



THE  
INTERNATIONAL  
SOCIETY OF  
WOMEN AIRLINE  
PILOTS

A Non Profit Corporation

www.iswap.org



## Key West: Fall Board Meeting

**Board meetings are always fun! With five positions open for 2019, won't you step up and throw your hat into the ring? Nominations open January 1, 2019.**

**Karen Guadagni does not plan to run for scholarship chair in 2020. She needs to start training her replacement(s) now. Contact Karen if interested!**

**Karol Welling would love to pass the baton as Events Chair. Now would be a great time to shadow her in Sydney and learn what her job entails. Also, Davida Forshaw has been doing a lot of heavy lifting for our Australia conference and we can't thank her enough!**

The strength of the team is each individual member. The strength of each member is the team."

— Phil Jackson, coach



**GENDER SUMMIT  
CAPE TOWN,  
SOUTH AFRICA,  
PAGE 5**



**KEY WEST BOARD  
MEETING  
SO MUCH FUN!  
PAGE 2**



**AVIATION IS ALWAYS  
CHANGING  
SO ARE OUR  
SCHOLARSHIPS,  
PAGE 7**

## Board of Director's Meeting Key West



**Karen Guadagni, our scholarship chair, (above, left, waiting for the fly-by) secured two houses on Summerland Key *on the water and a runway* for us to use for free.** But that wasn't all. We had a pool, paddle boards, ocean kayaks, SCUBA and snorkeling equipment, and room for our board meeting in one house with the babies in another. Six of us (plus family) flew down to Florida and had a great time. Yes, we still managed to get our work done, and the minutes are up on our website. [Minutes](#) The new layout of documents should be easier for members to access, as minutes are now under "Board and Business Meetings." There is a new box on [iswap.org](http://iswap.org) titled "ISA BOD: Elections and Operating Manual." There are links to access the suggested duties for each position, as well as the Standing Rules. Please go check it out.

Remember: Sydney, Australia, May 7-8th, 2019 for the silent auction cocktail party buffet, business meeting, and luncheon on the Qantas campus, with side trips before and after. Standby for more details. **DON'T FORGET YOU NEED A VISA.**

Reporters have been using our numbers and calling every week. Here is the latest link to one of the articles. There are more on our website, and they use our figures to make the bar charts. [Female pilots: Which airline has the highest number?](#)

*Kathy McCullough, Communications Chair*



My husband couldn't come, so Hayden Hatzai stepped up!

## Board of Directors

One of the items on the agenda will be the need to find new board members for the 2019-2020 term as several directors have expressed their intent to step down. Our normal rotation is to have four or five directors up for renewal each year, filled by an electronic nomination and election that runs early in the new year and finishes just prior to our May conference.

For those of you who might be interested in a board position here's some of what it takes to run our society and the commitment required of the board to keep our organization functioning:

The workload is high at times (conference and scholarship/WAI particularly) but shared by the team and it helps that we enjoy each other's company. We have 40 years of practice so rules and procedures are well written and pretty straightforward. We cover (approved) committee expenses but don't have the funds to cover your hotel and travel expenses except for partial remuneration for shared accommodation during WAI and paid rooms for the conference chair during that event.

### Board, Officers, Directors and Committee Chairwomen

The board of directors consist of four officers: the Chairwoman, Vice-Chairwoman, Secretary, Treasurer, and five directors. The board elects one member of the elected nine to serve in each officer position for a two-year term starting May 15<sup>th</sup>. There are only nine voting members which is why we have committees and don't co-chair.

The board meets at least three times per year and members may participate in person or via Skype/Chat applications. Each position has its own unique workload and the most senior board member, with discussion, picks her preferred tasks. As with most things, the more time you spend working the better the outcome, but this is a volunteer position and if you need help getting things done, the rest of the board will step up. We also draw from a very large and supportive group of past board members and committee chairs who are always ready to bring their experience to the table when we need it.

*Glenys (Gar) Robison, Chairwoman*



Hayden and Tyler eating spoons instead of the rocks in the plants.



## MEMBERSHIP

Our total membership is currently at 527 active members. We have pilots from 24 different countries and the USA. The largest non-USA group is from Canada with 19 members. Coming in as a close second is Australia with 16 ISA members so far. We average a new member sign up at least once a week!

