



THE
INTERNATIONAL
SOCIETY OF
WOMEN AIRLINE
PILOTS

A Non Profit Corporation

www.iswap.org



ISA POST CONFERENCE 2019 NEWSLETTER

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41st CONFERENCE SUMMARY, SYDNEY, AUSTRALIA



There is an age old adage that says, “You cannot be what you cannot see”; it’s my go-to answer when I’m asked the question as to why there are so few female airline pilots. This statement alone does not address all the reasons as to why our numbers are so low, but it certainly highlights a valid point. If you examine popular culture over the past 50 years there are very few female airline pilots represented, we are rarely seen in advertising, television or movies. The images of airline pilots are almost exclusively male and in many cases, portray pilots as maverick misogynists. Take the case of the movie *Flight*,

where the protagonist Whip Whitaker is played by the actor Denzel Washington. The opening scenes depict Whip waking up in bed with two women, snorting drugs, washing them down with a swig from his hip flask and subsequently proceeding to fly a passenger jet upside down with both engines shut down, crashing into a paddock and somehow managing to live through all of this to be deemed the best pilot that ever lived! I can’t imagine any young girl exclaiming, “Wow, I want to be an airline pilot!” after seeing that movie. This ancient pilot stereotype needs to be discarded and replaced with more inspiring and uplifting characters. There are plenty of great stories out there that can be told, and we know because we wrote a book of them!

The ISA conference in Sydney was a huge step forward in putting images of female airline pilots into our contemporary culture. The photographs of 130 female airline pilots from 33 airlines around the world achieved millions of views and became a top photo for the week of May in Huffington Post, and the associated comments have also been truly inspiring. The mini-movie of our photo shoot from talented photographer James Morgan has been viewed over 30,000 times on my LinkedIn post alone. I *can* imagine many young women exclaiming after seeing this: “Wow, I want to be an airline pilot!”



Tackling the complex issues that deter women from making flying their career will only become easier as our numbers increase. To do this we must continue to challenge the stereotypes, tell our inspiring stories and provide images to the world of Women Who Fly! #womenwhofly

Davidia Forshaw, Education and Outreach Chair

SYDNEY CONFERENCE PART 2

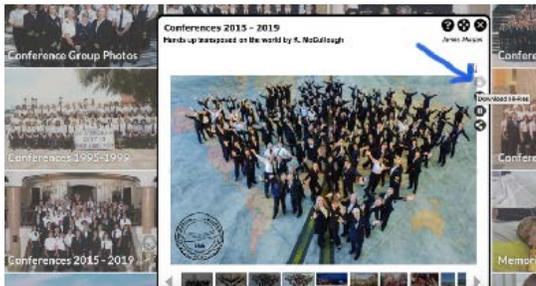


Looking up into the trees I almost expect to see a koala. If I look hard enough in the tall grass I may see a kangaroo hopping by, or a golden cockatoo could come land on my arm. Except that I am sitting on my deck in eastern Oregon, remembering...

The 41st Sydney conference sponsored by Qantas has definitely raised the bar for our future ISA gatherings. Registration costs were much less, even though the harbor cruise, photographer expenses, and a significant pad were included. We, as a board, were uncertain how much to add to costs since Qantas had given us maximum numbers they would pay for. Sure enough, the attendance was markedly higher than expected.

Initial photography estimates came in at AU \$10,000, about US \$7000. We almost decided to use my Nikon 800 for the photos and have Davida's husband Cameron take them. Captain Lisa Norman had a better idea... she offered photographer-extraordinaire James D. Morgan two sessions in the Qantas 747 simulator in exchange for photos of our group.

I think we all agree that the photos he took are the best we've ever had. Originally we were going to be in a hangar with a generic airplane behind us, so that all airlines would use our photo. That plan changed, and our members kept asking, "Is he going to photoshop an airplane behind us?" James laughed, said "No," and let me add the logo and anything else I wanted to the photos.



They are on our website, downloadable in high resolution from the 2015-2019 conference photo album. Click on the Download high-res arrow, then right click after the photo opens full screen. (Shift + Control, click for Mac users)

Our conference began with a Welcome to Country ceremony, followed by speeches and an award for Qantas' first women pilots, Sharelle Quinn and Ann Bennett. The Qantas Pathfinders, who raise money for deaf and blind children, performed for us, as our silent online auction continued to wrack up dollars in the background. And it wasn't just conference-goers bidding...people in the states could put in bids ahead of time, since it was the middle of the night back there, and some intrepid bidders even set their alarm clocks to wake up in the wee hours of the morning to bid! The auction total of \$8949, plus the Delta Air Line cash donation (\$5000), and two interview preparation packages (\$1500) brought the grand total to US \$15,450. The raffle and donations on our website brought us to \$19,419.

