



ICAO

Gender Equality in Aviation Panel

Panel de Igualdad de género en la aviación

Moderator:
Moderadora:
Thilly de Bodt,
Senior Advisor,
Partnerships, SDGs,
Gender Equality
(CDI), ICAO/OACI



Diane Shurland
Barbados Aircraft and Aviation
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Kennedy Carrillo
Belize
Belice



Anaid Ramírez
Asociación Sindical de
Pilotos Aviadores ASPA,
México



Natasha Durkins
United States
Estados Unidos



Mr. Oracio Marquez
IATA

Thilly De Bodt Biography

Thilly has worked for over 20 years in international multilateral development organizations, predominantly for the United Nations at the country, regional and headquarters levels in resource mobilization, partnerships, advocacy, adolescent participation and gender equality.



Until recently, Thilly was the Head of the Strategic Planning, Coordination and Partnerships Office (SPCP) in the Office of the Secretary General of the International Civil Aviation Organization. In this capacity she advised the office of the SG on Business Planning and systems and approaches for making the organization better fit for purpose. She also oversaw cross-organizational work on innovation and leads ICAO-wide engagement with the UN, particularly the Sustainable Development Goals (SDGs). Thilly is overseeing the follow up on the A41-26 resolution on Gender equality in the aviation sector and has been in charge of organizing the Global Aviation Gender Summits and driving forward gender mainstreaming in ICAO.

Thilly now moved to the Capacity Development and Implementation (CDI) Bureau where she will be heading a unit focused on gender equality mainstreaming in icao and the aviation sector, the development of the global ambassadors Programme for gender equality, diversity and inclusion, cross-sectoral partnerships in support of ICAO strategic goals as well as support resource mobilization efforts and having promising talent join the organization and the aviation sector.

Prior to joining ICAO in 2017, Thilly worked for UNICEF where she was the senior advisor on planning and partnerships. In this capacity she represented UNICEF in a unique interdisciplinary partnership in which 11 UN agencies come together to orchestrate concerted action in the fight against HIV and AIDS. Earlier in her career, Thilly advised on social mobilization strategies for polio eradication and advocated the importance of consulting and partnering with grassroots communities in support of health initiatives. Thilly started her UN career working for the United Nations Population Fund in Chile and Haiti on HIV prevention among young people

and adolescents. Prior to joining the UN Thilly worked at the European Union in public communication outreach.

Thilly studied Roman Philology in Antwerp, Belgium and holds a master's in business communication from the Toulouse Business School. Thilly is fluent in Dutch, French, Spanish and English. She bicycles to work all year round (even during Canadian winters) and ran 8 marathons in support of cancer research.



DIANE SHURLAND

Solicitor and Attorney at Law - Practice Jurisdictions: England and Wales,
Barbados, Trinidad and Tobago, Antigua and Barbuda

Biography –

Diane Shurland is an Attorney and a Solicitor admitted to practice in Barbados, Trinidad/Tobago, Antigua/Barbuda and England and Wales.

She has practiced law since 1989 in many Caribbean territories and in London. She was educated at the London School of Economics and Political Science (L.S.E.) and holds a Master of Laws Degree with Corporate and Commercial specialization from that Institution. She also holds a Master of Business Administration degree (Aviation) from the Toulouse Business School (2015); Bachelor of Laws Degree (Hons) from the University of the West Indies Cave Hill Campus (1987) and a Legal Education Certificate from the Hugh Wooding Law School Trinidad (1989).

She is a senior attorney with decades of practice in aviation law and business, private corporate and commercial law which includes civil aviation regulation and economic regulation. She is certified as an Accountable Manager from the UK Civil Aviation Authority. Her practice and experience include aircraft leasing and asset management, incident investigation and litigation.

She also engaged in academic and legal training and held the posts of Associate Tutor and Course Director at Hugh Wooding Law School, Trinidad over the period of seven years, lecturing in civil and commercial law and litigation.

Currently based in Barbados, she is the Deputy Chairman of the newly formed Barbados Civil Aviation Authority, working closely with the Acting Director General to operationalize the new Authority. She is also the Chief Executive Officer of the key agency in Barbados tasked with the development of aviation as an industry, the Barbados Aircraft and Aviation Services Company. Through this role she works to foster and promote aviation business development. This includes aviation airlift development, alliances and co-operations and aviation support services. She advises on all areas of aviation development, regulation, law and contract.



**Ministry of Blue Economy and
Disaster Risk Management**

Kennedy Carrillo

Chief Executive Officer

Ministry of Blue Economy & Civil Aviation

Kennedy Carrillo has served as Chief Executive of the Ministry of Blue Economy and Civil Aviation since November 2020.

CEO Kennedy Carrillo holds a Bachelor's Degree in Psychology from the University of Louisville and her Master's Degree at the University of the West Indies. Over the past 26 years, she has been instrumental in the work of social development at the national, regional and international level.

