



THE
INTERNATIONAL
SOCIETY OF
WOMEN AIRLINE
PILOTS

A Non Profit Corporation

www.iswap.org



OH, WHAT A NIGHT!

Over one hundred of us met in Washington, D.C. for the play, “Come From Away.” Some were too shy to come up on stage afterwards, and some were friends and relatives, but we all had a great time. We met for dinner and drinks at a nearby restaurant and walked to the play from there. Afterwards we met with the cast around the corner from Ford’s Theatre for drinks and snacks. Beverley has followed the play to Gander and Toronto, of course. In November a group of Air Canada and ISA pilots went to see it in Toronto, and we are planning an ISA+21 group get together next spring when it moves to Broadway!



<https://www.thestar.com/entertainment/stage/2016/11/28/come-from-away-ticket-sales-set-record.html>

<http://www.msn.com/en-ca/video/other/an-inspiring-story-amidst-the-tragedy-of-9-11-%e2%80%98come-from-away-%e2%80%99/vi-AAkEKoF?ocid=sf>

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CHAIRWOMAN: Liz Jennings Clark

By the time you read this newsletter the holiday season will be in full swing and we will be in the middle of the dark winter months. Linda Wright is busy finalizing the details for our May conference at the historical York Fairmont hotel in Toronto with a short side trip to Niagara Falls. Karol Welling has offered to take over when Linda completes her term in May.

We planned to have the 2018 conference at the end of April, as voted on last year. 2018 is also our 40th anniversary and many members are hoping to return to the location of the first gathering in Las Vegas. Unfortunately we clash with a huge convention and hotels are already full (and very expensive). We are planning to keep the conference on the May dates for 2018 if that helps with price and availability, or moving to a different location for the April dates. We will keep you posted on developments.

The April dates also present some issues with our current timing of elections for board members and we will discuss this issue at the January board meeting and discuss it at conference in Toronto. We hope the later week in April will work better with current bidding systems and reduce the amount of last minute changes the Events Director has to deal with, as well as allowing more to attend.

Board elections will be open by the time you read this. Kathy McCullough sent out an email blast in late November to alert you to the opening of nominations on December 1st. We need at least two new volunteers—please consider doing your “one thing” for ISA. Join this talented, hardworking, and fun group of women and do your bit to make ISA future-proof. Our next board meeting will be held in Vancouver on the January 24th. All members are always welcome, but especially if you are curious about a board position, please do get in touch.

Kathy McCullough has been working incredibly hard keeping the website up to date and steering communications in general. Unfortunately logs show that only a fraction of you regularly visit. Please go to www.iswap.org and click through the various sections—there are many news items, personal stories from our members that will be included in our 40th Anniversary book, and other interesting articles. Kimberly Osborn has set up an ISA Twitter account and will be working toward increasing our presence on social media.

As you may have seen on Facebook, we had a very successful board meeting in September in Washington, D.C. and also took the opportunity to attend “Come from Away” with one hundred members, friends, and family. It was an amazing show—many members have now seen it multiple times and are planning to go again during the current Toronto run or when it moves to Broadway in March.

The board meeting minutes link can be found on page four of this newsletter—eight of the nine members managed to attend in person! We owe a special thanks to Sandy Anderson who is spearheading the ISA contribution to the TWU Archive project. She arranged for us to use the wonderful Florida House conference room and was a helpful and gracious hostess. It was a special location—one of the most unusual I’ve experienced during all my years on the board.

That’s it from me for now. I hope to welcome a few of you as potential Board members in the near future—it would be great to have several volunteers for each open seat! Of course I hope to see many of you in Toronto in May. The conference should be easy to get to for the majority of members. All the best for the Holiday Season and the New Year. *Liz*



MEMBERSHIP: Glenys (Gar) Robison

In the final quarter of the year we welcomed 10 new members and, barring a Christmas rush, it looks like we will close the year with 412 active members representing 62 airlines from 16 countries.

