

Gender Equity Excellence Prize in Aviation Latin America and the Caribbean Call for Submission

(text in English)

The first ever **Gender Equity in Aviation Excellence Prize** celebrates those projects going above and beyond to advance gender equity in the workplace in **civil aviation in Latin America and the Caribbean**.

This document relates the background, details and conditions to participate in the prize.

1. Purpose of the Prize and Objectives

This call for the first **Gender Equity in Civil Aviation Excellence prize** is part of the collaboration among the [International Civil Aviation Organization \(ICAO\)](#), the [European Union Aviation Safety Agency \(EASA\)](#), the [Regional Safety and Oversight Cooperation System \(SRVSOP\)](#), and the [EU-LAC Aviation Partnership Project](#) (EU LAC APP II) between the European Union and Latin America.

Its **primary goal** is to promote gender equity and inclusiveness within civil aviation by recognizing the achievements of the community in Latin America and the Caribbean.

A **secondary goal** of the prize is to foster the exchange of best practices among regional authorities, industry, and international organizations. This aligns with [ICAO's Gender Equality and Equity Strategy](#) and [UN Sustainable Development Goal 5](#), which aims to advance gender equity and women's empowerment in aviation. The strategy emphasizes balanced gender representation at all industry levels and promotes an inclusive environment that offers equal opportunities.

2. Themes

With this prize the [ICAO South American \(SAM\)](#) and [ICAO's North American, Central American and Caribbean \(NACC\) Offices](#), the [Regional Safety Oversight Cooperation System - SRVSOP](#), the [European Union Aviation Safety Agency - EASA](#) and the [EU LAC APP II cooperation project](#) objectives are:

- **Raise awareness** about best practices for consistent gender equity policies in civil aviation.
- **Promote activities** to foster gender equity in the sector.

- **Advance inclusive gender equity plans and strategies** among national aviation authorities and private sector stakeholders (airlines, airport operators, service providers, manufacturers, maintenance organizations, training organizations, etc.).
- **Contribute to break the glass ceiling and develop gender equity** in the aviation industry, focusing on the following areas:
 - Work-life balance and organizational culture
 - Gender balance in leadership and decision-making
 - Gender Equity in recruitment and career progression
 - Integration of gender into research and teaching
 - Measures against gender-bias and harassment
 - Allyship programs
 - Advocating Gender Equity
 - Role modelling and mentoring campaigns
 - Promotion and communication internally and externally

3. Eligibility Criteria

To apply for the prize, applicants or nominations must:

- Be an either public or private legal entity in your own country.
- Represent a:
 - National Aviation and aerospace Authority,
 - Private sector organisation involved in civil aviation, such as service providers, operators, training organisations, etc.
- Be established in an eligible SRVSOP States, and the beneficiary States of the EU-LAC APP II project.

State	ICAO CAR	ICAO SAM	EU LAC APP II ¹	SRVSOP
Antigua and Barbuda	X		X	
Argentina		X	X	X
Bahamas	X			
Barbados	X		X	
Belize	X		X ²	
Bolivia		X	X ³	X
Brazil		X	X	X
Chile		X	X	X

¹ Antigua and Barbuda, Barbados, Grenada, Haiti, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Trinidad and Tobago indirect partners through CASSOS

² Belize, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua indirect partners through ACSA

³ Bolivia, Cuba, Paraguay, Peru, Uruguay, Venezuela, indirect partners through SRVSOP

Colombia		X	X	X
Costa Rica	X		X	
Cuba	X		X	X
Dominica	X			
Dominican Republic	X		X	
Ecuador		X	X	X
El Salvador	X		X	
Grenada	X			
Guatemala	X		X	
Guyana		X		
Haiti	X		X	
Honduras	X		X	
Jamaica	X		X	
Mexico	X		X	
Nicaragua				
Panama		X	X	X
Paraguay		X	X	X
Peru		X	X	X
Saint Kitts and Nevis	X		X	
Saint Lucia	X		X	
Saint Vincent and the Grenadines	X		X	
Suriname		X	X	
Trinidad and Tobago	X		X	
Uruguay		X	X	X
Venezuela		X	X	X

- Prize applicants must provide a project description outlining:
 - a gender equality challenge faced by an organization or community, along with
 - a demonstration of the measurable improvements achieved from 2022 to 2024.

4. Award Categories

Two equal prizes will be awarded, one for each category below:

- Sustainable Gender Equity Champions**
This award recognises organisations with a sustained track record of activities and

significant achievement in implementing gender Equity plans and initiatives with proven results.

- **Sky Equity Award**

This award recognizes the actions aimed to promote the implementation of improvements in civil aviation organizations or entities at the level of civil aviation authorities, organizations, and the industry, which are led by teams formed with gender equity or inspirational role model.

IMPORTANT: The same entity can't enter two prizes at the same time.

5. Expected Outcomes with the Prize

The initiative has two main goals:

- Build a collaborative civil aviation community in the LAC region to promote gender Equity.
- Encourage the exchange of best practices, data, and trends to monitor the progress of gender Equity initiatives.

The expected outcome is to increase the success rate of gender Equity targets in civil aviation.