SYDNEY CONFERENCE PART 2, CONT'D

In the end, Qantas stepped up and covered all costs, including the wine and beer for our reception. Their generosity, along with help from the entire Qantas team, made this a most memorable night.

The business meeting the next day was another surprise. After the 133 members stood and introduced themselves, in uniform, the first break revealed an elaborate morning tea as the huge auditorium screen was raised. And the day was just beginning! (The business meeting minutes are available on our website.)

Alan Joyce, Qantas' CEO, welcomed us before lunch and explained his philosophy about why diversity is so important. The most memorable take-a-way for me was the message: How can we hire the best pilots if we ignore 49.5% of the population?

<https://www.smh.com.au/business/workplace/time-to-up-the-ante-to-get-more-female-pilots-says-qantas-boss-alan-joyce-20171122-gzqv6t.html?fbclid=IwAR2syew5GMWBJ3U1Y0Rm6MEgkwRDm29GIR4T8FUTaekOtDEpp8cb9bzPbh0>

After the buffet lunch, we were surprised by Zoe Gertz, the traveling cast's "Beverly Bass" singing, "Me and the Sky." Deborah Lawrie gave an inspiring speech, followed by the award ceremony for fifteen new captains. The day was packed, with the photoshoot at a secret location (!) and a quick trip back to the hotel to change before walking down to the harbor for the cruise.



Dinner on the boat was delicious, and drinks were included. It was beautiful night, and we had our most successful raffle to date. Christine Albertson and Kathleen Thorne set up a table full of great items upstairs, and then sold tickets with the help of Mary Bardon and Becky Howell. The raffle total? US \$3100! Website donations: \$870. Outstanding!

Kathy McCullough, Vice-Chair



41st Conference: Sydney Fundraising Recap

Thank You to everyone who participated in the new Mobile Bidding for our Silent Auction! Because of your support, our scholarship program benefited and we are able to continue to provide opportunities to the next generation of female pilots.

With this unique change to our auction format, we were about to expand our fundraising efforts beyond the walls of our conference to include ISA+21 members not in attendance, family, and friends who participated and won items in the online silent auction, as well as members in attendance! Imagine if we can reach more supporters, how we can raise that much more for scholarships!

Silent Auction	\$8,949
Raffle/donations	\$3,100
Corporate Donations	\$6,500
Book/Website Donations	\$870

Thank You to everyone who donated items for the auction!

\$19,419^{USD}
Total Amount Raised

Without your participation and support, our success is not possible.
THANK YOU!

If you have not already, please take our Silent Auction Survey to give us feedback on how you think it went! <https://www.SurveyMonkey.com/r/79PRLPT>

A Special Thanks to the volunteers who helped in setting up and running the Silent Auction and Raffle

- | | | | |
|-----------------|-------------|----------------------------|--------------|
| KATHLEEN THORNE | AMY EDWARDS | PRIYA DOOBAREE | ROWENA DIXON |
| SKYE CAMPBELL | HAI DZ WHOO | QANTAS SECOND OFFICER TEAM | |
| MARY BARDON | | BECKY HOWELL | |

We are NOW looking for items of value to auction off at next year's conference in Louisville!

Please forward contact information of individuals or companies that may be able to donate something that YOU would want to bid on!

ISA+21 Secretary / Silent Auction Coordinator : Christine Albertson - chzor86@gmail.com

