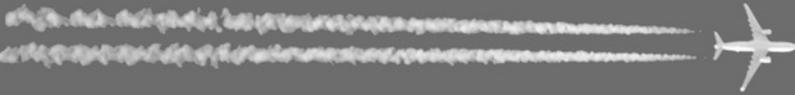




THE  
INTERNATIONAL  
SOCIETY OF  
WOMEN AIRLINE  
PILOTS

A Non Profit Corporation

www.iswap.org



# TORONTO CONFERENCE



Tara Cook thanks Liz Jennings Clark for her time on the board as chairwoman, right.



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No one leaves the reception and silent auction hungry. This is one of the three tables of delicious food, right.



# Liz Jennings Clark, Outgoing Chairwoman

Hello everyone, I can't believe it was in 1996 that I first volunteered for the ISA+21 Board of Directors!

Hosting the 1997 Amsterdam convention (as it was called then) was an amazing experience! We ended up with 225 members and guests attending, saw a lot of Amsterdam and surrounds, and did a side trip to Paris. Sponsorship money came in and we had enough left over for several events! In many ways it is still fresh in my memory, even after having done seven more as well as four other years of various board duties.

Now the time has come to enjoy other things. I stepped down at the Toronto conference a few weeks ago, but the board unanimously elected Glenys (Gar) Robison to take the helm. We have a great new board with some very able and enthusiastic members doing their "one thing" (or more!) for ISA. Welcome Christine Zonerlein and welcome back, Kara Hatzai. I wish them all the best in the future and look forward to discovering how they will update ISA and take us all forward. I know we are in capable hands.

I really enjoyed our stay in Toronto...great sightseeing and a wonderful side trip to Niagara. I hope to see many more of you for the 40<sup>th</sup> anniversary conference in Vegas. If any of you have ideas about where we can go for 2019, please prepare a proposal for the board at their fall meeting in New York. It really helps to have member involvement, and the requirements have been posted on the website under "Conferences." Captain Lisa Norman has proposed Australia for Qantas' 99th anniversary in 2019.

In the meanwhile I am also looking forward to having a bit more free time to enjoy as I move towards my last five years before I retire. There have been some ups and downs over the years but I can honestly say I mainly had a blast! I worked with great people and made many forever friends.

Blue skies and safe landings to you all, *Liz*



We had a "thank you" dinner for Liz and Eva at Terroni's, a great Italian restaurant within walking distance of our hotel. We will miss them both! A huge welcome to Christine Zoerlein (pictured above), our new secretary. Karol Welling (above in pink) is taking over Events. Kara Hatzai (flowered dress, left) will be in charge of Education and Outreach, as well as WAI. Linda Wright is staying on the board taking over the position of membership chair.



# Glenys Robison: Membership

At the general business meeting in Toronto I reported that membership grew by 9% this year (May 2016 to May 2017) to 435 members from 16 countries representing 76 current and expired airlines, plus members from Boeing and the FAA. New international airlines this year are Air Italy, IndiGo, and Norwegian



Air Shuttle. I was thrilled to welcome our first Iranian pilot, Razieh Shams from Iran Aseman Airlines. We also have our first active mother/daughter members, Nivedita Bhasin from Air India and her daughter Niharika Bhasin (left) from IndiGo Airlines, who joined us in March.



The conference attracted a record number of Canadians this year, including two who are well-known pioneers. Captain Rosella Bjornson who began flying for TransAir airlines in 1973 is the first Canadian female airline pilot and Captain Judy Clark is the first female pilot hired at Air Canada. These amazing women were recognized for their contribution to our history of women in aviation.

My goal last year was to try to improve member retention and engagement and my thanks for help from Ulrike Faye to increase our FaceBook membership, Deb McEndree who helped to contact expired/expiring members, and Brittini Latos who now writes welcome letters to our new and returning members.

I also updated the new member welcome letters to include invitations to our FaceBook and Twitter accounts and we had a big increase. Last year we had 112 FB members, this year we have 189 on our private FB page. If you haven't yet done so, please click on the FaceBook link on our homepage and request to join. We also need Twitter traffic and Koko Kostelny, Kathy McCullough, and I are trying to grow that account. Please follow/tweet us @ISA21\_Pilots and help make this a dynamic social media outreach.

