



Women in Aviation and Aerospace Charter: Newsletter #1 – Q3 2018

Progress since Farnborough 2018 launch, with the first Steering Board and Seminar

Vision

- **A commitment to work together to build a more balanced and fairer industry for women** – the charter commits organisations to support the progression of women into senior roles by focussing on the career pipeline and opportunities.
- **A balanced workforce is good for business** – it is good for customers and consumers, profitability and workplace culture, and is increasingly attractive for investors.
- **Signatories to the Charter have agreed to four key principles** – (1) having one member of the senior executive team who is responsible and accountable for gender diversity and inclusion; (2) setting internal targets, where appropriate, for gender diversity in our senior management; (3) publishing progress annually against any targets in reports on our website; (4) having an intention to ensure the pay of the senior executive team is linked to delivery

Achievements in the last quarter

- **Charter successfully launched at Farnborough Airshow** – following positive comments from the Prime Minister in her speech opening the airshow, the Charter was formally launched at the Royal Aeronautical Society “Ballot Box to Wing Box” event attended by over 100 people.
- **68 signatories are now signed up to the charter, with 12 new since Farnborough** – the new organisations are: Davies Turner Air Cargo Ltd, Flitetec, Flitetrak, Flybe, Gowling WLG, Jetdeck Aviation, L3 Commercial Aviation, London Biggin Hill Airport, London City Airport, My Language Connection, SalusUAV and The Aviation Logistics Network.
- **First Steering Board held on 11th September** – this was the first opportunity for the volunteers from signatory organisations to meet and discuss the plans for progressing the charter. This group will be responsible for driving the progress in line with an agreed Terms of Reference, which is currently in draft and is to be centred on four pillars: engagement, networking, best practice sharing and driving the charter. This session also identified Katherine Bennett (Senior Vice President, Airbus UK) and Sumati Sharma (Vice President – Special Projects, Virgin Atlantic)
- **First Seminar held on 24th September** – see “In Depth” section below.

In Depth – First Seminar



- Held at the Royal Aeronautical Society, this seminar was the first opportunity since the Farnborough Airshow for more than 40 members of signatory organisations to come together.
- Included a variety of fascinating speakers including: Jane Middleton, Airlines UK, on her experience of the industry; Emily Cox, Virgin Money, who shared her experiences from the Women in Finance Charter; and Mary Macleod, Korn Ferry, who discussed the background for this charter.
- It was an opportunity for the Steering Board to ask a number of questions to the broader community to gather feedback on: best practice, barriers to diversity, targets vs legislation and expectations of leaders, among others. The output from this session is outlined in the Summary document on Page 3.
- ADS have written an article entitled “Ten ways to get more women into Aviation and Aerospace”, available [here](#).
- The Royal Aeronautical Society are in the process of relaunching of their Alta Women’s Mentoring programme, more information available [here](#).



Looking ahead

- **Next Steering Board meeting** – the date for this is still to be confirmed, but will be circulated to all board members as soon as possible. The main actions are to review and agree the Terms of Reference for this group, as well as to agree the approach to be taken for the ambition to produce a report on the current state of diversity in the two industries.
- **Communications plan for the charter** – this newsletter forms the first part of the plan for communicating the activities associated with the charter more widely. This will be circulated to the current signatory contacts list, but will later be expanded with the addition of a bespoke website for the charter, along with relevant social media activity.
- **Driving an increased number of signatories** – all signatory organisation are encouraged to discuss the charter with their contacts to promote further awareness and increase the range and quantity of charter signatories.
- **Working on a calendar of events for 2019, to include International Women’s Day** – the steering board feel that this is an important opportunity to spread the word of the charter and its aims beyond the industries involved. It is therefore investigating options around an event on Friday 8th March 2019, as well as throughout the rest of 2019.

Timeline



FAQs

Q. How do I get a new company to sign up to the Charter?

A. At present, the only way for a company to sign up to the charter is to contact a member of the team, as outlined below. However, we are looking to create a more streamlined process, hosted on the Charter website when it is launched.

Q. How do I get more involved?

A. If you wish to be attend an event or get more involved in the charter activities, please also get in touch with a member of the team below.

Q. Can I share this update more widely?

A. Yes! The entire aim of this newsletter is for it to be shared as widely as possible. Please forward it to anybody that you think would be interested in reading it, and encourage them to get involved. This can either be internally within your own organisation, or with somebody from within an organisation who is not yet signed up.

Comments or Questions?

If you have any comments or questions regarding the charter, including information that you would like to include in the next issue of this newsletter, please do not hesitate to get in touch with any members of the core team, whose contact details are outlined below:

Co-Chairs of Steering Board

Katherine Bennett, Senior Vice President – Airbus UK, Katherine.Bennett@airbus.com

Sumati Sharma, Vice President – Special Projects – Virgin Atlantic, Sumati.Sharma@fly.virgin.com

Facilitation Team

Liam Smith, AGP Skills Secondee – Airbus, liam.smith@airbus.com

Nadine Rostom, AGP Engagement Secondee – Airbus, nadine.rostom@airbus.com

Nick Goss, AGP Programme Manager Secondee – GKN Aerospace, Nicholas.Goss@GKNAerospace.com

