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# ISA News

INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

OCTOBER 1994

## 1994 ISA WOMEN AIRLINE PILOTS EXHIBIT UNVEILED

Four positions on the ISA Executive Council will soon be open. Self-nominations close December 1. See page 13 for details.

by Lori Griffith  
Museum/Exhibits Committee Chair



Pictured at the ISA Exhibit at the San Diego Aerospace Museum are L-R: Norah O'Neill, Lynn Rippelmeyer, Joy Walker, Lori Griffith, Luana Davis, Debra McCormick, Museum Guest Speaker, and Sandra Simmons.

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ISA's Women Airline Pilots Exhibit at the San Diego Aerospace Museum officially opened on July 17th with more than 73 guests in attendance including twenty uniformed women airline pilots.

Museum officials remarked that the opening was their largest to date and that the exhibit is one of the finest additions to their museum.

Honored guests included **Luana Davis**, first MD-11 female Captain; **Debra McCormick**, America West's first female airline pilot; **Norah O'Neill**, Flying Tigers first female airline pilot; **Lynn Rippelmeyer**, first

B747 female Captain; **Sandra Simmons**, Braniff's first female airline pilot and **Joy Walker**, Delta's first female airline pilot.

Presentations were made by the Museum's Director and by **Lori Griffith** before the ribbon cutting ceremony commenced. A gala reception followed in the adjoining courtyard.

Special thanks to **Brenda Tirshfield**, who served as our reception hostess and to **Betsy Landon** for coordinating the editing efforts required to incorporate ISA's video into the new exhibit.

More pictures on page 27  
Related story on page 10

# ISA PLANNING CALENDAR

<b>October 1994</b> 1: Newsletter Mailing	<b>November 1994</b> 9-10: <b>Executive Council Meeting</b> in Florida. <i>All members welcome. Dates are tentative. Contact Betsy Landon 407-750-8854 or Kathleen Malone 305-473-8793 for details and schedule.</i>	<b>December 1994</b> 1: <b>ISA Membership Renewals Due</b> 1: EC Nominations Close 5: Newsletter Articles Due	<b>January 1995</b> 1: Newsletter Mailing
<b>February 1995</b> 1: EC Ballots Mailing <b>14-17: ISA Ski Days and Executive Council Meeting. All members welcome.</b> Contact Cindy Shonk, 303-468-0626, CServe 71063,213	<b>March 1995</b> 10-12: Women in Aviation Conf. St.Louis. Contact Karen Kahn 805-687-5859 15: Newsletter Mailing	<b>April 1995</b> 1: EC Ballots Close 1: Scholarship Applications Due- contact Morgen G.Reeb 804-493-0518 <b>—: Executive Council Meeting. All members welcome. Date TBA.</b>	<b>May 1995</b> 1: Scholarship Notification of Eligibility <b>9-11: ISA CONVENTION &amp; Executive Council Meeting, Bangkok, Thailand.</b> Contact Pam Mitchell 904-646-9995
<b>June 1995</b> 1: Scholarship Interviewers assigned to Applicants 5: Newsletter Articles Due 15: Scholarship Applicant Interview Dates Set	<b>July 1995</b> 1: Newsletter Mailing	<b>August 1995</b> 15: 1997 Convention Bids Due <b>—: Executive Council Meeting. All members welcome. Date TBA</b>	<b>September 1995</b> 1: Scholarship Awards Notification 5: Newsletter Articles Due

## ISA NEWS SUBMISSION INFORMATION

All members are encouraged to submit articles for the newsletter. Deadline for each issue is in the month preceding mailing. Since the number of newsletter pages is in groups of four, articles submitted which are not time sensitive may occasionally be held for future issues.

Please submit your article in electronic format **if** at all possible. If you want to submit an article and do not have a computer, please ask a friend who has CompuServe or an IBM compatible computer to help.

You may save your file in any of the following formats: Word for Windows (1.0, 2.0, 6.0); Word for DOS (3.0, 4.0, 5.0, 6.0); Word for MAC (if on disk must be saved on a PC compatible disk); WordPerfect for Windows or DOS (5.x), Windows Write, Text with layout, MS-DOS Text with layout, RTF or simply .txt format.

Submit your article by one of the following methods in order of preference:

1. E-Mail or File Transfer to Kathleen Wentworth CompuServe 76627,2775.
2. Mail Disk (3.5" or 5.25") to: 1180 Millbrae Avenue, Millbrae, CA 94030 (I will mail your disk back.)
3. Mail or fax (415-697-0930). If possible, submit typewritten pages with narrow margins no more than 4" wide to facilitate electronic scanning.

Pictures may be mailed to: 1180 Millbrae Avenue, Millbrae, CA 94030-2946. Pictures will be trimmed to fit newsletter space. Please identify the people and event on the back of the picture. Pictures will be forwarded to the Scrapbook Chair unless your request for return is noted on back of picture.

**DEADLINE FOR JANUARY 1995 ISA NEWS: December 5, 1994**

## ISA News

is published four times a year in January, March, July and October.

The International Society of Women Airline Pilots, ISA+21, was founded in 1978 when 21 women airline pilots from ten U.S. carriers met in Las Vegas.

Membership in ISA is open to women flight crewmembers working for airlines having at least one aircraft with a gross weight of 90,000 pounds or more.

All material in the *ISA News* is ©1994 ISA or the individual authors as noted.

Permission to reprint for your airline or other organization can be obtained by writing:

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From the

## ISA News Editor

### New Features This Issue

Your *ISA News* is constantly evolving in response to your ideas and suggestions; this issue we've added several exciting new features.

Every issue will feature an ISA Membership Application, suitable to be placed in your Jepp-sized binders. Thanks Becky Howell, for this great idea!

*ISA Members Speak* will showcase your "Letters to the Editor" and especially your ideas on how to improve ISA -- its newsletter, its membership "marketing" efforts and its activities. ISA members are frequently "making news" and we'll share that news with you through *ISA Members in the Spotlight*.

This issue's premiere of *Layover Leisure* features a beautifully written article by Nancy Novaes featuring a personally guided tour of her hometown, New York City, with wonderful sights and suggested activities.

Continuing in this issue is *ISA Members Duty Free*, highlighting all things that ISA members do when they're not flying jets for a living.

### Your Job...Get Us the Info

If you enjoy these features, please realize that they cannot happen unless **you** send us the information.

If you (or another ISA member) are in the news, please let us know. If possible, include a xerox of the news article with a photo or just write up a couple of paragraphs (or more) highlighting the occasion so we can mention it in *ISA Members in the Spotlight*.

And *ISA Members Duty Free* can only exist when you send us info on yourself, your family, hobbies and other spare-time activities. Nothing fancy required; just a few paragraphs and a few photos. Send all info to **Carol Cansdale**.

Do you have an idea for a project you think ISA should take on? A great idea for increasing membership? A wonderful thought about how to get current members more involved? Share those ideas with us in *ISA Members Speak*; just drop me a note (E-mail or US Mail to the Editor).

And we need contributors for *Layover Leisure* for future issues. Do you live in or near a city that is a layover city for an airline...Did you grow up or spend a

lot of time in a layover city... Do you spend so much time in a layover city on layovers, that you **think** you live there...Show off your knowledge; tell us about the not-to-be-missed sightseeing, the shopping secrets, the safe places to walk or jog, and those quiet (and cheap!) restaurants only the locals know. Drop me a note with the suggested layover city **you'd** like to write about.

### Feedback Requested

As we continue to make changes to the *ISA News*, some of them will be positive (we hope!), but some may not work effectively for you, the reader. Give us some feedback. Tell us how you use the *ISA News* -- do you actually cut out the Roster Update and the Committee Chairs? Can you live without the little tabs that hold together the pages of the *ISA News*? (This issue we eliminated the tabs as a labor saving effort; let us know if your *ISA News* is destroyed by the Post Office.)

Feedback to the Editor via US Mail or Cserve 76627, 2775.

*Kathleen Wentworth*

## ISA CONVENTION '95 BANGKOK THAILAND MAY 8-11, 1995



**CONVENTION**  
**Pam Mitchell**

ISA Convention '95 will be held in Bangkok Thailand, May 8-11, 1995 with optional sightseeing and touring available immediately following the convention.

The Convention site will be the Royal Garden Hotel. The hotel cost will be \$80USD per room, inclusive of 10% service charge and 7% VAT and including full buffet breakfast (I've had it -- it's great!)

### **Tentative Convention Schedule**

**Monday May 8** Most flights arrive from the States late Monday night; from Europe early Tuesday morning

**Tuesday May 9** Free to recover, sightsee, lounge by the pool. Private shuttle buses will make a shopping "circle" every half-hour for those with lots of energy.

**7:00pm** Cocktail party sponsored by Northwest Airlines

**8:00pm** Dinner: Thai Food Stalls and International Buffet

### **Wednesday May 10**

**8:00am** Meeting begins  
**12:15pm** Group photo  
**12:45pm** Lunch  
**2:30pm** Press conference  
**3:15pm** Speaker/Presentation  
**7:15pm** Boat pickup for dinner and Thai Dancers at Sala Rim Nam on the Chao Phraya River (tentative)

### **Thursday May 11**

**9:00am** Ayuthaya Day Trip (optional). Bus trip of about two hours through the countryside to the ancient capital of Ayuthaya, visiting some temples and the summer palace of King Rama V. The day ends with a luxurious cruise on the Oriental Queen down the Chao Phraya River. A buffet lunch is served and a late coffee break. The ride is about three hours and is nice for sight seeing along the banks of the river, sunbathing and just relaxing. The boat brings you back to your hotel dock with the sunset around 5pm.

**7:30pm** "Dine-Around" at either Trader Vic's, Benihana, Ricemill Chinese Restaurant or the rice barge Manohra dinner cruise.

**Friday May 12** (optional side trips)

### *Chiang Mai Elephant Trip*

(2 days/1 night, approximately \$130USD - excluding air fare from BKK to Chiang Mai)

### *Possible other side trips:*

*Phnom Penh* (3 days/2 nights, \$280 USD excluding air fare from BKK to Phnom Penh)

*Vietnam* (3 days/2 nights) - details not yet available.

### **Extra Travel Options**

We may add a day of leisure at each of the tour locations for a minimal additional cost of \$40-60 USD/day maximum.

The Royal Garden Hotels will extend excellent rates for pre and post-conference stays at their other properties: Royal Garden Pattaya (\$40USD); Royal Garden Village Hua Hin (\$60 USD); Royal Garden Resort Hua Hin (\$48USD); Regent Four Seasons Chiang Mai. These hotel rates at the various Royal Gardens in Thailand are very reasonable, so people might want to just tour on their own or even stay in Bangkok.

### **Program Suggestions?**

It has been suggested that this Convention highlight Asian women airline pilots and attempts to open up this field to more women in Asia. If anyone knows of any good speakers for this topic, please let me know ASAP!

More details of the Convention events and optional tours will be in the January *ISA News*, but make your plans now to attend! If you have any suggestions or comments, please drop me a note. →

## EXECUTIVE COUNCIL REPORTS



**HISTORIAN and  
SPEAKERS BANK**  
Betsy Landon

### **Speaker's Bank**

Thanks to all those who sent slides for the ISA Speakers Bank. I have now put them into a slide tray and also VHS format. An outline will accompany these items. We also have the:

#### **ISA Video**

15 minute video about women airline pilots;

#### **SIU Video**

*Meeting the Challenge: Women in Aviation:* 15 minute video about women in varying fields of aviation created by Southern Illinois University;

#### **BBC Video**

*The Adventure of Flight: Reaching for the Skies:* 9 minute video including ISA member **Lynn Ripplemeyer** created by the British Broadcasting Corporation.

All of these are available for career day presentations.

### **Historian**

The Historian, with the assistance of Federal Express, created a shortened version of the ISA video for use in the San Diego Aerospace Museum. It is a seven minute video now on display with the ISA exhibit. Thanks to **Lori Griffith** who did a super job creating the exhibit and to **Brenda Tirshfield** for being our San Diego coordinator. It is a terrific exhibit and worth the visit. →



**CONSTITUTION**  
Nancy Novaes

### **ISA+21: A NEW ERA**

The International Society of Women Airline Pilots, acronym ISA+21, is preparing for the future. We have grown in membership and functions.

Formed as a social organization, individual ISA members have undertaken additional responsibilities: education, scholarships, museum exhibits, and videos; we have assisted in the collection of gender-related data and helped formulate questions and answers related to our unique occupational experiences, including a presence at the annual IFALPA conference; we provide a burgeoning "network" for all our pilots, working, furloughed and retired. In order to bring all these activities under an official "ISA umbrella," we are undertaking the reorganization of our Society in order to serve our membership better.

Working with professionals, we are looking at various possibilities for ISA's incorporation as a tax-exempt organization. While incorporation as a tax exempt Social Club remains a possibility, we are also looking at corporate status as a Charitable and Educational Organization under IRS tax code 501(C)3. This would effectively cover our special relationship to the ISA Aviatrix Scholarship Trust set

up in 1991 by Mimi Tompkins and Charlene Sammis with the assistance of attorney Michael Shea, husband of ISA member LaDonna.

The key criteria upon which we will base the final presentation are:

1) efficiency of administration, 2) expense, 3) obtaining full tax-exemption for all ISA-related activities, and 4) maintaining the freedom to undertake any action which furthers the cause of women pilots in the international community.

If you have any comments or questions, or if you are an attorney or a CPA and are interested in helping us, you may contact me at my listed addresses (mail, Email or phone).

