

**ISA + 21**

International Society of Women

P.O. Box 66268

Chicago, Illinois 60666

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J U L Y 1 9 9 3

JULY 93

# ISA PLANNING CALENDAR

## 1993 1994

### JULY 1993

1 - Newsletter Mailing

### AUGUST 1993

1- Scholarship Packets  
Due from Interviewers

15 - Convention Bids Due

EC Meeting - to be  
announced

### SEPTEMBER 1993

1- Scholarship Awards  
Notification

5 - Newsletter Articles  
Due

16-21 Moscow Adventure-  
contact Vicki Karnes 404-  
982-0661

### OCTOBER 1993

1 - Newsletter Mailing

### NOVEMBER 1993

EC Meeting - to be  
announced

### DECEMBER 1993

1 - EC Nominations Close

5 - Newsletter Articles  
Due

### JANUARY 1994

1 - Newsletter Mailing

EC Meeting - to be  
announced

### FEBRUARY 1994

1 - EC Ballots Mailing

20 - Newsletter Articles  
Due

### MARCH 1994

10-12 Women in Aviation  
Conference Orlando,  
Florida - contact Karen  
Kahn 805-687-5859

15 - Newsletter Mailing

### APRIL 1994

1 - EC Ballots Close

1 - Scholarship  
Applications Due- contact  
Brenda Tirshfield,  
(619)576-1644

EC Meeting - to be

### MAY 1994

1- Scholarship  
Notification of Eligibility  
10-12 ISA CONVENTION &  
EC Meeting Vancouver,  
Canada- contact Terre  
Hines 704-588-7051  
14-21 ALASKA CRUISE-  
contact Sandra Lloyd  
(604)266-2257

### JUNE 1994

1- Scholarship  
Interviewers assigned to  
Applicants

5 - Newsletter Articles  
Due

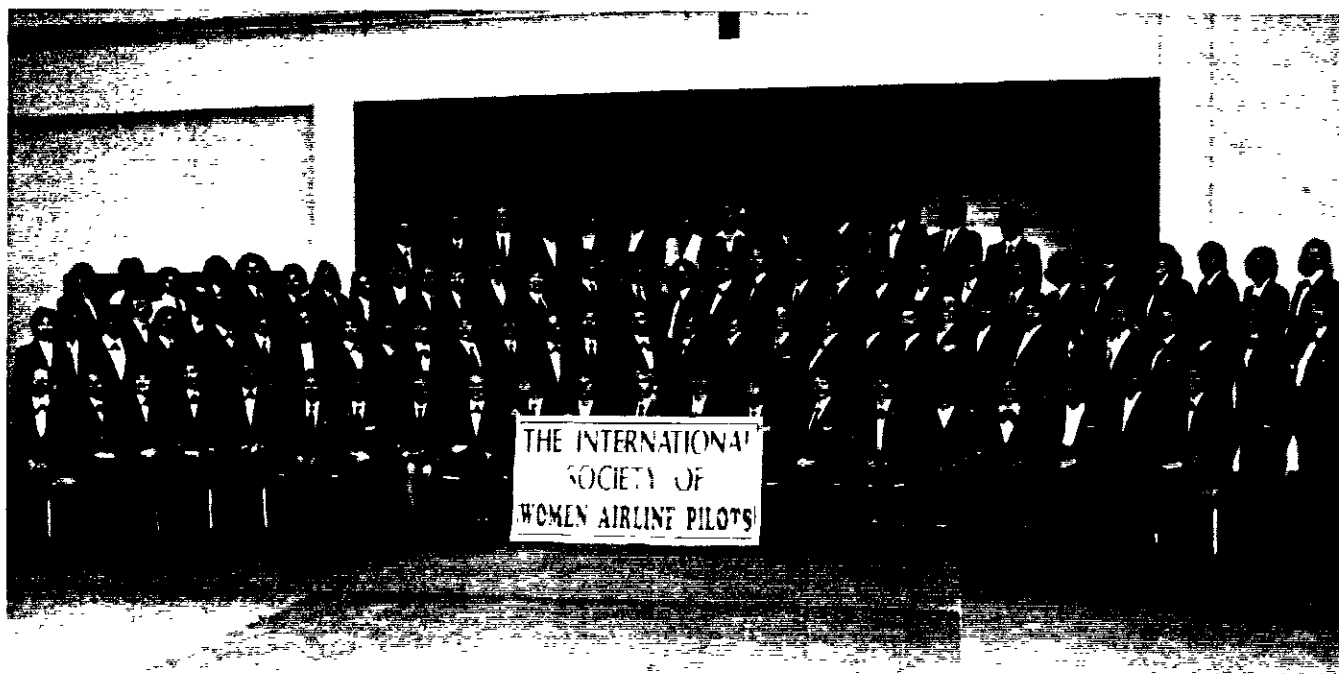
15- Scholarship Applicant  
Interview Dates Set

# ISA + 21

*Newsletter*

JULY 1993

## ATLANTA



# 1993



### From The Editor:

For Contributions to the Newsletter Please use the following methods. They are in order of preference.

1. CompuServe message or file transfer 70774,1022
2. 5 1/4 or 3 1/2 IBM data disk
3. Fax (702)733-9386
4. Mail to 2851 Queens Courtyard Las Vegas, NV 89109

Please mail pictures. Pictures are subject to cutting to fit and will be returned at your request or added to the ISA scrapbook.

Thank you  
Maggie Rose

## EXECUTIVE COUNCIL

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### BRENDA TIRSHFIELD

#### Scholarship

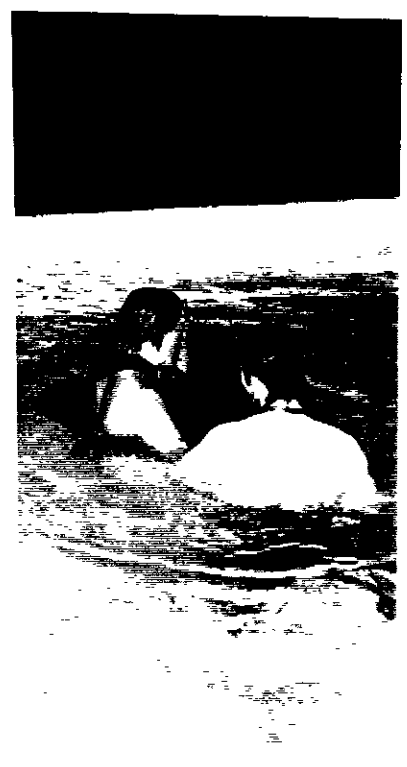
6451 Caminito Listo  
San Diego, CA 92111  
619-576-1644  
UNITED  
Compuserve 76637,3032

## *A Convention in the True Southern Tradition*



**SOME DANCED**

**SOME SWAM**



## EXECUTIVE COUNCIL REPORTS



### Convention by Binka Bone

The International Society of Women Airline Pilots held its annual convention in Atlanta, Georgia on May 11, 12 and 13, 1993. Our expectations for that convention were exceeded only by its actual success!! The only thought left to share with you is, THANK YOU. Therefore, on behalf of the ISA + 21 Atlanta Convention Committee, Angela Allen, Denise Blankinship, Binka Bone and Vicki Karnes, we would like to thank the following participants and their guests for their support of our convention events, scholarship funds and for helping ISA + 21 celebrate Two Decades of Women With Wings:

Peter Aronson, Russian interpreter for Natalia Vinokurova; Randy Babbitt, Airline Pilots Association; Fiorenza de Bernardi, "I can attend that convention."; Kibbie Bone, "Thank you! E.T. and Mom are coming Home."; Eva Brock, "Did you rock?"; Glenn Christian, The Piano Man; Cammy Condon, "Who'll give me five? I got five! Who'll give me six?"; Deborah

Corley, Guest Speaker, Diamond Mountain Center; Luana Davis, Future U.S. Ambassador to Russia; Terri Donner, Future ISA Membership Chair; Maria Eberle, A Buddy to all of us; Loren Edwards, "Have camera, Will travel"; Executive Council, ISA + 21, Angela Allen, Laura Cox, Carol Danis-Litton, Maria Eberle, Lisa Kuehl, Maggie Rose, Brenda Tirshfield; Lori Griffith—Adds ANOTHER TALENT to her resumé!; Meri Klein Greiswald, Director of Catering—Terrace Garden Inn—She made sure, "You'll never go hungry again."; HALP—Sherman Anderson, David Bland, John Bone, Rick Cote, Tom Eberle, Jim Finch, Greg Griffith, Paul Hinshaw, Michael Howell, Eric Krask, Scott Litten, Kim Nielsen, Larry Prosser, Bob Rinehart, Charlie Rose, David Shipko, Fred Sorenson, Julius Warner—Husbands in a class of their own! Anne Hagfors, Thank you. You are not alone.; Laura Heidt and the entire Staff of The Terrace Garden Inn,—For one year these folks were the Auxiliary Power Unit for the Atlanta Convention Committee!!; Terri Hines, Good Luck and May The Force Be With You!; International ISA Members—"Each friendship is unique—a special gift of God." Aeralpi, Fiorenza de Bernardi, Aeroflot, Natalia Vinokurova, Air France, Isabelle Guillard, Canadian, Sandra Lloyd, Kathy Zokol, Cyprus Air, Natasa Papadopoulou, Swissair, Gabrielle Musy, Philippine, Gladys Lim, National Canada, Nicole Sauve; Lisa Kuehl, Design of T-Shirts, alarm clocks and ISA products; Pat "Mother" Malone, Delta Airlines; Terri McCullough, ATL Newspaper; Marti Meadows/Scarlett O'Hara, 13 inch waistline!!; Ann Nelson, She knows a lot about Getting Passes and Birthing Babies!; Nancy Novaes, Design Us. Beam Us Up.; Norah O'Neill, Her scrapbooks are like "Memories, Pressed Between the Pages Like Time.; Carolyn Pasquilino, "Does your United uniform always have to

match your eyes?; Morgan Greschel Reeb, Forest of Friendship Flyaway and Tree named in honor of Captain Emily Warner; Plato Rhyne, Delta Airlines—"Nice landing, Captain!"; Terry Rinehart, Fashion Show and same size waist as Scarlett; Karen Schaeffer, First (member to register for convention) Class; Claudia Sorenson and Her Band, Redefined the word "Awesome"!!; Nancy Stuke, United Airlines; Denise Van Grunsven, Spin Doctor for the Fashion Show; Emily Warner, "We're Here Because You Were There"; Lisa Wermeling, First Time Convention and WINNER of the ISA Quiz!; Krisan Wismer, Modeling Lorenzo's Latest and LAST Uniform Collection; and finally, Lucy Young, our very own Aerial Laser Experience.



