent Representative of Finland to the Organization for Security and Co-operation (OSCE) in Vienna. In that capacity, she chaired the Human Dimension Committee of the Organization, where her focus was on enhancing gender equality and the empowerment of women as well as the rights of persons with disabilities. Moreover, she was one of the initiators of the OSCE Wide Action Plan on Women, Peace and Security and a co-founder of the OSCE Group of Friends of Mediation. In her previous positions, she



**Ms. Poppy Khoza**

Director General  
South African Civil Aviation  
Authority (SACAA)

served as the Chief of Cabinet of the Minister for Foreign Affairs of Finland. Ms Pehrman has more than 20 years of experience in multilateral diplomacy, negotiations and leadership, throughout which enhancing gender equality and human rights have been constantly at the forefront of her work.

Ms. Poppy Khoza has over 20 years' experience in the civil aviation with 18 years in senior management. Ms. Khoza was reappointed for a second five-year term as Director of Civil Aviation (CEO) at the SACAA, effective from 01 December 2018. She is the first woman to have occupied this position since the inception of the SACAA.

Some of her notable milestones at the helm of the SACAA include:

- Chaired the International Civil Aviation Organisation's (ICAO) Aviation Security Panel for two consecutive terms after serving for 2 years as Deputy Chairperson.
- Chaired the 2021 Facilitation Stream of the ICAO's High-Level Conference on Covid.
- A recipient of many accolades including the Aviation Sector and Regional Leader Award, Best CEO, Top Empowered Business Leader, Public Service Leader of the year, South Africa's Most Influential Woman in Business and Government in the Agencies and Regulatory Authorities.
- Recognised internationally by the Centre for Economic and Leadership Development and the African Civil Aviation Commission and the AFI group for her contribution to the development of civil aviation in Africa.
- A first recipient of the Flight Safety Foundation's Gloria Heath Trophy, which recognises a woman for notable achievements in civil aviation - June 2022.
- In September 2022, she was unanimously elected by the ICAO Member States to serve as the first woman President for the 41st ICAO Assembly in the 78 years of ICAO's existence.

Under her stewardship, the SACAA scooped the Best Performing Institution in Transport Award on four (4) occasions. The SACAA achieved nine clean audits over ten financial years and received six awards from the Auditor-General of South Africa for clean audit outcomes. The entity recognised as the Top Performing Public Service and was also declared a Winner in the category of Investing in People. Furthermore, the SACAA was recognised as a Transformation Champion at the Oliver Top Empowerment Awards.

She has championed the transformation of the SACAA, and it now boasts 50% capable women Executives and 51% female employees in the organisation. Ms. Khoza was instrumental in the initiative to host the first-ever Global Aviation Gender Summit that was hosted

in August 2018 in South Africa, in collaboration with ICAO, UNESCO and UN Women.

Under Ms. Khoza's leadership, the SACAA continues to make strides in improving aviation safety and security in South Africa as witnessed in the recent ICAO Safety Audit.



**Ms. Priscilla Mannis**

Acting Head of Finance and  
Administration  
Organization for Security and  
Co-operation in Europe (OSCE)  
Kosovo Mission

Priscilla Mannis is currently working for the Organisation of Cooperation and Security in Europe (OSCE), Mission in Kosovo as the Acting Head, Administration and Finance. She is a versatile and accomplished finance professional with a record of strategic financial management and leadership and interest in lifelong learning and gender equality. With over 10 years of experience in the field, she has sharpened her skills in guiding organizations towards financial success and sustainability. She has established herself as an expert in Finance and Administration.

As an experienced Certified Accountant and PRINCE2 practitioner, Priscilla has successfully launched and managed several changes demonstrating her ability to identify and implement policies even in difficult environments and drive gender equality. Her journey across countries has taught her valuable lessons about leadership, resilience and adaptability.

The insatiable curiosity of Priscilla nourishes her commitment to personal growth and continuing education. She holds degrees in Finance and Accountancy. She recently completed Women in Leadership Programme with the University of Oxford, Said Business with a distinction, reflecting her diverse interests and knowledge craving.