Compromises will undoubtedly have to be made in order to achieve all these goals. Nevertheless, ISA is entering her adulthood and it's time to take some consistent and meaningful steps. We plan to position ISA to play a distinct role in the International Aviation Community. Keep watching for more news! →



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## EXECUTIVE COUNCIL REPORTS



### FAMILY

#### **Carolyn Pasqualino**

First my apologies to several of you who I left out of the last newsletter.

**Jutta Peinsalmi** of Finnair had her second daughter on January 22.

**Cheryl Bearse** married Kevin Kelly on February 14 and

**Kathleen Brown** United, upgraded to 757/767 F/O.

Now on to the more up-to-date news.

### **Upgrades**

**Dianna Alsing**, United 757/767 F/O

**Laurie Crocker**, Continental 737 F/O (Finally after 7 long years she says!)

### **Marriages**

**Shawn Maddox** married Michael Biggers May 21, 1994, an Air Traffic Controller

**Diane Hallman** is now Diane Leighton

**Camilla Sommar-Rale** got married June 12, 1993 and gave birth to Michael Rale, May 15, 1994. She's also moving to Vienna, Austria in September.

### **Babies**

**Marcy Deckelbaum Hersh** had Elisabeth Haylie Hersh August 8, 1994

**Stephanie Gray** had daughter Michael Anna January 26, 1994. She writes that husband Bill (American Airlines Captain) took two months off after her return to work

to care for their daughter, thanks to the Family Disability Leave.

### **Other News**

**Valerie Thai-Slocum** writes that she bought 118 acres and will soon have her own 2600' grass strip, hangar and house. I'm jealous Val!

**Maria Ziadie Haddad** also writes with the latest news from Air Jamaica. The airline is being divested. Government to hold 25% share and employees 5%. All employees made redundant June 30, 1994. Approx. 75% re-employed on 3 month contract until September 30. During interim, company being managed by AeroManagement Service. Effective October 1st new private company should be Air Jamaica Acquisition Group. She says it is rumored that American Airlines also has 10% shares in the new company. Their unions have been very busy trying to maintain the "status quo". So far they've been successful. However October is another ball game! Good luck, Maria!

That's all for now. Anyone flying through Rockford, please give me a call! →



### FINANCE **Binka Bone**

Greetings from Finance! This will probably be the shortest report I've ever presented; however, I find that to be good news, as a Finance report should consist of accurate dollars and cents numbers only.

In that quest to sort out the monies from the past years, I am continuing to categorize the money from past years and money that is coming in from the 1994 Convention, from Sales, Membership, Scholarship and all of the ISA Museum contributions as well. Every penny continues to get placed in the appropriate Category on the Quicken software program.

The bottom line and closing thought for my report is this: Please send money for all ISA contributions to me at my home address and identify

what the money is for. Thank you very much. I look forward to the day when my report will contain **no words at all!** →

### **IRS TAX DEDUCTION?**

*Do you plan your charitable contributions toward the end of the calendar year? As December 31st approaches, keep in mind the*

#### **ISA+21 Aviatrix Scholarship Fund**

*Contributions are deductible as charitable contributions under IRS Code Section 501(c)(3).*

*Mail to Finance Chair Binka Bone*

## EXECUTIVE COUNCIL REPORTS



### SCHOLARSHIP

#### Morgen A. Greschel Reeb

It has been a very busy summer for the ISA Scholarship Program. Out of the 23 applicants, 22 interviews were conducted. One woman was hired by UPS before being interviewed.

The Scholarship Selection Committee selected women to receive:

- Three ISA financial scholarships,
- Type Rating and FE rating from United Airlines,
- Type Rating and FE Rating from Northwest Airlines.

We have worked out the details with Northwest for the Scholarships they are giving, and have selected recipients from this year's applicants.

#### ISA Interviewers

First of all I would like to thank the following women for conducting interviews and serving on the Scholarship Selection Committee: **Angela Allen, Patty Barrera, Debi Burroughs, Judy Cameron, Jean Combs, Carolyn Dillon, Isabelle Guillard, Keith Johnson, Prudence Hostetter Kelly, Suzie Kelly, Tiana Lumry, Kathy Malone, Susan Maule, Debbie McEndree, Ginger Mitchell, Pamela Mitchell, Jerrie Motschman, Lisa Osterheld, Car-**

**olyn Pasqualino, Debbie Danielson Reinecke, Lynn Rippelmeyer, Glenys Robison, Jane Saddler, Valerie Thal-Slocum, Brenda Tirshfield, Debbie Utz, Denise Van Grunsven, Debora Waingrow, Krisan Wismer, and Lucy Young.** If you helped with an interview and are not included here, please let me know so I can add you to my list. Thank you very much ladies!!! I couldn't have done it without your help!

#### The Winners Are...

And now what you have all been waiting for! A little drum roll please!

The winner of the **Fiorenza de Bernardi \$500 Merit Scholarship** is **Dawn Criddle**. Dawn will use the money toward her Multi-Engine Instructor Certificate, and will start teaching Multi-engine as soon as she obtains it.

The winner of the **Canadian Citizen Scholarship** is **Denise Egglestone**. Denise was awarded \$1000 toward her Multi-engine Instrument qualification. Denise was laid off from her job with Air Canada as a B727 Flight Operations Instructor. This Scholarship will help her in her quest for a job as an airline pilot.

The winner of the **ISA International Career Scholarship** is **Isabelle Villier de Boves** of France. Isabelle was awarded \$2500 toward her Professional Multi-engine IFR rating, which will qualify her to get a job as a co-pilot. This is the first time the Scholarship program has awarded a Scholarship to someone outside the U.S. or Canada.

The **United Airlines Type Rating Scholarship** was awarded to **Julie Chapleau**. Julie is an ISA member and she flies for Ryan International. Julie has paid for her training, including her F/E ticket, ATP, and B727 time just so that she could upgrade to F/O. Julie has worked very hard and has made a lot of sacrifices along the way. The type rating will help Julie further her airline career.

The **United Airlines Flight Engineer Rating Scholarship** was awarded to **Susan Tworek-**

**Ferguson**. Susan passed the FEX written with a score of 96, and is currently working as a flight instructor and trying to build multi-engine time. The Flight Engineer Rating will certainly help Susan in her pursuit as an airline pilot.

A runner-up was selected for each of the United Airlines Scholarships. The runner-up for the United Airlines Type Rating Scholarship is **Luan Meredith**. The runner-up for the United Airlines Flight Engineer Rating Scholarship is **Lisa Ash**.

The requirements for the Northwest Scholarships were a little higher. Northwest wanted a minimum of 1200 hours total time, including 400 hours multi-engine. Pilots currently employed by Part 121 carriers were not eligible.

The **Northwest Airlines Type Rating Scholarship** was awarded to **Laura Smythe**. Laura is a First Officer on the Jetstream 3101 with Chicago Express, a Part 135 com-

**ISA is especially indebted to United Airlines and Northwest Airlines for providing Scholarships to four aspiring women airline pilots.**

muter. Laura financed her flying by working as a waitress and borrowing money. The type rating will help Laura in her goal to become a pilot for a major airline.

The **Northwest Airlines Flight Engineer Rating Scholarship** was awarded to **Tiffany Tokar-Vlasek**. Tiffany is currently working as a flight instructor trying to build time. She has flown skydivers, traffic watch, and had the opportunity to fly Mitsubishi MU-2's for Flight International. The Flight Engineer Rating will help Tiffany with her dream to become an airline pilot.

The runner-up for the Northwest Scholarships is **Karen Arendt**.

(Continued on page 9)



## EXECUTIVE COUNCIL REPORTS



**MEMBERSHIP**  
**Cindy Shonk**

Welcome to our six new members  
and one returning member.  
We now have 404 members.

**Jill Davenport**  
Continental DC-10  
DOH April 1984

**Marty Leeds**  
United 727 SO IAD  
DOH April 23, 1990

**Ann Kieffer**  
Midwest Express DC-9 FO OMA  
DOH April 18, 1994

**Vanderine Rockett**  
Cayman Airways B737 FO  
DOH March 2, 1994

**Angela Wilkerson**  
United 727 SO ORD  
DOH Aug 3, 1992

**Nancy Beth Misner**  
Continental DC-9 FO  
DOH April 23, 1984  
(on Maternity leave)

**Sharon Memear**  
US Air  
(returning member on medical leave)

(Addresses and phone numbers appear in the ISA Membership Roster Update, page 31.)

## ISA EXECUTIVE COUNCIL QUARTERLY MEETING MINUTES

The quarterly Executive Council meeting was held August 9 at the home of Maggie Rose in conjunction with the *Policy and Procedures Manual* brainstorming session. The meeting was called to order at 9:00 am PDT by EC Chairman Betsy Landon. Members present were Binka Bone, Kathleen Malone, Carolyn Pasqualino, Cindy Shonk, and our eminent counselor and host, Maggie Rose.

### Old Business

1. **Constitution:** Nancy Novaes is coordinating the efforts to obtain tax exemption from the IRS. Various options and concerns pursuant to this endeavor were discussed. The following changes were made in compliance with the corporation By-Laws: Carolyn Pasqualino was elected Vice-Chairman and Finance Chair Binka Bone was re-designated "Treasurer".

2. **Family.** Updates on airline maternity policies should be directed to Carolyn.

3. **Historian/Speaker's Bank:** The ISA video was shortened for the San Diego Aerospace Museum and the full-length version has been re-edited. Betsy will check into the feasibility of producing her slide presentation in video format.

4. **Membership:** Current total is 406.

International members may renew at convention to avoid the additional expense incurred with currency exchanges.

5. **Newsletter:** Kathleen Wentworth submitted an outline for each quarterly issue to facilitate scheduling and will be including an ISA application form in each newsletter

6. **Secretary:** Updates on recent correspondence and the ISA store were given. It was decided to operate the store as a service to the organization as opposed to proceeding with the objective of generating funds. Speakers on the agenda of future business meetings will be requested to submit written reports to the secretary two weeks in advance for distribution to the membership at the meeting. The meeting will then allow time for report highlights and questions and answers

7. **Scholarship:** Morgen Reeb reported 22 applicants had been interviewed for the various ISA scholarships this year; the review board will be meeting later in August to determine the winners. Morgen is soliciting suggestions for changes to the scholarship applications and information forms which will be revised next year.

8. **Treasurer:** Binka reported on the status of the ISA operating bank accounts and the Scholarship Trust Fund, and the accounting methodology she is establishing.

### New Business

1. **Convention:** Pam Mitchell relayed her latest planning information for the 1995 convention in Bangkok May 8-12, including a hotel rate of \$US80 per room and terrific optional side trips.

2. **Museum Exhibits:** Lori Griffith submitted a proposal for the 1995 Women Airline Pilot Museum Exhibit at the New England Air Museum at Bradley International Airport. Peggy Lehn has been in contact with museum officials who have indicated their willingness to assist with the exhibit. The council approved her request and agreed with her recommendations. The meeting was adjourned at 4:00 pm PDT.

Respectfully submitted,

**Kathleen Malone**  
Secretary



## EXECUTIVE COUNCIL REPORTS



### SECRETARY

**Kathleen Malone**

#### **Executive Council Nominations**

The hot topic for this quarter is the Executive Council Election! Lend your time and expertise to a dynamic group of women and help shape the future of ISA! The rewards of membership on the Executive Council are legion; the friendships forged are invaluable and the opportunity to serve your organization is very fulfilling (and a lot of great fun!)

To answer the call, please complete the application form in this newsletter and return to me by December 1. Operators are standing by!

#### **Fall Shopping Extravaganza!!!!**

The ISA Vancouver '94 T-shirts are now available through your local ISA store! These beautiful, high-quality T-shirts are now for sale at the spectacular prices of \$6 for the short-sleeve and \$8 for the long-sleeve shirts, and were produced through the combined efforts of

**Terry and Bob Rinehart, Claudia and Fred Sorensen, and Valerie Patton** for your enjoyment! Choose short-sleeved light blue, black, teal, or pink short-sleeved ISA YVR T-shirts, or oatmeal-color long sleeve ISA YVR mock turtleneck shirts or "HALP" long sleeved mock turtle neck shirts in oatmeal color.

Order one for each day of the week! The large and extra large sizes make great sleep shirts, and the long-sleeve shirts are great for skiing. See page 29 of this *ISA News* for a convenient order form.

The ISA store continues to support all your ISA logo merchandise requests. The lapel pin designed by **Lisa Kuehl** has been quite a popular item this summer. Consider the ISA store during your holiday shopping!

#### **Policy and Procedures Manual**

Maggie Rose hosted a highly productive brainstorming session for her *Policy and Procedures Manual* on August 8 and 9. This manual will be an invaluable resource for Executive Council members and committee chairs, outlining the duties and responsibilities of each position and facilitating continuity and coordination between each office. Thanks, Maggie, for all your tremendous work.

#### **Correspondence**

The Ohio State University will host the Eighth Biennial International Symposium on Aviation Psychology April 23-27, 1995, at the Hyatt Regency in Columbus, Ohio. The objective of the Symposium is "to examine and improve the role, responsibility, and performance of human operators in the

aviation system." Although the September 30, 1994 deadline for submission of proposed papers for presentation will have passed by the publication date of this newsletter, information on exhibitor booth registration, Symposium attendance, and previous Symposium proceedings may be obtained by contacting R.S. Jensen, Aviation Program, The Ohio State University, 164 W. 19th Avenue, Columbus, OH 43210

Author Christine Freeman has contacted ISA as part of her research for a book she is currently writing on business travel. She is interested in interviewing women pilots who have children living at home, single parents, and families in which both parents travel. Christine will conduct interviews over the phone or in person in the San Francisco area and may be reached at (415) 322-1135.

