

Gender and Diversity in Flight Operations and Training



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C A S C A I S

brussels
AIRLINES 



“Diversity is any dimension that can be used to differentiate groups and people from one another”

- *Global Diversity Practice*



Intersectionality

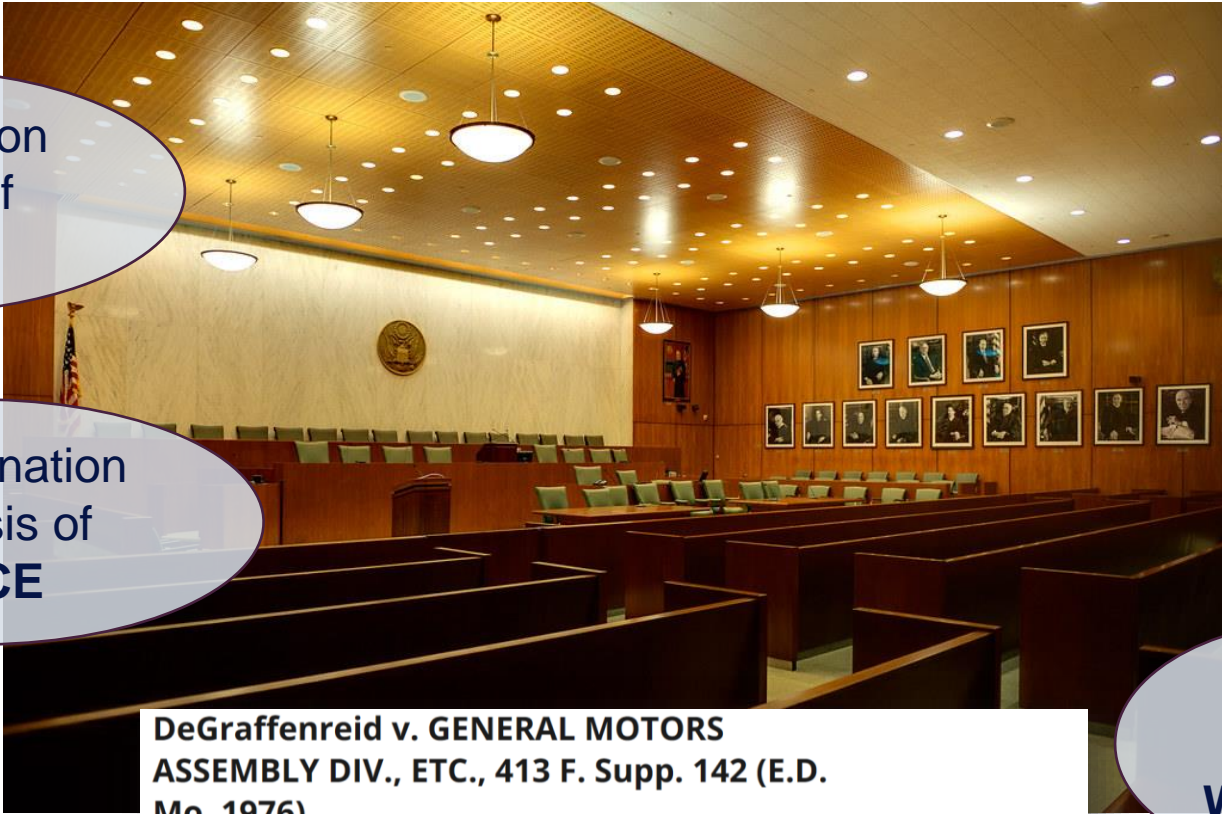
DEGRAFFENREID



Discrimination on basis of **GENDER**

Discrimination on basis of **RACE**

But do you have **FEMALE BLACK WORKERS?**



DeGraffenreid v. GENERAL MOTORS ASSEMBLY DIV., ETC., 413 F. Supp. 142 (E.D. Mo. 1976)

U.S. District Court for the Eastern District of Missouri - 413 F. Supp. 142 (E.D. Mo. 1976)
May 4, 1976

413 F. Supp. 142 (1976)

Emma DEGRAFFENREID et al., Plaintiffs,
v.
GENERAL MOTORS ASSEMBLY DIVISION, ST. LOUIS, a corporation, et al., Defendants.

No. 75-487 C (3).

United States District Court, E. D. Missouri, E. D.

May 4, 1976.