We are growing, but at a slow rate—for every five new members approximately four current members fail to renew. After the May conference, Deb McEndree volunteered to help me tackle some of our retention problems. Deb called all 40 members who lapsed this year, and I called and emailed as well over the summer, with only limited success. Thanks for volunteering Deb. We will try to come up with a new renewal or retention program next year.

Because of my work as Membership Chair I am often the first ISA contact for new members. I enjoy hearing about what brings you to our organization and what you hope to give or receive as members of an international organization of women airline pilots. When I first joined ISA in 1981, I remember feeling exhilarated just at the thought of meeting women who I thought would be “just like me,” a “me” that was determined, capable, but sometimes struggling to fit into my chosen male dominated profession. After many international conferences, layover meet-ups, and events I have come to the conclusion that we are all remarkably unique—there is no “female pilot” type. We have such a broad range of interests and backgrounds, and my ISA friends and colleagues helped me to figure out that being a unique woman in a predominantly man’s world should be celebrated, not feared.

A second gift of ISA membership has been the enormous wealth of experience that I have been able to tap into since joining. I remember being a new fleet manager at my airline and needing help after a serious aircraft accident. My ISA sisters were my greatest strength with everything from personal to technical help. From new members I sometimes hear stories of personal or professional crisis that can be devastating if faced alone. Please know that if you would like to talk to someone who has been through a challenge similar to one you are facing I’d be happy to put you in touch with a supportive member.

After so many years of enjoying the perks of membership I’m happy to give back a little by volunteering time for board and membership duties. If you too are at the stage where you can give some time to develop and grow our organization—please volunteer. We are always looking for new ideas and fresh enthusiasm.

As the year draws to a close, I’d like to extend my best wishes to you and yours for a safe, happy holiday season. *Gar*

Gar Robison and Sherry Hallson with the cast member who plays Beverley, Jenn Colella (right).



40th Anniversary Book Submissions Needed!

Please contribute a flying story to our 40th Anniversary ISA+21 book by the end of 2016. We have some great stories, and would like to thank all seventeen of you who have submitted. That's right, only *seventeen* members have contributed. In order for this book to raise money for the scholarship program, it will have to be stellar... packed with stories from many backgrounds and experiences. None of our non-US members have contributed, and I would like to invite you to write. Fresh out of ideas? Go to our website and take a look at the ones already submitted, as well as ideas and submission suggestions. PLEASE! WE NEED YOUR HELP!

[https://isa.clubexpress.com/content.aspx?
page_id=22&club_id=658242&module_id=234604](https://isa.clubexpress.com/content.aspx?page_id=22&club_id=658242&module_id=234604)



SECRETARY: Eva Brock

[ISA+21 Election Notice](#)

Director nominations will be underway **after December 1st**. Please log in to www.iswap.org to nominate Directors. We need ideas and energy to take our club, with its educational and charitable mission, to new levels during this boom in hiring women pilots. Ask any former board member: it is fun and it is rewarding.

Two of five incumbents whose terms are up in May have elected to not continue. The officers and committee chairs will be decided once the board is elected (voting starts in the spring) and meets in May, but let us know your interests when you nominate yourself!

[ISA+21 Minutes DCA](#)

Our play date in Washington, D.C., included our fall board meeting. Please click on the link below to read the minutes online. Our next meeting is January 24th in Vancouver, Canada. As always, members are welcome to attend. Details will be posted on the website and on our members only Facebook page.