Among the numerous requests ISA receives monthly from women interested in obtaining aviation career information was a recent letter from a young woman who learned of our organization from reading Lori Griffith's "Ladybirds II". Wendy Hong is an aerospace engineer currently completing a two year service obligation with the U.S. Peace Corps in Malawi, Africa.

ISA continues to receive quarterly reports from AirLifeLine, Inc., a non-profit organization providing free transportation to patients traveling to and from medical treatment and in financial need. Information on this humanitarian organization may be obtained by contacting them at 6133 Freeport Blvd., Sacramento, CA 95822; (800) 446-1231.

#### **Scholarship Report**

(Continued from page 7)

ISA is especially indebted to **United Airlines** and **Northwest Airlines** for providing the Type Rating and Flight Engineer Scholarships to the ISA-selected scholarship winners. This is the first year that these two airlines have provided these ratings for ISA's Scholarship Program and we look forward to a continued relationship for

future years.

Special thanks to the people at **Northwest Airlines** who made these scholarships possible.

Special thanks to **Nancy Stuke**, Manager of Flight Officer Employment, **United Airlines** and **Captain Bill Traub**, Vice-President of Flight Training and Standards, **United Airlines**.

All of the scholarship applicants are very grateful for the opportunities that

we are providing. Applicants think it is wonderful that women airline pilots are helping other women to become airline pilots.

If you are looking for a good cause to make a tax deductible contribution for the 1994 tax year, the ISA + 21 Avia-trix Scholarship Fund is an extremely worthwhile cause. You may send donations to Binka Bone. I wish all of you a wonderful Holiday Season! →

## ISA COMMITTEE REPORTS

### ISA LOSS OF LICENSE SUPPORT GROUP

*Susan Arthurs*

Medical retirement, medical disability, loss of license, or whatever your carrier calls it, is not something you think will ever happen to you. Maybe you have some loss of license insurance or belong to a mutual aid association. Maybe you're waiting until you are a little closer to the age limits to do anything (saving money?) and that's where you left it. For most, the whole thing will play out just fine.

However, as our ISA numbers increase and we are exposed to more and more of what life dishes out, some of you will be forced to deal with the loss of medical certification and the resulting loss of job, career, and perhaps hobby. This is where Ginger Mitchell, Sherry Harriman, Carole Litten and I enter the picture. We want all of you to know we are here as a support network if any of you should need it. (Believe me, we truly hope you don't.) All four of us have been grounded and Carole is back flying.

Because medical grounding affects the men as well as us women, the individual airlines and unions have already established procedures and benefits and they are the avenues for addressing those issues. But the emotional toll can be very, very high and for that reason we are available to lend a sympathetic ear and shoulder. We know all too well how difficult it can be. We may even be able to offer some "do's" and "don'ts" and some ideas for attempting to get a medical back. All of our phone numbers and addresses are listed at the end of this article. Please call or write anytime.

One of the things you can do now to ease or avoid problems in the medical arena is to be very careful of your medical trail. For those at the convention in Vancouver you heard Ginger describe the large financial consequences of her mistakes. Keep in mind that most doctors, hospitals, clinics, or emergency rooms have no knowledge of FARs and what the impact the words they write on their forms can have on your career. Watch what they put in your records like a hawk. An-

other bit of advice is to keep very accurate records of all the doctors you have ever seen for anything and keep a very detailed history of symptoms and diagnoses.

That's all for now. Once again, contact us if we can be of help.

Susan Arthurs  
(816) 747-2516  
314 Hillcrest Drive  
Warrensburg, MO. 64093

Ginger Mitchell  
(415) 571-0756  
2129 Vista Del Mar  
San Mateo, CA. 94404-2485

Sherry Harriman  
(303) 777-6882  
1055 S. Columbine  
Denver, CO. 80209

Carole Danis Litten  
301-365-5670  
9209 Town Gate Lane  
Bethesda, MD 20817-4116



### ISA MUSEUM/EXHIBITS

*Lori Griffith*

#### **1995 Women Airline Pilots Exhibit**

The 1995 site for ISA's women airline pilot exhibit has been selected and we are proud to announce the location. It is the "Largest Aviation Museum in the Northeast," The New England Air Museum at Bradley International Airport, Windsor Locks, Connecticut.

ISA member Peggy Lehn made contact with museum officials in regards to possible interest in featuring one of our exhibits and their response wasn't "yes" but; "How soon can it be completed?"

As a result, we are planning an early

opening for 1995. See next quarters newsletter for date and details. Currently we are assembling items for this new display.

Contact Lori Griffith with interest or ideas as to the following items. We are particularly interested in receiving the following items no later than November 15th.

1. A donated airline uniform to be featured in the exhibit. (possibly one from a member who is originally from that area who would be interested in having her uniform featured.)

2. Color xerox copies of women pilots who might have made the cover of **any** magazines. (Please place color xeroxed reproductions between corrugated cardboard and send by November 15th deadline.)

**3. Special request from Pima Air and Space Museum** They are redesigning their Black Airline Pilots Exhibit and called to see if we could provide a photo of a black female airline pilot. ISA doesn't have such a photo but if any of you know of a woman who would be interested in contributing to this exhibit would you please contact me. →

The planned 1995 ISA Exhibit at Bradley, will join the 1994 exhibit at the San Diego Aerospace Museum; the International Women's Air and Space Museum in Dayton, Ohio (1991); the Pima Air and Space Museum in Tucson, Arizona (1992); the International Ninety-Nines Headquarters in Oklahoma City, Oklahoma (1993); and the Yankee Air Force Museum at Willow Run Airport, Michigan (1994). →

## FAST TRACK

### News for ISA Job Seekers

*Luan Meredith & Laurie Wilde*

Hi! My name is Laurie Wilde. I am submitting the job information this month. Luan Meredith has been recalled by Air Wisconsin and is understandably busy.

### Airlines Accepting Resumes, Applications, Hiring

**AMERICAN TRANS AIR.** Pilot Recruitment, Indianapolis International Airport, Indianapolis, IN 46251-0609. Attn: Mike Carlozzi, Chief Pilot.

**AIRBORNE EXPRESS.** 145 Hunter Dr. Wilmington, OH 45177. Attn: Ms. Edna Puca., Human Resources Coordinator.

**NORTHWEST AIRLINES.** has established a Diversity Task Force to solicit pilot resumes from women and people of color. They are now accepting pilot resumes for hiring. Contact NWA Pilot Diversity Task Force at 612-727-7921.

ISA member Karen Schaefer (NWA) is available to talk to any interested ISA member. 612-445-0616.

**UNITED AIRLINES.** Ms. Nancy Stuke, Manager of Flight Officer Recruitment, United Airlines, DENEV, Flight Center, Stapleton Int'l Airport, CO 80207. Phone: 303-780-5180.

United will hire 150 new pilots this fall who have already been selected. This hiring will exhaust the "pool" at United. United plans to start interviewing other applicants beginning in mid-October and anticipates hiring 500 pilots during 1995. Ms. Stuke is willing to work with ISA to provide expedited processing of our members' applications. *ISA News* Editor Kathleen Wentworth has specially encoded UAL applications to be used.

**UPS.** PO Box 34770, Louisville, KY 40232. Attn: Capt. Leon Johnson. Also hiring crew schedulers and planners.

### New Airlines

**TRANS AM CHARTER LIMITED.** 5923 South Central Ave. Chicago IL 60635. Starting operations out of Midway, flying BAE146s, date unknown, \$8000 for checkout, Captain pay is \$40,000. Contact Jim Buchanan 312-735-6906.

**FRONTIER AIRLINES.** Human Resources, PO Box 39228, Denver CO 80239. Send resume and self-addressed stamped envelope.

### Other Airlines/Opportunities

**EXPRESS ONE.** 3890 W. Northwest Hwy. Suite 700, Dallas, TX 75220. Charter Airline operating 727, DC9.

**NORTHERN ILLINOIS FLIGHT CENTER** is seeking King Air pilots for King Air 300, 200 and 100 operations. Ms. Hege Anderson, General Manager, Northern Illinois Flight Center, 8407 Pyott Rd. Lake In The Hills, IL 60102. Phone: 815-455-7707 or fax 815-455-0392. →

Please send any information on your airline's pilot hiring or any other hiring information you may have to:

**Laurie Wilde**  
220 Hawthorne Rd.  
Lake in the Hills, IL 60102  
708-854-0097  
Compuserve 76140,1056 or

**Luan Meredith**  
1175 Willoby Ln.  
Elgin, IL 60120  
708-888-2446

If anyone has any information on hiring in aviation related fields: dispatcher, crew scheduler, etc. at your airline, please send it to us. Our medically disqualified members may be able to use this information.

## AIRLINE MATERNITY POLICIES SOLICITED

The ISA Family Committee Chair has compiled a library of the Pregnancy/Maternity/Family Leave Policies for a number of airlines. We still don't have policies for the below-listed airlines. If you work for one of these airlines, please send a copy of your policy (or if your company doesn't yet have a policy, please tell us that) to: Carolyn Pasqualino, ISA Family Chair, 1111 Edgewood Circle, Rockford, IL 61108 or Compuserve 76250,372. Thanks for your help.

Aero Argentinas  
AeroMexico  
Aeroflot  
Airborne  
Air Malta  
Air New Zealand  
Air Wisconsin  
American Trans Air  
Bangladesh  
Cyprus  
DHL  
Evergreen  
Hawaiian  
Indian

KLM  
Lot  
Mexicana  
Midway  
Midwest Express  
Phillipines  
Private Jet  
Ryan  
Southern Air Transport  
TWA  
Ukraine  
Zantop

→



## ISA SKI DAYS

Keystone, Colorado  
Tuesday-Friday, February 14-17, 1995

by Cindy Shonk

We're busy at work planning the ISA Ski Days, Tuesday through Friday, February 14-17, 1995. So mark your calendar now, and don't miss out. It will be similar to last year at Keystone, Colorado.

### Events

**Monday-Tuesday:** arrive and ski

**Tuesday evening:** Cindy and Pauls Tex-Mex dinner

**Wednesday:** Ski and dinner at the 4-star Alpenglow Stube or the Dinner-sleigh ride as a group.

**Thursday:** Ski and Dinner Pizza party at the big condo.

**Friday:** Ski... and leave when you must.

### Costs

**Condos:** \$53 per person per night

**Lift tickets:** \$30 for all day and evening skiing

**Wednesday Dinner:** \$49.50 (yes, its expensive, but I've never heard anyone say it's not worth it.)

For three full days of fun, \$298.50 would be a basic cost approximation. That would include, for example, three nights in a condo, (Tuesday, Wednesday, & Thursday nights) plus three days lift tickets and the Wednesday night dinner.

As always -- everyone (including kids) are welcome. The folks with kids will be paired

together in condos if they'd like. Most of the condos have at least 1 master suite, so the women who bring their significant others will probably have the suites and leave the twin rooms for the single women. An effort will be made to put friends together in a condo if they are arriving and leaving on the same day. Most condos are three-bedroom and one 6-bedroom condo has been reserved. If someone wants a more private condo, I can reserve a 1-bedroom condo for \$165 or a 2-bedroom for \$225. For those who wish to come in Monday night instead of Tuesday, there is space for some at my house and I will reserve a condo for those that I don't have room for.

Last year, many shared rental cars, or rode up with local DEN-based ISA members. Also available is Resort Express van service, almost hourly from the airport directly to my house or your condo door -- 1 (800) 334 7433. The price is about \$27 with airline discount.

As well as down-hill skiing, there is cross country skiing, ice-skating, indoor tennis, indoor pool, shopping at the resort as well as factory outlet shopping.

I need to receive your registration form and money (for condo, lift tickets, and Wednesday dinner) no later than January 14. Full refunds will be made upon request until Jan 27th. This registration form will also be in the January newsletter. →

### ISA SKI DAYS REGISTRATION FORM

Names of attendees: \_\_\_\_\_ Phone: \_\_\_\_\_

Planned arrival date: \_\_\_\_\_ Departure date: \_\_\_\_\_ Number of lift tickets you want: \_\_\_\_\_

Lodging requests: \_\_\_\_\_

Enclose your check for lodging, lift tickets and Wednesday night dinner and

**MAIL TO:** Cindy Shonk, HC 4, Box 180 E-1, Canyon Lake, TX 78133, (512) 964-3295

Compuserve 71063,213

**After Dec. 24th** mail to Cindy Shonk, 93 Cooper Dr., Summit Cove, Dillon, CO 80435, (303) 468-0626

## EXECUTIVE COUNCIL ELECTIONS

TERM: MAY 1995-MAY 1997

by Kathleen Malone

Autumn. 'Tis that time of year again when the leaves are turning, there's a chill in the air (well, perhaps not down here at 26N!), and our thoughts begin to turn to.....

*ISA Executive Council Elections!* (Yeah, that's it!) Opportunities abound for you to become involved with all facets of our operation. New member? No problem! We welcome your enthusiasm and fresh ideas. Long-time member or former council member? We laud your decision to take your turn among our ranks (or return!) and share your valuable experience with us.