Thanks to all for your confidence and support in my tenure as your membership chairwoman, it is an engaging and interesting board position and I know that Linda Wright will enjoy the work as much as I did. Linda is still wrapping up conference issues and just returned from Bulgaria on holiday, so I'll do double-duty as your new board chairwoman and membership chair until I am off on holidays to Croatia mid-June. I hope to see a lot of you in September at "Come From Away" in New York, keep an eye on our FaceBook and Twitter feed for details. Have a great summer! *Gar*



What a great international conference we had, with eleven Air Canada pilots in attendance!



# Tara Cook: IFALPA

As most of you know, in addition to serving as Vice Chairwomen of the ISA Board of Directors, I am YOUR representative to IFALPA, the International Federation of Airline Pilot Associations. My role in dealing with IFALPA on your behalf takes a variety of shapes. I, like those before me, attend the annual IFALPA Conference and act as a resource for pilot union and industry leaders from around the world to provide a contact for their female members, support for those members, and, frankly, for those leaders who may be new to female pilots in their ranks. This year's conference was a little bit different. In the weeks leading up to the May conference, some events occurred within ALPA-US which led a large group of female ALPA members to question the advocacy of ALPA toward its female membership, specifically a lack of female volunteers, within ALPA and a lack of focus on the part of the Association on issues important to female pilots. The details of the specific events are not important, but what came next certainly is. With the support of our board, I reached out to ALPA President Tim Canoll and requested a meeting with him while we were both in Montreal at the IFALPA Conference. He agreed to meet with me.

The meeting was attended by Captain Canoll, his Executive Assistant, Captain Rick Dominguez, Lori Garver, the General Manager of ALPA, and me. I won't bore you with the gory details, but suffice it to say that it was a fairly pointed discussion about ALPA's historic lack of attention to female, and really family, issues. Surprisingly, we were all in agreement on that point. We all agreed that now, albeit long overdue, is actually a good time to tackle some of these issues, as the mainline carriers are mostly out of the pit of the concessionary years and it is, therefore, time to restock the "war chest" for future battles.

I presented the theory that, since the strength of the association is its membership, it would greatly benefit the association to build on its "loyalty war chest" by addressing some of these things that are important to pilots, male and female, and affect their ability to perform their jobs professionally and safely. Captain Canoll agreed and told me that he had tasked ALPA Executive Vice President Karen Lacy with establishing a working group in conjunction with other ALPA resources like the Collective Bargaining Committee, the Education and Outreach Group, etc., to come up with a list of initiatives and a strategic plan for ALPA-represented pilot groups to push forward female and family issues such as maternity/paternity leave, making lactation more convenient, uniform pregnancy policies, and many others. Captain Canoll asked if I, on behalf of ISA, would like to be part of the group going forward. I said, "Absolutely!"

Maggie Badaracco, Jane DeLisle, Alicia Kubida, and Tara Cook at our opening reception in Toronto.



## Tara Cook, IFALPA, continued

This past Monday, I traveled to Herndon, VA, to meet with the “Family Issues Working Group.” This was basically a preliminary meeting to brainstorm and identify areas where ALPA should focus resources to improve pilots’ lives, with emphasis on female pilots and issues specific to them. It was a productive meeting with about 20 people in attendance, mostly ALPA volunteers in areas of Aeromedical, Pilot Assistance, and Education and Outreach, as well as female ALPA members who wanted to be a part of the discussion.

We discussed a myriad of issues that exist for women in this profession—everything from pregnancy to maternity leave to breastfeeding and postpartum depression. We also discussed the still small number of female pilots, reasons for those numbers, and ideas on how to improve them. Overall, this was an encouraging yet very preliminary session to map out some strategies on how to push the ball forward on these topics. I have been asked to continue on as the group gets smaller and more focused and deliberate in its approach. I think there is a recognition of the particular interest ISA+21 has in this discussion and what a valuable partner we can be moving forward. This is a step in the right direction but will require a lot of resources, mostly in time and bodies, initially.

I know ALPA only represents some of the women in our group, but I think this can and definitely should expand. In the meantime, the world’s largest pilot union is a good place to start. I will keep you posted on our progress and will certainly be looking for input, suggestions and help moving forward.

Feel free to contact me at [IFALPAREP@iswap.org](mailto:IFALPAREP@iswap.org). *Tara*



ISA+21 board,  
top, at the  
Toronto business  
meeting.  
Congratulating  
Rosella Bjornson,  
below.