### CONVENTION by Terre Hines

Sandra Lloyd and I decided that at the next convention in Vancouver, we want to give our guys (HALP members) something to do while we are having our business meeting.

We were thinking of organizing either a fishing trip or a golf outing for them.

If your man is coming to the convention next May, please ask him if he would be interested in either of these or other activities.

We would also like to know if he has any ideas or suggestions of how we may make the convention more fun for our HALP members.

Please respond to me, Terre Hines (704)588-7051 or 16009 Riverpointe Drive Charlotte, NC 29278

Thank you



**HISTORIAN  
SPEAKERS BANK**  
by Charlene Sammis-  
Singleton

It's been a wonderful two years for me serving as the Historian/Speakers Bank person. The experience enriched my life.

Now I must pass the torch (ouch! oops, wrong end), to Betsy Landon. She is ready to takeoff and steer this position to new heights.

My best wishes go out to her and to the other new EC members.

My heartfelt thanks goes to the wonderful group of EC members I've worked with these last two years.

I now take the right half of my ten digit manual computer, hold it palm out, digits straight up and at shoulder height, move it from side to side and for the last time say, "May all your Todays become Yesterdays you can be proud of."



## **INCOMING HISTORIAN SPEAKERS BANK**

by Betsy Landon

Was that a great convention in Atlanta or what! Great job Binka Bone and what a performance by Claudia Sorenson and her band!! All of the approximate 100 ISA members plus their guests had a super time--Thanks! Charlene passed the official ISA gavel to me after the convention-so that makes

me your new historian (or HERstorian as Charlene would say). I am Betsy Landon a B737-300 FO with United Airlines.

Now here comes the important info:

**Address: 1150 SW 19th St**

**Boca Raton, Florida 33486**

**Phone: 407-395-0485**

**Compuserve: 76637,2776**

This is where you can send your photos of ISA members or activities, newspaper or magazine articles and information on Firsts. These will be saved and some immortalized in Norah O'Neils pictorial scrapbook or one of the museum exhibits Lori Griffith has put together across the country. Did you know that Norah has to ship these scrapbooks to the conventions since they have gotten too big to fit in just two suitcases?

These are fun to look through, so make sure you take a look at your next convention. Lori has some great lists. The Master Seniority List contains womenpilots hired by the worlds airlines dating back to Helen Richey in 1934 to present day. She also has a list for each individual airline, including first hired, first FO, first Captain, first all female crew to name a few. Let her know if you would like a particular list. If anyone has NEW data to add please let me know. The Historian also takes care of the Speakers Bank. It was originally started by Bonnie Tiburzi to provide information to those who want to help women seeking airline careers. We have two excellent videos, the ISA video and the SIU video, available for you to borrow for such presentations. Let me know when I can send you one. Send me something to write about in the next newsletter and Don't forget to include names of people on the back of the photos.



### MEMBERSHIP by Angela Allen

The 1993 ISA Convention is history! Those of you who were not able to attend this year's convention in Atlanta missed one of our best---what a way to end my two years on the Executive Council! I have thoroughly enjoyed serving as your Membership Coordinator and would like to thank you all for your support. My membership duties have allowed me to really get to know all of you so much better and to discover the diversity and talent shared by our membership. ISA is truly an organization of which you can be proud to be a member. My special thanks go out to those of you who have actively recruited new members from your airlines. In these uncertain economic times and with the unfortunate demise of so many airlines, it is encouraging that we have been able to maintain positive growth in our membership. I hope we will be able to continue our growth trend and that you will give our new Membership Coordinator, Cindy Shonk, your full support (and those address changes, too!).

WELCOME TO OUR NEW

### MEMBERS

Since the last newsletter, we have added 13 new ISA members. This brings our total membership to 415 in 22 countries representing 62 airlines. We have also added four new airlines, Air India, Kiwi International, Private Jet and Air Transat, to our roster. Please extend a warm welcome to our newest members!

### NEW MEMBERS:

Morgan Hapeman  
8078 Porter Covert Rd.  
Lodi, NY 14860  
UPS

Laurie Crocker  
8166 S. Humboldt Cir.  
Littleton, CO 80122  
Continental

Angela Harmon  
472 Grant St., SE  
Atlanta, GA 30312  
American

Rashmi Khadtale  
4A Garden Rose  
4 Bungalow Road  
Andheri West, Bombay 400058  
INDIA  
Air India

Tammy Blakey  
18808 S.R. 530 NE  
Arlington, WA 98223  
Continental

Bonny Warner  
5839 N. Irish Pat Murphy Dr.  
Parker, CO 80134  
United

Michelle Lloyd-Jones  
87 Plantation Dr.  
Atlanta, GA 30324  
Eastern/Kiwi

June Viviano  
1407 Independence Way  
Marietta, GA 30062  
Federal Express

Romaine Strotman  
2907 S.R. 134, S., #325  
Wilmington, OH 45177  
Airborne Express

Jill Rogers  
98-099 Uao Place, #1207  
Aiea, HI 96701  
Hawaiian Airlines

Anne Simpson Hagfors  
4105 Overlook Cir.  
Bloomington, MN 55437  
Northwest

Lisa Wermeling  
4282 E. Orchard Pl.  
Littleton, CO 30121  
United

Mary Ana Gilbert  
8408 Granite Place  
Tampa, FL 33615  
Private Jet

### RENEWING MEMBERS:

The following is a listing of those members whose renewals were received after the printing deadline for the '93 roster:

Cheryl Guidoboni  
5 Old Orchard Ln.  
Kingston, MA 02364  
617-585-5032  
American  
Husb: Mark

Laurie Boyer  
8725 Damascus Rd.  
Damascus, MD 20872  
301-570-0014  
United  
Husb: Dale

Marilyn Orloff  
P.O. Box 294  
Millbrae, CA 94030  
209-962-6430  
United  
Husb: Ken

Kathleen Harrigan



710 Willow Trail Crownsville, MD 21032 301-570-0084 United Husb: Bill	5335 Grand Ave. S. Minneapolis, MN 55419 612-827-7037 Northwest  Kathleen Galassini 2308 Butler Dr. Friendswood, TX 77546 216-899-7177 Continental  Debbie Ross 2339 Donohue Pl. El Dorado Hills, CA 95630 916-933-1946 Federal Express  Beth Raphael 481 Pointe Pacific Dr., #9 Daly City, CA 94014 415-994-8019 United  Cheryl Bearse Box 115 Kailua, HI 96734 808-262-0342 United  Gina Grisafi 118 Withershinn Dr. Charlotte, NC 28262 704-549-4414 US Air  Kathy Royer 2047-D Raleigh Rd. Hummelstown, PA 17036 717-566-1949 United  Lena Killingmo Malma Bache 1A 1tr. S-756 47 Uppsala SWEDEN SAS  Susan Horstman 90 Knob Hill Rd. Hackettstown, NJ 07840-4201 908-850-8201 Pan Am  Susan Staples	327 Arbor Ct. Eules, TX 76039-3739 817-275-1330 American  Ann Singer 25D Queen Elizabeth Ct. Chester, MD 21619 301-643-4524 American  Theresa Tebo Watt 6608 Red Birch Dr. Memphis, TN 38115 901-362-3589 Northwest Husb: Lester  Jeanne Dietrich 8117 Plum Creek Dr. Gaithersburg, MD 29882 301-977-6579 US Air *CC* Husb: Pat King  Cynthia Luchow 3701 Pocahontas Mariemont, OH 45227 513-561-2466 Delta  Susan Schwaab 3019 Chatham St. Racine, WI 53402 414-278-0087 United  Deborah Burroughs 13495 Tiverton Rd. San Diego, CA 92130 American  Lynn O'Donnell 209 Holmes Boonton, NJ 07005 201-335-9276 United  Jill Newby 323 27th St. Manhattan Beach, CA 90266 310-545-1276 United Husb: Tom	Kathy Zokol 3560 40th St. Delta, British Columbia CANADA V4K 3N2 604-946-3123 Canadian  Christine Strathie 5 Orchard Lane Duxbury, MA 02332 617-934-9021 United  Sherry Emminger 67-006 A Kaimanu Pl. Waialua, HI 96791 808-637-6019 Hawaiian  Kathleen Brown 3156 Paseo Robles Dr. Pleasanton, CA 94566 510-484-5332 United Husb:Mike  Jill Leenerts 33691 Flying Jib Dr. Dana Point, CA 92629 714-589-2729 US Air Husb:Ted  Gloria LaRoche 43001 London Dr. Parker, CO 80134 303-840-2424 United  Eva-Britt Karlsson Tetorpsvagen 109 19436 Upplands Vasby SWEDEN 46-0760-84237 SAS  Kathryn Rauth 13780 Hanover Way Apple Valley, MN 55124 612-432-1829 United Husb:John  Vernice Kuglin				
Elaine Morrison 20111 Sunny Shores Atascocita, TX 77346 713-852-1381 Continental Husb: Jack	Jan Giesar-Dolf 2308 Meadow Vue Dr. Coraopolis, PA 15108 412-457-2570 US Air Husb: Peter	Cari Davidson 7560 S. Uinta Pl. Englewood, CO 80112 303-721-8790 United Husb: Larry Robinson	Pamela Barker 601 Rt. 8 Germantown, NY 12526 518-537-4945 United Husb: John	Susan Harrison 9040 S.W. 110th Ave. Miami, FL 33176 305-595-6066 United Husb: Jeff	Cathy Fulk 8706 Kirchenbaum Dr. Charlotte, NC 28210 704-552-7021 US Air	Sinead Sands 621 Manhattan Beach Blvd.,#E Manhattan Beach, CA 90266 310-545-9637 United	Alisa Revou

