

Staffing Resilience and the Risk of Limiting Diversity



Marcia Strang, YVR
Nova Andrews, Elevate Aviation

SWIFT
SEPT 25-28 2023 WINNIPEG

Today's conversation

Survey

Panel

Corporate perspective



INTRODUCTIONS

Marcia Strang, YVR

Nova Andrews, Elevate Aviation

Panel:

- Cherie Hunnisett, YVR Airfield Maintenance Spvsvr
- Taylor Larson, YWG Airside Maintenance Specialist

Guest:

- Katelyn Costa-Sale, YWG Mgr, Human Resources

slido



**What % of Canadian
airfield workers are
female?**

ⓘ Start presenting to display the poll results on this slide.

slido

From a Harvard Business Review survey of 1000 people:



People who DIDN'T apply for a job because they didn't meet all the qualifications were asked: "Why didn't you apply anyway?"

What was the most popular reason?

ⓘ Start presenting to display the poll results on this slide.

Why didn't you apply for a job



PANEL

- 1. Working at the airport - what interested you in airfield maintenance?*
- 2. What's great about the work you do? Why do you like to work there?*
- 3. What have been challenges in your role?*

ELEVATE AVIATION - ALLIES IN THE WORKPLACE

Designed to Create Change, Advance Diversity,
and Ensure Inclusivity in the Aviation Industry.

ELEVATE AVIATION MISSION: Providing a
platform for women and underrepresented groups
to thrive and succeed through careers in aviation.

Purposeful Outlook

- *GBA Plus Model*
- *GDEIB Tool - Centre for Global Inclusion*
- *Strategy and Training*

Corporate Perspective

The Cultural Impact

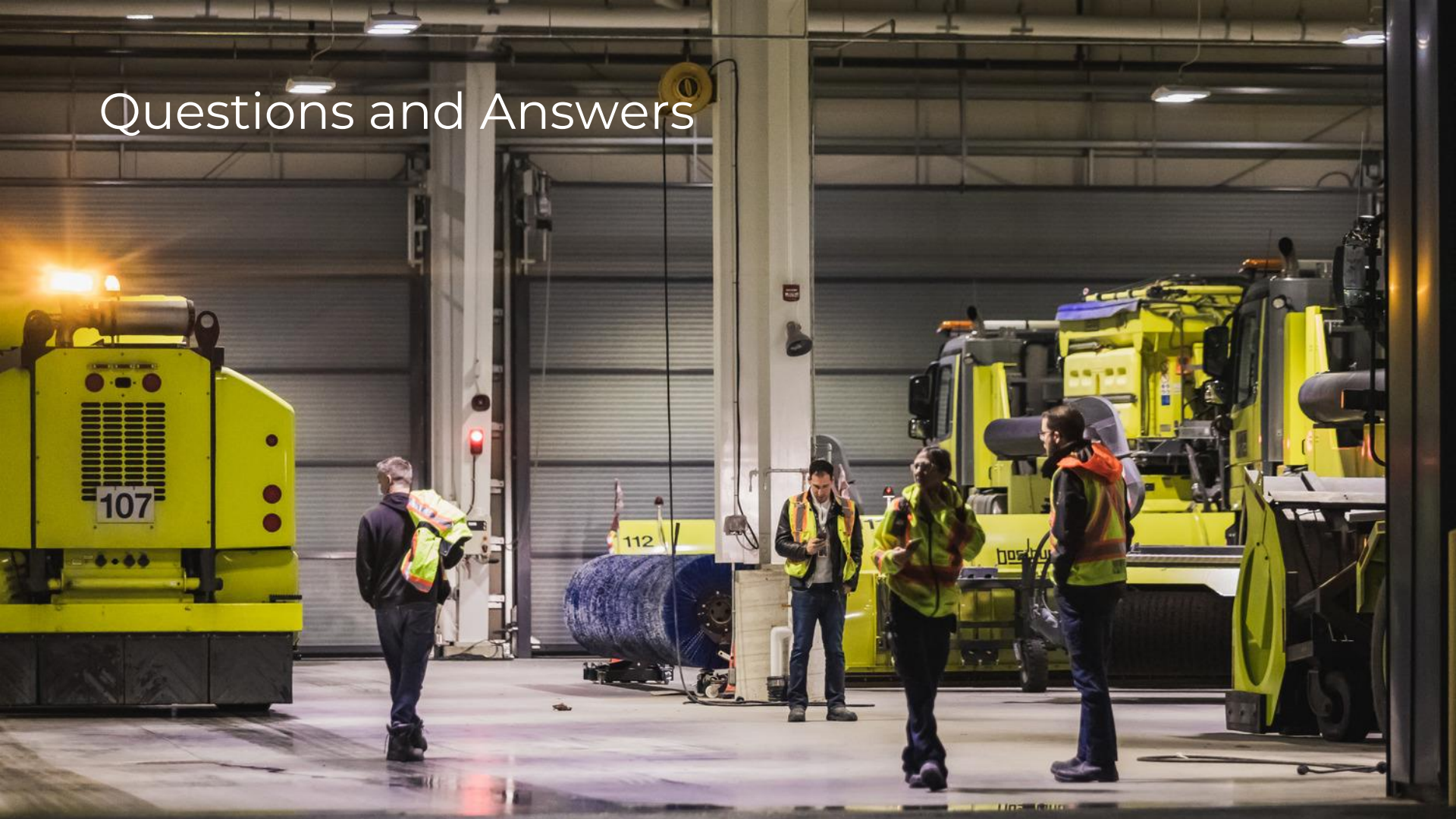
If you take one thing from today

What can You say or do, to help make your work environment a more inclusive place for everyone?

Goal: that Everyone feels like a part of the group



Questions and Answers



THANK YOU

We appreciate your time and attention

Marcia_Strang@yvr.ca 604-828-0265

Nova.Andrews@elevationaviation.ca

1-780-938-3493