There seems to be a lot of excitement for our 2019 Sydney conference. Qantas Airlines is currently printing up an informational flyer that I am sure will attract new members.

I want to thank you ladies for promoting ISA to prospective new members. Due to this, we now are represented by countries such as Tunisia, Mauritius, Kenya, Japan, Ecuador, and Brazil, along with many others.

After two years as your conference chair then two years as your membership chair, I am stepping down when my term expires in May. I have started my own travel agency and I have less and less free time. I am not sure what happened to my retirement, haha. Being on the ISA BOD for the past four years has been a challenging yet rewarding endeavor. I highly recommend that if you haven't run for a position that you step up and help keep our worthwhile organization running .

Ulrike Fay has offered to run for my position. Please let us know if anyone else is interested in being the new membership chair.

I am looking forward to seeing you all in Sydney.

*Linda Wright*

Membership Chair



Karen and Kathy found the Key West Lime Shop (left) and bought pies to eat on our sunset cruise—we had a lady boat captain! Families are welcome at board meetings and we had a great time with two little ones, two spouses, and Christine's sister along. Carole Litten and I (above) on the tundra buggy in Churchill, Manitoba, watching polar bears.

## NEW MEMBERS

Rebecca Badley—Spirit Airlines  
Elizabeth Bates—SkyWest Airlines  
Lori Bednarik—Republic Airline  
Kelly Brown—American Airlines  
Kelly Casile—ExpressJet Airlines  
Chabely Clarke—Republic Airways  
Jillian Dauscher—Compass Airlines  
Aarti Dethan—Vistara  
Priya Doobaree—Air Mauritius Ltd  
Melissa Famighetti—Compass Airlines  
Mary Goonen—SkyWest Airlines  
Czarena Hashim—Royal Brunei Airlines  
Erica Hill—Alaska Airlines  
Stacey Jackson—WestJet  
Natasha Jacob—GoAir  
Sophia Lazarou—Qantas Airlines  
Gretchen Longridge—Horizon Air  
Jennifer Marr—Cobham  
Muriel Meister—HOP  
Sarah Memmer—Horizon Airlines  
Myriam Mezni—Tunisair  
Brooke O'Brien—SkyWest Airlines  
Christine Ody—Air New Zealand  
Kristin A Rokos—American Airlines  
Raquel Barros Simoes—Azul (Brazil) Airlines  
Debbie Slade—Qantas Airlines  
Morgan Smith—Endeavor Airlines  
Casey Songster—PSA Airlines  
Kathleen Thorne—Qantas Airlines  
Margaret Viljoen—Comair LTD

**A big welcome to everyone! We can't wait to meet you in Sydney!**

(Please let me know if you see any errors or if I have left you out.)

## Gender Equality Summit



When I received Gar Robison's late June Facebook post regarding the ICAO Gender Equality Summit in Cape Town, South Africa, I was at once excited and amazed. It was only six weeks and 9,985 miles away! I thought about it for a few days, checked routing to/from CPT and then wrote Gar to volunteer. Davida Forshaw had also offered to go. The trip was on!

From my IFALPA experience I knew the value of having multiple volunteers, so I called around to several ISA retirees figuring they could more easily get time off on short notice. Carole Litten responded with an energetic "Yes!" and with that, we were off and planning how to fly half way around the world to hear about a topic with which all ISA members are familiar: Gender equality.

I was thrilled that Davida would be joining us in CPT as both Carole and I are looking forward to attending our 41<sup>st</sup> convention in SYD next year.

The 2½ day conference began on August 8, 2018, and was preceded by a joint PWC (Professional Women Controllers) and IAWA (International Aviation Women's Association) reception on the Tuesday evening before the conference began. It was a great chance to meet some of the speakers, learn about their associations, and introduce ISA+21 to them.

The conference began on Africa time (consistently about 20-30 minutes late) with remarks by various aviation dignitaries (male and female) including the ICAO Secretary General, Dr. Fang Li. The gist of the conference: Aviation is projected to double within the next two decades and any conversations regarding this projectile growth must be inclusive of women. We need to determine how to attract and keep women in the aviation industry as well as ensure the number of technically-skilled women increases. They were also going to discuss intentional actions that could be taken to influence gender inclusivity. Women are the world's next super-power. We need, therefore, to advocate for the inclusion of women in decision making—the day to day workings of aviation which will lead to equality.