200 Wagner Pl., #802 Memphis, TN 38103 901-522-1739 Federal Express	358-0-426718 Karair	809-924-0204 Air Jamaica	Air Nordic
Dara Green 222 West DeSoto St. Pensacola, FL 32501 904-434-3061 US Air Husb: Darrell Sedgwick	Cyndhi Berwyn 366 Tralee Alameda, CA 94501 415-521-6687 Federal Express Husb: Dennis	Diane Proffitt 3817 S. Carson St., #121 Carson City, NV 89701 415-851-5174 United	CONGRATULATIONS AND CONTRAILS
Bonnie Sadacca 4000 Towerside Terr., #1104 Miami, FL 33138 305-899-8877 Pan Am Husb: Albert Victor	Teresa McMaster Landover Ln., Rt. 6, Box 483 Mooresville, NC 28115 704-664-7206 US Air Husb: Jeff	Jane Porter 10113 Community Ln. Fairfax Station, VA 22039 703-978-2633 Northwest Husb: Chuck Hepp	NEW AIRLINES: Lore Probst from America West to United Elizabeth Thompson-Cannon from Trump Shuttle to USAir Shuttle Sandy Christison from America West to United Deborah Lawrie from Ansett to KLM Cityhopper Lynn O'Donnell from PanAm to United Kathleen Royer from PanAm to United Jessica Ghazala from Linjeflyg to SAS Lena Killingmo from Linjeflyg to SAS Diane Proffitt from TWA to United Felicity Bush from Ansett to KLM Cityhopper Nicole Sauve from Nationair Canada to Air Transat
Leslie King 3700 S.W. 60th Ave. Miami, FL 33155 305-667-8299 United Husb: John Zimmerman	Sandy Gitter 1067 E. Kent Rd. Winston-Salem, NC 27104 919-724-4270 US Air Husb: Allan	Luan Guliano 1175 Willoby Ln. Elgin, IL 60120-4923 708-888-2446 Air Wisconsin	
Rosemary Dye P.O. Box 88400 Steziacoom, WA 98388-0400 502-245-3251 UPS	Jessica Ghazala Drottning Kristinas v.9 11428 Stockholm SWEDEN 46-8-103135 SAS	Paula Grubben 445 W. Melrose, Apt. 3C Chicago, IL 60657 312-525-4911 United	
Sandra Simmons 6624 Glenhurst Dallas, TX 75240 214-661-3009 Alaska Husb: Nellis Dye	Bonnie Tiburzi 1185 Park Ave., #6B New York, NY 10128 212-996-3953 American Husb: Bruce Caputo	Lynn Rippelmeyer 7102 Circa De Media Escondido, CA 92029 619-744-1882 Continental Husb: Lynn Richardson	CAPTAIN UPGRADES: Prudence Hostetter-Kelly, American, to Captain Luan Gualiano, Air Wisconsin, to F-27 Captain Aurora Carandang, Philippine Airlines, to F-50 Captain Carolyn Pasqualino, United, to B-737-300 Captain
Marjorie Eynon P.O. Box 18637 Erlanger, KY 41018 606-727-2249 Continental	Susan Gillett P.O. Box 87 Earlville, NY 13332 315-691-4713 UPS	Ute Roth-Bunting Clemenweg 14 5443 Niederrohrdorf SWITZERLAND 056-96-30-66 Swissair Husb: Otto	OTHER UPGRADES: Denise McDonald, United, to B-757/767 FO Silvana Arguedas, Aerolineas Argentinas, to MD-88 FO Debbie Bartz, United, to B- 727 FO Susan Cunningham, American, to B-757/767 FO Laurie Boyer, United, to B- 737/300 FO Patty Barrera, United, to B- 727 FO Dara Green, US Air, to F-100 FO
Karen Reilly 424 N. Gallatin Ave. Uniontown, PA 15401 412-438-3036 DHL	Kim Caglia 666 Gateway Dr., SE, #507 Leesburg, VA 22075 703-777-3149 United Express	Lisa Soli 5620 Fairlawn Shores Tr. SE Prior Lake, MN 55372 612-447-8448 Northwest Husb: Bryan	
Nina Rope Alalinnake 1B 16 02160 Espoo FINLAND	Marlene Smith P.O. Box 1736 Kingston 8 JAMAICA	Annica Skoglund Nygardsgata 5b S-722 19 Vasteras SWEDEN 0-21-127-157	

Debbie Ross, Federal Express, to DC-10 FO  
 Lynn O'Donnell, United, to B-727 FO  
 Veronica Garcigodoy, AeroMexico, to MD-88 FO  
 Bonnie Tiburzi, American, to B-767/757 International, Captain  
 Lori Rossier, United, to B-737-300 FO  
 Ute Roth-Bunting, Swissair, to B-747 FO  
 Debra McCormick, America West, to B-757 Captain

#### OTHER NEWS FROM MEMBERS:

Cathy Fraser wrote to let us know that her husband, Dave Williams, was recently chosen as one of Canada's astronauts. He and seven others were chosen from amongst 5300 candidates in preparation for flights on the space station "Freedom".

Congratulations, Dave!

Krisan Wismer writes that she is a pilot instructor on the B-747, now.

Tiana Pickle-Lumry recently received her B-737 type and is now a B-737-200 pilot instructor.

Angela Masson recently became an FAA Accident Prevention Counselor and reports that it is "fascinating and fun work"!

#### WEDDING BELLS:

Mary Berlingeri recently married Ron Benham.

Theresa Tebo has married Lester Watt.

#### NEW BABIES:

Kathi Hurst-Tracy and husband, Ted, are the proud parents of Kaitlynn Patricia, born 1-7-93.

Debra and Mark McCaw announce the arrival of Catherine Kelsey, born January 2, 1993.

Patty Bockhoff-Gattmann and husband, Kurt, were blessed with their first child, William Reed Gattmann, born November 23, 1992.

Kathleen and Allen Garske have a new son, Ryan David, born 2-11-93.

Ruth Sherry and husband, Jim, announce the arrival of their second child, John William, born April 27, 1993.

#### BABIES ON THE WAY:

Debbie Anderson announces that she and Pete have a baby due in mid-February.

Lori Adams is expecting a new arrival soon.

Johnnie Olson and husband, John, are expecting a baby in March.

Susan Cunningham announces that she and Alan are expecting their first child.

Cari Davidson wrote to tell us that she and Larry are expecting a son soon.



#### FAMILY

by Carolyn Pasqualino

Hi Everyone!

I'm taking over the Family Committee from the very capable hands of Maria Eberle. For those of you who don't know me, I'll tell you a little about myself and my family. I'm a 737-300/500 Captain for United Airlines and my husband, Mark, is Chief Pilot for the Gendex Corporation. We live in Rockford, Illinois with our two "babies", a 1963 Beech Debonair and a 1946 Cessna 120. Mark taught me to fly 18 1/2 years ago in Oklahoma.

My congratulations to Binka Bone for our outstanding convention in Atlanta.

Those of you that didn't attend missed out on a wonderful evening of entertainment by Claudia Jones Sorenson and her band.

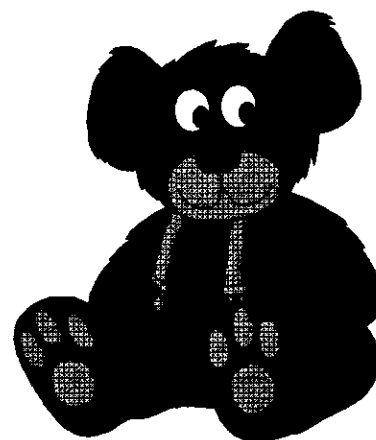
I only have information on two births to report:

Congratulations to Sue and Dick Yamamoto on the birth of a daughter, Kimi, in November

Also to Debbie and Pete Anderson on the birth of Dalton Peter in February

I have information for anyone that would like to participate in a research project on pregnancy and the female pilot. You qualify as a project participant if 1) you have now or have ever flown professionally in the military, civilian airline, commuter, corporate or charter, government, or as a flight instructor and 2) you have been or are considering becoming pregnant. Please contact Project Director Dr. Jacque Boyd, Aero Infosearch, 1600 Circle Lane, Bedford, TX 76022, or FAX to 817-545-6950 if you are willing to participate in the study or want further information. You may phone Jacque at 817-545-0040.

That's all for now. Please send me any changes in your airlines maternity policies and any nanny information you have.





## SECRETARY

by Lisa Kuehl

Happy Summer, Everyone!

Before I get into my report, I want to again thank all the past and present EC members that I've been honored to work with over the past two years. I congratulate Binka Bone on her position as the new ISA secretary and welcome all of the incoming EC crew. Below is a list of "missing" ISA members. Because you are lost, the mailman cannot deliver your ISA mail and newsletters. So, whenever you have found yourselves, PLEASE send me your new address so I can ship your goodies to you.

Baerg, Barb  
Bockhoff-Gattman, Patricia  
Bourdon, D.R.  
Cardin, Karen Bernheim  
Flynn, Karen  
Law, Nancy  
O'Beime, Muriel  
Pettigrew, Suzanne  
Ramos, Jan  
Sandstrom, Joan  
Staples, Susan  
Tyus, Shirley  
Strathie, Christine  
Qua, Elizabeth  
Ueland, Erica  
VanGiessel, Cockie

Wismar, Monica

Due to size constraints of our newsletters, the minutes of the Atlanta convention will not be printed in this issue. If you didn't attend, please write me or Binka and we will send you a copy.

A new store has opened in town. Its the ISA+21 Shop! Due to membership requests, the shop will begin selling a wider variety of ISA items. Special thanks to Susan Horstman who has been helping tremendously with this project. Watch for more information in upcoming newsletters. In the meantime, if you have any ideas on sales items, let me or Susan know. Have you ever admired the lovely photos that grace the covers of ALPA and Career Pilot magazines? Those photos are the handiwork of photographer John Beatty and they're for sale! To receive his full-color brochure and order form, please contact him at:

Silverwing Photography  
15419 N>E> 198th Street  
Woodinville, WA 98072  
(206)485-0478

Airshow Canada, North America's International Aviation & Aerospace Trade Show, will be held on August 4-8 at Abbotsford Airport, just outside of Vancouver, B.C. I have not seen an updated list of airshow performers, but information can be obtained by writing:

Airshow Canada  
P.O. Box 6  
Abbotsford, B.C.  
CANADA V2S 4N9

While you are in Abbotsford, stop by for the Canadian Women in Aviation Conference. August 4-8, at Trinity Western University. I have informational brochures on hand if you wish the details. ISA member Mimi Tompkins will be among the featured speakers, so don't miss out. Another unique airshow happens on August 11-15. Its the Greater Des Moines Aviation Expo, formerly the "Ida Grove Airshow". This interesting show features world-

class performers but also model aircraft of all scales performing all the tricks that the "big guys" do! If you haven't yet seen this attraction, you will be in for a treat. Need more info? contact:

The Ankeny Chamber of Commerce  
P.O. Box 488  
803 S.W. 3rd Street  
Ankeny, Iowa 50021  
(515)964-0685

That's all for now! Have a great summer and fly safely!