Through her experience and expertise, Priscilla aspires to inspire others to pursue gender equality through implementation of administrative policies, achieving measurable results, and celebrating small milestones. With an unwavering belief in the potential of every individual, she strives to empower others to implement gender equality in administrative processes to make a meaningful difference on the journey to empower women and achieve gender equality.

## Sponsor's Spotlight



**Ms. María Jesús López Solás**

Chief Field Personnel Section  
Capacity Development  
Implementation  
ICAO

María Jesús Solás holds a Bachelor's degree from ICADE and an MBA from the Sloan School of Management at Massachusetts, she has been the Director of Sales and Network Development and Alliances since September 2020. Previously, she held the position of Director of Customers and Loyalty at Iberia and prior to that, Director of Network at the airline. She has held positions of responsibility at Pullmantur, Royal Caribbean Cruises, Latam Airlines, LAN, and The Boston Consulting Group.

## Lightning Talk: Making gender data matter for aviation



**Ms. Anna Zarubina Ghion**

Global Account Manager for  
Intergovernmental  
Organizations focusing on  
Aviation Industry  
Amazon Web Services

Anna Ghion is a WWPS Global Account Manager for Air and Transportation, covering Intergovernmental Organizations (IGO) focusing on aviation industry. She has 14 years in IT, holding AWS certifications, 3 Master degrees and is a Certified Metaverse Expert. At AWS, she drives customers through their cloud journey and helps them to become more agile, innovative, and efficient and empowers them to solve challenges while attaining both their operational and innovation goals.



**Ms. Jessica Diaz de Leon Gomez**

Data Statistical Manager  
ICAO

Mexican by nationality. Academic qualifications include a bachelor degree in economics from the Universidad Nacional Autónoma de Mexico (UNAM) a master's degree in business economics and a Certificate in Data Analytics and Visualization Bootcamp from the Instituto Tecnológico de Estudios Superiores Monterrey (ITESM).

Joined the Agencia Federal de Aviación Civil in Mexico in 2009 as Deputy Director of Statistics. Posted in the International Civil Aviation Organization since 2012 based in Montreal Canada, as Data Statistical Manager, Jessica focuses on the production, validation, verification of the official traffic data.

Also, Jessica provides ICAO's 193 Member States supporting and advising to comply their duties to ICAO Statistics Programme.

#### **Lightning Talk: Behavioural Science in support of gender equality in aviation**



**Ms. Ariel Lee Bothen**

Senior Advisor  
The Behavioural Insights Team  
(BIT)

Ariel is a Senior Advisor in the International Programmes team. Ariel focuses on the application of behavioural science to issues of inequality and social cohesion, with an interest in the use of media to tackle challenges in deeply divided societies. She has experience applying behavioural insights to a wide range of policy challenges, from increasing diversity in recruitment to the police, to promoting social cohesion in secondary schools, to promoting access to quality sexual reproductive health. She holds a Master's degree in International Affairs with a concentration in security from the Hertie School of Governance and two Bachelor's degrees in International Affairs and Anthropology from the University of Maine.

## Panel 6 - Breaking the bias: promoting role models and changing stereotypes



**Ms. Marta Encinas-Martin**

Senior Advisor Global Relations  
and Education Gender  
Ambassador  
Organization for Economic Co-  
Operation and Development  
(OECD)

**Marta Encinas-Martin** works as education gender ambassador at the OECD, understanding gender gaps in education and skills, particularly in career choices. She is also Senior Advisor for the Global Relations and Cooperation directorate. Previously she worked at UNESCO on the Education for All international program, setting goals and measuring progress in education for developing countries.



**Ms. Magdalena Olczak**

Manager, Gender Coordinator  
International Transport Forum  
(ITF)

With more than 20 years' experience in international relations and policymaking, Magda works at the Paris-based International Transport Forum (ITF), at the Organisation for Economic Cooperation and Development (OECD). Magda is responsible for the ITF annual Summit programme and related institutional relations. She coordinates the ITF's work on gender and transport, including policy dialogue and consultations with ITF stakeholders. She has been working at the OECD since 2004 on diverse policy portfolios, including gender, consumer and competition policies, corporate social responsibility and environmental policies. Magda is honoured to be a part of the "2020 Remarkable Women in Transport" initiative by the Transformative Urban Mobility Initiative.