For those of you who may not be familiar with the process, here's how it works. ISA's governing body consists of nine officers: Chairman, Vice-Chairman, Secretary, Treasurer, and five Directors. Each officer chairs one of ISA's standing committees and is elected for a term of two years. The terms are staggered so that each year four or five positions become available.

Next year four council members will be completing their terms and the following positions will be open: Membership, Family, Historian/Speaker's Bank, and Secretary. Once elected, the council members decide among themselves who will chair each committee. Your council seat awaits!

So where do you sign? Below this article is an application form which will be used to introduce yourself to the membership. The deadline for returning the application is December 1, 1994.

Your CV will be published in the January newsletter to allow the membership to get to know you before election ballots are mailed in February. Winners will be announced at the May convention in Bangkok. After a vigorous welcome on board, you will be given a copy of Maggie Rose's *Policy and Procedures Manual* to guide you through your journey. (A copy of this manual is available now for your pe-

rusal prior to the election to help you decide. Please contact Kathleen Malone, 130 S.W. 91st Ave. #304, Plantation, FL 33324, (305) 473-8793; CServe 76140, 3516.)

There are four quarterly council meetings held throughout the year at locations designated by the members. In addition to the May meeting held at the convention, the February meeting has traditionally been held in conjunction with the winter ski get-together. Besides conducting the business of ISA, these meetings are also a lot of fun and provide a terrific opportunity to get acquainted with fellow council members.

Membership on the EC is open to all active, inactive, and life members. Your greatest qualification is a sincere desire to serve (a computer is also a great help!). We're confident that you will find, as we have, that your time spent in service to ISA will be a truly rewarding experience. →

### ISA + 21

#### Application to run for Executive Council

Term: May 1995 - May 1997

(Please print)

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Airline: \_\_\_\_\_ Position: \_\_\_\_\_ Years as an ISA Member: \_\_\_\_\_

Write a **brief biography** on yourself. Include a statement describing why you would like to be an Executive Council member and the committee(s) you might be interested in.

Please attach a clear **photograph** of yourself to be published along with your bio in the January newsletter. By signing this application, you are declaring your willingness and eligibility to serve on the Executive Council of ISA + 21 from May 1995 to May 1997. Thank you for your interest!

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

**Please mail your completed application to:**

Kathleen A. Malone, 130 S.W. 91st Avenue #304, Plantation, FL 33324  
(305) 473-8793 CServe: 76140,3516

**Application deadline: December 1, 1994**

### **Executive Council Meeting**

**November 9-10  
Florida**

**All members welcome**

**Dates Tentative**

**Contact Betsy Landon  
407-750-8854**

**or**

**Kathleen Malone  
305-473-8793**

**for exact location and  
schedule times.**

### **Annual Membership Dues Time**

by Cindy Shonk

In a very short while, it will be annual dues time again. We will be sending out colored dues reminder cards to all members (unless dues have been prepaid for '95).

Please, remember to return the card with your payment, and annotate any address change, name change, etc.

For those international members who will be attending the annual convention in Bangkok, you will be able to pay your '95 dues while at the convention.

Dues must be received in a timely manner, in order to be included in the '95 Membership Roster. →

### **The First NCWA Convention**

**September 8-11, 1994**

by Maggie Rose

I must say the first convention of the NCWA was a success. It was attended by about 50 women and a few men that come from many professions related to aviation and aerospace. We heard from a lady engineer from Boeing, a lady computer programmer from Garmin global navigation, a lady airport manager, lady FAA controllers and educators, lady fixed base opera-

tors, lady aviation lawyers, lady museum curators, a lady college president.... I think you get the picture.

The main goal of the organization is to promote and support women in math and science related to aviation through networking and mentoring. Many programs are being established within the organization to facilitate this which makes it a most exciting time to be a member. Nancy Kassebaum, Senator from Kansas, spoke to us and then opened the floor to a rather lively question and answer period. From this there is talk of a

lobbying effort within the organization to add another voice to the many in Washington.

It is definitely a worthwhile and fun group and a valuable organization to be affiliated with. For more information or applications please contact either Lori Griffith, Maggie Rose, Susan Arthurs, or Pam Mohonchak.

Or directly at: National Council for Women in Aviation/Aerospace

P. O. Box 780352  
Wichita, KS 67278-0352  
(800)727-NCWA  
(316)687-4236 →

### **Open Executive Council Membership Position**

by Cindy Shonk

My term as EC - Membership Chair, will be concluding May '95 and we are requesting volunteers for this EC Chair.

This position has been a very rewarding one for me in the last two years. I have learned a lot about

my computer in the areas of data bases, Compuserve and label making. Being on the Executive Council, and being involved in the day-to-day operations of ISA, have given me a much wider understanding of how dedicated many of our ISA members are. I have made many new friends by getting involved, and feel that this was one of the best decisions that I have ever made.

A computer is a must for this job. I have an IBM compatible with Windows, and ISA owns the necessary programs.(Works) If you have used a computer extensively, this will be "a piece of cake" for you. If you are as inexperienced as I was when I started, (still learning Windows) you will probably want to spend a day at my house learning 'the ropes'. It really is a good way to learn about your computer. →

# ISA SURVEY ON GENDER DISCRIMINATION AND SEXUAL HARASSMENT

by Kathleen Wentworth

*Part two of this series continues to report the results of the ISA Survey on Gender Discrimination and Sexual Harassment. This article will focus on the various responses that women airline pilots used in handling "challenging" situations involving gender discrimination and sexual harassment in the airline industry.*

*By using ISA Surveys, the efficacy of various methods of response can be evaluated, as well as determining if and why women feel that they would handle similar situations differently in the future.*

*Since 96% of sexual harassment complainants are women, this article will use the pronoun "he" and "perpetrator" interchangeably and "she" and recipient", though it is recognized that sexual harassment can be a two way street.*

## **20/20 Hindsight**

In reviewing the responses that our ISA members made to certain situations, it is important to remember that "Monday morning quarterbacking" is easy. Whether we use hindsight to critique our own actions or those of other women, one should recognize that each woman does the best she can under the circumstances existing. Each woman should feel confident that however major or minor her incidents were, and how well or poorly she felt she handled the situation, there was not necessarily any "right" or "wrong" way to handle it. Though each of us can learn from one another's experiences, criticism by others or of words of regret, shame or guilt by the recipient herself are counter-productive.

The woman pilot chose not to say anything to the captain's comments. Her response was to ignore the com-

ments since she was on probation; "I was too chicken to say anything and give women a bad rep. So I ignored it. I was a wimp! I am very upset with myself for not saying something." (#87)

## **Why Make a Big Deal About It?**

Airlines recognize the importance of Crew Resource Management (CRM) training which emphasizes effective communication in the cockpit on technical and procedural aspects of flight. However, crew interpersonal conflicts which may not rise to the legal definition of sexual harassment can be annoying, distracting and may ultimately affect the safety of flight.

**All women may not agree 100% on whether something is appropriate or inappropriate, offensive or inoffensive. What is important is to recognize that if the reasonable woman recipient finds it offensive, it is OK for her to speak up.**

For example, the male captain summarily dismissed all inputs from the woman crewmember. The woman commented: "This individual did not see that his behavior was hindering his ability to run a safe cockpit." (#124)

Of the women responding to the ISA Survey question, 85% (96 of 113) said that their reported Significant Incident negatively impacted their flight. Fifty-five said the comment or behavior affected operations; 76 said it caused distraction; and 85 said it

made the job more difficult or uncomfortable. (Multiple answers add up to more than 96 responses). Of the 17 respondents who did not note an effect on flight, five indicated the situations occurred with others not on their crew and four reported no details.

## **Just Ignore It...It'll Go Away**

Reported Significant Incidents of sexually oriented harassment ranged from dirty jokes and minor sexual innuendo to physical sexual touching and attacks. Reported Significant Incidents of gender discrimination ranged from minor stereotypical bigoted comments to outright refusal to fly with a woman or special "flying tests administered to women and weak pilots".

In the women's responses to the reported Significant Incident, 62% of the women did not directly say anything to the perpetrator; either they "ignored behavior" or "said nothing, but indicated displeasure" (by body language or facial expression). Nineteen per cent directly told the perpetrator that she found it offensive; 8% discussed the action or comment in depth to help the perpetrator understand why it was objectionable; 2% sought assistance from another crewmember to intervene; 6% had other types of responses including "wise retorts" and quietly removing porno pictures from the cockpit. And just 1% sought assistance from the Chief Pilot; one of these two incidents involved repeated incidents of condoms and personal pornographic messages in her mailbox and the other involved professionally damaging untrue statements made by a pilot to flight management.

(Continued on page 16)



### **"I'd Handle It Differently Today"**

Of the women responding, 62% said they would handle the situation differently today. Virtually all of them said they would have: "spoken up", "been more assertive", "confronted him", or "told him it was offensive". Several women mentioned that if direct confrontation was not effective, they would have taken further steps such as seeking assistance from the Flight Office or union Professional Standards Committees.

One woman reported that the "Captain did not think women should be pilots - talked behind my back and refused to communicate with me until I threatened to walk off trip."

Although she spoke up to the captain, that was only mildly effective. She commented that in retrospect she "should have pursued this much further via Professional Standards and gotten him some sort of discipline on the record."

### **Why Handle It Differently Today?**

Of those responding to the question of **why** they would have handled the situation differently today, 46% said they would hope to improve the situation. They cited reasons such as: "help educate him", "hope he doesn't do it again"; "improve conditions for other women who would fly with him"; and for safety enhancement. Forty-one per cent of those responding said they would handle it differently today because the recipient herself has more airline experience now. They wrote: "I had more experience"; "I'm more confident"; "I'm no longer on probation"; or "I'm a captain now." And 13% noted that an improved societal atmosphere meant that women were now more aware of what was appropriate and it was now more acceptable to speak up. One ISA member in describing her lack of response said: "I might have let him

know how offensive it was, but I was glad to have a job! (#76). These same sentiments were shared by Dr. Frances Conley, a neurosurgeon at Stanford University, who spoke out about gender discrimination and sexual harassment in the medical field which she had been subjected to for 25 years. When queried as to why she didn't complain 25 years ago, she said "We were so grateful that they let us into the 'all boys club', we weren't about to complain about the rules!"

### **Does It Help to Speak Up?**

Of the women responding who did **not** speak up, few found that the situation was dramatically improved. Eighty-three per cent reported that ignoring the situation or using body language was either not effective or only mildly effective. Of those reporting better results, respondents commented that their body language or actions (facial expression, turning

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**There are a million different ways to let people know where you stand -- they all work. Sometimes they're not very easy, but they're mostly simple. Survey #125**

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and walking away) sent a message that was sometimes received.

Speaking up does not necessarily resolve all challenging situations. However, of those respondents who **did** speak up ("told perpetrator you found it offensive", "discussed action/comment...", "asked other crewmember...to talk to perpetrator") 39% found their response was effective. These respondents reported that speaking up was moderately effective, very effective or completely effective. This percentage, while still somewhat disappointing, was more than twice as high as those who either said nothing or merely used body language; only 18% of those using body language or ignoring the situation said that their response

was moderately effective, very effective or completely effective.

### **What's the Best Way to Speak Up?**

Comments and actions come in different severity "levels". While one can discuss whether a certain comment or action might fall into a low "Level One" or medium "Level Two" category, the egregious comment or action doesn't require much discussion. If he touches your body or refuses to fly with you, strong action is clearly appropriate. But the middle ground -- the gray area is a little tougher to handle.

One woman reported she was "pushed up against the galley and felt up." She did say something directly to the captain, but also commented in her Survey:

"Unfortunately, I did not report him as he had threatened my job if I did. Looking back now, I should have reported him regardless of his threats. He never stopped, nor did he care. Finally a F/A (flight attendant) who quit her job reported him." (#93).

### **Level One Comments**

A minor, irritating comment, made without malice, does not usually require a strong response. For example, a Level One comment might be the infamous "Another Empty Kitchen." To this kind of comment, Survey respondents recommend: "Respond with a light touch."; "Use a semi-humorous comment".

### **Level Two Comments/Actions**

A comment or action that goes beyond the Level One may include sexual innuendo that makes you feel uncomfortable, a raunchy joke that you don't want to listen to; comments about women pilots being inferior - unable to "handle" the airplane, "too physically weak" or "emotionally unstable with PMS". A woman reported the comment made to her by the male captain she was flying with: "All you need to work for this airline is a bra and 200 hours of light plane

time. (#23) Other examples might include being repeatedly called by diminutive terms of endearment like "sunshine, sweetgirl, petit copilot" (#26) or other comments such as "Women shouldn't fly because of their hormones/periods; should be at home." (#92) Another example might be "Captain told me how good male co-pilots are - and all the 'mistakes' women pilots have made - this went on for three days."

### **Level Two Response - Be Direct**

ISA Survey respondents recommended being direct and forthright. This advice echoes that of other experts in the field. It is reported that speaking up can be up to 90% effective, especially in low level harassment. Directness is important, since men are not always skilled in picking up subliminal signals (and sometimes women aren't either!)

The woman captain was flying with a male first officer. During a particularly irritating encounter with ATC delays, the woman captain used several phrases that were a bit "indelicate". After a couple of these phrases, she noticed that the first officer's body language indicated some discomfort. Only then did she see his religious tie tack and realized that she had inadvertently offended him. He never spoke up, and had she not picked up on his body language, she likely could have continued offending him and making him feel ill at ease for the next three days.