## FINANCE

by Laura Cox

Dear Members,

This will be my last report as an Executive Council member. I have had a lot of fun with the job and have enjoyed serving you. I thought that when I ran for EC four years ago, that I would be giving something by helping to further the organization and women airline pilots. But, through all of you, I've discovered just how much work there is yet to be done. While I won't serve in an official role, I plan to continue to support ISA and work with various committees and projects.

Thanks for everything!

**1993 CONVENTION FINANCIAL REPORT**

1992 Income	
Member dues	11658.00
Store Items	70.50
Interest	226.81
Convention	16724.50
Misc.	<u>557.10</u>
(video, reimburse)	
<b>TOTAL</b>	<b>\$ 29236.91</b>

Income	\$29236.91
Expense	<u>28568.14</u>
	<b>\$ 668.77</b>

1993 Income	
Membership	\$13328.00
Store Items	35.79
Interest	73.28
Misc	<u>19.00</u>
<b>TOTAL</b>	<b>\$13456.07</b>

Income	\$13456.07
Expense	<u>5057.65</u>
<b>TOTAL</b>	<b>\$ 8398.42</b>

1993 Budget	
Newsletter	4500
Printing	1000
Postage	500
Phone	100
Off. Supp	100
Misc	<u>2200</u>
<b>TOTAL</b>	<b>\$8400</b>

1992 Expenses	
Printing	2172.79
Postage	1372.51
Phone	68.05
Plaques/Gifts	791.23
Convention	16130.79
Newsletter	5241.70
Office Supplies	166.47
Bank Fees	183.59
Misc	<u>2440.92</u>
(museum, IFALPA, etc)	
<b>TOTAL</b>	<b>\$28568.14</b>

1993 Expenses	
Printing	894.45
Postage	814.36
Phone	96.53
Plaques/Gifts	525.05
Newsletter	2187.62
Office Supplies	188.45
Bank Fees	82.53
Misc	<u>268.66</u>
<b>TOTAL</b>	<b>\$5057.65</b>

1992 Scholarship Donations	
Dues	836.00
Donations	1598.50
Interest	63.35
Video Proceeds	573.05
Holly Mullins Sch.	<u>795.00</u>
<b>TOTAL</b>	<b>\$3865.90</b>

1993 Scholarship Donations	
Donations	2067.00
Interest	35.77
Video Proceeds	154.71
Holly Mullins Schol	<u>160.00</u>
<b>TOTAL</b>	<b>\$2417.48</b>

**SCHOLARSHIP**

by Brenda Tirshfield

Rumor is that the ATL convention was a huge success! I fortunately have GREAT news to add to the list of convention highlights! I was unfortunately unable to attend the convention, therefore I am not able to

take credit for the impression all of you made on Nancy Stuke (manager of F/O employment at UAL). I am, however, proud to announce the arrival of my first child, a beautiful bright-eyed daughter Kira MacKenzie Tirshfield born April 25, 1993, tipping the scales at 7 lbs. 0 ozs.

Now, as you know, Nancy Stuke spoke for approximately one half hour after the business meeting. She gave great information regarding her experiences at United with female applicants. Evidently her speaking time was much too short for everyone involved. Therefore, the EC warmly extended an invitation to Nancy, inviting her to the Vancouver convention next year to conduct a 2 hour interview seminar.

She was so impressed with ISA as a professional organization that on her arrival back in Denver, she met with Bill Traub, United's Vice President of Flight Standards and Training and received a commitment from him to give one ISA Scholarship recipient of our choice "training leading to a 727

Captains Type Rating in 1993 and 1994 at least"! The training start dates will be on a space available basis with the training department, lasting approximately 30 days. This year, because we have no applicants qualified to receive Type Rating Training, we are unable to accept the type rating. However, Nancy seems to feel that we may be able to receive both type ratings in 1994 along with the possible addition of a Flight Engineer Certificate for an applicant as well!!

The EC is going to need to come up with applicant requirements for these new scholarships. If you have any input, please let me know! In addition, I will keep you all posted on the Captain Type Rating and possible Flight Engineer Scholarship requirements. A Big Thank You to United!

Also convention related, the relationship with Chandelle wines of Sonoma was formally re-established and announced. If you wish to order Chandelle wine, call 1-800-544-8890

and be sure to mention ISA! A one dollar donation will then be made to the scholarship fund. Thank You to Chandelle of Sonoma.

For those of you that would like the results from the survey published in the March Newsletter, please send me a self addressed and stamped envelope! I will be happy to forward the results to you!

Thank you to all of the ISA members who volunteered to conduct interviews this year! We have 7 applicants who are being considered for our scholarships. This is down from our original 8 applicants. The 8th applicant has been selected by the 99's for a large scholarship, therefore she felt it was appropriate for her to withdraw herself from consideration for this year. I found this action to be extremely honest and admirable! I certainly hope she will apply in the future!

1993 scholarship recipients will be selected and announced by the October Newsletter!

Enjoy your summer!

\*\*\*\*\*  
 ★ **ISA SURVEY ON GENDER DISCRIMINATION AND SEXUAL**  
 ★ **HARASSMENT**  
 ★ **PLEASE SEND IN YOUR SURVEY TODAY!**  
 ★  
 ★ More than one-half of the 1993 ISA Convention goers have already returned their ISA Survey on Gender  
 ★ Discrimination and Sexual Harassment. Statisticians say that a 50% response is fantastic! Thanks to  
 ★ those who have already taken the time to share their experiences so others can learn from them. And  
 ★ there's still time for the other 50 Convention attendees as well as the rest of the ISA members who were  
 ★ not able to attend the convention to submit their survey.  
 ★ The purpose of the survey is to assess the extent and depth of the dual issues of 1) sexually oriented  
 ★ harassment and 2) discrimination because of gender. And most importantly we hope to obtain ideas for  
 ★ coping strategies and creative, effective ways to respond to an unwanted comment or behavior while  
 ★ preserving a positive cockpit CRM atmosphere.  
 ★ After all the surveys are returned and processed, it is anticipated that the de-identified data will be  
 ★ available to ISA members through an upcoming newsletter article as well as to qualified researchers as  
 ★ approved by the Executive Council. ISA has received a pledge of a \$100 contribution to our scholarship  
 ★ fund as an incentive if we get a minimum of 100 survey returns. Please help us reach that pledge  
 ★ threshold.  
 ★ The Survey was the brainchild of one the ISA Executive Council members and was designed by a  
 ★ committee of ISA members composed of Ann Hagfors, Carol Danis Litten, Charlene Samis-Singleton and  
 ★ Kathleen Wentworth with assistance from Debra Corley, MA.  
 ★ The survey is included right here in your newsletter. Please take a few minutes to fill it out right now. It  
 ★ may look long and a bit overwhelming at first glance, but it's mostly "multiple choice" and "fill in the blanks"  
 ★ (everyone's favorites from college tests!) and only takes about 10 minutes – and you'll be helping your  
 ★ fellow women pilots as well as those women who will follow us. Whether you past experiences include  
 ★ significant incidents, minor ones or none at all, we need your survey.  
 ★ Please return the survey as soon as possible but no later than July 15. Thanks.  
 ★  
 ★ Please return survey by **July 15** to:  
 ★  
 ★ *ISA Survey*  
 ★ *c/o Kathleen Wentworth*  
 ★ *1180 Millbrae Avenue*  
 ★ *Millbrae, CA 94030-2946*  
 ★  
 ★\*\*\*\*\*

# *The International Society of Women Airline Pilots*

## **SURVEY ON GENDER DISCRIMINATION AND SEXUAL HARASSMENT**

This survey is designed to help women pilots learn how to deal effectively with comments or actions that might be unwelcome and offensive -- by **hearing** how you have dealt with these issues in your career. Many comments or actions you've encountered may not have been malicious in intent (and may, in fact, have been intended to be friendly or joking). The survey is primarily concerned with how the incidents might have affected you, affected CRM or impacted your working environment. The survey is lengthy, but we appreciate your time in helping other women pilots learn from you to help insure them a productive and positive career. Survey results will be de-identified, computer processed and made available in an upcoming ISA newsletter.

Please try to answer every question, but feel free to leave blank any question you prefer not to answer.