**Baroness Vere of Norbiton**  
**OBE**

Parliamentary Under Secretary  
Department for Transport (DfT)  
United Kingdom



**Ms. Kendra Kincade**

President and Chief Executive  
Officer  
Elevate Aviation

**Baroness Charlotte Vere** Baroness Vere has been a Transport Minister for 4 years and been in government for 6 years. She was reappointed to the Aviation brief in September 2022 and added the Maritime brief in October of that year. She has previously worked in education, mental health and recruitment, and started her career as an investment banker. She has an MBA from Northwestern and a degree in Engineering.

Kendra Kincade is a Canadian Air Traffic Controller and has been with NAV Canada for 23 years. Kendra is also Founder and President of Elevate Aviation, the Honorary Colonel of the RCAF 417 Helicopter Squadron, and most recently has become the Director and Executive Producer of her first documentary called Only Up. Kendra's mission is to promote the world of aviation to women.

Kendra began her philanthropic journey by climbing Mt. Kilimanjaro to fundraise for the Lois Hole Hospital. Realizing that giving to others was where her happiness lay, she then founded her first organization, Changing Stories, undertaking projects such as building schools, playgrounds and homes in El Salvador and Nicaragua.

Upon recognizing the negligible female presence in the aviation industry, in 2015, she founded Elevate Aviation, a non-profit devoted to helping women realize their potential through aviation. Kendra's work building Elevate Aviation has led to over \$5 Million in funding to date and creating projects such as; a three-year national project to dismantle barriers that females encounter in aviation, a nation wide mentorship program to empower women both civilian and in the military, opening of The Elevate Aviation Learning Centre at the Edmonton International Airport with programs such as 'ACE' bringing in students from grade 6 to adults into the airport for a week hands on experience, and 'WEST' which educates women who have been out of the work force obtain the skills they need for employment and link them to the aviation industry in order to obtain a career that provides economic security to find a life they love. Some awards and recognition include Global Woman of Vision, NAV Canada Chairman's Award, recognized as a 2019 SHEInnovator with the Global Innovation Coalition for Change, a partner with United Nations Women, and Woman of Inspiration from The Universal Women's

Network, and the prestigious Trailblazer award with the Northern Lights Aero Foundation.

This mother of four, step-mother of two, and grandmother of three is a public speaker and is a regular columnist for Wings Magazine and Helicopter Magazine.



**Ms. Marina Estal Muñoz**

Head of Airspace Policy  
Directorate General of Civil  
Aviation  
Spain

**Marina Estal** is an aeronautical engineer, she has been working in ATM for more than 10 years, starting in an Air Navigation Service Provider and then working as a Civil Aviation Inspector in ATS, ATFM and ASM in the Spanish Safety and Security Agency (AESA) till she reached her current position. Now, as the Head of Airspace Policy Area she is in charge of the civil-military coordination matters regarding Flexible Use of the Airspace (FUA), volcanic ash contingency management and the development of the drone sector in airspace matters which includes the implementation of the U-space in Spain.

**Ms. Oriel Petry**

Senior Vice President, Public  
Affairs  
Airbus, United Kingdom



**Ms. Pilar Vera**

Chairwoman  
Air Crash Victims' Families'  
Federation International  
(ACVFFI)

President of the International Federation of Air Crash Victims and their Families (FIVA AF), recognized by ICAO as an International Organization invited to its events, from its foundation in 2015 until today.

