

MAY 2023

ECAC Charter on Diversity and Inclusion



Adopted by ECAC Directors General
of Civil Aviation at DGCA/160

The header features a dark blue background with a stylized white graphic of a globe and a leaf-like shape. The title 'ECAC Charter on Diversity and Inclusion' is written in white, with 'ECAC Charter' on the first line and 'on Diversity and Inclusion' on the second line, which is enclosed in a white rectangular box.

ECAC Charter on Diversity and Inclusion

Statement by ECAC Directors General

As Directors General of civil aviation of ECAC Member States, we believe that diversity and inclusion are key elements of a sustainable and innovative air transport sector.

We are therefore committed to promote these values, while recognising that they each represent a process of continuous improvement and renewal.

By embracing diversity and promoting inclusion, we can help build a stronger and more equitable, accessible and resilient European air transport system that serves the different needs of all our stakeholders and the travelling public.

We are also committed to creating and promoting a diverse, equitable, and inclusive environment where everyone feels valued and respected. We believe that diversity is not a goal in itself but rather a means to achieving resilient workplaces.

The implementation of diversity and inclusion strategies and policies in ECAC Member States contributes to a work environment open to all actors of our sector, and thus it helps improve performance, attract and retain talent, increase innovation, and overall contribute to organisational success.

Our commitment to diversity and inclusion is reflected in the following specific commitments and actions for our Member States and for ECAC as an organisation.

Member States are encouraged to take the following actions:

- **To foster a culture of inclusivity and eliminate discrimination and bias**
 - Each ECAC Member State will create a safe and welcoming work environment that respects diversity and encourages inclusion.
 - Each ECAC Member State will work to eliminate discrimination and bias in all its forms.
 - Each ECAC Member State will provide opportunities for all individuals to contribute with their skills, knowledge, and competencies.
- **To set achievable national objectives for diversity¹**
 - Each ECAC Member State will work to set up specific and achievable objectives for the implementation of diversity initiatives that will be transferred into tailored action plans, according to its own unique national environment and requirements.
- **To designate a diversity champion**
 - Each ECAC Member State will designate a person within their organisation as a diversity champion. The role of this person will be to support diversity initiatives in the workplace and to liaise with other Member States, ECAC and other organisations on diversity matters.

In addition, this person may:

- i) help the organisation to understand the importance of diversity and makes them aware of the trends that other organisations follow regarding diversity, and/or

¹ Diversity is understood here as including inclusion, equity, accessibility, and other related concepts.

- ii) support the HR team to make inclusive policies, and/or
- iii) support efforts to raise awareness, and/or
- iv) encourage best practices in the organisation, and/or
- v) facilitate conversations around diversity matters.

■ **To provide diversity awareness training**

- Each ECAC Member State will provide, directly or indirectly, training to their staff to raise awareness of diversity issues, build understanding of their importance, and promote best practices on diversity-related matters.

■ **To promote diversity**

- Promoting diversity effectively requires broad participation from the entire organisation, along with a parallel focus on recruiting, changing behaviours and practices, and organisational structure.
- Each ECAC Member State will encourage diversity and inclusion with their own staff, and work with other ECAC Member States and stakeholders in support of their own efforts for promoting diversity.

Actions for ECAC as an organisation:

■ **To promote diversity in ECAC events and groups**

- ECAC promotes the sharing of information, ideas and good practices in different domains of civil aviation, by actively engaging and bringing together Member States, international and regional organisations, and industry stakeholders.
- This enables us to gather all views for better understanding of respective priorities and search for consensus. ECAC values this diversity of views and acts to remove any barriers to everyone's participation in its activities.
- In particular, ECAC is committed to have an equitable gender balance at all its events, and among the experts participating

in and chairing working groups in different domains of activity of the organisation. This has helped to increase the proportion of women in our working groups, to ensure all groups are gender diverse, and to increase the number of women contributing to ECAC events

- **To promote the pan-European dimension of the organisation**
 - The pan-European membership of ECAC and the diversity of views and experience among its Member States enrich the discussions and the sharing of good practices.
 - All Member States have equal responsibilities and opportunities to participate in the governance and activities of the organisation.
 - In particular, ECAC is committed to have an equitable geographical representation between all its Member States at all its events, and among the experts participating in and chairing working groups in different domains of activity of the organisation.
- **To organise activities on diversity and inclusion for Member States**
 - This action promotes greater awareness and understanding the importance of such issues; and the ECAC Secretariat will continue organising activities on diversity and inclusion (e.g. awareness training courses, workshop) for the benefit of its Member States.
 - This also includes the activities of the ECAC Network on Diversity and Inclusion, which was established in 2022.
- **To promote diversity within the composition of the ECAC Secretariat**
 - A diverse workforce in the ECAC Secretariat brings a mix of backgrounds and competencies and contributes to higher quality work and to our mission of promoting a safe, efficient, and sustainable European air transport system.



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