**Question 38 has space for extended comments to any question or attach additional paper.**

1. Today's Date \_\_\_\_\_ 2. Your age today \_\_\_\_\_ 3. Your current airplane type/position \_\_\_\_\_
4. Your marital status today (single, married, widowed, divorced, living with "significant other", etc.). \_\_\_\_\_
5. Your current **residence**: \_\_\_ Africa; \_\_\_ Asia; \_\_\_ Australia; \_\_\_ Canada; \_\_\_ Europe; \_\_\_ Mexico; \_\_\_ So America; \_\_\_ USA/State: \_\_\_
6. Your **birthplace**: \_\_\_ Africa; \_\_\_ Asia; \_\_\_ Australia; \_\_\_ Canada; \_\_\_ Europe; \_\_\_ Mexico; \_\_\_ So America; \_\_\_ USA/State: \_\_\_
7. Your ethnic ancestry (eg. Caucasian, African-American, Filipina, Latina, etc. etc. etc.) \_\_\_\_\_
8. Your pre-airline experience was primarily: \_\_\_ commuter; \_\_\_ military; \_\_\_ corporate; \_\_\_ other: \_\_\_\_\_
9. Your current airline (eg. UAL, BA) \_\_\_\_\_ or (if you prefer not to name your airline), number of pilots employed: \_\_\_\_\_ more than 6000; \_\_\_\_\_ 4000-6000; \_\_\_\_\_ 2000-3999; \_\_\_\_\_ 500-1999; \_\_\_\_\_ 50-499; \_\_\_\_\_ less than 50
10. Is your airline primarily: \_\_\_ passenger; \_\_\_ freight. 10a. Is your airline: \_\_\_ scheduled; \_\_\_ non-scheduled.
11. Year of hire with your **current** airline: 19 \_\_\_\_\_. 12. Year **first** hired with an airline: 19 \_\_\_\_\_. 13. During the time you have been flying with your **current** airline, have you observed a change in the attitude regarding acceptance of women pilots? \_\_\_ yes \_\_\_ no. 13a. If yes, is the change \_\_\_ positive or \_\_\_ negative. 13b. If a change, briefly describe: \_\_\_\_\_
14. **For Captains:** Year you became captain: 19 \_\_\_\_\_. 14a. Have you noticed a change in cockpit atmosphere or the number or type of incidents of sexual harassment or gender discrimination since you have become captain? \_\_\_ yes \_\_\_ no. 14b. Describe: \_\_\_\_\_
15. Have you ever been the recipient of **ANY** of the following incidents of sexual harassment or gender discrimination (intentional or unintentional) from a flight crewmember? (Rate **each** of the following with 1=very few incidents; 2=occasional incidents; 3=somewhat common incidents; 4=frequent incidents; 5=very frequent incidents; NO=no incidents)  
Rate each of the following 1-5 or NO:  
\_\_\_\_ verbal sexual (sex related jokes, sexual innuendo, comments about body parts, whistling, etc.)  
\_\_\_\_ physical sexual (touching, brushing up against your body, blocking your path, etc.)  
\_\_\_\_ visual sexual (pornography in cockpit, graffiti posted, pornography in your mailbox, etc.)  
\_\_\_\_ verbal discrimination ("women don't belong in cockpits", "women haven't paid their dues", "women can't be drafted")  
\_\_\_\_ verbal stereotyping of women ("another empty kitchen"; women aren't mechanical, etc.)  
\_\_\_\_ verbal terms of endearment or demeaning terms (honey, sweetie, dear, girl, broad, babe)  
\_\_\_\_ professional discrimination (refusal to accept input from a woman, unreasonably question her professional opinion, refusal to fly with women, etc.)  
\_\_\_\_ social shunning by male crewmembers (refusal to have lunch with women crew, lack of conversation with women crew)  
\_\_\_\_ repeated unwanted dating/sexual advances from co-worker  
\_\_\_\_ request for date/sexual favors from a supervisor/manager/person in position of authority  
\_\_\_\_ other type of harassment or discrimination: \_\_\_\_\_  
\_\_\_\_ have never encountered an incident of discrimination or inappropriate statement/behavior

16. Briefly describe the type of action or words and job titles of perpetrators from the incidents (from #15) which occur **most frequently**: \_\_\_\_\_

17. The most frequent incidents (in #15) occurred between the years of 19\_\_ and 19\_\_. 17a. During that time, your airplane type and position were: \_\_\_\_\_. 17b. The perpetrator's airplane type and position (or other job title or passenger or other) most commonly were: \_\_\_\_\_

18. In the most frequent incidents (in #15), the most common location for these to occur were (eg. cockpit, flight operations, crew room, layover location, etc.) \_\_\_\_\_

19. Regarding a **SINGLE INCIDENT** of sexual harassment or gender discrimination (intentional or unintentional) you consider most significant that you have personally encountered from a flight crewmember, was it

Check one box only

- \_\_\_\_\_ verbal sexual (sex related jokes, sexual innuendo, comments about body parts, whistling, etc.)
- \_\_\_\_\_ physical sexual (touching, brushing up against your body, blocking your path, etc.)
- \_\_\_\_\_ visual sexual (pornography in cockpit, graffiti posted, pornography in your mailbox, etc.)
- \_\_\_\_\_ verbal discrimination ("women don't belong in cockpits", "women haven't paid their dues", "women can't be drafted")
- \_\_\_\_\_ verbal stereotyping of women ("another empty kitchen"; women aren't mechanical, etc.)
- \_\_\_\_\_ verbal terms of endearment or demeaning terms (honey, sweetie, dear, girl, broad, babe)
- \_\_\_\_\_ professional discrimination (refusal to accept input from a woman, unreasonably question her professional opinion, refusal to fly with women, etc.)
- \_\_\_\_\_ social shunning by male crewmembers (refusal to have lunch with women crew, lack of conversation)
- \_\_\_\_\_ repeated unwanted dating/sexual advances from co-worker
- \_\_\_\_\_ request for date/sexual favors from a supervisor/manager/person in position of authority
- \_\_\_\_\_ other type of harassment or discrimination: \_\_\_\_\_
- \_\_\_\_\_ have never encountered an incident of discrimination or inappropriate statement/behavior

20. Describe the action or words referred to in #19 above: \_\_\_\_\_

21. Was this incident (#19) an isolated event with this individual or was more than one thing done/said? Describe: \_\_\_\_\_

22. **At the time** of above incident, (#19) the year was 19\_\_ and your airplane type and position were: \_\_\_\_\_. The perpetrator's airplane type and position (or other job title) were: \_\_\_\_\_. Location of the incident was (eg. cockpit, crew room, dispatch, layover location, etc.) \_\_\_\_\_

23. **Your Response:** List the steps you took in response to the words or actions in #19. (Number starting with #1 for your first response step, #2 for your second response step, etc. if you took more than one step).

Number in chronological order:

- \_\_\_\_\_ ignored behavior
- \_\_\_\_\_ said nothing, but indicated displeasure (by facial expression, failure to laugh at joke, etc.) Describe your method: \_\_\_\_\_

- \_\_\_\_\_ told perpetrator that you found it offensive \_\_\_\_\_
- \_\_\_\_\_ discussed action/comment in depth to help perpetrator understand **why** it was objectionable \_\_\_\_\_
- \_\_\_\_\_ asked other crewmember or other person (\_\_\_\_\_) to talk to the perpetrator
- \_\_\_\_\_ sought assistance from union or employee group (eg. ALPA Professional Standards) Group: \_\_\_\_\_
- \_\_\_\_\_ sought assistance from your airline Human Resources or EEO office: \_\_\_\_\_
- \_\_\_\_\_ reported incident to Equal Employment Agency or other agency outside of your company: \_\_\_\_\_
- \_\_\_\_\_ sought advice from attorney or filed lawsuit: \_\_\_\_\_
- \_\_\_\_\_ other response: \_\_\_\_\_

24. For each step you took in "Your Response" (#23) rate **how effective** you think your response was in changing the behavior of the perpetrator by rating the effectiveness of each step (1=not effective, 2=mildly effective; 3=moderately effective; 4=very effective; 5=completely effective). If more than three steps, add additional comments in Question 38.

Rate 1-5 How effective was Your Response Step 1 (from Question #23) in

- \_\_\_\_\_ stopping the perpetrator's behavior in your presence
- \_\_\_\_\_ stopping the behavior for other women who fly with this perpetrator in the future
- \_\_\_\_\_ modifying perpetrator's future behavior in presence of both men and women pilots
- \_\_\_\_\_ helping the perpetrator understand **why** the behavior was inappropriate or offensive



Rate 1-5 How effective was Your Response Step 2 (from Question #23) in

- \_\_\_\_\_ stopping the perpetrator's behavior in your presence
- \_\_\_\_\_ stopping the behavior for other women who fly with this perpetrator in the future
- \_\_\_\_\_ modifying perpetrator's future behavior in presence of both men and women pilots
- \_\_\_\_\_ helping the perpetrator understand **why** the behavior was inappropriate or offensive

Rate 1-5 How effective was Your Response Step 3 (from Question #23) in

- \_\_\_\_\_ stopping the behavior in your presence
- \_\_\_\_\_ stopping the behavior for other women who fly with this perpetrator in the future
- \_\_\_\_\_ modifying perpetrator's future behavior in presence of both men and women pilots
- \_\_\_\_\_ helping the perpetrator understand **why** the behavior was inappropriate or offensive

25. Your thoughts about Your Response (#23) effectiveness: \_\_\_\_\_

26. In the above Your Response (#23), did you have a creative or interesting approach that seemed to work particularly effectively?  
Describe: \_\_\_\_\_

27. Would you have handled the incident (#19) and your response (#23) differently if it happened today? \_\_\_\_\_ yes, \_\_\_\_\_ no.  
27a. If yes, **how** would you handle it today : \_\_\_\_\_  
27b. **Why** would you handle it differently: \_\_\_\_\_

28. **Crew Resource Management (CRM/CLR) Aspects** Did the above incident (#19) affect in **any** way the operation of flight (eg. ignored input) \_\_\_\_\_ yes \_\_\_\_\_ no. 28a. Were either or both of you briefly distracted \_\_\_\_\_ yes \_\_\_\_\_ no. 28b. Did the incident make your job more difficult or uncomfortable \_\_\_\_\_ yes \_\_\_\_\_ no. 24c. Describe: \_\_\_\_\_  
\_\_\_\_\_ 24d. If yes to any of the above, did you file a NASA ASRS Flight Safety Report: \_\_\_\_\_ yes; \_\_\_\_\_ no

29. Briefly describe other incidents that **you** have encountered from other employees, passengers, etc. that have not been mentioned above: \_\_\_\_\_

30. The most **significant** incident of sexual harassment or gender discrimination occurring to a woman pilot you have **heard of** directly from a friend or colleague is: \_\_\_\_\_

31. The most **frequent** incidents of sexual harassment or gender discrimination occurring to a women pilots you have **heard of** directly from friends or colleagues are: \_\_\_\_\_

32. The most effective response method or "come-back" you have **used or heard of** in dealing with any incident of sexual harassment or gender discrimination is : \_\_\_\_\_

33. **Resources:** Rate how effective the following **resources** have been in helping you develop ways to deal with gender discrimination or sexual harassment: (0=didn't use; 1=not effective, 2=mildly effective, 3=moderately effective; 4=very effective; 5=completely effective or NO if resource not available).