The origin of her work is in the tragedy of Flight JK5022, which crashed at Madrid Airport (Spain), resulting in the death of 154 people, including her niece, and 18 survivors with lifelong injuries. Since then, she has participated in, organized, and promoted improvements in air safety, victim assistance, accident investigation and prevention, passenger rights, etc., both at the national and international levels. In 2009, she joined the Association of Flight JK5022 Victims (AVJK5022), and in 2010, she was elected President, being reelected every year since then until today. She attended the first ICAO High-Level Safety

Conference in 2010 (HLSC-2010). She promoted the creation and was part of the Aircraft Accident Victims Policy Task Force (AVPTF 285) to update it, as it was published by the ICAO Secretary-General in 2001. On March 1, 2013, she attended an ICAO Council meeting for the first time, where Document 9998, the ICAO Policy on Assistance to Aircraft Accident Victims and their Families, was approved. This document was ratified by the 38th ICAO Assembly in 2013. She founded FIVA AF in July 2015, along with two other associations, ACAA ED202 from Pakistan and HIOP AF447 from Germany. In February 2016, she succeeded in having FIVA AF recognized as an International Organization invited to ICAO events, becoming the first and only Federation of Victim and Family Associations to achieve this status. She has attended 4 ICAO General Assemblies: in 2013, 2016, 2019, and 2022, presenting various study papers in the last 3 assemblies related to the objectives for which FIVA AF was created. She spearheaded the organization of the ICAO International Symposium on Assistance to Victims and Families held in Gran Canaria in December 2021, as well as the International Day of Air Crash Victims and their Families, commemorated for the first time on February 20, 2022.

Ms. Vera has extensive professional experience in State Administration and the financial sector: she served in the Government Administration of the Canary Islands and the Spanish Government from 1977 to 1980. In 1980, she worked for more than twenty years in Banco Exterior de España SA, La Unión y el Fénix Español SA, Argentaria SA, and BBVA SA, specializing in Institutional Banking: banking-state administration relations. Throughout her career, she participated in and managed numerous courses, conferences, and seminars related to her professional activities. She was the Director of technical banking projects in treasury for large institutional clients in Spain.

Ms. Vera obtained a Bachelor's degree in Law from UCM University in Madrid, as well as other professional qualifications related to her career. She is a retired Civil Servant of the Gran Canaria Island Council and the Central Administration of the State. She is a retired Banking Executive. She speaks Spanish and has a basic knowledge of English. She enjoys reading, listening to music, and traveling, which is her passion. She has visited all of Spain, North, Central, and South America, except Ecuador and Colombia, 7 countries in Asia, and 14 countries in Africa.

## Panel 7 - States experiences with advancing gender equality



**Ms. Valdís Ásta  
Aðalsteinsdóttir**

Representative of Iceland on  
the ICAO Council

Ms. Valdís Ásta Aðalsteinsdóttir has over 30 years of experience across a wide spectrum of aviation and leaderships related businesses, with both public and private sector perspectives. She has held leading change management posts in organizations and is the first woman to be Iceland's Representative on the Council of ICAO. From October 2019, Ms. Aðalsteinsdóttir has been a part of the NORDICAO rotation group and served as Alternate Representative of the Republic of Finland on the Council until 1 October 2022 when she became the Representative of Iceland on the Council of ICAO.

From 2004 until her appointment as Alternate Representative on the Council of ICAO she held various positions in the Icelandic Civil Aviation Authority (now the Icelandic Transport Authority – ICETRA). Among her professional experience, Ms. Aðalsteinsdóttir has served as ICAA's Public Relations Manager, Manager Special Projects, Director Customer Service Division as well as being a member of ICETRA's Executive team. She was Iceland's Aviation Council's Secretary for seven years and around ten years of experience with Icelandair in various positions from ground handling to Project Manager.

Ms. Aðalsteinsdóttir is a Bachelor of Art graduate in sociology from the University of Iceland and has two Diplomas in Human Resource Management and Public Administration. She has taken part in various seminars regarding management training, change management, public and information rights, management systems, human factor and human relations, quality and risk-based management, as well as internal and external audits. During Ms. Aðalsteinsdóttir's vast experience in the field, she has gained general knowledge of international aviation cooperation and of ICAO's Council's procedures. Ms. Aðalsteinsdóttir was nominated for Stjórnvísir 2019, Icelandic Management Award.

Ms. Aðalsteinsdóttir remains strongly committed to support ICAO's work and to promote a safe, secure and sustainable civil aviation in a transparent and efficient way. The challenges civil aviation is facing today gives ICAO even a bigger role as a strong global facilitator, which calls for a strong commitment from all ICAO Member States. Let's all fly again!



