

Embrace the Opportunity: Diversity, Equity & Inclusion

March 2022

The Opportunity

Leadership Training

Creating Connections

OJT Training

Wrap Up



Diversity Equity and Inclusion

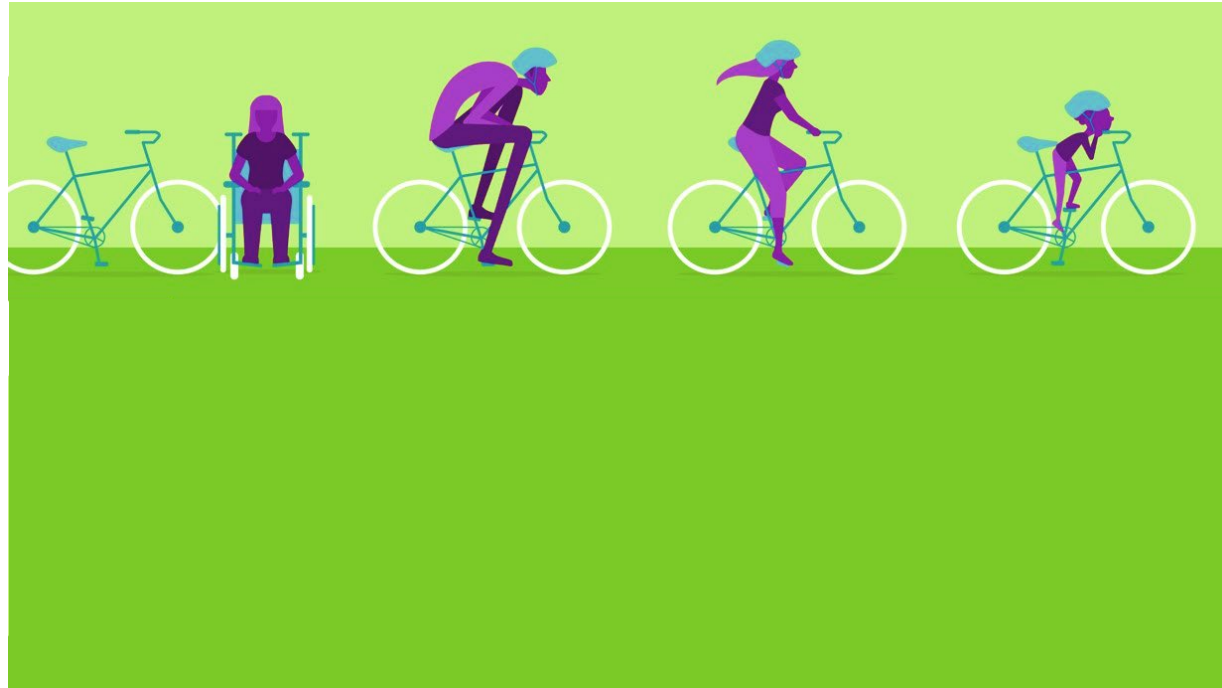
Diversity is understanding, accepting and valuing differences between people.

- Race
- Gender
- Physical ability
- Age
- Body type
- Religious affiliation
- Sexual orientation
- Socio-economic status
- Neuro

Diversity Equity and Inclusion

Equality is treating everyone the same.

Equity is giving everyone what they need to be successful.



Diversity,
Equity
and
Inclusion

Inclusion is a collaborative, supportive and respectful environment that increases the participation and contribution of all employees.



Data: State of Aviation

- 94% of airlines are run by men
- 620,000 AMTs needed over the next 20 years**
- Projected shortage of AMTs over the next 5 years**
- Average age of an FAA-certificated mechanic is 54*
- 292,000 AMTs; 2.4% (7,100) are women*
- 147,000 Aerospace Engineers; 13.4% (19,698) are women*

“Fun” Facts:

3618 Team Members

- Race: 78% White;
- Gender: 92% Male
- Age: 69%= 50-60 years old; 15%=40's
- Tenure: 35%=30-39 years, 34%=20-29 years



* Bureau of Labor Statistics, 2019

** Boeing Pilot and Technician Outlook, 2021-2024

Leadership Training



Leadership Training

Technical Operations Leadership Seminar

- Leadership in Action Modules
- Fleet Appearance
- MX Programs/Job Cards/Manuals
- Workforce Administration
- Tooling – Supply Chain & Engineering
- Tours
- Networking - Receptions

Crew Chief Indoctrination (Line Maintenance and Base Maintenance)

- Provide LM Crew Chiefs hands on training for tools used and processes followed in the role of a Crew Chief at American Airlines
- Crew Qualification Dashboard
- Tips for Success
- Communication

New Supervisor Training and Responsibilities

- Currently in Work



Creating Connections



Creating Connections

Community

- Middle School
- High School
- Community Service

Female AMTs Connecting for Empowerment and Support

Connecting our AMTs throughout the system

Creating a network

<2%



OJT Training



OJT Training

Station Led OJT

- TCC's
 - Role of TCC
 - MP run through
 - Finding Access panel nomenclature/panels
 - Cabin Data
 - PS Check – basic usual problems found
- CC's
 - Role of CC
 - PS Check
 - APU
 - Equipment
 - Station Specific Needs

MTS (Maintenance Training Specialist) Led OJT

- PS Check
- APU start/shutdown
- Equipment
- Passenger Boarding Bridge



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