The 9 sessions discussed issues ranging from Transforming Gender Equality in Aviation (with a goal of 50% women in the field by 2030) to Barriers and Enablers—Cultural Stereotypes, Education (STEM), Workplace Issues, Leadership and Gender Equality (Coaching and Mentoring), to Driving Results through Partnerships, A Roadmap for Action and their closing statement which concluded that "the endorsement of ICAO Assembly would advance the implementation of Assembly Resolution A39/30 and globally accelerate gender equality and the empowerment of women in the aviation sector."

## Gender Equality Summit (continued)



If you're interested you can view the recordings of the various ICAO Gender Summit sessions by going to YouTube and searching [#TimeIsNow](#) to see each of the nine videos which they recorded during the conference.

Throughout the conference we were delighted to see the number of women aviation professionals (probably close to 500) attending the conference as well as a group of young women (all wearing pink hard hats!) who were attending a local STEM academy studying aviation.

Carole and I met and spent time with two other commercial women pilots, Margie Viljoen (Comair B737 CA ) and Priya Doobaree (Air Mauritius A320 CA). We are delighted to have them both as new ISA members.

Davida left us on Friday afternoon at the close of the conference to return to Sydney. Carole and I enjoyed a weekend of sightseeing with a chilling visit to the top of famous Table Mountain where the wind chill must have made the temperature close to below freezing! (Incredible view, but SO many tourists.) Next time I'll bring my woolies!

It was a long trek (33 hour going and 28 returning) with more red eye flights than I care to remember. We made some great new friends and were encouraged by the swing towards making the future more 50/50 for future women in aviation.

*Karen Kahn*

**Above:** Carole gets the works...headgear, warpaint, and all! **Right:** Carole and Davida are seated and ready for the summit! **Below:** Davida, Carole, and Margie Viljoen (new ISA member from Comair!) at dinner.



**BTW, several of the South African Airways women pilots who I met at the SAA booth during our coffee breaks had the mistaken notion that ISA+21 membership is by invitation only. I hope each of you will help dispel that notion as you meet new women pilots around the world.**

# The Aviation Industry

by Erin Jackson

*I asked Erin where she sees the aviation industry going and where our scholarships can help. Editor*



The aviation industry is always changing. It's one of many the reasons I love this field. The new and exciting places we go, the technological advances in the equipment we fly, the improvements that are continually being made to work rules, rest rules, and the airline environment—these changes can pose new challenges to up and coming aviators. As a mentor, my goal is to help them navigate these challenges and continue to give young women the best tools to further their career.

## Choosing a school:

There is no one right way to get to the majors. Each pilot must choose what works best for them as a student, taking into consideration finances, scheduling, and family among other things. When I talk to high school students who are looking for advice and direction, there are several points I make sure to bring up starting with the 1500 hour rule.

It is now an FAA requirement for all airline pilots to have 1500 hours of flight time before being hired. There are exemptions based on levels of training that the FAA considers towards these 1500 hours. Firstly, military trained pilots are considered highly trained and get a 750 hour “credit,” requiring only 750 hours to get hired. This is an excellent route, but I know the military isn't for everyone, and flight slots can be limited. Secondly, pilots who attend a Part 141 accredited flight school are also considered highly trained and only need 1000 hours to get hired. These schools go through a very rigorous and thorough process to receive a 141 certificate. The accreditation process is also specific and detailed in every layer of the curriculum. It is for this reason that my guidance to young potential aviators is to either go to the military or get a four year degree from an accredited 141 school. It isn't necessary to attend the biggest and most expensive school. There are many good ones out there and I encourage students to do their research on which school would be best for them.

## Choosing a path:

Most students graduate with around 250 hours. Getting from 250 to 1000 can take many shapes. The aviation world is very different now and many regional airlines are struggling to fill classes. Most of them have moved to earlier and earlier stages of a pilot's path for recruitment and now offer “cadet programs.”