Respondents advised: "Be as direct as you can."; "If you 'sugar coat' it too much, they miss the point."; "Don't smile or laugh - just say 'I don't think that issue/discussion/joke is appropriate here at work.'"; "straightforward and honest"; "just straightforward"; "straight from the hip. No jokes - just tell it like a man would say it. No girl talk"; "I try to be as direct as possible"; "Tell them di-

rectly to stop."

### **Direct + Diplomatic**

Being direct and forthright doesn't mean sacrificing diplomacy if the circumstances warrant it.

ISA Survey respondents suggested varying levels of directness, some more diplomatic than others, depending on the situation. Some of the responses included: "I assume you meant well or were joking when you said so and so, but I am uncomfortable with what you said and would like us to start over again." (forging a safe working relationship); "You really feel that way?" (accompanied with an amused, astonished look); "I am not comfortable with that statement/behavior"; "Please. I don't think your comment is appropriate"; "I find that offensive. Please don't talk like that again in my presence"; "I find that offensive. It seems like harassment"; "Can you say 'Anita Hill?'"; "Can you spell harassment?"

### **Say Again?**

Other women suggested that you ask the perpetrator to repeat their comment. "Always let them finish their thought before intervening"; "Sometimes just repeating it makes them realize what was wrong/inappropriate about what he said"; "That's what I thought you said.-- then walk away. Turn and use body language to indicate distaste."

### **The Indirect Direct Response**

Despite the fact that a direct response is most effective, not everyone is comfortable being that direct. If you're not comfortable with a very direct response or the situation is a little less clear, other responses might work: "Well, you might be careful about saying that - some women really might be offended"; "I usually ask them if something is bothering them; if I'm doing something to annoy them. This generally disarms them because no one has ever told me a good reason - something I'm doing to cause their behavior"; "Would

you say that to your wife/daughter/mother?"; "Would you want your wife/daughter/mother treated in that way?"; In response to a captain who asked a first officer if he could tell dirty jokes and curse, she replied: "This is not the time or place, but it is your cockpit."

Experts recommend that if at all possible, talk privately with him; talk

**"It was a simple, straightforward answer. No sugar coating. And he seemed to respect that." Survey #74**

about his behavior, rather than how you feel, and make no excuses or apologies.

### **Why Don't Women Speak Up?**

Well, if being direct is the best remedy, why do so many of us feel uncomfortable in speaking up and being direct? There are a number of reasons: a woman often works in a subordinate position; the cockpit is a close-knit environment; the women don't want to affect the cockpit camaraderie; the women want to be accepted by their peers (be "one of the boys") and get along at almost any cost; and women don't want to be perceived as troublemakers. Women are also concerned that they will be perceived as too sensitive, not having a sense of humor or not being able to "take a joke".

One woman first officer reported that the captain commented on her ability to do a control check because of her large breasts getting in the way. He then commented on several other women pilots and their breast sizes. The first officer ignored the comment. In the Survey, she commented "I'm embarrassed that I didn't say anything - it's amazing what we (women pilots) do to be accepted - to be 'one of the boys.'" (#123)

It's well known that it is easy for a woman's reputation to spread

(Continued on page 18)

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

*(Continued from page 17)*

throughout the airline industry. One ISA member who was the subject of a serious physical assault by another crew member declined to even report it because, she said, "I have 20 more years with the company..." In another incident, a woman said: "I would pursue it further in retrospect but I didn't want the hassle or 'name' at the time. (#90)

Pilots, male and female alike are problem solvers-- and don't want to be seen as victims, so they may not want to admit out loud that they are bothered by someone's behavior; often it seems easier to just "grin and bear it".

Another aspect of women's reluctance to be direct is related to the fact that society enculturates women to be diplomatic and even make excuses for men - even in the face of occasional egregious behavior. One ISA member reported that as she was checking out as a new First Officer, the Check Airman giving her initial operating experience said: "I hope you won't take this the wrong way, but I find you very physically attractive and I'd enjoy making love to you." The woman first officer said in her Survey "I considered replies (based on the fact he had to sign me off) and said "No, thank you." **My god, I'm polite even during harassment!** (#105)

Women sometimes try to let men down easily to preserve their ego,-a social skill left over from early dating days, but not always appropriate to work-related sexual harassment or gender discrimination situations.

In response to a male crewmember physically grabbing her and sticking his tongue in her ear, she pushed him away, and told him off. She commented in her Survey: "His male ego was definitely wounded and he reacted immaturely - but I could care

less. He will have to get over it. It's not up to a woman to let a man down easily who behaves that way. (#39) Other reasons that women might find it difficult to speak up include: women have learned to be accommodating to men, "I don't mind that"; some women's upbringing or past experience, some women assume sexual harassment and gender discrimination are just part of the job (especially in non-traditional jobs); and a few women accept the cultural programming of "Boys will be boys." Other reasons women may not speak up include a corporate attitude which does not fully support women's complaints, and an absence of adequate training which doesn't provide guidance for men.

**Women Must Support Other Women**

Women often downplay or deny both to men and women the importance or even existence of sexual harassment and gender discrimination in the airline industry. And women who **do** make valid complaints about sexual harassment and gender discrimination are not always completely supported by other women.

Some women don't like to discuss the subject of sexual harassment or gender discrimination with male pilots -- they just want to be accepted as "one of the boys" and they don't want to be thought of as complainers. Some few women say that since **they** have never been the recipient of sexual harassment or gender discrimination, those "other women" just don't know how to handle themselves professionally or it wouldn't happen. One woman commented "I always conduct myself professionally, so I don't have any problems."

**Conclusion**

It's really not possible for us to second guess another woman and how she handled any given situation. Each of us is a different person, with different backgrounds, different cultural upbringings, different social

skills, and different personalities. Just because one woman is tough and outspoken, her fellow woman pilot may have a very different personality. We can't expect all women to handle a situation in the same manner -- nor need they. Each of us should work toward being more direct if these situations arise, to the extent that feels comfortable for us. And each of us needs the support and encouragement of **all** of our fellow women pilots -- these ISA Surveys show how willing our ISA members are to share their expertise and with all of us.

*This series of articles was originally planned in two parts, but the Survey respondents contributed so much valuable information, that it was impossible to narrow it.*

*Part 3 (yes, folks, the final installment!) will detail the resources available to assist women in dealing with sexual harassment and gender discrimination; resources used and their efficacy, airline training as a resource, coping mechanisms for women and "Words of Wisdom" that many ISA women proffered. Additional valuable information from the Surveys will continue to appear in Dear Amelia column, a continuing feature of the ISA News.*

*Survey data can be made available to qualified aviation human factors researchers and CRM educators as well as airline Human Resource Departments and Flight Departments. If your company is planning training (or planning to improve their existing training) in the areas of gender discrimination or sexually oriented harassment, they may contact the author to consult the ISA Survey Data Base.*

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**DEAR AMELIA**

**THE COLUMN THAT DEALS WITH  
GENDER RELATED ISSUES**  
Will return as a regular feature in the  
January 1995 ISA News.

# LAYOVER LEISURE

## NEW YORK CITY



by Nancy Novaes

If you're lucky enough to have a New York layover at a Manhattan hotel, you have the best of all worlds--a free space to sleep and time to spend in the world's most exciting city. I confess to an unabashed enthusiasm for my hometown. Ten or so miles, from Inwood to the Battery, there's more to do and see here than in any other place you'll visit.

This is a Woman's City. Culture and glamour are only part of the whole story: business opportunities for all are what any city is all about. With brains and competence, you can carve out a decent life and feel like you're traveling the world just by walking out your door.

You do not have to live here to love it. Even a short visit can provide you with much to do. The key is mobility: from 0600 to 2100, the subways are the fastest and cheapest means of travel. Maps are available free for the asking at the token booth. They are also posted in every subway station and car, if the booth is out of stock.

### So-Ho

It's not marked "SoHo" on the subway map but it's easy to get there, and a good place to visit. "SoHo" refers to an area South of Houston Street--that's pronounced *HOWS-tun*, unlike the name of that little Texas town.

Connect your way to the N or R train making local stops (BMT line, yellow color) and get off at **Prince Street**. This is the corner of Broadway and Prince. Broadway has some pretty fine stores, including a branch of the popular *Canal Jeans* kitty corner from where you're standing. Remember that Broadway's traffic is one-way going south (compass references

are loosely defined herein) and you can now head west along Prince, toward Mercer Street. Shops, stores and bistros in SoHo are quite gentrified, unlike the heady days thirty years ago when artists and writers first started buying up former factory sweatshop space and converted entire floors in commercial buildings to fabulous aeries of light and living room (today selling for fabulous prices).

Trendy, pretty *Zoë's* restaurant is typical of the newer breed, but faithful *Fanelli's* is right across the street, a workman's bar basically unchanged for the last hundred years or so. It's a good place to stop for a beer, especially if you're traveling in a group.

### Shopper's Delight

Art galleries and the downtown Guggenheim Museum (Broadway and Prince) are SoHo's pride, but my little tour is the bistro bopper and shopper version. *Teher*, *Harriet Love* and *Agnès B*, all found on the next few blocks. On Wooster Street, next block after Mercer, there's also a *Comme des Garçons*, for those of you who like French fashion. West Broadway, right after Wooster, is a main drag. There's some great galleries to browse and a tasty Italian restaurant called *Il Trè Merli* that merits a lunch or dinner stop--good food, reasonably priced for the area and a fun atmosphere. It's located a short walk north toward Houston St. Walking back down to Prince Street, cross West Broadway and you'll see a hidey-hole called *Caffe Borgia* which serves good, hot steaming espresso, cappuccino and startlingly sweet Italian pastries. You'll definitely rub elbows here since the place is small. It's good, casual, and as unpreten-

tious as anything in this part of town can be. If you're alone, this is a neat place to strike up a conversation.

### Aromatic Treat

Avenue of the Americas (traffic heading north) forms the western border of SoHo. Between this artery and Sullivan is a little stairway leading to an Italian "bath and skin care" store called *Erbe* (196 Prince) Luxurious, natural preparations are available for sampling, including products for anyone with allergies. Aromatherapy and skin care are popular sciences in this City of Working Women. There are many (and cheaper places) where exotic natural products can be had and/or ordered--*Kiehl's* and *Caswell Massey* for two examples--but this place is an aromatic treat.

Spring St is just a block south of Prince with some great browsing of its own. I don't think I've ever actually bought anything here, but I always look into the exotic shop *Morgan LeFay* on the north side of Spring, between West Broadway and Wooster. *Morgan* styles are enchanting and unforgettable--as are the prices.

*Milan Laboratory* (57 Spring St) is for anyone who's ever thought about homemade wines, beers or elixirs. Everything you could possibly need to create your own label can be found or ordered from the Miccio family who run the place. They stock "wine, beer and vinegar kits" and a variety of books on those subjects. They are happy to answer any questions you may have, and are justly proud of their business. They also have a variety of rare or unusual herbs for those of you who simply like fancy cooking.

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## LAYOVER LEISURE NEW YORK CITY

(Continued from page 19)

If you are a beginning winemaker, their specialty is the "correction of spoiled wines." A catalog indicates they ship nationwide.

The IRT 6 (local stops) train is right in front of *Milan Laboratory*, for the convenience of anyone returning to a midtown east hotel. Just make sure you go to the station marked "Uptown."

### A Walk in the Park

If you're a runner, a jogger, or simply love a walk in the park, have we got a park for you! **Central Park** is beautiful any time of year, but especially exciting in autumn. Joggers are out in force, many preparing for the 25th annual *New York City Marathon* which takes place this year on Sunday, November 6. Run the park in the company of like-minded and like-winded runners by simply showing up at the headquarters of the *New York City Road Runners' Club*. It's located at 9 East 89th St (subway: IRT Lexington Ave line 4, 5, or 6--"86 ST" station, walk north on Madison, take a left on 89th St). You don't have to be a member of the Club to join these free, open-to-all-levels groups. The groups gather every night, Monday through Friday at 18:00 and another again at 19:15. Saturday's only group run organizes at 10:00. This is a fabulous way to tour the Park if you've never seen it before. For more information for these group runs or for information on the Marathon, classes or clinics, call the Road Runners at 212-860-4455.

### Theater in the Park

**Shakespeare-in-the-Park** (79 St entrance, walk to Turtle Pond) and **SummerStage** (68 St entrance, walk straight across all meadows and roadways and up Lilac Hill) are drawing to a close in September, but informal musicians are always play-

ing in Sheep Meadow or along the roadways and walkways of these manmade hills and dales.

### More Activities in the Park

Rowboat rental is an inexpensive exercise in crew coordination, or in your own coordination if you're traveling solo. A good restaurant and bar area adjoins the rowboat rental place for après Row. You can sit at a table sipping your cool white wine or steaming hot chocolate and watch the ducks and loons on the gently lapping lake. Rowboat rentals are at **The Boathouse** abeam the 77 St Gate, on the lake, naturally.

You can also rent bicycles at a concession stand next to The Boathouse, another great way to tour this beautifully designed 19th Century park and all the lovely Art Nouveau street lamps, stairs and bridges made famous by so many movies.

Rollerblades can be rented at a number of locations outside the Park. Check the yellow pages for rental locations nearest your hotel ("Skating" listings).

### Winter in the Park

If it's still daylight and you'd like to just walk to see the sights of Central Park, all the subways stop near the south end. I won't list them, because they are easy to read off any subway map. As soon as the cold weather sets in, the Park's lovely ice skating rink will reopen. You can skate all afternoon or evening on the same entrance fee (whatever it will be this year). Skates are available for rental on the premises, but you'll save time if you rent outside the Park. The rink is located near the 5th Avenue and 59th St entrance, walk north on the roadway, and follow the people carrying their own ice skates (I might be one of them).