CAPTAINS CLUB

Debbie Slade	Lisa Norman	B-767	Qantas	November 8, 2001
Wenyu Fu	Suzanne Skeeters	CL-65	Pinnacle Airlines	October 24, 2004
Carol Dehn	Simone Storey	B-737	Virgin Australia Airlines	March 27, 2008
Annie Mattos	Mary Poplawski	B-757	FedEx	January 10, 2012
Simone Storey	Carol Dehn	B-747	Cathay Pacific	April 29, 2012
Priya Doobaree	Davida Forshaw	A-320	Jetstar Asia Airways	August 10, 2012
Anna-Sophia Lazarou	Davida Forshaw	DHC-8 Q300	QantasLink	November 2, 2013
Christine Rupert	Beverley Bass	B-737	American Airlines	August 2, 2014
Natasha Shcheglova	Kathy McCullough	Embraer 145	American Eagle Airlines	August 31, 2014
Rosemary Albrecht	Beverley Bass	B-737	American Airlines	November 14, 2014
Dawn Wells	Cathy Fraser	A-320	Air Canada	July 28, 2015
Janina Brown	Kathy McCullough	DHC-8 Q300	QantasLink	January 28, 2017
Herdis Astwood	Absent	CL-65	SkyWest airlines	August 24, 2017
Lisa Graham	Cathy Fraser	Embraer 190	Air Canada	February 16, 2018
Anna Wakelin	Deb Lawrie	A-320	Tigerair Australia	August 18, 2018
Gulcin Gilbert	Christine Rupert	A-321	American Airlines	November 15, 2018



KATOOMBA SIDE TRIP DAY 1



Early on Friday morning after our 2019 conference, a sizable group gathered near platform 6 at Sydney Central Station. Laden down with silent auction purchases and many Sydney souvenirs, we clambered onto the 09:22 train for the two-hour trip to the Blue Mountains. As the train climbed the 1000 meters/3300ft to Katoomba, we chatted away and planned things to do over the next few days. As Kathy McCullough had pointed out, this side trip would be an organic affair: A few activities had been suggested but everyone was free to join in as they wished. All in all, there were over 40 of us in Katoomba, spread out over various hotels and Airbnb's—many of us took advantage of the

Lyrebird Explorer Bus ticket that was valid for 3 days and covered all the highlights as well as many of the lodgings.

After settling in to our accommodation, my sister and I walked down to Echo Point to join others enjoying the first glimpses of The Three Sisters rock pinnacles rising out of the lush forest of Jamison Valley. It was pretty chilly, especially in the brisk breeze and intermittent drizzle, so the souvenir store was doing a roaring trade in hats, gloves and Blue Mountain branded fleeces for our ISA gals.



There were several possibilities for hikes, and a group headed to the Honeymoon Bridge lookout point behind the first Sister and down the first couple hundred steps of the precipitous steep Giant Stairway. It was quite an adventure as many of the natural stone steps were worn and sections were without handrails. After a few group selfies we headed back up and then westward with a smaller group along the Prince Henry Cliff Walk to the Katoomba Cascades. Feeling quite tired by then, we struggled up a deceptively steep hill to the Lilianfels Resort and collapsed gratefully at the Miss Lilian Tea House where cocktails and delicious Asian food revived our spirits. Over dinner we checked our steps: 14K and 47 floors climbed! We had heard from locals that snow was possibly expected that night and were very happy to be offered a ride back to our accommodation by the friendly host/barman. Great end to day one!

KATOOMBA SIDE TRIP DAY 2



Day Two, we headed out on our Explorer bus ticket to Scenic World park where we met up with a bunch of other ISA members and friends. First on the list was the Scenic Railway—a funicular with a 52 degrees incline, said to be steepest in the world, that plummeted us towards the boardwalk below! After that, smaller groups wandered off in various directions along the Scenic Walkway boardwalk on the floor of the Jamison Valley, enjoying the many sculptures of the temporary exhibition nestled between the trees and hanging from branches. We ended up taking the 84-person Cableway Car back up to the top of the escarpment, getting a few gifts in the inevitable shop, and heading out for the last activity The Scenic Skyway—a glass-floored cable car suspended 270m (900ft) above the forest

floor from one clifftop to another. The floor is actually “electro-glass” that becomes more transparent to reveal the views beneath your feet as you head out over the abyss! My sister and I left the others and did the full sightseeing route of the Explorer bus, enjoying the quaint suburbs of the old mining town.



That evening we joined the group at the (oversubscribed!) Station Bar & Pizza place. Delicious wood-fired pizzas with kangaroo or crocodile were among the possibilities, though a range of less exotic ingredients, from veggie to meat lovers, were also available. Gluten-free crusts were in quite high demand, which resulted in a bit of a wait for some... quite difficult as everything smelt so good! Mulled wine, cocktails, craft beer and good old wine lubricated the evening. When everyone was satiated we all started say goodbye as we headed off into the night to our various lodgings as many were leaving the Blue Mountains early the next morning. Dozens of photos will remind us all of another great ISA side trip!