Rate each of the following 0, 1-5 or NO :

- \_\_\_\_\_ talking with other women pilots about your incident or hearing about their incidents and how they dealt with them
- \_\_\_\_\_ talking with union committee (eg. ALPA Professional Standards) Group: \_\_\_\_\_
- \_\_\_\_\_ talking with a representative of your company's human resources department or flight management \_\_\_\_\_
- \_\_\_\_\_ reading articles about the subject of sexual harassment or gender discrimination in
  - \_\_\_\_\_ the public press: \_\_\_\_\_
  - \_\_\_\_\_ union publications: \_\_\_\_\_
  - \_\_\_\_\_ airline company publications: \_\_\_\_\_
  - \_\_\_\_\_ ISA publications: \_\_\_\_\_
- \_\_\_\_\_ training you've received from your airline. Describe: \_\_\_\_\_
- \_\_\_\_\_ other resources you've used: \_\_\_\_\_

34. **Training:** Rate the effectiveness of any sexual harassment or gender discrimination **guidance or training** provided by your airline: (1=not effective; 2=mildly effective; 3=moderately effective; 4=very effective; 5=completely effective; NO=not provided )

Rate each of the following: 1-5 or NO:

- ☐ legal language in your company's official regulations
- ☐ legal language specific to flight operations in your company's flight operations manual
- ☐ management memos, etc. stressing the inappropriateness of sexual harassment/gender discrimination
- ☐ written training materials regarding sexual harassment or gender discrimination
- ☐ training by your company of 30 minutes or less per year. Describe: \_\_\_\_\_
- ☐ training by your company of more than 30 minutes per year. Describe: \_\_\_\_\_
- ☐ sexual harassment training included in CRM/CLR: \_\_\_\_\_
- ☐ other guidance/training: \_\_\_\_\_

35. Do you think women pilots have to work harder to prove themselves? \_\_\_\_\_

36. Do you think women pilots are at a professional disadvantage today? \_\_\_\_\_

37. Do you think **ISA** should become involved in the issues of sexual harassment and gender discrimination by (**yes or no**):

- ☐ publishing periodic articles or Question/Answer Column in ISA newsletter? \_\_\_\_\_
- ☐ establishing a panel of interested and experienced ISA members to serve as a "resource panel" for other ISA members to call to discuss their experiences? \_\_\_\_\_
- ☐ establishing a panel of interested and experienced ISA members to serve as a resource to ALPA Professional Standards or other union committees dealing with these issues? (this has been requested by at least one airline's ALPA Professional Standards Committee) \_\_\_\_\_
- ☐ other: \_\_\_\_\_

38. Please use this space to continue comments from previous questions (list Question #) or note additional comments, suggestions, list additional incidents, list additional effective methods of dealing with incidents/words, your favorite "words of wisdom", or any other thoughts. If you attach additional paper to Survey, put name/other distinctive identifying mark on both.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OPTIONAL INFORMATION - FILL OUT SOME OR ALL AS YOU CHOOSE**

(For purposes of Call Back if needed --If provided, will not be made public)

Name of your airline: \_\_\_\_\_ You are based out of \_\_\_\_\_ airport in \_\_\_\_\_ (State/Country)

Approximate number of women pilots at your company \_\_\_\_\_ Approximate total number pilots at your company \_\_\_\_\_

Approximate number of women captains at your company \_\_\_\_\_ Approximate total number of captains: \_\_\_\_\_

Are you member of: ☐ ISA ☐ ALPA; ☐ APA; ☐ Other Union: ( \_\_\_\_\_ ); ☐ Non-Union; ☐ Line Check Airman/Management Pilot

Name: \_\_\_\_\_ Phone: ( \_\_\_\_\_ ) \_\_\_\_\_

Address: \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Country \_\_\_\_\_ Zip \_\_\_\_\_

ISA Ad Hoc Survey Group members Ann Hagfors, Carol Danis Litten, Charlene Samis-Singleton and Kathleen Wentworth appreciate your time in completing this survey. Special thanks to M. Deborah Corley, M.A. for her assistance with this survey.

**Please return survey by July 15 to:**

**ISA Survey, c/o Kathleen Wentworth, 1180 Millbrae Avenue, Millbrae CA 94030-2946.**



## **Constitution** by Carole Danis-Litten

No new activity to report. Carole is recovering from lower back surgery and hopes to be back to normal soon.

Carole and Scott are buying a house in Marietta, Georgia. Her address is: 780 Oak Trail Drive Marietta, GA 30062



## **NEWSLETTER**

by Maggie Rose

What are you doing out there?

Anything interesting?

Send pictures, articles, reports or anything else you think might be of interest to our other ISA members. If you have a computer, E-mail to me. If you have a typewriter or legible handwriting, mail it to me.

All the addresses and due dates are at the beginning of this newsletter.

## **ISA Alaska Cruise** by Sandra Lloyd

At the Atlanta convention several members expressed an interest in following the Vancouver convention (May 10-12) with a cruise to Alaska. A seven night cruise from Vancouver to Glacier Bay and return to Vancouver on the Star Princess is available, departing Saturday May 14, 1994 and returning Saturday, May 21. The approximate cost will be \$1000 U.S. all inclusive (ie. including meals, entertainment, shipboard activities and private parties for our group). The cruise includes a one day stop in each of the following; Juneau, Skagway, and Ketchikan as well as one beautiful day in Glacier Bay, Alaska.

If you are interested in the cruise, please plan your holiday accordingly. Details will be included in the October newsletter. Meantime, for further information contact:

**Sandra Lloyd (604)266-2257**  
or **Ron Wolofchuk with**  
**Cruise Holidays**  
**1(800)665-5566.**

## **ISA Scrapbook**

From the beginning of time, or so it would seem, ISA member, Norah O'Neill, has carefully kept scrapbooks of ISA members doing ISA things. She brings these books for our enjoyment to each convention.... no small feat as their numbers and weight have multiplied over the years! These scrapbooks are an invaluable record of ISA's history and good times. We would like you to keep Norah and the ISA scrapbooks in mind when you go to ISA functions with your camera. Pictures for the scrapbook can be mailed to:

**Norah O'Neill**  
**P. O. Box 1504**  
**Walla Walla, WA 99362**

## MASTER SENIORITY LISTS AVAILABLE

by Lori Griffith

Current, up-to-date master seniority lists are now available to the membership. Our growth prevents us from being reduced to a single sheet of paper as it now consumes 28 pages on my computer. Printing copies for each member would be too costly for ISA so the 28 page document can now be obtained for \$3.00 which covers the cost of xeroxing, postage and handling. Send your requests to: Lori Griffith 18517 Vineyard Point Lane Huntersville, NC 28078.

Many thanks to all the members who answered my call of help for up-dated company seniority lists. A check for \$140.00 went to our scholarship fund as a result of your efforts! Good Job!

## WOMEN AIRLINE PILOT NEEDED FOR MICHIGAN DISPLAY

by Lori Griffith

The Greater Detroit Area Chapter of the Ninety-Nines is creating a new "Women in Aviation" room at the Yankee Air Force Museum at Willow Run Airport in Belleville, Michigan. The room is a 360 degree chronological representation of women's aviation history and ISA's exhibit committee is assisting them with women airline pilot history.

There is a section of the room reserved for us where they will display pictures and written history of some of our women and ISA itself. They have also requested a uniform to be displayed of one of our women airline pilots and I am suggesting that it be from someone in our membership who is from the area. Maybe you were born in raised in Michigan before moving on to your airline career or maybe your parents reside there in which case they'd be so proud to have your uniform displayed in their home state. A nice honor being offered for someone.

Unlike most contributions to major museums, an item usually becomes the property of the museum once the donation is made, however they would like to consider any uniform donated to be on "loan" so that you can one day get it back if you so desire. This is quite a generous offer and the first of it's kind in my museum dealings of the past 3 years so I hope someone will take advantage of this opportunity.

Call or write me ASAP if you are interested; Lori Griffith 18517 Vineyard Point Lane, Huntersville, NC 28078 704-892-4743.

## ISA LIBRARY

**Are you transitioning or up-grading soon to another aircraft?**

**Would you like to get a jump on all that studying?**

**Well, ISA has what you need...**

The ISA Library (donated by ISA members) has a large selection of videos and manuals for nearly every aircraft we fly. The ISA Library has been meticulously kept by Lori Griffith for your benefit. If you would like to avail yourself of these manuals and videos, call Lori at: 704-892-4743.



## NEWSFLASH

### Japan Opens to Women Pilots

Japan's Air and Maritime Self-Defense Forces have decided to open pilot jobs to women. Female pilots would be allowed to fly transports, liaison, rescue and other non-combat aircraft. The services expect a considerable number of women to apply for the slots this year. There are no signs, however, that the Defense Agency will alter the regulation prohibiting women from combat assignments. Currently there are no female pilots in the Japanese military, nor within Japanese commercial airlines. *Aviation Week & Space Technology/April 5, 1993*

### ISA's Panel at 4th Annual Women in Aviation Conference—A Great Success!

By Karen Kahn

The 4th Annual Women in Aviation Conference was held in St. Louis on March 4-6. As with the preceeding 2 years, ISA participated by hosting a session featuring our members talking about their careers and how they managed to accumulate the experience necessary for an airline job.

The panel was open to any interested ISA member and we were lucky to have 5 different airlines represented by 5 members. They included Gail Redden, American 727 F/O; Lynn Rippelmeyer, Continental 737 F/O; Becky Howell, Southwest 737 F/O (sporting her new company-approved black leather uniform jacket!); Ann Nelson, American MD-80 F/O; and Julie Clark, Northwest DC-9 Captain.

The session began with a short introduction of each member by ISA moderator Karen Kahn, giving a short bio on each speaker, including airline position, base, equipment and flight time when hired at her airline. Then each member spent 5-8 minutes describing how she became interested in aviation and how she managed to accumulate enough time to be hired at her respective airline. A question and answer period followed the session and had to be curtailed when we ran out of time.

A special thanks to all of you who participated, including the ISA members in the audience who volunteered to answer questions after the session. Next year's conference, which has been renamed the "International Women in Aviation Conference", will be held in Orlando, Florida on March 10-12, 1994. Any ISA members who would

like to participate are welcome to submit their names (and a short bio so we can be sure to get a good cross section of backgrounds and airlines) to Karen Kahn, 933 Cheltenham Road, Santa Barbara, CA 93105, 805/687-5859 FAX: 805/687-6226, CompuServe 76147,135 or Prodigy NRTV42B.