[https://isa.clubexpress.com/content.aspx?
page_id=22&club_id=658242&module_id=99182](https://isa.clubexpress.com/content.aspx?page_id=22&club_id=658242&module_id=99182)

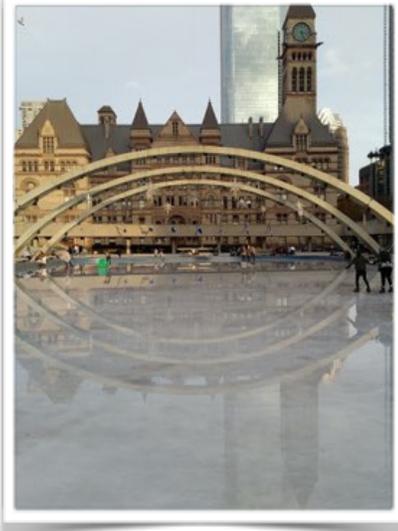
Top photo: All the books written about Lincoln in the exhibit across the street from the Ford's Theatre.

Right: Our meeting room in the Florida House, Washington, D.C.



EVENTS DIRECTOR: Linda Wright

TORONTO CONFERENCE



The holidays are already here, winter and snow for some and the next thing you know it will be time for our 2017 ISA conference in Toronto, Canada. Mark you calendar: **May 9-11, 2017.**

I thought I'd give you all a small taste of the conference plans so far. We will of course be staying at the beautiful, historical **Fairmont Royal York in downtown Toronto**. It's so easy to get there—the airport train arrives at Union station directly across from the hotel. There is even a small international airport, Billy Bishop, within walking distance.

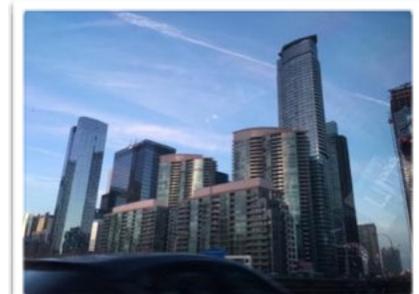
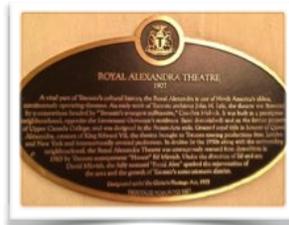
As usual our Tuesday night reception will include a cash bar and enough food so that we can all stay together and socialize. Think of it as a buffet dinner and not a cocktail party. I will offer Tuesday night only registration this year for guests but please remember that food at a hotel is expensive and will be reflected in the price.

On Wednesday night those of you who choose to attend the optional dinner will be in for a fun night. We'll walk to Wayne Gretzky's sports bar for dinner and then move next door to the Second City Comedy Club. I'm suggesting that everyone should wear a hockey jersey (or more correctly "sweater") to dinner that night. If you don't have one you can either borrow one (I have two extras), buy one in

Toronto (they have very inexpensive Canadian ones for sale), wear any other sports jersey, or pick one up in Shanghai (really cheap!). There might even be a one or two available at the silent auction.

The Thursday tour will be a city tour and lunch, and on Friday we have an optional 2 day, one night trip to Niagara Falls.

Please spread the word and invite members (and possible new members) to attend. I hope to see a large showing for the conference. Thank you!



https://isa.clubexpress.com/content.aspx?page_id=22&club_id=658242&module_id=190346

Member News: ISA Pins



Three hundred new ISA pins have been ordered. Unfortunately, they take up to eight weeks to be manufactured, with the Chinese New Year coming up. The pins cost \$2.10 each, but the cost is well worth the quality. We will have them at the Women in Aviation conference to present to new members, and we will also bring them to Toronto.

New Members

July-September 2016

Andrea Amberge Lufthansa German Airline

Davida Forshaw Quantas Airways Ltd.

MaLinda Hammond Virgin America

Stephanie Jerman SkyWest Airlines

Morgan Maxwell Compass Airlines

Micheline Metcalfe Air Canada

Tami Moore Mesa Airlines

Marisa Palacio American Airlines

Jennifer Reineck United Airlines

Issa'a (Izzie) Sheikh Mesa Airlines

We welcome all of our new members! If you don't see your name on the list, please contact Membership or Communications and let us know!