# Mary Bardon: Auctioneer

Once again, on behalf of our future ISA Scholarship recipients, I would like to thank everyone who participated in the Silent Auction and Raffle in Toronto. This year, the Silent Auction raised \$3,637 and the Raffle raised \$1,405 for a total of \$5,032!

A special thank you to all of people who donated such a delightful variety of items for these events: Ellen Brinks, Judy Cameron, Terri Donner, Maggie Eickhoff, Marie Fieldhouse, Strike Fongeallaz, Jean Harper, Becky Howell, Keith Johnson, Nell Justice, Karen Kahn, Jill Kost, Alicia Kubida, Kathleen Malone, Cindy Mandel, Kathy McCullough, Debbie McEndree, Micheline Metcalf, Carolyn Pasqualino, Pam Perdue, Brenda Robinette, Glenys Robison, Kathy Sheridan, Suzanne Skeeters, Karol Welling, Linda Wright, and Christine Zoerlein,

We are also most grateful to Air Canada, Checkedandset, and the Fairmont York Hotel for their generous donations of services which were included in the Silent Auction.

My personal and most heartfelt thanks goes to those who assisted with the organization, setup, ticket sales, receipt of payments, etc., for both events: Strike Fongeallaz, Diane Helly, Becky Howell, Keith Johnson, Koko Kostelny, Brittni Latos, Tracy Leonard, Kathy Sheridan, Suzanne Skeeters, Karol Welling. Our Volunteers are the BEST! I couldn't do it without you.

Well done everyone! *Mary*



Pam Perdue, Kathy McCullough, and Mary Bardon in Mary's first selfie, right.

# Scholarship

Next year's scholarships will be back to two type ratings and two financial awards. We are also offering a financial award toward a CFI rating in David Mandot's name. For those of you who do not know, Becky Howell's partner/husband, David, passed away just before our conference this year. We missed his smiling face in Toronto, and wish he were still with us. So far \$1350 has been donated in David's name. Anyone wishing to donate scholarship money, please go to the website in the main menu under "Scholarship." <http://www.iswap.org/>



Becky Howell being hugged by Lucy Young at the conference luncheon, after David's scholarship fund was announced, above left. David Mandot, center. Becky flew with ISA member Chriselda Beltran for her retirement flight, right. Becky would like to say thank you to the brainstormers who decided to create a scholarship in David's name. She is overwhelmed and grateful.

## Becky Howell Retires 5/23/2017

The Ninety-Nines have an article on their website: **Captain Becky Howell—She LUVs to Fly!**

<https://www.ninety-nines.org/becky-howell.htm>

The Southwest Facebook page is full of congratulations: "Congrats Captain! Really wish I could have gotten back to fly with you again!" *"Sorry Becky you had to endure a trip with this guy!"* Loved flying with Becky and she will truly be missed! A wonderful person!" **"Congrats, Bek!!! So nice seeing you a couple months ago!! Enjoy your retirement!!! Well deserved!! And please take care of yourself!!!"** "Congrats Bek!!! It's not bad being on the outside looking in." **"Awww, bittersweet for sure! Bek, you'll be sorely missed on the flight deck. One of the most awesome examples of our culture!"** "All the best Becky! Fair winds and following seas." **"Congratulations Becky!!!!"**

# Katherine Wallace: Captain's Club

Katherine Wallace asked Brittni Latos if she had any mentors in ISA who could present the award. Brittni only found out about ISA and joined in March of 2016. She says she looks up to and admires SO many of the impressive ladies she has met in ISA+21, she didn't know who to ask to present her award. But she did have a unique story with one of our founders:

*"When I was 12 my mom was a gate agent for ATA, this is when I fell in love with aviation and wanted to become a pilot. In 1999 (around 13 years old) I did an AOL search for "pilot." I made a survey and emailed it too 150 pilots that I found on AOL. I asked things like what's the best place to learn towered or non-towered airports, high wing or low wing airplanes, etc...things that as a 13 year old I thought were really important.*

*One of those that responses was Captain Karen Kahn...she responded to my questions and wrote some words of encouragement. I had no idea at the time what a pioneer she was. Later on I saw that she wrote for Flying magazine and learned about her other accomplishments.*

*I meet Captain Kahn at last years conference for the first time in person. I told her this story. It was a really cool moment in my career...it's a a small piece of my flying history but special to me."*

"Captain Brittni Latos...Brittni operated her first command flight on August 25, 2016, commanding a CRJ-700 for GoJet Airlines.