Fly-by at Key West board meeting



## The Aviation Industry (continued)

The airline will actually pay for portions of training, in exchange for that pilot signing an employment contract, guaranteeing that they will work for that company once the pilot receives their 1000 hours. Most, if not all, regionals are also offering hiring bonuses, with extra bonuses on top of that for pilots who already come on property with a type rating. The most common type ratings would be for the **CRJ 200/700/900** series or the **ERJ 170/175**. These are the majority of the express carrier equipment utilized by the majors. Again, I always encourage students to research each regional airline before making a decision. Some things to take into consideration are whether or not they have a flow-through agreement with a major airline, the bases, and the size and health of the airline.



**ERJ 170/175 Wikipedia**



**CRJ 200/700/900 Wikipedia**

Overall, each woman makes her own path. There is no right or wrong way to meet your goals. What may work for one person may not work for someone else but there are many of us out here who are willing to offer advice and guidance. There's also a wealth of information out there that can be challenging to sift through, so keeping an open mind, as well as having several mentors to run things by, can be invaluable.

*Erin Jackson*



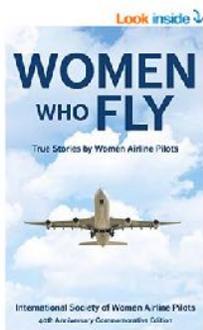
Erin Jackson went to Southern Illinois University Carbondale for aviation. Upon graduation, she was employed by the university for six years doing flight instruction, curriculum work, and university representation and recruitment at WAI conferences and Oshkosh. She got hired at PSA airlines in 2011, where she worked as a first officer, then flying as captain on the CRJ 200, 700, and 900 under the American Eagle flag. While at PSA, she was the Executive Administrator for the PSA ALPA MEC, as well as the union's communications committee chair. In July of this year, she flowed through to American Airlines and is now a PHL based first officer on the E190. Her husband is a pilot for United Airlines and they have a blended family of 8 children: five hers, two his, and one foster son.

In their "free time" they enjoy playing fetch with their golden retriever, Rudder.

# ISA SNIPPETS

The ISA book of stories, “Women Who Fly, True Stories by Women Airline Pilots,” is now available in Kindle and paperback. Mary Shipko donated the money to publish this book. Mary, Kathy McCullough, and Bonnie Tiburzi collected the stories. Kathy McCullough and Becky Howell helped edit. This project wouldn’t have happened without our contributors.

**All proceeds go to support our scholarship program.**



## Women Who Fly: True Stories by Women Airline Pilots Kindle Edition

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Women airline pilots share their stories, including an emergency landing in Russia, a flight over Antarctica, and a trip to Washington, D.C. to accept a Congressional Medal of Honor. These accounts, thirty-six in all, will entertain, thrill, and inspire while giving you a glimpse inside the lives of these female aviators. The book includes over 70 photos and all proceeds go to support the ISA+21 scholarship fund. ISA+21 has already helped over 200 women by donating over \$1.3 million dollars to aviators whose stated career goal is to become an airline pilot. <http://www.iswap.org/>

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Quantity:

We have a social media/internet/email policy online under Operating Documents and we have updated our site certificate at Club Express to make our site as secure as possible in today’s environment. [Social Media Policy](#)

Nivedita Bhasin presents Sapna Sharma with her Captains’ Club plaque that Nivedita accepted for her at our Las Vegas 40th conference.



**Don't miss out!  
 Join us on WhatsApp  
 and Facebook!**



Our website is always being updated: Current Events, Member News, Sydney Conference—Davida Forshaw’s weekly updates, International Strides, news articles, new photos—go to [iswap.org](http://iswap.org) . **Suzanne Skeeters will be passing out tickets for “Come From Away” LA at the event on November 29th. Linda Wright is planning a brunch at Santa Monica Airport at 10:30am that day as well as dinner at Vespaio. [vespaio.dtla.com](http://vespaio.dtla.com)**



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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. This includes all pilots who are on medical leave, furloughed or retired.

**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)

November 29, 2018  
 Come From Away  
 ISA+21 in Los Angeles!



ISA members Carolyn Pasqualino, Kathleen Malone, Linda Wright, Carole Litten, Ellen Wright, and Kathy McCullough went to Churchill, Manitoba in October to view polar bears. Miss Piggy, a Curtiss C-46 Commando, is a cargo plane that crashed by the Churchill Airport.

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 admin!

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

Thanks once again and always to Becky Howell for proofing!  
*Kathy McCullough*