6. Participation

Participation matters to us. If you are **not a winner**, your project and story can be shared in our social media and communications channels anyway as well as promoted collaboratively with you.

7. Submission requirements

- Applications must be submitted by **08 March 2025** (023:59 hours Lima, Peru time, UTC - 5).
- Only one winner in each award category will receive the prize.
- Only one submission per entity or nominee applies.
- Documents can be presented in Spanish, French, Portuguese or Dutch
- Submissions are to be made via email to these two email addresses:

eu.lac.app@gmail.com
icaosam@icao.int

- As a last resource, in case email submission is not possible, applicants are responsible for contacting EASA and SRVSOP within the submission deadline (section 9) and sent by postal mail the documents within 3 working days via post to [EASA](#) AND [SRVSOP](#)

- **European Union Aviation and aerospace Safety Agency- EASA, International Cooperation Department**
Postfach 10 12 53,
D-50452
Cologne Germany
- **Regional Safety Oversight Cooperation System (SRVSOP)**
Victor Andrés Belaúnde 147,
Edificio Real 4 Piso 4,
Postcode 15073
Lima, Perú

IMPORTANT: Late submissions that do not comply the conditions above will **not** be considered.

8. Required documentation:

- A detailed description of the organisation's gender Equity plan – see **Appendix A** at the end of this document.
- Supporting materials (data, reports, assessments, social media posts, videos, posters, etc).
- A signed declaration from top management about the purpose, commitment and results of the project.

9. Timeline

- | | |
|--|-------------------------------|
| • Call Opening: | 20 January 2025 |
| • Deadline to seek clarifications | 28 February 2025 |
| • Submission Deadline: | 08 March 2025 23:59, LIM time |
| • Evaluation: | 09 March - 08 April 2025 |
| • Announcement of Results: | 01 May 2025 |

10. Prize and benefits

Each winning category submission (section 4 above), will receive

- An invitation to [EASA](#) headquarters in Cologne, Germany.
- The opportunity to attend a high-level aviation event.

This prize is capped at **€7,500** (seven thousand five hundred Euros) and must be used before the closure of the EU LAC APP II project.

11. Participation

Participation is important to us. If the application is **not accepted**, the project and its story may be shared on our social media and communication channels and will be promoted collaboratively with the applicant.

12. Evaluation Criteria

Applicants will be evaluated by the Judging panel (Section 12) based on five main criteria, each scored out of 5 points (max award). The following matrix will be used:

	Award Categories (section 4)	
	Sustainable Gender Equity Champions	Sustainable Gender Equity Champions
	<i>Recognising organisations with a sustained track record of activities and significant achievement in implementing gender Equity plans and initiatives with proven results.</i>	<i>Recognising organisations with a sustained track record of activities and significant achievement in implementing gender Equity plans and initiatives with proven results.</i>
1. The organisation has included in its policy a statement addressing DEI		
2. Is the proposal complete ?		
3. The project team involved reflected gender equity .		
4. The result vs. objective (Sustainable Impact : The applicant's ability to demonstrate long-term, significant change through fully implemented gender equity plans.)		
5. The impact (Inspirational Model : The organisation's influence beyond itself, serving as a role model for others in its aviation sector).		

13. Judging Panel

The jury will consist of:

- A representation of ICAO SAM and NACC Regional Directors (or their delegates)
- EASA Strategy and Management Director (or delegate)
- SRVSOP and EASA Diversity, Equity and inclusion (DEI) focal points

The panel will evaluate applications and recommend winners based on the established evaluation criteria outlined in section 12 above.

14. Code of Ethics

Participants agree and declare by enrolling that they fully comply with:

- The laws and ethical codes applicable internationally
- Personal and professional integrity
- A commitment to [ICAO](#) and [EASA](#).

IMPORTANT: Contacting the judging panel or attempting to influence the selection of the winner will result in immediate disqualification from the prize award.

15. Contact Information

For any inquiries about the entry conditions, details, or clarifications, by the **28th of February 2025**, please contact:

eu.lac.app@gmail.com

icaosam@icao.int

Appendix A

1. **Entity**
2. **Team Composition** (roles and responsibilities)
3. **Select the award(s) you are applying for**
4. **Contact emails and phone numbers**
5. **References**
6. **Project Description** (max 3 pages):
 - a) Purpose
{Brief executive summary of the project}
 - b) Identification of the Problem
{Description with objective data of the problem, including the gender situation in the organization}
 - c) Background
{Brief description of the background of the project}
 - d) Proposed Solution
{Brief description of the proposed solution}
 - e) Project Objectives
{Indicate a concise and measurable objective for the project}
 - f) Scope
{Indicate the expected scope}
 - g) Constraints
{Indicate any restrictions in the application of the project}
 - h) Identification of stakeholders and responsible parties
{Identify who the users of the product or service will be, and also the beneficiaries.}
 - i) Timeline
{The identified timeline for achieving the objective}
 - j) Resources (if identified)
{Indicate in general terms the required and expected resources, this will help in generating the Business Case}
 - k) Impact and Results Achieved
{Indicate the impact and results achieved in the project, specifying if objectives were met}
 - l) Benefits Achieved
 - m) Associated Documents
{Indicate references and associated documents if needed}