Katherine Wallace, upper left.  
Brittni Latos and Karen Kahn, above.  
Brittni Latos, Patricia Spong, and Jill  
Kost, left.

# Captain's Club, continued

Captain Patricia Spong. Tricia operated her first command flight on January 23, 2017, commanding a B-767 for Air Canada.

Captain Jill Kost is our next inductee. Jill operated her first command flight in May 2014, commanding a B-737 for United Airlines.

Captain Farah Khan Peth. Farah could not be here today and she will be presented with her plaque at a later conference. She first commanded a B737 for JetAirways India on December 5, 2006, and she is currently a check pilot for them.

**The upgrade to captain is a special moment for all of us. Congratulations, ladies!**



Alicia Kubida presents Jill Kost with her award, above left. Cathy Fraser and Judy Cameron congratulate Patricia Spong, above and below left. Captain Farah Khan Peth, bottom right.





Who knew breakfast and a business meeting could be so fun?



# Linda Wright: Conference Chair

Our 2017 annual conference in Toronto is now history. I would like to say thank you to all our members and guests who made the effort to attend. I understand that life is busy for all of us, but it was wonderful to see so many familiar and new faces. There were 76 members and guests for our Tuesday night welcome buffet. Our general meeting included over 60 members from 6 different countries, of which 14 were first time attendees. There were eleven Air Canada women joining the party!

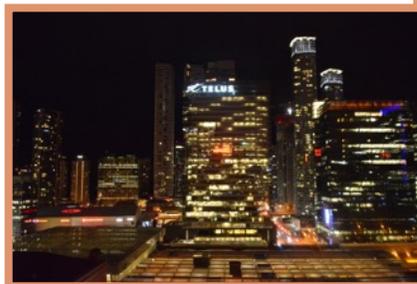
I hope that everyone enjoyed the city of Toronto and, for 31 of us, Niagara Falls. Canada is such a wonderful and friendly country, much more than just hockey and beer, although those are two of my favorite things!

There were so many volunteers that made this a successful conference. Mary Barton again ran our silent auction and raised over \$5000. Several members generously helped with both the auction and in the reception room. Thank you all for stepping up! I also want to thank everyone who donated items for the auction. Our scholarship is important and we should be proud of the money raised and the scholarships we have awarded. Thank you for your donations and of course for supplying the items.

Next year's 40th annual conference will be in Las Vegas, where it all began. We have moved the date to April 24-26, 2018. This will allow everyone to already have their April schedules in time for the registration deadline.



Kudos to Linda Wright for putting together such a great conference in Toronto! Of course it helped that she is such a hockey fan....



# Conference, continued

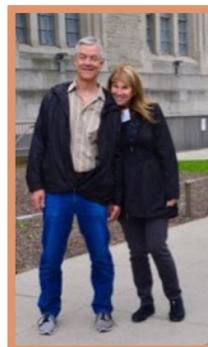
After completing my two years as Events Chairwoman, I would like to reflect on a few things that I loved about organizing the conference and the things that drove me crazy. I'm doing this to help Karol Welling, our new Events Chairwoman, and any future events chairwomen. It was so much fun planning the interesting sightseeing trips in both Newport Beach and Toronto. It was also very special to get to know so many of our members a bit more closely.

What wasn't fun was the last minute requests to register late, add a guest, and cancel (after all the payments for food counts have been made, etc.). If it was one or two special exceptions it would be doable, but it seems that many of us are used to doing things on a standby basis. My phone, email, WhatsApp, Facebook messenger, and text were filled the two weeks prior with special requests.

All our conference vendors such as hotels, restaurants, tour companies, busses, etc., require at least a three week cutoff date for final counts. In addition, as a few of you found out, if you wait too long, you miss out on the discounted hotel rate. ISA cannot afford to pay for extra food, rooms, etc., with the idea that last minute people will show up. Our operating budget isn't there. We try to have the conference cost covered 100% , distributed fairly by each member. So PLEASE make the commitment to join us early. We have lost members after they were conference chairs due to the stress of trying to make it all work out.