**Ms. Angela McCullough**

Executive Director of the Office  
of Aviation Policy & Plans  
Federal Aviation  
Administration, United States of  
America

Effective December 2022, Angela McCullough is the Executive Director of Aviation Policy and Plans in the Office of Policy, International Affairs & Environment. She has over 30 years of service in the FAA and the U.S. Air Force. To ensure the safety and integrity of the National Airspace System (NAS), Angela has also supported the Air Traffic Organization (ATO) efforts to increase efficiency, use new technologies, accelerate modernization efforts, and respond effectively to the traveling public's needs.

Angela led the organizational restructuring of Mission Support Services in order to better align its work, maximize efficiencies, and prioritize stakeholder needs. From this effort, the fundamental philosophy of Alignment, Integration, and Communication, or AIC, was developed to serve as a guidepost in the course of daily business. The tenants of AIC have become the fabric of the organization's shared-services model.

Angela oversaw the successful completion of the Metroplex Program, which was a large-scale effort to optimize the NAS using performance-based navigation (PBN) procedures and time based flow management (TBFM) to make airspace more efficient and improve access to airports. With the completion of the South-Central Florida Metroplex in 2021, the agency began a new effort to continue to optimize the NAS. Also led by Mission Support Services, the Strategy directorate is charting the course with the national Airspace Modernization Roadmap.

Angela is an expert at reinventing programs and processes to optimize their outcomes. For example, the UAS Leadership Team (ULT) concept was redesigned under Angela's leadership to alleviate stovepipes and to create a dynamic, well-rounded steering group to integrate UAS safely into the NAS. She also helped reimagine the Community Engagement processes to improve the quality of interactions with the public and provide a platform for productive exchanges.

Previously, Angela served as the Director of the Eastern Service Center where she worked across the ATO and other lines of business to manage critical projects and program activities and provide recommendations and guidance on FAA programs and policies. In this role, Angela co-led the National Prioritization Team, a workforce planning initiative for the service centers to determine service reductions for Air Traffic Services, Technical Operations, and the Service Center resulting in cost avoidance of \$5M.

Angela has also served as the Director of Community Enterprise, now known as People Services, where she realigned the organization to be more customer centric. Prior to becoming a Director in 2014, Angela held several different management and advisory roles in Mission Support and Technical Operations where she provided

leadership oversight to multiple teams responsible for delivering standardized support in the areas of position management, training, organizational and employee performance, change management, succession planning, organizational development, and implementation of policies and procedures.

Angela holds a Master of Science in Administration from Central Michigan University. She has continued a lifelong commitment to service by becoming a certified professional coach where she is committed to helping others reach their full potential in professional and personal leadership.



**Ms. Paola Tamburelli**

Director General  
Administración Nacional de  
Aviación Civil, Argentina

Paola Tamburelli has more than 20 years of experience in the air transport industry, most of it from high-level public management positions.

Currently Head of the Argentine Republic Civil Aviation Authority, she is the 1st woman in the history of the ANAC to take up this role. She was also the first woman serving as National Director in the organizations, when designated National Director of Air Transport. Paola was also in charge of International Air Agreements for more than a decade, from three different positions, heading more than 150 negotiations on behalf of the National Government both from the Ministry of Transport and from the Foreign Affairs Ministry.

After participating in 2007 in the creation of the new National Aeronautical Authority, she led similar processes in different countries around the world while training Aeronautical Authorities and other industry actors on civil aviation issues. In 2014, the International Civil Aviation Organization has recognized her as one of the 70 most inspiring women in aviation and was chosen as one of the Vice-presidents of ICAO's last Assembly 41st. Paola has a degree in International Relations with postgraduate training in Aeronautical and Space Law and in International Affairs.





**Ms. Suvrita Saxena**

Director Operations  
Directorate General of Civil  
Aviation  
India

Ms. Suvrita Saxena, an Indian National has over 33 years of aviation service experience. Her Career in DGCA India started in 1992 as Airworthiness Officer. In 2003 her Career took a shift, and through selection she shifted to Operation Directorate. During her tenure in Operation Directorate, she has also worked in Air Safety Directorate and was associated with various Accident/ Incident Investigations and Audits.

