



European Pride in Aviation Network

Flight School Collaboration Opportunities

Scope

European Pride in Aviation Network (EPAN) is a non-profit organisation representing the entire LGBTQ+ aviation community around Europe.

Community

By providing a community and safe space, members have the opportunity to meet new people with a common interest in aviation. Members benefit from various initiatives, including, but not limited to, aviation network, professional mentoring, peer support, LGBTQ+ aeromedical assistance, scholarships, and discounts.

Industry

EPAN as an organisation provides assistance and expertise in inclusion topics related to aviation. As the only company-independent LGBTQ+ aviation community in Europe, EPAN is in a unique position to unite the entire industry. This is done, for example, by hosting round tables and providing networking opportunities. Our round tables and conferences bring together industry partners from around Europe and all areas of aviation and provide the opportunity to exchange ideas and experiences and work on common goals. Partners gain inspiration and can take back what they have learned to continue implementing inclusion and diversity goals in their company.

Flight schools

Among other areas of aviation with which EPAN is networking, flight schools are unique in that they are often the first point of contact to the aviation industry for students. Flight schools can provide resources and create awareness of diversity-relevant topics, whether it be through campaigns or training courses. Designating a flight school as a safe space or LGBTQ+ friendly allows future LGBTQ+ students looking for a flight school to identify schools where they can feel included, and in return, the flight school opens its doors to more students.

Supporting each other

The ways EPAN and flight schools can support each other are endless and go both directions.

- Presenting EPAN
 - Students can find out about our organisation through communications or the placement of advertisements (posters, etc) and can immediately benefit from a sense of community. Many LGBTQ+ students often think they are alone and the only one, therefore they may not be able to feel 100% comfortable or authentic - this is not the case.

- LGBTQ+ friendly flight school
 - Once EPAN can verify that a flight school is inclusive and has aligned values, that flight school can be advertised as specifically being such. This attracts more students while also helping EPAN members find a school that works for them.
- Diversity representative
 - If there is not yet somebody, EPAN can help a flight school designate a point of contact within the administration, to whom an LGBTQ+ student can turn, in case of an uncomfortable situation.
- Inclusion training for companies
 - EPAN is developing a course designed to educate employees and management on inclusion and diversity topics. A flight school can request EPAN to give this training or may utilise various resources.
- Inclusion and CRM
 - EPAN is developing guidelines to provide various options and methods of integrating inclusion topics into already existing courses and training, such as CRM.
- Scholarships
 - A flight school may choose to collaborate with EPAN to provide a scholarship for the EPAN community. This scholarship could be configured in various ways but provides LGBTQ+ students the chance to receive financial support and maybe that way complete training which they may not have otherwise been able to do.
- Industry membership
 - A flight school may choose to become an industry member and therefore a supporter of EPAN. These options are not yet available but members will gain access to the EPAN network which provides a platform for the exchange of knowledge and know-how with other companies throughout Europe.