Millie Grant, Public Affairs Assistant – Airbus, emilia.grant@airbus.com



Appendix 1 – Seminar Discussion Output Summary

1. The charter commits organisations to setting internal targets for gender diversity in senior management. How can we get more women into senior management roles?
 - Increase the number of women entering the profession to ensure we have a pipeline of women.
 - Larger companies putting pressure on suppliers to endorse women in their business.
 - Male seniors in the industry endorsing women in senior positions.
2. What examples of best practice have you seen / experienced that have had a positive impact on the diversity of the working environment? (either in your organisation, sector or otherwise)
 - Training such as ‘Unconscious bias training’ and ‘How to manage a millennial’
 - Increased Paternity leave for men and shared parental leave.
 - Openness of companies about the lack with women in the industry in senior roles.
 - Female role models, including Women in Engineering awards.
3. What do you see are the barriers to diversity in your organisation (either demonstrable or anecdotal, conscious or unconscious)?
 - Cultural barriers are still a huge problem in the aerospace industry. In certain engineering environments women are still looked upon as less competent than men.
 - Shortage in women from older age groups, therefore difficult to appoint women to senior roles.
 - Women are sometimes too self-critical when viewing a job application
 - As an industry, we are not as flexible as others are in relation to working hours, when it comes to childcare.
4. What more could we be doing to encourage young women to consider our industries as attractive places to build a career?
 - Promote role models and create a broader awareness of the industry. Make young women want to go into aerospace/aviation and provide them with support to do so.
 - Internships tailored especially for women. Give young women an opportunity to get into the industry to break cultural barriers.
 - Increase brand recognition of aerospace companies with young people entering the industry.
 - Promote the high wages of the industry, as well as the different (and rapidly changing) roles.
5. Do you think that “soft” targets are sufficient to drive change in the diversity and inclusion of our industries, or is legislative change required from Government?
 - We need to be careful of the narrative that accompanies targets, making sure that it is acknowledged that they are dependent on the calibre of the individuals.
 - Government backing and accountability for this topic is crucial.
 - Targets must not become limits and should be focused on incremental change
 - Agree that legislative change may be needed, but a greater focus should come from industry.
6. Are our expectations of business leaders acting to encourage behaviours or lifestyles which put women off taking up these positions?
 - It is possible that there is a generational shift in the expectations of roles, both at home and in the workplace, with people wanting a better work / life balance.
 - Flexible working is becoming more widely accepted, but is still reliant on individual line management – HR practices need to accommodate this.
 - It needs to be ensured that technologies for remote working are used intelligently, whilst considering their effect on productivity



Appendix 2 – Membership Lists

Steering Board Members

1. Katherine Bennett	Airbus (Co-chair)	17. Maja Gedosev	FlyBe
2. Sumati Sharma	Virgin Atlantic (Co-chair)	18. Manisha Aatkar	CAA
3. Alison Starr	WEAF	19. Maria Rueda	CAA
4. Ashlea Finn	Sharing in Growth	20. Nathan Stower	Virgin Atlantic
5. Christie Rawlings	Heathrow	21. Priya Koelbl	L3 Commercial Aviation
6. Denise Marks	AVPE	22. Richard Hamer	BAE
7. Emma Booth	ADS	23. Rob Griggs	Airlines UK
8. Heather Gilchrist	ADS	24. Ros Azouzi	RAeS
9. Helen Atkinson	Cranfield	25. Rosanna Collings	TUI
10. Julie Elder	NATS	26. Sally Hoyle	Boeing
11. Karen Dee	AOA	27. Sarah Minnett	Rockwell Collins UK
12. Kim Brown	Zodiac	28. Susan Schofield	GKN
13. Kirsten Riensema	CAA	29. Liam Smith	Airbus (Facilitator)
14. Lesley Bovington	Airbus	30. Millie Grant	Airbus (Facilitator)
15. Lesley So	Rolls Royce	31. Nadine Rostom	Airbus (Facilitator)
16. Maggie Kennedy	Thomas Cook	32. Nick Goss	GKN (Facilitator)

Signatories

1. ADS	19. Flitetrak	41. Safran
2. Aerospace Technology Institute (ATI)	20. Flybe	42. SalusUAV
3. Aerospace Wales	21. GE Aviation	43. Semta
4. Airbus	22. George Best Belfast City Airport	44. Sharing in Growth (SiG)
5. Airlines UK	23. GKN Aerospace	45. Spirit AeroSystems
6. Airport Operators Association (AOA)	24. Gowling WLG	46. Sustainable Aviation
7. Avon Valley Precision Engineering (AVPE)	25. Heathrow Airport	47. Thales
8. BAe Systems	26. IAG Group	48. The Aviation Logistics Network
9. Boeing	27. Jetdeck Aviation	49. Thomas Cook
10. Bombardier	28. L3 Commercial Aviation	50. Titan Airways
11. Bristol Airport	29. Leonardo	51. TUI
12. CargoLogicAir	30. Liverpool John Lennon Airport	52. Unite
13. Confederation of Shipbuilding and Engineering Unions (CSEU)	31. London Biggin Hill Airport	53. University of Bristol
14. Cranfield University	32. London City Air Group	54. University of Manchester
15. Davies Turner Air Cargo Ltd	33. Manchester Airport Group	55. University of Nottingham
16. Easyjet	34. Morgan Sindall	56. University of Sheffield
17. Farnborough Aerospace Consortium (FAC)	35. My Language Connection	57. University of West of England
18. Flitetec	36. NATS	58. Virgin Atlantic
	37. North West Aerospace Alliance (NWAA)	59. West of England Aerospace Forum (WEAF)
	38. ON Systems	60. Zodiac Aerospace
	39. Rockwell Collins UK	
	40. Rolls Royce	

Supporting Organisations

61. Aerospace Growth Partnership (AGP)	65. International Aviation Women's Association (IAWA)
62. Civil Aviation Authority (CAA)	66. Korn Ferry
63. Department for Business, Energy and Industrial Strategy (BEIS)	67. Royal Aeronautical Society (RAeS)
64. Department for Transport (DfT)	68. Women in Aerospace Europe – UK