Liz Jennings Clark, ISA+21 Member

MEMBERSHIP UPDATE

HELP US WELCOME OUR NEWEST MEMBERS!

ADD A PIC TO YOUR PROFILE, SO WE CAN SAY HI WHEN WE SEE YOU!

Angulo, Geraldine	Alaska Airlines
Beissel, Megan	Endeavor Air
Bentzin, Barbara	United Airlines
Brown, Janina	QantasLink
Chong, Jessika	QantasLink
Christian, Kristie	Qantas
Cormack, Charlotte	QantasLink
Deegan, Sharon	UPS
Dixon, Rowena	Qantas
Doggett, Janine	Cathay Pacific
Duff, Aoife	Aer Lingus
Hall, Alexandra	QantasLink
Halli, Christina	Delta Air Lines
Hamilton, Emma	Air New Zealand
Harris, Kathleen	Qantas
Hastings, Georgia	Tigerair Australia
Heimstreet, Rojean	SkyWest Airlines
Helbig, Rosina	Jetstar Airways
Hof, Laura	American Airlines
Hopper, Shannon	QantasLink
Jamieson, Kelly	Air Canada

Juergensen, Karin	Cathay Dragon
Lank, Madisson	SkyWest Airlines
Lee, Michelle	SkyWest Airlines
Manoah Phyllis	Express Jet
Mazzu, Tristan	Skywest Airlines
Miller, Bethany	Southwest Airlines
Miller, Erin	United
Murrant, Kim	Qantas Airways
Okamura, Lena	QantasLink
Perkins, Kimberly	Air Wisconsin
Perrigoue, Rene	Horizon Air
Porter, Donna	Qantas
Quinn, Natasha	Cathay Pacific
Riffle, Layla	Republic Airline
Rogers, Isabella	QantasLink
Venter, Sheree	QantasLink
Verwey, Jolene	Cathay Pacific Airways
Waingrow, Laura	SkyWest Airlines
Wark, Alana	QantasLink
Wight, Kelly	SkyWest Airlines
Williams, Miriam	American Airlines

PLEASE LET ME KNOW IF YOU SEE ANY ERRORS OR IF I HAVE MISSED ANYONE!

CHECK OUR OUR BRAND NEW AUSSIE REGION ON THE WEBSITE - ALMOST 70 MEMBERS STRONG!

ALPA WOMEN ON CAPITOL HILL



I've been an airline pilot and for almost 28 years. Yet, I'd never participated in what is known by the Air Line Pilots Association (ALPA) as Storming the Hill. Over the past seven years, ALPA pilots have met with their elected representatives in Congress on one single day to share their concerns over safety, security and other pilot issues. This year, I was part of nearly 200 pilot advocates from 38 states at the Legislative Summit. It was an amazing experience but, I have to say my favorite part was meeting new female pilots and spending time with female colleagues I already knew.

The first two days of the summit were held in a hotel conference room to learn more about the issues we would be addressing with our legislators. The agenda was jammed packed but now I know more than I ever thought I would about secondary barriers and unfair business practices in international aviation. Who knew some cargo airplanes don't even have a cockpit door?

The evenings were full of networking dinners, receptions and hospitality. On Tuesday night a group of female Delta pilots plus two UAL sisters had dinner together. We were junior and senior gals all breaking bread and laughing, something that usually doesn't happen on a typical layover.



Wednesday was Hill Day where we ascended upon the Capitol and met with our representatives. I visited my two Pennsylvania Senators offices, as well as three congressmen's offices. We had engaging conversations about our jobs and the industry, shook a lot of hands and posed for many photos. We were well received as trusted and respected leaders who are committed to safety and security in the sky. By the end of the day our work was done.

I have always been proud to be an airline pilot and a patriot. The summit was an opportunity for me to marry the two and be part of the legislative process. One of the female captains in the group pointed out women only got the right to vote 100 years ago. Today, we are Storming the Hill in airline pilot uniforms!

Christina Halli, ISA+21 Member



Come From Away showings continue to be an amazing way to connect with ISA+21 members in your region!