### Museums in the Park

Two of the world's best museums are located in Central Park: the **Metropolitan Museum of Art**, 5th Ave and 82d St, (IRT Lexington Ave line) and the **American Museum of**

**Natural History**, Central Park West at 77th Street (IND C). The AMNH also includes the **Hayden Planetarium** for those of you who keep abreast of celestial events. Museum entrance fees are voluntary (not the Planetarium, however). There's a "suggested admission," but if you don't wish to pay that amount, you inform the ticket booth of the amount you are paying and collect your tin entrance pin and your change.

### And Even a Movie

Don't forget the first-run movies (check out anything playing at the Ziegfeld Theatre) and the reduced admission theater tickets available at the Times Square ticket booth. Check out *New York Magazine*. Much that is free is mixed in with the theater and museum listings. No excuses to be a room rat if you have any time at all on your layover.

There's no place like this place. ➔

Is your hometown a frequent layover point for airline crews? Do you layover in a city so frequently that you now think it is your home? Please submit information highlighting all your layover favorite places. It's your special info that's important — not the spelling!

**Please contact the Editor to volunteer "your" favorite layover city.**

## WOMEN AIRLINE PILOT HERSTORY

### First Woman Airline Pilot in the United States

Helen Richey is the first documented female pilot hired in the U.S to fly commercially scheduled passengers. She was hired on December 13, 1934 by Central Airlines who hired her more as a novelty than because of her impressive flight qualifications in hopes of capturing headlines and stealing passengers away from their fierce competition. When the novelty wore off, they restricted her flying and the all male pilot union refused to let her join. She was forced to resign in October of 1935. *Lori Griffith*

## Russian ISA Pilot Visits Her USA Friends

**I**SA member Luba Rylova, Aeroflot pilot from Moscow, and her daughter Nadia, visited the United States as guests of several ISA members this summer. Many ISA members met Luba when they visited with Aviatrissa, the Russian women pilot's organization, in Moscow last fall on the ISA tour.

United States ISA hosts included: **Becky Howell, Vicki Karnes, Linda Nalwalk, Pam Noeldner, Bonnie Tobias, Linda Wright, and Lucy Young.**

*Luba shares her USA experiences with us.*



Visiting Underground Atlanta are L-R: Nadia, Luba, and Lucy Young

"My greetings to everybody. I am Luba Rylova, Aeroflot. My daughter, Nadia, and I were invited to visit the United States. I would like to thank everyone who participated and did the best to make our time very enjoyable.

Our trip starts in Virginia with

Linda Nalwalk. We were introduced to Dulles Airport and United Express. We proceeded to the operations area where pilots check the weather and flight plans.

Our sightseeing selection in Washington, D.C. first of all was predetermined by my professional interest. Among many museums and shows we saw I would like to single out the Paul Garber Facility at Silver Hill, Maryland. Originally it was designed to restore planes for the National Aerospace Museum in Washington. However, the place was growing and became a museum in its own right with the help of supporters.

A national holiday, Independence Day, we spent in Washington, D.C. watching the parade, checking museums in the Mall between the Capitol and the Washington Monument and, of course, unforgettable fireworks, which impressed me a lot.

The days we spent in Denver, Colorado, with Linda and Todd Wright were marked by the atmosphere of cowboy movies. Not that we actually feel that old western spirit everywhere we went. I am delighted to know that

there are people who care for the past and tend to preserve the tradition. I also appreciate the efforts Linda as well as some other pilots made to speak Russian.

We were introduced to Continental Airlines and its on-board service. Our next stop was in Atlanta with Lucy Young who managed to make our trip not just entertaining but also educational. We saw the Coca-Cola museum, CNN office and a laser show-things we had never seen before. More than that, Atlanta is an amazingly green city due to lots of trees.

Our next trip to North Carolina was made by car with Pamela Noeldner and Lucy Young and on the next morning we took USAir back to Dulles. Becky Howell was with us a couple of days until my flight home. It was very nice of Becky to invite my daughter Nadia, my interpreter and secretary, to spend time with her in Texas."

*Luba Rylova*



Luba and Nadia trying out some USA uniforms at the Colorado home of Linda Wright.

## Vicki's "Labor" of Love

by Carol Cansdale

**Y**ou don't always have to be in labor to have children.

*Some of you may have been following Vicki Karnes' saga of her adoption of two Russian girls this summer. Vicki has written a short summary for us and here goes:*

"After ten months of preparation, an 8-day trip to the orphanage in Russia, and 14 hours on the airplane with non-stop activity, I am elated to show Oksana, age 7, and Olga, age 6, their new home in Atlanta. We have arrived!

Who could have known that the brief encounter with Peter Aaronson, the Russian translator for Natalia Vinokurova at the 1993 ISA + 21 conference in ATL, would lead to the beginning of this new chapter in my life? As a language student, Peter had volunteered in an orphanage in Russia. The article he wrote describing his experience so moved me that I began to examine my life.

After my mother's death in 1993, I felt a need for family ties. I contacted the adoption agency that Peter recommended, and began the process one step at a time. While preparing the volumes of paperwork required for international adoption, I reduced my debt, simplified my life, reorganized the condo, and began Russian lessons. There were no surprises in the adoption process. The agency that

I chose prepared me for every step and handled all the paper work with the Russian officials. A home study is completed by a social worker to determine a parent's suitability. This requires about three months to complete and includes five notarized letters of reference.

Both girls were put in an orphanage at birth, because their parents were unable to care for them. The 50 children in the orphanage, ages 3 to 7 years old, were well cared

for. I was amazed, and so was their dentist in Atlanta, that they had no cavities!

Three weeks before my arrival they were told that their mother would soon come. They were each given a photo album with pictures of their new home and family. I first met the girls on August 8th. The adoption was complete on August 10th. The six-hour ride by car back to Moscow was quite an experience. Oksana and Olga were so **excited and active!** I wanted to offer the Russian driver a set of my ear plugs.

While in Moscow, we stayed with ISA member Luba Rylova and her family. The entire family showered the girls with so much love and affection. Surely, Oksana and Olga will never forget their visit.

The girls are healthy, outgoing, and excited to experience so many new things. All the changes do create stress, though, for all of us. Recently, I attended a national adoption conference where my sensitivity to adoption issues was raised. 'Being adopted is like surviving a plane crash' was the theme of one workshop.

As an adoptive parent, I am taking the 12-week unpaid Family Medical Leave of Absence (medical benefits remain covered) which was recently made available to full-time employees of most companies.

Of course, I couldn't raise the girls without help. A supportive extended family has appeared. I also



*In Moscow, Olga and Oksana see St. Basil's for the first time. WOW!*

## ISA MEMBERS *DUTY FREE*

plan to cut back on my work schedule flying the B767 ER to Europe with Delta Air Lines.

the alphabet and vocabulary from the magical computer games they play. I am looking forward to some

line employees! If you are interested in more information on adoptions from Russia, contact Main Adoption Placement Services in Portland, ME at 207-775-4101.

Please note, I've closed my P.O. Box. Who has the time now to drive to pick up their mail?

The Fledgling Mother,

**Vicki Karnes,**  
1425 Oakridge Circle,  
Decatur, GA 30033



*On arrival in ATL, August 15. Balloons everywhere!*



*The best of luck to Vicki as she starts this new chapter in her life! I just want to know....will the girls have a southern accent in 6 months?*

I guess you could say I was initiated into motherhood quickly. Oksana came down with a case of sinusitis, the cough from which caused her to vomit three or four times a day for two weeks. And when Olga's first tooth fell out, I fished it out of the toilet bowl. That evening, the thought of a tooth fairy in the room scared the girls, so the tooth had to be placed under a pillow in the living room. Once home, being unprepared for the heat of the Georgia summer, they have learned to love an afternoon swim in the community pool. Upgrading my computer with the CD-ROM kit was a good move. Hopefully, the girls will be better prepared for school after learning

quiet time, once they have started school in mid-September!

Next, we will apply for their US citizenship, the last rung on their paperwork ladder. Someday, we will travel back to Russia to explore their cultural roots. What a perk we have as air-



*Splashing like little fish....*

**ATTENTION MEMBERS!** We are in need of subject matter for this column. Even though we all share a common bond in flying, we are in most other ways a very diverse group. Tell us about your extracurricular activities such as volunteering, sports, political activities, second jobs, talents, awards, etc. If you know of a member who is too shy to tell about herself, then **you** write and tell us about her! Send all material to Carol Cansdale, 1520 W. 61st Street, Minneapolis, MN 55419-2122 or Compuserve it to me at 70263,67. Send photos, too. **Next deadline is Nov. 30.**



## Indian Airlines Pilot is A320 Captain

ISA member Saudamini Deshmukh of Indian Airlines, Bombay, was recognized for her achieving the status of A320 Captain May 30, 1994 for Indian Airlines thereby becoming the first woman A320 captain in Asia.

Captain Deshmukh has been a pilot with Indian Airlines since 1980, previously flying left seat in the Fokker

F27 and Boeing 737.

Captain Deshmukh also has several other "firsts" in her airline pilot career: Captain on the first all women crew (F27, November 29, 1985); first woman to become a check pilot in Asia (F-27, 1987); first Indian woman to captain a jet aircraft (B737, 1988); Captain of the first all-

woman crew in Asia on jet aircraft (B737, 1989).

In addition to aviation affiliations with ISA, the Ninety-Nines, and the Bombay Flying Club, Saudamini is affiliated with the Yoga Institute, Santacruz in Bombay, and recently spent time travelling in the United States with her yoga teachers. ➔

सौ दामिनी देशमुख ही नावाप्रमाणेच सौदामिनी' उरली आहे. पक्षापाठापाठ एक हवाई वाहतुकीतील अनेक विक्रम तिने केले आहेत. अशी क्रान्तिकारक महिला फटल की आपल्या होळ्यासमोर दणकट बांध्याची एखादी स्त्री उभी राहिली असेल परंतु ही सौदामिनी वागळीच आहे.

नेहमी हसतमुख व्हंग, पादशुभ भुभुरणारे केम, उच मडपातळ बांध्याची, माधव व सुनीती देशमुख यांची ही द्वितीय कन्या चाळीशीतील सौदामिनीला वयाच्या १२ व्या वर्षापासूनच विमान उडविण्याचे वेध लागले होते. आपण वैमानिक होणार, अस ती लहानपणापासून सर्वांना सांगत असे. परंतु त्या लहानग्या सौदामिनीची महत्वाकांक्षा त्यावेळी कुणी गर्भीरूपणे मनावर घेतली नव्हती. पुण्यात देशमुखांच्या एकाच कुटुंबात वातावरण तसे मन-मोकळेपणाचे होते. प्रत्येकाला शिक्षणामाठी प्रोत्साहन दिले जाई. यात घरातल्या मुलावाही संपादक होता. या वातावरणामुळेच आपण वैमानिक बनू शकू याची सौदामिनीला खात्री होती. बडोले सरकारी नोकरीत असल्याने पुणे, अकोला, सोलापूर व मुंबई इथे तिला शिक्षण पूर्ण करावे लागले. पुण्यातील मॅडन हायस्कूल व मॅट कोला (मुंबई) या शाळातून मराठी माध्यमातून शिक्षण घेतल्यानंतर जयहिंग कॅलिजमधून तिने बी एससी ची पदवी घेतली. त्यानंतर तिने दोन वर्षे कायद्याचे शिक्षण घेतले.

विद्यार्थी वैमानिक परवाना (स्टुडंट फायलट लायसन्स) मिळविण्यासाठी वयाच्या १७ व्या वर्षापासून शिक्षण सुरू करता येते. परंतु प्रशिक्षण विमानाची कमतरता व इतर अडचणी यामुळे इथे प्रवेशासाठी वेळ लागतो. सौदामिनीने वयाच्या १७ व्या वर्षी बांबो फ्लाईंग क्लबमध्ये आपले नाव नोंदविले. परंतु तिला प्रत्यक्ष शिक्षण मिळविण्यासाठी दोन वर्षे वाट पाहवी लागली. विद्यार्थी वैमानिक परवान्यानंतर खाजगी वैमानिक परवाना मिळविण्यासाठी ६० तासांचा उड्डाण अनुभव असावा लागतो. त्यावेळी खाजगी परवाना मिळविण्यासाठी खर्च न पारवडणारा होता. त्यामुळे उड्डाण बंद करून सौदामिनीने पुण्यात बँक ऑफ इंडियन अधिकारी म्हणून नोकरी पत्करली. परवाना नूतनीकरण मात्र ती



सौदामिनीचा सर्वांशी परिचय झाला. मॅगारिट कॅलव्हे, कॅलीन प्रॅक, नामा फट्टमन या लांब एंजलियममधील वैमानिक महिलांशी तिची चांगली दोस्त जमली. भारतातील अडचणी लक्षात येताच सौदामिनीला या तिघींनी अमेरिकेत येण्याचे निमंत्रण दिले. बँक ऑफ इंडियाच्या अध्यक्षांना भेटून

सौदामिनी आठ महिने फक्त विमानोड्डाण करीत राहिली. एकूण ३०० तासांचा अनुभव व पाच वेगवेगळे परवाने मिळवून आठ महिन्यांनंतर सौदामिनी पुन्हा भारताने परतली आणि आपल्या बँकेच्या नोकरीत मग झाली. आपण वैमानिक आहोत, हे केवळ तिचे तिलाच माहीत होते. तिच्याकडे

बोलाविण्यात आले होते. त्यात तिचा दुसरा क्रमांक आला. पाहत्या क्रमांकाचा उमेदवार न आल्याने सौदामिनीची निवड झाली आणि १९८० साली ती इंडियन एअरलाइन्समध्ये रुजू झाली. सुरुवातला ती 'एफ- २७' या विमानावर सह-वैमानिक म्हणून घेतली गेली. १९८३ मध्ये बोइंग ७३७ वर तिने

# आकाशची सौदामिनी

उज्वली धर



प्रत्येक वर्षी करीत राहिली. धाव्य उजळले...