Scholarship Fund, Past, Present, and Future

In 1986 the Education and Outreach committee, headed by Sharon Finch, sent out a membership questionnaire to test the idea of creating an ISA Scholarship Fund to provide financial support for career-seeking women pilots. The response was overwhelmingly positive and before a committee was formed and before procedures or application forms were even completed, donations began to pour in.

A Scholarship Application template was presented for discussion at the 1987 convention and the Treasurer reported that \$750.40 had been deposited in a savings account. During the Education and Outreach workshop, in years past, conferences included workshops. I remember many interesting discussions ranging from nannies to conflict resolution, maternity, and uniform problems. Members brainstormed the structure and procedures to adopt and decided to ballot the members on a proposal to reserve 10% of annual dues for the scholarship fund. In June, 1988, ISA awarded \$1500 to the first two International Career Scholarship recipients. It's remarkable to think that so much was accomplished in such a short time.

After a focused multi-year effort on fund-raising, our Scholarship Fund is now conceivably large enough that it could operate in perpetuity. The Scholarship Core Fund of \$250,000 (in 2002 dollars) is to remain intact and the excess fund earnings each year after expenses and inflation-adjusted returns can be distributed. In addition, we distribute all new donations per a scholarship allocation formula for current year recipients as follows:

- 100% of raffle money
- 100% of silent auction money
- 50% of corporate donations, and
- 50% of membership personal donations

Review of Scholarship Fund Performance

Over the years many members worked hard to create the Core Fund that would support Scholarship awards forever. Financial advisors helped the Board set the Core Fund objective of \$250,000, projecting returns of 6% after costs and inflation to yield \$15,000 per year for awards. As we know, the financial markets have been challenging with two significant market declines, in 2000-2002, and again in 2007-2008, and the expected returns have been volatile, rarely hitting the target 6% plus inflation and costs. We have moved funds three times to different financial management companies since 2000, seeking to achieve our advisor's benchmark. We currently pay a fund manager 1.20% per year plus mutual fund expense ratios averaging approximately 1% per year. In the last five years we have paid out approximately \$43,000 in fees and expenses.

Scholarship, continued

In September the Board of Directors conducted a review of our portfolio returns and expenses and back-tested performance against a simple, low-cost structure available through one of the worlds' largest and best-known investment companies—Vanguard Securities. With a near-identical structure of 70/30 growth to income, our returns over the last five years would have been over \$130,000 higher than was achieved with our current advisor's portfolio.

Constitution and Bylaw Requirements

There is no mention of the Scholarship Fund in our Bylaws, however, guidance is provided in our Operations Manual, which obliges the Treasurer to *“Oversee scholarship money, in coordination with Scholarship Chair.”* Under Scholarship, duties are: *“Assists in managing scholarship contributions, investments, and finances, as requested,”* and *“Keep a list of all awards and their respective financial value and copy to Treasurer.”*

Proposed Changes to Scholarship Fund Structure and Oversight

There will always be risk in the equity and bond markets. Markets go up and down, as inflation creeps ever higher. If we choose zero risk and deposit the Core Fund in our Bank of America savings account it will inevitably decline to a nominal zero because of bank charges and inflation. It's important to understand that we are not “saving” this money for our futures as we would a retirement account. It has to grow if we are to make any impact at all on future generations of women pilots. And finally, no financial advisor can shield us from a world-wide crisis, market crash, or Black Swan event. We simply have to put rules and procedures in place to manage both good and bad markets, spending more when we have it and less when market returns are poor.

It is also important to understand that costs matter. Market returns have been erratic, but the fees and expenses of our portfolio have been remarkably consistent, 1.2% every year plus costs: \$43,000 spent in five years to manage our portfolio. We work hard for our money and so many ISA members have donated countless hours and thousands of dollars to create a fund that can change a young woman's life.

The board accepted a recommendation in September to improve fund oversight and reporting, to rewrite investment objectives, and to move fund management to a low-cost provider such as Vanguard.