MELBOURNE, AU JULY 16 - 7:30 PM Comedy Theatre
Contact: Lisa Norman for more details

CHICAGO, IL AUGUST 7 - 7:30 PM Cadillac Palace Theatre
Contact: Christine Albertson for more details

To coordinate a gathering in your region, select a date and get the word out!
-Facebook Post and/or Create ISWAP Group Event -WhatsApp Message -Contact Erin Jackson to include in newsletter

Remaining 2019 USA Tour Dates

- Cleveland, OH July 9-28
Chicago, IL July 30 - August 18
Ottawa, Ontario August 20 - September 8
East Lansing, MI September 10-15
Cincinnati, OH September 17-29
Detroit, MI October 1-13
Buffalo, NY October 15-20
Philadelphia, PA October 22 - November 3
Boston, MA November 5-17
Rochester, NY November 19-24
Providence, RI December 3-8
Washington, DC December 10 - January 5

International Tour Dates

- Toronto, Canada Until September 29
London, UK Booking until September
Melbourne, Australia Opening in July

Come From Away continues to maintain its residency on Broadway in New York

Also making a tour stop in Louisville during the ISA+21 Conference - May 2020!



Broadway - September 2017



Miami June 2019



Toronto June 2018



Denver November 2018



Don't forget to take a photo of your group to share!

NEW ENGLAND WOMEN IN AVIATION

Dear Family, Friends, Aviators and Aviation Enthusiasts,

I am thrilled to share the wonderful news about the exhibit being planned at the New England Air Museum in Windsor Locks, Connecticut - The New England Women in Aviation Exhibit!

Because of the hard work, long hours and persistence by Peggy Loeffler, this exhibit is rapidly becoming a reality. To learn more about NEAM please go to: www.neam.org

And after reading Peggy's letter (link attached) I hope you will join us on the campaign to make young women more aware of the many careers open to them in the aviation world.

All the best with thanks,

Bonnie Tiburzi Caputo, ISA+21 Member

FIND THE DONATION
LINK ON OUR
WEBSITE!
iswap.org



COMMUNICATIONS UPDATES

WHATSAPP UPDATES, *Maria Haddad*, ISA+21 Communications Committee Member

- Please download APP, then Send a whatsapp message to Admin. Include your full name.#1-954-536-3286.
 - ISA has a general chat for ISA updates, as well as a retirees group chat.
 - ISA Chat groups are a quick medium to send ISWAP reminders, share urgent updates, etc; it does not replace our website or newsletters.
 - Please be mindful of others in the group and consider the following recommended protocol and golden rules:
 1. Always keep to the purpose of the group,
 2. Do not have one-on-one conversations. Switch to private messages when necessary and appropriate,
 3. Please do not send numerous “thank you” messages, emojis, gifs, etc.
 4. "mute" notifications in your settings as you desire
 5. Remember, we have a private group Facebook page.
- * Members leave our groups when communication level is high and seems nonessential, like after Conferences, therefore we will be dedicating a group chat for that event.
Thank you for your understanding and cooperation!
Please reach out to us personally if you have questions/concerns/suggestions!

*A different chat will be created for WAI20 ORL & 2020 LOUISVILLE in September.

“Female Airline Pilots fly into Sydney, thanks to the support of Qantas Airlines!

SYDNEY, AUSTRALIA - MAY 8, 2019: A group of 133 female airline pilots from 33 different airlines around the world are shown in a group photo at Sydney Airport on May 08, 2019 in Sydney, Australia. The women are members of the International Society of Women Airline Pilots, 600 strong, gathering in Sydney for their annual conference, this year hosted by Qantas. The International Society of Women Airline Pilots (ISA+21) was formed in 1978 as a social organization to inspire, educate, and support women whose career goal is to be an airline pilot. ISA offers scholarships to promote the advancement of women in the world’s airline flight decks. Out of 168,563 airline pilots worldwide, only 8608 are women—just 5.59%. There are only 2405 female captains, 1.45% worldwide.”

James D. Morgan, Photographer, Getty Images

Please consider taking the following anonymous survey for a study being conducted by an airbus pilot who is a research associate at Trinity College in Ireland. He is researching health, wellness, and stress among other things and he is looking to increase the number of female respondents!

<https://www.surveymonkey.com/r/PilotWellbeingStudy>



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Facebook/WhatsApp
 Maria Ziadie Haddad

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.

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



Our website is always being updated: Current Events, Member News, Louisville Conference— International Strides, news articles, new photos—go to iswap.org

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

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 admins!

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

Thank you to Kathy McCullough
 and Julie Mayes for proofing!
Erin Jackson