



**25 by  
2025**

Diversity in safe  
operations  
Jane Hoskisson







If team members  
can't be their  
authentic selves on  
the job, then the  
workplace isn't as  
safe as it could be

# 25by2025 Pledges

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## Industry commits to:

- Reporting annually on key diversity metrics
- increasing the number of women in Senior Positions\*
- increasing the number of women in underrepresented areas within their airlines\*
- increasing female nominations from their airlines for IATA governance roles, to a minimum of 25%
- working with IATA to increase the number of women appointed to IATA governance roles to a minimum of 25%

## IATA commits to:

- creating a forum for sharing best practices
- collating industry metrics in an annual update to the industry
- increasing the number of women in Strategic Leadership Team and Director roles to a minimum of 25%
- increasing the number of women appointed to IATA governance roles to a minimum of 25%
- increasing the number of women participating at all events, panels and conferences to a minimum of 25%

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\* by 2025 by 25 %, or up to a minimum of 25% by 2025 - senior level positions to be defined by airline

# 191 Signatories





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# Thank you!

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