During this time, CEO Carrillo served as the Executive Director of the National AIDS Commission of Belize for 4 years (2001-2004) after which she established her very own consultancy firm through which she has provided technical support to many organizations nationally and regionally in the areas of Programs and Human Resource Management, Strategic Planning, Policy Development, Monitoring and Evaluation among other areas.

CEO Kennedy has brought to the Ministry of Blue Economy & Civil Aviation a combination of important managerial skills that have very quickly resulted in the successful establishment of a Blue Economy Ministry which now boasts the institutional and organizational capacity to develop and implement the country's first-ever Blue Economy Policy and Strategic Plan and lead the team of civil aviation experts in the implementation of the Ministry's new 5 year Civil Aviation Strategic Plan which will see the expansion and enhancement of the aviation industry in Belize.

Semblanza Cap. Anaid Ramírez Monroy
Capitana adjunta de la Secretaría de
Género e Igualdad Sustantiva de ASPA de
México



La Capitana Anaid Ramírez Monroy inició su carrera profesional como piloto en 2016. A lo largo de su trayectoria, también se ha desempeñado como instructora. Actualmente, es primer oficial del equipo Embraer 190 en

Aeroméxico Connect, acumulando alrededor de 2,000 horas de vuelo. En cuanto a su compromiso sindical, desde octubre de 2023, ocupa el cargo de Capitana adjunta de la Secretaría de Género e Igualdad Sustantiva de ASPA de México.

Su interés por la igualdad y la aviación la ha llevado a participar activamente en diversos foros, congresos y grupos de trabajo tanto nacionales como internacionales, como el Female Pilot Working Group de IFALPA, además de contribuir al desarrollo del ERG de género en Aeroméxico.

Su participación activa y compromiso en la Secretaría de Género e Igualdad Sustantiva (SGEIS), y su trabajo alineado con los ejes principales de esta como capitana adjunta, son un ejemplo y un llamado a la participación para las y los pilotos de generaciones actuales.

Profile of Captain Anaid Ramírez Monroy
Deputy Captain of the Gender and
Substantive Equality Secretariat of ASPA of
Mexico

Captain Anaid Ramírez Monroy began her professional career as a pilot in 2016. Throughout her career, she has also served as instructor. Currently, she is a first officer on the Embraer 190 team at Aeroméxico Connect, accumulating around 2,000 flight hours. In terms of her union commitment, since October 2023, she has held the position of Deputy Captain of the Gender and Substantive Equality Secretariat of ASPA of Mexico.

Her interest in equality and aviation has led her to actively participate in various national and international forums, congresses, and working groups, such as the Female Pilot Working Group of IFALPA, in addition to contributing to the development of the gender ERG at Aeroméxico.

Her active participation and commitment to the Gender and Substantive Equality Secretariat (SGEIS), and her work aligned with its main axes as deputy captain, are an example and a call to participation for pilots of the current generations.



Federal Aviation Administration



Ms. Natasha "Tash" Durkins is the Executive Director for the Office of Aviation Policy & Plans (APO) within the FAA's Office of Policy, International Affairs and Environment (APL). Tash oversees the critical support provided to the FAA Administrator in the areas of planning and policy development. Tash leads the integration of aviation policies, plans, and priorities in close partnership with the Office of the Secretary, government agencies, industry, and public sector organizations. She is known for her strong leadership and authentic approach to creating space for innovation and idea sharing.

Tash served most recently as the Vice President (VP) of Mission Support Services in the FAA's Air Traffic Organization (ATO). She served Mission Support Services in several key leadership roles, including the acting Deputy Vice President, the Director of Policy, and the Director of the Eastern Service Center. Tash has focused her leadership on developing high-functioning teams, creating strategic and data-driven approaches to decision-making, and supporting the ATO on the leading edge of NAS evolution.

In her more than 17 years with the FAA, Tash has also held leadership positions in ATO's Safety & Technical Training, Management Services, and System Operations. She leverages her expertise and wide agency network to contribute to the collective success of the FAA and beyond.

Tash attended Howard University and later earned a degree in Business Administration with a concentration in Marketing from George Mason University. She is currently working toward becoming a certified professional coach. In her free time, Tash embraces being a foodie around DC and spending time with her husband and two dogs, Boomer and Kobe.



Oracio Márquez

Regional Director

External Relations & Sustainability

Latin America & Caribbean

Oracio Marquez is Regional Director for External Relations & Sustainability (EAS) for Latin America and the Caribbean. In this role, Oracio and the EAS team are responsible for myriad of issues ranging from managing international government and stakeholder relations to advocating on government regulatory matters affecting the airline industry in the region. The EAS team is also responsible for promoting the advancement of global best practices and standards aimed at simplifying the doing business process for IATA's member airlines.

Internally, Oracio and the EAS team work closely with IATA's country managers, regional leadership team and the other divisions at IATA to collectively develop and implement strategies to promote the attributes of the aviation sector. Externally, the team seeks to build relationships with a broad range of stakeholders including member airlines, government authorities, trade associations and other potential allies.