GENERAL MOTORS

We have **FEMALE WORKERS**

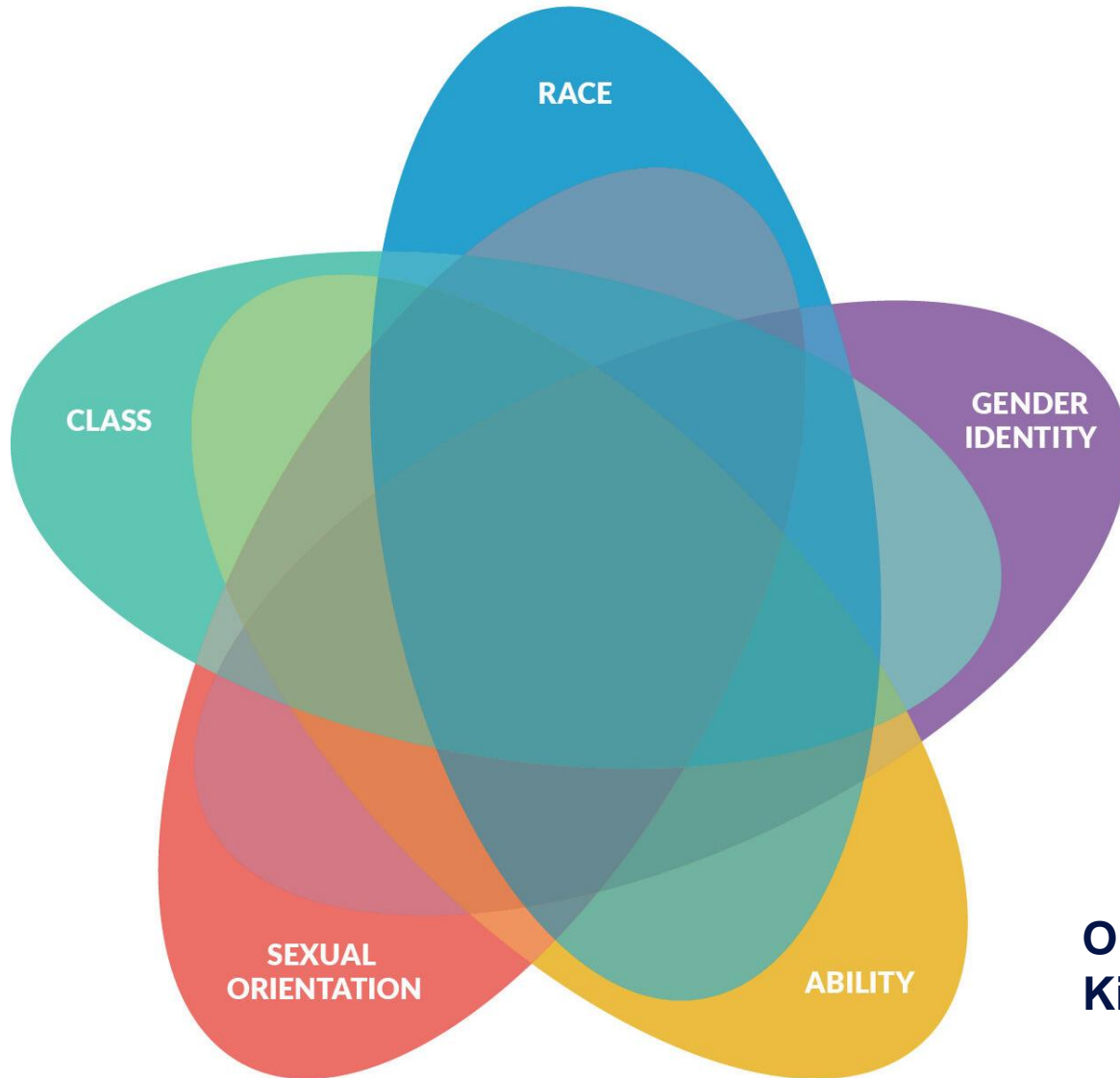


We have **BLACK WORKERS**

...



Intersectionality



Pilot
Female Pilot
Black Female Pilot

Challenges as a black pilot + Challenges as a female pilot < Challenges as a black female pilot

and there is more...
transgender, ethnicity,
gay, disabled, etc...

On Intersectionality: Essential Writings
Kimberlé W. Crenshaw, *Columbia Law School*



Why have we become so homogenous?



1959

And why does it take so long to change?



1983

And why does it take for some even longer?



1992

And a lifetime to reach similar ranks?



Why?



SOCIETY



APPLICANTS



GRADUATES

For example:

“Being a Pilot is not for ...”

...see next presentation!

For example:

Selection Fairness and Bias

Limited Training Efficiency



Example from out of the ATOs



The facts:

- Female Student **considered pretty** by the male instructors
- Student **progressed very fast** with very positive grading
- Student **failed the skill test** because she was not on level

The investigation:

- Male Instructors graded **overly positive** to remain likeable
- **Lack of Instruction & Non-Transparent Grading**

Consequence:

- Student **faced costs** and remedial teaching
- Student **dropped out of flight school**



Why?



For example:

Selection Fairness and Bias

Financial Means for Preparation

For example:

Part-Time limitations

Be seen as instructor



Why do we need diversity?



In flight operations:

- Increase in **available workforce**
- Societal **demand and ethics**
- Increase in workforce **efficiency**
- Visibility Matters for **identification and respect**



In the training environment:

- Inclusive Environment leads to **efficient and effective training**
- Different People have **different approaches to learning**
- **Learner centered** environment
- Diverse **assessment environment** creates better grading



What can we do?

Step 1: IDENTIFY inequalities

- ✓ Think intersectionally
- ✓ NOT everyone is equal

Equality



Step 2: NAVIGATE around obstacles

- ✓ Level Playing Field

Equity



Step 3 : REMOVE barriers

Inclusion



Step 1: **IDENTIFY** inequalities

Step 2: **NAVIGATE** obstacles

Step 3: **REMOVE** barriers