Now, for the best news...here are some of the comments from our audience at this year's panel:

"Excellent!" "Very informative. Gave me new insight of the airline industry." "Very interesting information." "Very worthwhile and inspiring for the young pilots." "Should have done this discussion much earlier in the conference so we would know who to network with!" "Very informative & entertaining" "Fascinating stories" "Very helpful" "Great variety of women & airlines" "Very enjoyable—very good!" "Great session!" "Very well presented!" "These are truly inspiring women." "Interesting stories" "Great presentation" "Good information—fast moving" "Great info from the Airline pilots" "Interesting—more questions/answer time or having the panel address specific issues would be good." "Time for more ?" "Instead of just passenger carriers—include cargo pilots too—& more about airline life." (Ed. note: ALL ISA members were invited to participate in the panel and unfortunately no members from cargo carriers were interested/able to participate...but we're certainly hoping for next year.)

And the comments continued..."Very interesting—more talk of strategies to get the airline job would be helpful" (Ed. note: Last year, Karen Kahn presented a separate session on Career Counseling for the Airline Job. Her session this year was entitled

"Interviewing for an Airline Job.") "They were very informative. I wish them all the luck in the world." "Good mix from the airlines" "Another winner" "Excellent session" "You are all GREAT!" "Very worthwhile" "Very enjoyable & informative" "Excellent! Please bring similar participants back next year." "Excellent example for aspiring airline pilots" "Excellent program. All the pilots were very informative, friendly and encouraging."

Finally, our scorecard from the audience (with 5 being the best and 1 the worst:

"3" from 2 people, "4" from 18 people, "5" from 58 people and "5+" from 1

Again, our thanks to all the ISA members who expended their own time and money to participate in our Women Airline Pilots panel at the 4th Annual Women in Aviation Conference in St. Louis. Gracias!

### Volunteers in Chicago Wanted:

**Lisa Kuehl is the member in charge of collecting our mail at the Chicago Airport (O'Hare).**

**Anyone who can offer Lisa assistance in getting the mail and maybe give her some "vacation relief", please contact her at:**

**Lisa Kuehl  
1787 Vermont Drive  
Elk Grove Village, IL  
60007-2754  
(708)924-8658**



# CAPTAINS

## STAND UP AND BE RECOGNIZED

Be included with the best!

Please fill out the Captain's Club form on the last page of the Newsletter.

### IFALPA Report by Pam Stephens

As the 1993 ISA Delegate to the 48th IFALPA Conference (Int'l Federation of Air Line Pilots Associations), I would like to let you know some of the information I learned at this year's conference. In addition to the info I gave you on the videotape at our Atlanta convention (I really missed being there, but my recent seniority deterioration has me pretty much going to the leftover places at leftover times! I think I was in Hong Kong!) here are some of the other things discussed at the conference:

One of the more interesting seminars was the Global Navigation report. To clarify, right now the U.S. and Russia have the satellite networks, and the U.S. version is referred to as GPS, while the Russian one is GLONASS. The systems currently have the capability of horizontal accuracy for aircraft of less than 100 meters, a time accuracy of 1/millionth of a second, and can give you a non-precision approach down to 200'. The use of the system is not limited by technology- that is already here- but simply by the users' capability to gear up for the technology.

Goals in progress right now are GNSS (the acronym for the entire worldwide system) used for precision approaches by 1994; GNSS the sole means of navigation in the U.S. and adjacent oceanic areas by 1995; RVR300 takeoffs and landings with GNSS by 1997, and getting rid of all VOR/navaid facilities in the U.S. by the year 2000. The important issues being discussed now include ownership, operation and control responsibilities, equipment standards, and ATC policies. Additionally, of great concern is the security of the system from terrorist activity, political control, etc. Currently the DOD controls and limits the signal parameters and availability. It was noted that at the present time, a signal with only a single watt of strength can effectively jam the entire system from 20K away!

I promised details from the lighter side of the conference and here they are: The Canadian Pilots Assoc. (CALPA) is sponsoring the **19th Annual IFALPA Ski Week in Lake Louise** from Jan. 30 to Feb. 6, 1994. The price is about \$930 and includes 7 nights lodging at the Chateau Lake Louise and 6 days skiing, partying, meals, entertainment, and a children's program. For details, contact Rob McInnis or Jim Strang at CALPA, 1300 Steels Ave. E., Brampton, Ontario, CANADA L6T 1A2. Ph: 800-561-9576.

I am working hard at following up on all the great info I got from various pilots from airlines which have recently hired women. Hopefully, we'll get some new members, and at the very least, update our statistics. Surprisingly, Air Tanzania (!) has a female 737 pilot and an F27 pilot, South African Airlines has 4, Dragonair has a female 727 pilot, Cathay swears they'll never have any! Which brings me to my second reason for writing!

Those of you at our convention heard my pitch for a **1995 convention in Asia, Bangkok** specifically. The reason I feel so strongly about this is that women are very scarce among Asian airlines! Although much of this is cultural, look at the results we had with our Rome convention! I dare say Alitalia might still have an all-male flight deck without the publicity our convention earned! Look at the potential we have for stirring up Asia, gals!

Seriously, since Vancouver is so easy to get to, I propose we let that count as a "domestic" convention, and go to Bangkok in 1995. Most of the U.S. carriers fly to Bangkok, as well as almost all of the European airlines, so the majority

of us could get there on our own carriers. For those who can't, Bill Heinecke has promised to arrange for some sort of pass on Thai Airways. The trip over takes two calendar days, since you cross the dateline, of course, but the trip back is in one day, arriving almost before you depart! (Don't ask me to explain that- I've been flying the Pacific for 8 years now and I still cringe at that question!) It is comparable to our earlier Sydney convention in travel time, and the excitement of Asia awaits when you arrive! Bangkok is truly a city to be pampered in, for very little "green". You can have a massage to ease the jet lag for less than \$10, and a full "day of beauty" for about \$25.

Bill has offered us a rate of approx. \$70-80 a room in his brand new luxury hotel on the Chao Praya river, across from the famous Oriental. He owns a chain on hotels in Thailand and his wife leads tours through Cambodia, Myanmar (Burma), and Vietnam, so our side trips could be incredible! He has resort hotels in Phuket, Chiang Mai Hua Hin. The hotel in Bangkok has its own yacht, which he has offered for a cocktail party. He is very excited about the possibility of hosting us, as he is a pilot as well as a multi-millionaire, and has agreed to arrange a press conference with as much media from all over Asia as possible, and he has offered to arrange an audience with the King and Queen for us!

We have never had a convention in Asia and this would be a perfect opportunity, since Mr. Heinecke is so eager to sponsor us. If we could decide on this early enough, we could bid vacations for a few extra days off and have a truly memorable vacation as well as a (tax-deductible) convention in exotic Thailand! The people are, I believe, the warmest and friendliest in Asia, the food is good (and Cheap) the temples, palaces, and scenery breathtaking, and the climate is warm in May. And—we have the opportunity perhaps, to really make a difference in the Asian airline industry. **Call your favorite Exec. Committee**

### Back By Popular Demand

**Carol Cansdale has agreed to resume her column on "Pilots and Their Pets".**

Anyone interested in contributing to her column please send photos and biographys to Carol Cansdale:

1520 61st Street West  
Minneapolis, MN 55419  
phone: 612-866-9814

It is most important to include your pet care arrangements while away from home for extended periods.

**Moving?...Any special news to tell us about?...New Babies?...**

**New Husband?...Up-grade?**

**Let us know right away! (Especially if you are planning to move, so that we know where to send your next newsletter.)**