याच काळात इंडियन वूमन्स फायलट असोसिएशनचे सभासदत्व तिने घेतले. १९७७ साली अमेरिकेतील 'गडटीनाइन' असोसिएशनच्या सभासदांना मुंबईतील महिला फायलट असोसिएशनने आमंत्रित केले होते. त्यावेळी अनेक अमेरिकन महिला वैमानिक इथे आल्या होत्या.

तिने आठ महिन्यांची बिनपगारी रजा मंजूर करून घेतली आणि सौदामिनी अमेरिकेत आपल्या मैत्रिणीकडे रावता झाली. अमेरिकेतील वास्तव्य आणि विमानोड्डाण या गोष्टींमाठी तिला पैसे मोजावे लागले नाहीत. मात्र येण-जाण, खाण व पेट्रोल वगैरेचा खर्च तिला स्वतःला करावा लागला. अर्थात, त्यामाठी तिने कर्ज घेतले होते. घाब्याचीही मदत तिला मिळाली.

अनुभव असूनसुद्धा बँकेतील आकडेमोड करीत ती आपली खंत विसरण्याचा प्रयत्न करीत होती. आणि अचानक एक दिवस घनपत्रामध्ये इंडियन एअरलाइन्सची वैमानिकसंबंधीची जाहिरात आली. सौदामिनीला सभोव प्रकाश दिसू लागला. तिने जाहिरातीनुसार अर्ज केला. एकूण २०० उमेदवारांना मुलाखतीमाठी

सह-वैमानिक म्हणून कार्यपार स्वीकारला. दोन वर्षांनंतर म्हणजे १९८५ मध्ये एफ-२७ वर ती 'कॅप्टन' म्हणून रुजू झाली. त्यानंतर तीन वर्षांनी ती बोइंग ७३७ वर 'कॅप्टन' झाली. १९९३ साली एअरबस ३२० वर तिची सहवैमानिक म्हणून निवड झाली. व ३० मे १९९४ रोजी ती एअर बस ३२० ची 'कॅप्टन' बनून आशिया खंडातील एअरबस ३२० ची पहिली महिला कॅप्टन

## ISA MEMBERS IN THE SPOTLIGHT

### Forest of Friendship



ISA members **Terry Rinehart** and **Lynn Rippe** were recently recognized at the Forest of Friendship in Atkinson, Kansas.

Pictured with Terry and Lynn at the Amelia Earhart statue is Ninety-Nines Charter Member and former WASP Betty Gillies →

### Colorado Legislature Honors Emily Warner

*ISA Charter member Emily Warner was recently recognized by the Colorado State Senate and Colorado House of Representatives for her many achievements in the aviation community.*

#### **Senate Joint Resolution 94-29 Honoring Captain Emily Warner for her Achievements in Aviation History**

WHEREAS, Emily Warner was a struggling flight instructor living in the country, using the Granby and Kremmling airports to teach her students the rudiments of mountain flying; and

WHEREAS, She became Denver's first flying traffic-watch reporter to supplement her love of flying; and

WHEREAS, With fifteen years of aviation-instructing experience and seven thousand flying hours, Emily

Warner already had more flying experience than the vast majority of men being hired by the airlines; and WHEREAS, in 1973, Frontier Airlines and Emily Warner made history when she became the first female to be hired as a pilot, thus taking her to the top of a profession that was off-limits to women; and

WHEREAS, Emily Warner has flown every aircraft from the smallest single-engine to the largest multi-engine jet in the free world inventory and, following her history-making career for Frontier Airlines, went on to fly wide-bodied jets for an overnight package air carrier; and

WHEREAS, Emily Warner was hired by the Federal Aviation Administration to certify potential pilots wanting to fly 727s and 737s; and

WHEREAS, She has been decorated with numerous awards, including being inducted into the Colorado Avia-

tion Hall of Fame and being honored by the Smithsonian Air Museum; and

WHEREAS, The most recent honor for her has come from the Friends of Granby Airport, Inc., who have initiated the Emily Howell Warner Aviation Education Resource Center in cooperation with the Granby Public Library; now therefore,

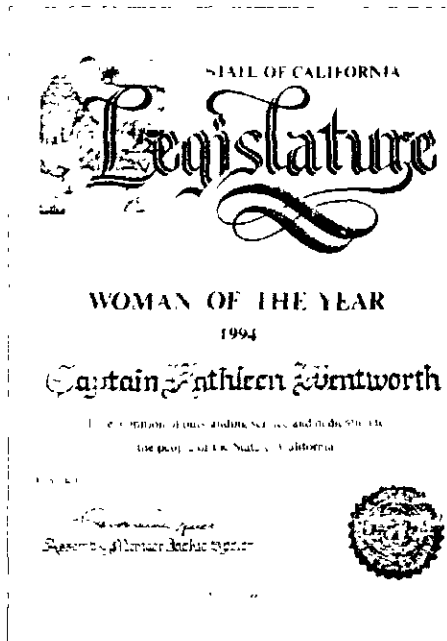
*Be it Resolved* by the Senate of the Fifty-ninth General Assembly of the State of Colorado, the House of Representatives concurring herein;

That we, the members of the General Assembly, commend Captain Emily Warner for her remarkable achievements and contributions to state and national history.

*Be it Further Resolved*, That copies of this resolution be transmitted to Captain Emily Warner and to the Emily Howell Warner Aviation Education Resource Center. →

## ISA MEMBERS IN THE SPOTLIGHT

### California Legislature Honors ISA Member



ISA Member Kathleen Wentworth was recognized by the California Legislature as Woman of the Year for the 19th Assembly District by Assemblywoman Jackie Speier.

Wentworth was recognized as one of a group of women throughout the State who had made contributions to their communities.

Kathleen was cited for being a role model for young women both in her career as an airline pilot for United Airlines for fifteen years and as a former criminal Deputy District Attorney in the San Francisco Bay Area.

She was especially recognized for her pro-active efforts to achieve gender equity in the airline industry, particularly her articles on gender discrimination and sexual harassment which appeared in the *Air Line Pilot Magazine* and the *ISA News* and the *ISA Survey on Gender Discrimination and Sexual Harassment*. She was also noted to have been the first woman from a major airline to serve on the Air Line Pilots Association Board of Directors. →

### ISA MEMBERS SPEAK

Dear Kathleen,

I have a suggestion for the *ISA Newsletter*. How about inserting one of the ISA brochures in each newsletter in the centerfold position so we can remove them and give them to prospective members as they are hired by our companies?...I like your new format! Blue Skies!

**Becky Howell**

*Editor: Thanks for the great idea Becky! After checking with local printers, we found out that the cost to staple our small size brochure into the ISA News would be quite costly. However, we took your idea and modified it; so in every newsletter, you'll find an ISA membership application suitable to be clipped out and saved to pass along to fellow women pilots at your airline or women who may jumpseat with you. Thanks, Becky.*

*And if any of you would like to give an extra copy of the ISA News to a woman eligible for membership in ISA, contact Membership Chair Cindy Shonk or the Editor.*

*If any ISA member has ideas to increase membership or improve your organization, please write the Editor via E-Mail or US Mail.*

Dear EC members--

Thank you all SO much for the card you sent to my husband Mark after his accident. Your support was very much appreciated by both of us. He is doing fine now and will be back flying in about 30 days. And for those of you who didn't get my E Mail message, thank you all for your help with the convention and for the great outgoing EC member gift. I really enjoyed working with all of you this past year and look forward to seeing you all in the future. Take care.

**Terre Hines**

Dear Kathleen Wentworth

We are still working on having the (Ed: *ISA Gender Discrimination/Sexual Harassment*) survey distributed among our female pilots. The problems so far were: 1) getting permission from the Europilote Council; they only have a meeting every six months; 2) after permission from the council we had problems (and still have) with the individual associations to get the detailed information we wanted on distributing the survey; 3) cancellation of our own

Female Pilot's Committee meeting in January; next meeting was last April.

Status now: We decided on another way of distributing in a few cases, so that we will be able to send the survey in May. Final date for returning will then be: June 15th or June 30th. Letters will be returned to Europilote office in Badhoevedorp (Marian van Reekum), who will be sent unopened to Kathleen. This for our record to see how many returned the questionnaire.

We would like to know how her survey is going. If she already finished her survey on pilots in the States and what other information she might have for us on the subject. We are sorry that everything takes much longer than we expected.

**Cockie van Giessel**  
Female Pilots Committee  
Europilote

*Editor: Thus far, one survey has arrived from the women at Europilote and will be tabulated along with other Europilote returned surveys as they are received..*

## ISA Exhibit at the San Diego Aerospace Museum



Pictured at the new ISA Exhibit at the San Diego Aerospace Museum are honorees from the San Diego area. On the left is Captain Lynn Ripelmeyer, (Continental) of Escondido, California. On the right is Norah O'Neill of Federal Express.

Many ISA members joined ISA Museum Exhibits Committee Chair Lori Griffith (front row, far left) to celebrate ISA's fifth museum exhibit.



## The ISA + 21 Store

by Kathleen Malone

The ISA + 21 store was designed and conceived for the dual purpose of providing logo merchandise for our membership while lending support to the ISA Scholarship Trust Fund.

The products in our inventory were developed primarily through the creative efforts of ISA's Graphic Artist Lisa Kuehl who redesigned our striking logo. The following is a brief description of each item currently available for purchase.

**Vancouver '94 T-shirts** The newest arrival to the ISA store! These high quality shirts were designed for the 1994 Vancouver convention by Valerie Patton and Fred Sorensen. They were produced by Terry and Bob Rinehart and Claudia and Fred Sorensen, who have made these terrific shirts available to us at greatly-reduced prices. The shirts are embellished with the ISA or HALP logo, and are available in a variety of colors and sizes.

The ISA YVR logo T-shirts come in light blue, black, teal, or pink, in a short-sleeved version and are available at the unbelievable price of \$6 in medium, large, and extra large sizes. The long sleeve shirts are available with the ISA YVR logo or HALP logo in

an oatmeal beige and are comprised of a heavy t-shirt/lightweight sweatshirt fabric in a mock turtle neck design. This long-sleeved version may be ordered in medium, large and extra-large for the ISA logo shirts and large and extra-large for the HALP logo shirts and are selling for the equally fantastic price of \$8.

**ISA Lapel pins** This beautiful lapel pin incorporates the intricate ISA + 21 logo into a 3/4" round format. The polished gold design is arranged on a black background and sealed with an epoxy dome to prevent discoloration and fading. The pins complement all uniform styles and are available to the membership below cost for \$4.

**ISA Notecards** The ISA logo is imprinted on these cards in silver ink on white linen card stock and measure 4 1/4" x 5 1/2", with matching white linen envelopes. These cards, developed for the ISA store by Pam Mitchell, are blank on the inside and are packaged in sets of fifteen for \$5.

**ISA Travel alarms** The ISA logo is printed in blue and superimposed on a white background on this compact black travel alarm. A space shuttle cleverly encircles the face of this clock

as a second hand. The clock runs on one AA (no airline reference intended!) battery (included), measures approximately 2 1/4" square, and is available for \$12.

**ISA T-shirts** The ISA logo is printed in gray ink on a white background on this T-shirt, available in small, medium, and large for \$15.

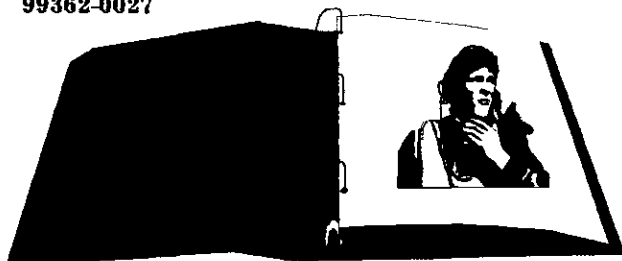
**ISA Decals** This round decal highlights the ISA logo in blue ink with gray lettering, imprinted on glossy white paper. A great flight bag and luggage sticker, it sells for \$1.

**ISA Business cards** The left half of this business card displays the ISA logo in blue and gray ink on a light gray background with a line for the member's name. The right side of the card incorporates the ISA address in gray ink on a light blue background, and includes the statement: "ISA + 21 is more than women airline pilots... please contact us for information on membership or an airline career." The cards are sold in sets of ten for fifty cents.