**Presently working as Director of Operations** in DGCA and is positioned at Mumbai. She is heading Operations Directorate in Western Region, India, wherein she is handling the charge of Aerodrome Standards, Directorate of Training & Licensing and Flight Standard Directorate.

She has holistic exposure as an aviation regulator and technocrat in general. The multi departments functioning gave her immense opportunity to execute the official work in seamless alignment achieving maximum efficiency.

She Holds Degree in Aeronautical Engineering (A.M.Ae.S.I), Executive MBA in Human Resource, Diploma in Cyber Law

#### **Important Achievements**

a) During corona phase while the world was closing it's doors, her varied experience came handy when there were unprecedented challenges to face head on. She was instrumental in initiating the concept of **Virtual Audit of aerodromes**; the first ever in the country. She also trained other officers of department.

b) She played an active role for the technical check for the launch of the very first route of Government of India's ambitious seaplanes services project.



**Ms. Thobile Masooa**

Managing Director  
Civil Aviation Authority  
South Africa

Ms. Thobile Masooa is an accomplished Executive with 25 years of experience in the field of Human Capital Management gained from various private and public sector organisations, of which 15 have been at an executive level and 7 within the Aviation sector. Ms. Masooa is currently serving as an Executive: Human Resources at the South African Civil Aviation Authority.

Ms. Masooa is a mentor, and coach who has a passion for talent development which includes leadership, youth, and women development. In her capacity as an Executive responsible for Human Capital at the South African Civil Aviation Authority, she is entrusted amongst others, with the overall human capital management including ensuring the regulator's contribution towards the transformation of the industry through the development of a solid talent pipeline of aviators to address current and future skills shortages. She has been a speaker in various conferences and summits on skills development and gender-related topics.

She holds a Bachelor of Social Science in Industrial Psychology, a Post-Graduate Diploma in Human Resources, an Executive Leadership Development Certificate, and a Master of Management in the field of Business and Executive Coaching. One of her life mottos is "your attitude determines your altitude".

#### Panel 8 - Lesson Learnt and goal-setting: an industry perspective



**Ms. Jane Hoskisson**

Director, Talent, Learning,  
Engagement and Diversity  
International Air Transport  
Association (IATA)

As Director of Talent, Learning, Engagement & Diversity at IATA Jane has been pivotal in driving a refreshed approach to people and talent management to deliver tangible business results. As an HR leader, her mission is to inspire people to succeed, and she has a track record of doing just that at all levels. Whether designing programs for the attraction and retention of talent or managing learning initiatives that foster both leadership and technical growth, she is able to create a strategic vision across all elements of HR, inspire others to follow and successfully execute it in highly competitive and demanding environments.

In 2019, Jane established an ambitious target for Diversity & Inclusion for the aviation industry by setting a target for airlines to achieve 25% female representation at senior and under represented areas by

2025. Over 188 airlines have joined the initiative, which is an important step for making the industry more inclusive.



**Ms. Jun Taneie**

Executive Vice President,  
Group Chief Diversity, Equity &  
Inclusion Officer  
ANA Holdings Inc.  
Japan

Since joining All Nippon Airways Co., Ltd. (ANA), Taneie has had a wide variety of experiences ranging from marketing, airline alliance and investor relations. Some of the projects that she has undertaken include the introduction of the Revenue Management system and the effect verification of ANA joining the Star Alliance network.

In April 2013, she was assigned as President of Rakuten ANA Travel Online Co., Ltd., followed by Vice President of Marketing Communications (ANA) from 2016, and Marketing Strategy (ANA) from 2019.

Taneie received her B.A. from the Tokyo Woman's Christian University and her M.B.A. from the International University of Japan.



**Ms. María Bello**

Director of People  
Development and Organization  
Iberia

María Bello is Iberia's People Development and Organization Director. Her passion is people, to whom she has dedicated nearly 20 years of a career focused on transformation projects in the areas of human resources.

She holds a degree in law and economics from the UNIV of Navarra, a Master's degree in Human Resources from Garrigues, and has been part of ESADE PROMOCIONA project, the Executive Program for Women in Senior Management.