Thanks to Judy Cameron for arranging for press coverage for our event! <http://globalnews.ca/video/3448542/trailblazing-at-30000-feet-female-pilots-discuss-how-things-are-changing>

All in all, I feel that we all enjoyed the beautiful Fairmont York, the tasty food (who knew that so many of you loved oysters) and most of all visiting with old and new friends. I hope to see you all in Las Vegas next April. *Linda*





Tearing up Toronto!  
Diane Helly takes center stage at the The Second City, a comedy club!





The good times just blurred together!



Our time went way too fast...thank goodness Pam had her selfie stick!





The HALP tour, Casa Loma, the museum, CNN tower, the Loose Moose...all good times!



Thanks so much Koko Kostelny (right) for taking over our ISA+21 Twitter page!



# Come From Away

Michael Rubinoff, the producer who helped create “Come From Away,” joined us at our reception in Toronto!

<http://www.lfpres.com/2017/05/17/guest-of-honour-at-the-grand-theatre-gala-ex-londoner-michael-rubinoff--helped-create-the-broadway-hit-come-from-away>

The hit Broadway musical is up for seven Tonys on June 11th, and we are planning another board meeting/playdate in New York City, Tuesday, September 26, 2017. Contact Kathy McCullough immediately if you want to go, as seats are filling up fast. [kathymcc@gorge.net](mailto:kathymcc@gorge.net)

Play tickets are \$119 and the theater needs to be paid by June 15, 2017. Beverley has arranged a dinner at Sardis before the play at 4:30PM. Our group is so large that we have the entire second floor!



# Kathy McCullough: Communications

I have so much fun at our conferences. Being on the board keeps me busy, so I “hired” two full-time photographers to help me this year: Suzanne Skeeters and Pamela Purdue. I wouldn’t have so many great photos to share without their help! Speaking of photos, Sandy Anderson, Lucy Young, Alicia Kubida have been identifying and labeling photos on the website and for our Texas Woman’s University archives. Jane Saddler has graciously agreed to help wherever she can, and I need help preparing for the 40th anniversary and identifying pictures.

As always, any photos you would like full resolution copies of, please contact me. I have to “shrink” the photo quality for the newsletter. Don’t waste your color ink printing the newsletter, especially the photo pages. It is set up to look good on your phone and computer, and still be small enough to download. If you don’t see yourself in the photos, I apologize! I deleted some that weren’t as flattering.

Miyukiko (Koko) has agreed to takeover our Twitter account and set up Instagram for our group.

Once again, please contact me with any news! *Kathy*



I spoke to Fiorenza de Bernardi (pictured above, left and right) this morning, and she wanted me to extend her heartfelt thanks for the birthday wishes from the ISA women in Toronto. She loved the birthday card. She said please tell the ISA members that she loves them all! She wanted to write a note but told me that I could send the wishes directly, and it would be better!

She turned 89 on the 22nd May and is doing well. She still goes to the cat “refugio” shelter a couple days a week to help out. This week they are celebrating the 100th anniversary of her father, Mario De Bernardi’s, accomplishment: He became a test aircraft pilot for Pomilio and was the first to make a flight postal link between Turin and Rome on May 23, 1917, taking off from Aeritalia field. (Excuse the Wikipedia translation!)

Thanks for your leadership and hard work. Toronto was awesome in all respects!

*Lucy Young* (pictured above, center)

# Side Trip to Niagara Falls

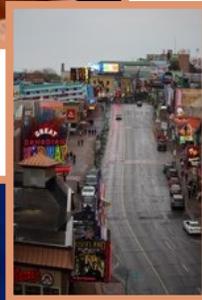


Some had to head home, but the rest of us hopped on the bus to Niagara Falls!



Yes, we got wet!





Can we really fit 32 people into  
Karen and Becky's room?  
Yes we can!





The weather was incredible!  
We lucked out!



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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.

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!

**FACEBOOK**

We have a closed ISA+21 page: Request access using the link on the ISA homepage, or contact Maria Haddad at: [lilcad@gmail.com](mailto:lilcad@gmail.com)

Don't waste your color ink printing the photo pages of the newsletter! The photos are reduced in size.

Christine Zoerlein says: "I don't have anything to add as secretary at this time, BUT I can say I got to fly Beverley home from NY last weekend after the conference. I was given a reserve trip the day prior and she ended up being a nonrev when I checked the list!"