We encourage members to provide feedback to the chairwoman as we work to complete this project by early in the new year.

Glenys Robison
ISA Board Member

More information on our scholarships:
[https://isa.clubexpress.com/content.aspx?
page_id=22&club_id=658242&module_id=69813](https://isa.clubexpress.com/content.aspx?page_id=22&club_id=658242&module_id=69813)

Member News



The 99s use Beverley Bass' flight into Gander in their leadership program. Stephanie Sun presented Beverley with a framed version while meeting for dinner in Washington, D.C., (above). We filled the center section of Ford's Theater in D.C. (right). "Come From Away" then went to Gander, Newfoundland, Canada, where they gave two free presentations in the Gander Hockey Rink (bottom left) before returning to Toronto.

<http://comefromaway.com/>



Come From Away ticket sales set record

Mirvish Productions sells more than \$1.7 million worth of tickets in a week.

Mirvish Productions set a record with ticket sales for the musical Come From Away Nov. 25 to 27. (MATTHEW MURPHY)

Member News Around the World

I began my flying training in the same year that the first woman was employed as an airline pilot in Australia; it was 1979. The United States already had over 100 women flying as airline pilots then. Now, close to 40 years later, Australia is still lagging behind the USA in this metric, with female airline pilots making up less than 5% of our national pilot group. However, the buds of change have been recently sprouting downunder, with a measurable improvement in representation of gender diversity within our industry.

As a result of my active mentoring of women in STEM fields I was honoured to be asked to speak at the recent Women in Aviation/Aerospace Summit, held in Melbourne, Australia.

This annual conference is run by Aviation/Aerospace Australia (an industry non-profit) whose objective is to promote and foster Australia's aviation and aerospace sectors. This year's theme, 'Making Diversity Visible', was developed to encourage women *and men* to see themselves as advocates of equality and gender diversity.

The diverse range of speakers included women from other male-dominated industries such as technology, finance, and even the sacred game of Australian Rules football! The notion of “you cannot be what you cannot see” evolved as a common thread amongst the speakers across the range of fields.

We all realise the many and varied challenges we face in the struggle for true gender diversity in STEM fields, however this day demonstrated above all, that we have the skills, courage, and determination to achieve the goal. It was a truly inspiring event.

Written by Davida Forshaw, Qantas Airways, Australia



Davida Forshaw
(Qantas Airways)
speaking at the Women
in Aviation/Aerospace
Australia Summit
October 19, 2016 in
Melbourne, Australia.

Member News Around the World



New member Camilla Filattiera of Sarzana, Italy would like to see the numbers of non-US ISA members increase dramatically. She flies for Norwegian Air Shuttle as a first officer. Camilla had her friend, a graphic arts designer, made this poster to put in European crew rooms. Thanks, Camilla! We welcome you to ISA+21 and are glad to have your energy and enthusiasm!



INTERNATIONAL SOCIETY OF
WOMEN
AIRLINE PILOTS

ISA is a charitable Non Profit Corporation founded in 1978 by 21 passionate women. We are now over 400 strong. Help us to:

INSPIRE future generations of women through educational outreach, and support and camaraderie for women already flying.

PROVIDE aviation scholarship opportunities for career seeking women. Already awarded over \$1 million to date!

CREATE greater visibility, acceptance, and understanding of women airline pilots for the general public around the world.

— ● —
JOIN US NOW!

www.iswap.org

visit our website or request info at:
camillafilattiera@outlook.com



Member News Around the World



<http://www.elevateaviation.ca/>

ISA Scholarship winner, Carrie Regamey, is also a member of Elevate, a Canadian organization of women in the aviation field. She is pictured below at this year’s Elevate Launch event. Next year, save the date: October 1, 2017, at the Renaissance Edmonton Airport Hotel.

ISA member Rosella Bjornson is pictured bottom right.