María Bello joined Iberia four years ago to assume responsibility for talent management, development and cultural change in the company.



**Ms. Milena Bowman**

Executive Manager Airspace,  
Systems and Procedures  
EUROCONTROL

Milena Bowman is the Executive Manager at EUROCONTROL's Maastricht Upper Area Control Centre (MUAC) and a PhD candidate at Leiden University studying Workforce Diversity and Safety in ATM Europe. In her MUAC role she is responsible for the day to day management of systems, airspace, procedures of the operations room. She is a member of the Just Culture Committee of EUROCONTROL. Previously Milena has also worked for BULATSA, Emirates Airlines and served as a Chairman of the AI Operations Subgroup of the AIM/SWIM team. She holds a Master Degree of Economics from Sofia University of Economics and a Global Executive MBA degree from INSEAD. Milena is the founder of the Diversity and Inclusion Think-tank at MUAC and is a member of the Steering Committee of INSEAD Women in Business Club, Brussels. Her husband and she are avid book readers and enjoy travelling with their two children. Her travels led her to over 90 countries including an expedition to the majestic Antarctica.



**Ms. Nina Brooks**

Vice President and Permanent  
Representative to ICAO  
International Coordinating  
Council of Aerospace  
Industries (ICCAIA)

Nina Brooks is Vice President and Permanent Representative of ICCAIA to the International Civil Aviation Organisation (ICAO). In this role, she represents the interests of the aerospace manufacturers and service providers, actively participating in the activities of ICAO including the Air Navigation Commission, Council, Panels and Working Groups. Nina has extensive experience in aviation, in particular innovation, safety, security, facilitation and cybersecurity.

Nina was previously Vice President, Security, Facilitation and Innovation at ACI World, providing guidance and support to the airport community, representing airports' interests, and encouraging innovation at airports.

Prior to ACI, Nina worked for IATA, as Head of Security and Facilitation Projects, representing airlines at ICAO, and working on projects and initiatives relating to passenger data, aviation security and cybersecurity. Her aviation career started at Virgin Atlantic Airways in the UK, in the Government Affairs Team.

Nina is a strong proponent of diversity and inclusion, enjoys presenting and teaching and teaches Aviation Security at McGill University in Montreal on a part time basis. She has also set up several mentoring programmes and has led activities to promote women in the workplace.

## Closing Ceremony - Rising to the challenge: A Call to Action



**Mr. David Lucas Parrón**

Secretary of State for  
Transport, Mobility and Urban  
Agenda  
Spain

Born in Madrid in 1968, married with two children.

He is a Doctor of Law from the Carlos III University of Madrid, specializing in State Public Law, Law Degree from the Complutense University of Madrid, Master in Public Law from the Carlos III University of Madrid (best academic record and extraordinary award) and Master in Territorial and Urban Policy from the Carlos III University of Madrid, specializing in Urban Management, and since February 2020, he has been Secretary General of the Urban Agenda and Housing of the Ministry of Transport, Mobility and Urban Agenda.

He has been Senator-elected for Madrid in the XII legislature, Mayor of Móstoles and Spokesperson for the PSOE in the Madrid City Council.

He has been President of the Spanish Delegation in the Congress of Local and Regional Powers of the Council of Europe and President of the International Relations Commission of the Spanish Federation of Municipalities and Provinces. He has been a Member of the Steering Committee of the Council of Municipalities and Regions of Europe, of the Steering Committee and Executive Bureau of United Cities and Local Governments and of the OECD Interparliamentary Network. He has been president of the Commonwealth of Southern Municipalities, Vice President of the Federation of Municipalities of Madrid and President of the Finance Commission of this federation. He has been Lieutenant-Mayor of Getafe with the responsibilities of Finance, Heritage and Citizen Security and Chief of Staff of the Mayor's Office of said City Council

He has been a professor of Financial and Tax Law and History of Law at the Carlos III University of Madrid. He has been Professor of Financial Law and Constitutional Law at the University of Nebrija. He has been Professor of Political Science and Management and Public Administration at the Complutense University.