Patronizing the ISA store is an excellent way to support your organization. We welcome any ideas and suggestions to more accurately serve your require-

### 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 continued to multiply 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 any ISA functions with your camera. Pictures for the scrapbook can be mailed to **Norah O'Neill at: P.O. Box 1504, Walla Walla, WA 99362-0027**

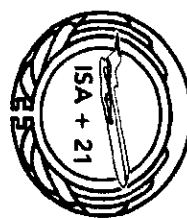


### ISA VIDEO LIBRARY

**Are you up-grading or transitioning soon to another aircraft?**  
**Would you like to get a jump on all that studying?**

**The ISA Library** - donated by ISA members- has just what you need. It has a large selection of videos for nearly every aircraft we fly. The ISA Library is being maintained by **Denise Van Grunsven** for your benefit. If you would like to borrow these videos, contact **Denise Van Grunsven at: 715-426-5202, CServe 70264, 2006** or write to her at **W12347 848th Avenue, River Falls, WI 54022.**





## International Society of Women Airline Pilots

### ...IS PEOPLE AND ACTIVITIES.

ISA + 21 is an association of women airline pilots worldwide who have joined together to exchange ideas and information regarding their profession. The International Society of Women Airline Pilots links a wide range of aviation backgrounds and experiences. ISA members are encouraged to assist aspiring women pilots entering the airline industry through the ISA Information Bank network and service projects.

### ...IS HISTORY.

In 1978, twenty-one women pilots from ten U.S. airlines met in Las Vegas to share their common professional interests. The women chose to form a social rather than political organization, feeling that their respective pilot unions provided adequate representation of their needs. Today, ISA + 21 numbers over 100 members worldwide from over 21 countries and 60 airlines.

### ...IS A PLACE TO MEET FRIENDS.

Each May, ISA members and their guests meet for three days of relaxation, recreation and professional exchange. Previous convention sites have included Vancouver, Atlanta, San Francisco, Helsinki, Washington DC, Maui, Rome, Memphis, San Diego, Seattle, Sydney, Toronto, Jamaica, Cancun, Denver, Miami, and Las Vegas (the highlight of the gathering is the 'Captains' Club presentations, giving special recognition to ISA members who have completed their left seat check-out during the previous year).

### ...IS EDUCATION.

ISA's Speakers and Information Bank is a network of women helping other women overcome the unique obstacles encountered in pursuing an airline pilot career. The Speakers and Information Bank also involves our members in speaking at their local schools and colleges, civic clubs and other community gatherings. A short program can be arranged with prior notice to ISA. A beautiful 15 minute video portraying the history of women

airline pilots is also available through ISA for showing or purchase. ISA maintains a library of aircraft system review tapes available for study. All of the materials in the ISA library have been donated and are for members to use free of charge.

### ...IS SCHOLARSHIP.

ISA has established a fund for a pilot who has already demonstrated her decision to join ISA members in this airline career. These monies are to be used for advanced pilot ratings only. However, funds allowing the Florence DeBernard Merit Award and the Holly Mullins Memorial Scholarship will and those pilots not quite ready to attain their ATP, Flight Engineer rating or their international equivalents. Tax deductible contributions to the ISA scholarship program may be made to: The ISA Avatrix Scholarship Trust, P.O. Box 66268, Chicago, IL 60666-0268.

### ...IS ENTERTAINMENT.

Husbands of Airline Pilots, (HMAP) ISA's male auxiliary, lends their assistance with various ISA projects and functions. We welcome their support and applaud their unflagging efforts to provide aid and comfort to ISA's membership.

### ...IS FOR YOU.

ISA welcomes all women pilots who are employed as flight crew members (Captain First Officer or Second Officer) or hold seniority numbers with an air carrier (FAR Part 121 or international equivalent) which operates at least one aircraft with a gross weight of 90,000 pounds or more. Applicants need not be flying that large of aircraft herself to qualify for membership. If you meet the above requirements, we cordially invite you to join us.

**ISA Membership  
Application  
on reverse side**

## ISA + 21 SHOP ORDER FORM



Name \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

### PLEASE SEND ME THE FOLLOWING ISA LOGO ITEMS:

	PRICE	QUANTITY	COLOR/SIZE	POSTAGE	TOTAL
<b>Vancouver '94 T-Shirts:</b>					
Women's Short Sleeve (lt blue, black, teal, pink M-L-XL)	\$ 6.00	_____	_____	\$2.00	_____
Women's Long Sleeve (oatmeal beige M-L-XL)	\$ 8.00	_____	_____	\$2.00	_____
HALP Long Sleeve mock turtle neck (oatmeal L-XL)	\$ 8.00	_____	_____	\$2.00	_____
ISA Lapel Pins (gold & black, 3/4" round) <b>NEW!!!</b>	\$ 4.00	_____	_____	\$ .75	_____
ISA Notecards and envelopes (silver on white)	\$ 5.00/15	_____	_____	\$2.00	_____
ISA Travel Alarm Clocks	\$12.00	_____	_____	\$1.50	_____
ISA T-Shirts (white with gray lettering ISA Logo (S-M-L)	\$15.00	_____	_____	\$2.00	_____
ISA decals (blue & grey on glossy white -2.5" round)	\$ 1.00 ea	_____	_____	\$0	_____
ISA business cards (light blue & grey on grey, generic)	\$ .50/10	_____	_____	\$0	_____

**Send to: Kathleen Malone, 130 SW 91st Avenue, #304, Plantation, FL 33324, USA.**

# ISA Membership Application

Last Name \_\_\_\_\_ First Name \_\_\_\_\_  
 Maiden \_\_\_\_\_ Birthdate \_\_\_\_\_ Spouse \_\_\_\_\_  
 Children (names/ages) \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Country \_\_\_\_\_  
 Telephone \_\_\_\_\_ Compuserve \_\_\_\_\_  
 Airline \_\_\_\_\_ Domicile \_\_\_\_\_ Equipment \_\_\_\_\_  
 Position \_\_\_\_\_ Date Hire \_\_\_\_\_  
 First Airline Employed With \_\_\_\_\_  
 Date Hire There \_\_\_\_\_ Date Terminated There \_\_\_\_\_  
 If Captain on any equipment requiring a type rating, date of first flight release \_\_\_\_\_  
*(ISA's Captain's Club requires the submission of the additional Captain's Club form elsewhere in this newsletter)*

Certificates and Ratings Held: \_\_\_\_\_  
 Flying Background: (Please briefly outline your aviation background/experience) \_\_\_\_\_

Please make check or money order payable in United States funds to ISA  
**Dues are \$40 per calendar year for active members and \$10 for inactive members.**

Date: \_\_\_\_\_ New Member \_\_\_\_\_ Renewal \_\_\_\_\_

**ISA - The International Society of Women Airline Pilots**  
 welcomes all women pilots who are employed as flight crew-members (Captain, First Officer or Second Officer) or hold seniority numbers with an air carrier ( FAR Part 121 or International equivalent) which operates at least one aircraft with a gross weight of 90,000 pounds or more. Applicant need not be flying that large of aircraft herself to qualify for membership.

**Mail to: Cindy Shonk, ISA Membership, HC 4, Box 180 E-1,  
 Canyon Lake, TX 78133**

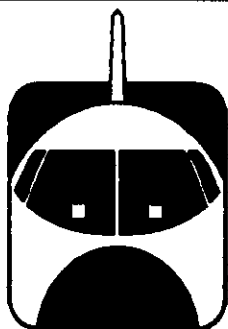
## MOVING?...Any special news to tell us about? New babies?... New Husband?...Upgrade?...New Airplane Type...New Airline?

(Especially if you are planning to move, so we know where to send your next newsletter!)

Name \_\_\_\_\_ Phone \_\_\_\_\_ CServe \_\_\_\_\_  
 (include both family and married names)  
 Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
 Airline \_\_\_\_\_ Position \_\_\_\_\_ Equipment \_\_\_\_\_  
 New News \_\_\_\_\_

(continue on separate sheet of paper as required)

Mail this form to: **Carolyn Pasqualino, 1111 Edgewood Circle, Rockford, IL 61108, 815-229-7759**



## CALLING ALL CAPTAINS! FOR INCLUSION IN THE ISA+21 CAPTAIN'S CLUB

Name \_\_\_\_\_ Airline \_\_\_\_\_  
 Date First Signed Release \_\_\_\_\_ Aircraft Type \_\_\_\_\_  
 (After IOE, Safety Time, OK to solo or whatever your company may call it)

Send to: Lisa Kuehl, 1787 Vermont Drive, Elk Grove Village, IL 60007

# ISA COMMITTEE CHAIRS

<b>Executive Committee Chair</b>	407-750-8854
Betsy Landon	CServe 76637,2776
<b>Aeromedical</b>	301-365-5670
Carole D. Litten	CServe 70774,1354
<b>Constitution</b>	212-535-9865
Nancy Novaes	CServe 76147,514
<b>Convention</b>	Phone/Fax
Pam Mitchell	904-646-9995
<b>Family</b>	815-229-7759
Carolyn Pasqualino	CServe 76250,372
<b>Finance</b>	404-251-2932
Binka Bone	CServe 70273,2773
<b>Historian</b>	407-750-8854
Betsy Landon	CServe 76637,2776
<b>ISA Graphics</b>	708-924-8658
Lisa Kuehl	
<b>ISA Mail Collection</b>	708-924-8658
Lisa Kuehl	
<b>ISA Video</b>	901-755-4771
Florence Sanders-Higdon	
<b>Librarian</b>	715-426-5202
Denise Van Grunsven	CServe 70264,2006
<b>Newsletter</b>	415-697-5430 Fax:415-697-0930
Kathleen Wentworth	CServe 76627,2775
<b>Master Senility</b>	704-892-4743
Loi Griffith	CServe 70773,1706
<b>Membership</b>	303-468-0626
Cindy Shonk	CServe 71063,213
<b>Museum/Exhibits</b>	704-892-4743
Loi Griffith	CServe 70773,1706
<b>Scholarship</b>	804-493-0518
Morgan A. Greschel-Reeb	
<b>Scrapbook</b>	509-529-7451
Norah O'Neill	
<b>Secretary</b>	305-473-8793
Kathleen Malone	CServe 76140,3516
<b>Speakers Bank</b>	407-750-8854
Betsy Landon	CServe 76637,2776

# ISA ROSTER UPDATE OCTOBER 1994

## New Members

Jill Davenport  
8290 Marposa Dr.  
Morrison, CO 80465  
(303)697-5288  
Continental

Ann Kieffer  
2727 N. 115th Ct.#308  
Omaha, NE 68164  
(402) 491-0603  
Midwest Express

Marty Leeds  
9321 Braymore Cir.  
Fairfax Station, VA 22039  
(703) 690-3408  
United

Nancy Beth Misner  
3 Robin Run Dr.  
The Woodlands, TX 77381  
(713) 363-0194  
Continental

Susan Oktay  
12421 SW 1st St.  
Coral Springs, FL 33071

Vanderine Rockett  
PO Box 420 Savannah  
Grand Cayman,  
Cayman Islands  
(809) 947-6532  
Cayman Airways

Angela Wilkerson  
1811 Foxwood Dr.  
Tracy, CA 95376  
(209) 833-6259  
United

## Returning Members

Sharon Memear  
RD 1, Box 7620  
Grantville, PA 17028  
(717) 865-7462  
US Air

## Membership Data Changes

Carole Danis Litten  
9209 Town Gate Lane  
Bethesda, MD 20817-4116  
301-365-5670

Vicki Karnes  
1425 Oakridge Circle  
Decatur, GA 30033  
404-982-0661



# ISA News You Can Use...

## **ISA Scholarship Donations** can be sent to:

Binka Bone, ISA Finance Chair  
64 College Street, Newnan, GA 30263  
Taxpayer ID #996062459 IRS Code 501(c)(3)

## **International Fund Donations** can be sent to:

Binka Bone, ISA Finance Chair  
64 College Street, Newnan, GA 30263

## **Membership Application \* - mail to:**

Cindy Shonk  
HC 4, Box 180 E-1, Canyon Lake, TX 78133  
210-964-3295, 303-468-0626  
Compuserve 71063.213

## **Change of Address? Other News? \***

Carolyn Pasqualino  
1111 Edgewood Circle, Rockford, IL 61108  
815-229-7759, Compuserve 76250.372

## **Captain's Club \***

Lisa Kuehl  
1787 Vermont Drive, Elk Grove Village, IL 60007-2754

## **ISA Scrapbook**

Norah O'Neill  
P.O. Box 1504, Walla Walla, WA 99362-0027

## **ISA Shop \***

Kathleen Malone  
130 SW 91st Avenue #304, Plantation, FL 33324

## **ISA Library**

Denise Van Grunsven  
W 12347 848th Avenue, River Falls WI 54022  
715-426-5202, Cserve70264.2006

## **Speaker's Bank Materials**

Betsy Landon  
241 Del Rio Blvd., Boca Raton, FL 33432,  
407 750-8854, Compuserve 76637.2776

## **Loss of License Committee**

Susie Arthurs, 816 747-2516, 314 Hillcrest Drive, Warrensburg, MO. 64093  
Carole Danis-Lifton, 301-365-5670, 9209 Town Gate Lane, Bethesda, MD 20817  
Sherry Harriman, 303 777-6882, 1055 S. Columbine, Denver, CO. 80209  
Ginger Mitchell, 415-571-0756, 2129 Vista Del Mar, San Mateo, CA 94404

(\* See inside ISA News for special forms)

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**ISA SCHOLARSHIP WINNERS ANNOUNCED. PAGE 7**

**ISA EC MEETING NOVEMBER 9-10 IN FLORIDA. PAGE 14**

**ISA EXECUTIVE COUNCIL NOMINATIONS CLOSE DECEMBER 1. PAGE 13**

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**ISA+21**

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CHICAGO, IL 60666-0268

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