<http://www.cbc.ca/news/canada/edmonton/first-woman-to-pilot-a-commercial-canadian-airliner-honoured-in-edmonton-1.3838718>

Elevate Aviation was started because they have a passion to help women become strong, independent, and self reliant.

Their Mission:

Women are vastly under-represented in the aviation and aerospace sectors and Elevate Aviation was created to increase gender equality. We want to amplify women’s voices that are already in this field, use gender responsive advertising to attract women to aviation, and provide a platform for women to thrive and succeed.

Women make up only 6% of private pilots in Canada and fewer than 5% of all airline transport pilot license holders. Female mechanics make up under 2% of mechanics worldwide and women hold only 16% of jobs as air traffic controllers in Canada.

We hope that by showing what a terrific career aviation really is, we can encourage more women to enter this male dominated industry, break down barriers, and change the statistics.



Member News Around the World

Inga Chalmers, one of our scholarship winners, submitted this letter for your enjoyment. She received it sixteen years ago, and decided to move to the United States to pursue her dream of being an airline pilot. She also has the original version in Russian. Inga flies for SkyWest and joined their Critical Incident Response Team and the Professional Standards Team after upgrading to captain on the CL65.

FEDERAL AGENCY OF AVIATION TRANSPORT OF RUSSIA

125836 GSP, Moscow, 167
Leningradski Prospect, 37
17 February 2000

Your appeal to President of Russian Federation has been considered by the Federal Agency of Aviation Transport of Russia.

Activities of pilots of civilian air carriers are categorized as those associated with difficult and hard working conditions. According to articles 160-161 of Code of Work Law of Russian Federation, it is forbidden to use female work force in the jobs stated in such categories.

In the process of flight, pilots are influenced by a number of adverse factors (more than 10 such factors). The most adverse factors for a female body are vibration, noise and hypoxia, which adversely influence the birthing function and are conducive of defects of reproductive system. Scientific research conducted in 1980-1987 by aviation specialists of the State Research Institute of Civil Aviation, with participation of medical research institutes, states that female pilots specifically with more than 10 years of work experience are subject to lower immunity of their body to sicknesses. Such illnesses as myoma of uterus, secondary infertility, fertility cycle abnormalities progressively increase in females with an increase of years of service as pilots.

We find it impossible to lawfully implement such benefits to female pilots as reduced flight duty times, reduced night time flying and increase of aircraft crewmembers.

Considering the above, as well as the absence of requests from air carriers for training of female pilots, currently only men are accepted in flight training programs.

There are certain air carriers which do have few female pilots, however those events are singular and those are pilots of sport aviation who went through ROSTO training (Russian Defense Sport-Technical Organization).

Currently there are flight schools which conduct private pilot training in aircraft, Light sport aircraft and helicopters, which we recommend addressing to those women who are in love with the sky.

Head of Flight Service Department (signature) U.P.Tarshin



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ISA+21 is a charitable, non-profit organization of career women airline pilots whose purpose is to: celebrate camaraderie; support informational exchange and social interaction among its members in a healthy environment; provide aviation scholarship opportunities for career-seeking women; and inspire future generations of women aviators via educational outreach.

A "Qualifying Pilot" is a woman who serves as a Flight Crew member and holds a seniority number at a FAR Part 121 or 129 Air Carrier or ICAO equivalent and possesses an Airline Transport Pilot Certificate or ICAO equivalent. A "Qualifying Aircraft" is any aircraft that weighs over 40,000 pounds or 18,000 kilos flown on the certificate of a FAR Part 121 or 129 Air Carrier. Non-U.S. applications shall reflect corresponding qualifications.

FACEBOOK
We have a closed ISA +21/ISWAP Active Members page with 159 members so far. Ask Maria to let you on: lilcad@gmail.com or go to: <https://www.facebook.com/groups/162425113930822/>



Please, please, please go onto the ISA+21 website and update your information, especially with a picture of yourself. It makes it so much easier for us!

More photos of higher quality are on the website. Don't waste your color ink printing these!