**Fill out this form and mail it to: Cindy Shonk-Buhl Box 187 Mtz. Route 93 Cooper Rd. Dillon, CO 80435**

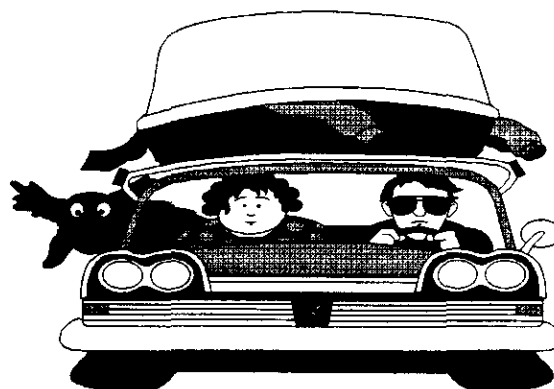
**Name** \_\_\_\_\_

**Phone** \_\_\_\_\_

**Address** \_\_\_\_\_

**Airline** \_\_\_\_\_ **Position** \_\_\_\_\_ **Equipment** \_\_\_\_\_

**New News:**



## Atlanta Convention 1993

Terry London Rinehart and  
her Mom, former WASP  
Barbara Erickson London



Connie Tobias and friend and  
flight instructor, former  
WASP Joan E. Mace



## Atlanta Convention 1993



**GREAT Entertainment!**  
**Both Professional and not so Professional**



**WOW!**  
**Thanks**  
**Claudia!**  
**Stupendous**  
**Show!**





**Atlanta Convention 1993**

**Don't We Look Good!**

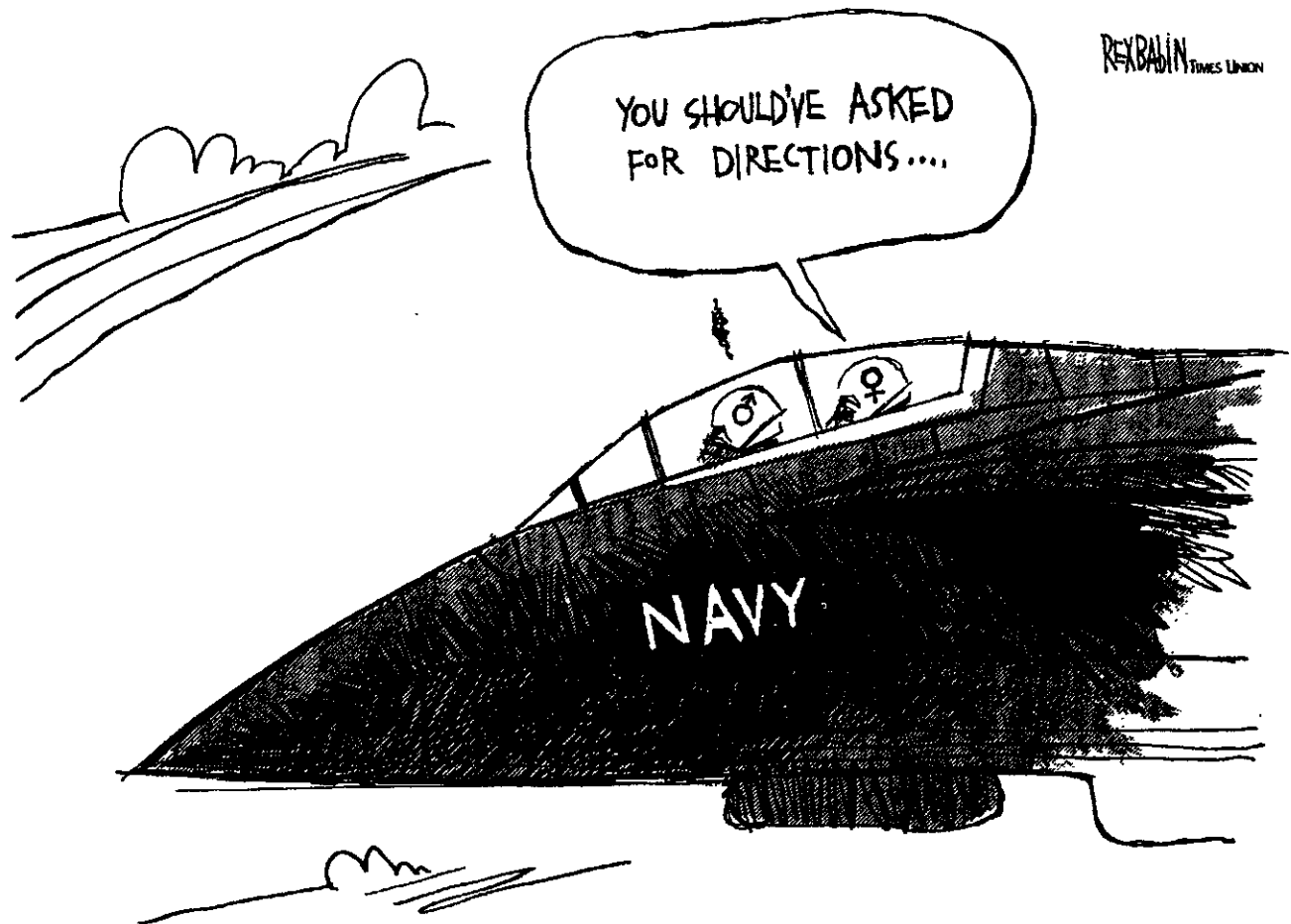


## Atlanta Convention 1993



**More Captain's Plaques Every Year!**

**Thanks Emily for Doing the Honors**



### ISA Speaker's Bank...

Materials are available for those of you who volunteer to speak at schools, career days, and other organizational events. The ISA video has received rave reviews and is our best tool. Other materials are also available. If you would like to use materials in the ISA Speaker's Bank, contact:

Betsy Landon  
1150 S. W. 19th Street  
Boca Raton, FL 33486  
phone:(407)395-0485

## AT LARGE ON THE PLANET, ARMED WITH A BOOK!

By Florence Sanders

I was in an armed robbery when I was 17 years old, on January 2, 1974 at a Kroger Grocery in Columbus, Ohio. I was a cashier and two armed men rushed in and demanded money from the registers and the safe. I had a gun to my head for 8 minutes, seemed like a lifetime! When they went to make their escape they thought they were going to take me with them. They started backing me towards the door, when I lurched forward, fell to my knees, and slid my head under the bag packing platform. Two weeks earlier, two miles down the road, at another grocery store a cashier was abducted, they threw her in a trunk, (Ohio in December...pretty cold), beat, raped, shot her, then threw her in the reservoir where she drowned. I had made a plan that if anything like this ever happened to me, I would rather be shot where everyone could see, and medical help was only a phone call away. Just like in the jet, you better have practiced your emergency procedures, and have a well rehearsed plan, because a critical situation is no time to be "free lancing!" If you can't remember anything, remember this, "NEVER LEAVE A PUBLIC AREA WITH AN ABDUCTOR!"

I was jumpseating from ANC-SEA on United when S/O Lainey Richardson handed me a book, DEFENSIVE LIVING by Bo Hardy. He has spent many years in the law enforcement industry and knows what he is talking about. He has his own business traveling and teaching seminars on safety. This book is well worth reading and every man, woman, and child would benefit from his advice.

I will leave you with Bo's top ten tips, learn them and practice them, they don't cost a thing.

1. DO NOT THINK AND LOOK LIKE A VICTIM
  2. ALWAYS LOCK THE DOORS IN YOUR CAR OR HOME IMMEDIATELY AFTER ENTERING OR EXITING. Remember your car or home can be a barrier or a trap depending on you intelligently using them to protect you.
  3. ALWAYS USE THE BUDDY SYSTEM. Learn to always have other people around you. Using others can greatly reduce your chances of being victimized-there is strength in numbers.
  4. TAKE 15 TO 30 SECONDS TO OBSERVE YOUR DESTINATION AREA BEFORE APPROACHING.
  5. DO NOT PHYSICALLY RESIST AN ASSAILANT, EXCEPT TO AVOID INJURY OR DEATH.
  6. If YOU ARE GOING TO CARRY A WEAPON, KNOW HOW TO USE IT AND HAVE IT AVAILABLE. You can get some very effective weapons such as pepper sprays for self protection, your best weapon is your intelligence.
  7. DETERMINE SAFE LOCATIONS AVAILABLE, should you be followed by a potential assailant while walking or driving, you'll know which way you are going to go.
  8. BECOME AWARE OF CRIME TRENDS AND CRIMINAL CHARACTERISTICS. know the enemy and know yourself and you greatly increase your chances of survival.
  9. NEVER LEAVE A PUBLIC AREA WITH AN ABDUCTOR. Just faint or play dead, that's what you must do! Once you are out of the public eye, you are at your assailant's mercy.
  10. USE POSITIVE MENTAL SURVIVAL TRAINING. Role play successful solutions, (think of it as the simulator for survival) which can greatly reduce your chances of becoming a crime victim.
- Every parent should read the advice on making sure your children will not go with a stranger for any reason. Be careful all the time, EVERYWHERE!



### IFALPA

Every year ISA+21 sends a member to the IFALPA conference as an observer. This member receives \$500 from ISA which doesn't begin to cover the actual cost. ISA is accepting donations from the membership to help our representative pay for this trip. Both members who have done this for ISA have come back fully impressed with the importance of having an ISA member present at the meetings. There are no other women pilots attending and therefore no input from our ranks. If you would like to contribute, send your check to Mary Bush-Shipco 1635 Covered Bridge Road, Covington, GA 30209. Please write the check to ISA+21 and note that it is for IFALPA. At this time, Pam Stephens of Northwest will be our representative in 1994.

## ISA + 21 SHOP ORDER FORM

NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

Please send me the following ISA logo items:

	<u>quantity</u>	<u>price</u>	<u>total</u>
a. ISA decals (blue & grey on white)	_____	\$1.00/ea	_____
b. ISA business cards	_____	\$0.50/10	_____
c. ISA T-Shirts (grey on white)	_____	\$15.00ea.	_____
d. ISA Travel Alarms	_____	\$12.00ea.	_____

TOTAL ENCLOSED: \_\_\_\_\_

Please make check (in U.S. funds) payable to ISA+21 and mail to:

ISA+21, c/o Lisa Kuehl, 1787 Vermont Dr., Elk Grove Village, IL 60007-2754.

Phone: 707-924-8658.

### • ISA Videos

- Most of us have seen this video by now. For those of you who haven't, it is
- truly a professional production and a worthy gift for anyone in your family. It
- is also a wonderful tool to use for presentations.
- The videos cost \$22.00 each (make your check out to ISA). This covers the cost
- of mailing.
- The proceeds go to the ISA scholarship fund.

For more information or to order, contact: Florence Sanders

8471 Bazemore Road

Gordonsville, TN 38018

(901)755-4771



### ISA COMMITTEE CHAIRWOMEN

Newsletter	Maggie Rose	(702)892-9847	cserve 70774,1022
Family	Carolyn Pasqualino	(815)229-7759	cserve76250,372
Constitution	Carole Danis-Litten	to be announced	cserve70774,1354
Finance	Mary Bush-Shipco	(706)784-1017	
Membership	Cindy Shonk-Buhl	(303)468-0626	
Secretary	Binka Bone	(404)251-2932	cserve70273,2773
Historian	Betsy Landon	(407)395-0485	cserve76637,2776
Convention	Terre Hines	(704)588-7051	
Scholarship	Brenda Tirshfield	(619)576-1644	cserve76637,3032
Museums and Exhibits	Lori Griffith	(704)892-4743	
Speaker's Bank	Betsy Landon	(407)395-0485	cserve76637,2776
Librarian	Lori Griffith	(704)892-4743	
Master Seniority List	Lori Griffith	(704)892-4743	
Scrapbook	Norah O'Neill	(509)529-5256	
ISA Video	Florence Sanders	(901)755-4771	
Aeromedical	Carole Danis-Litten	to be announced	cserve70774,1354
ISA Graphic Artist	Lisa Kuehl	(708)924-8658	
ISA Mail Collection	Lisa Kuehl	(708)924-8658	

## CALLING ALL CAPTAINS!

FOR INCLUSION IN THE ISA+21 CAPTAIN'S CLUB,

please provide the following information:

NAME: \_\_\_\_\_

AIRLINE: \_\_\_\_\_

DATE OF FIRST SIGNED RELEASE: \_\_\_\_\_

AIRCRAFT: \_\_\_\_\_

(after IOE/SAFETY TIME/OK TO SOLO or whatever your company may call it.)

Send to: Lisa Kuehl, 1787 Vermont Dr., Elk Grove Village, IL 60007-2754 (707)924-8658

