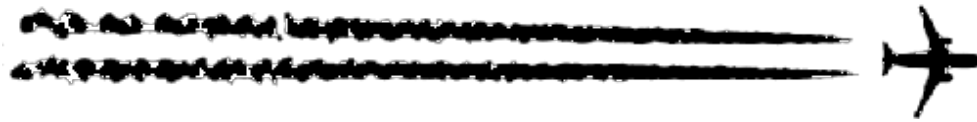




THE INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS



Minutes Skype Board of Directors Meeting

Date: June 24th, 2020
Time: 1500 CST Time
Location: Skype

BOD Members Present: Tara Cook, Christine Albertson, Kyoko Kimura, Davida Forshaw, Erin Jackson, Kara Hatzai, Maggie Eickhoff, Uli Fay, Natasha Shcheglova

Call to Order: 1500

Education & Outreach Chair - Davida Forshaw

- Discussion on ISA Merchandise samplings BOD Members received
 - Design(s) discussion
 - Purchase sampling of iron-ons, decals, etc. to sell at conference
 - Get feedback from Members without committing to buying large quantities of inventory
 - Easier to transport home - have everyone bring a plain shirt
 - Bring sampling, take orders for more at conference
 - Have some samples handy for impulse buying
- All-woman Film-Making Company interested in telling the ISA+21 Story
 - Davida to have conference call with them next week
 - “Women on the Wings Project”
- Media Planet
 - Create media presentations
 - Featured in media sources, they match advertisers to us, so it would not cost us anything (only need to link website to ours in exchange)
 - Davida to write something for their article
- Worldwide Numbers Data
 - Make graphs made vs. spreadsheet
 - Data not that accurate
 - Only have data for 100ish/300ish airlines around the world
 - If the airlines who haven’t given us data, don’t have many females, our worldwide numbers are much worse because the percentage is brought down
 - Get rid of “outliers.” i.e. airline with only 5 airplanes and 30%

- pilots. Hiring or losing one pilot skews our numbers and makes them unrealistic statistically data
 - Airlines with the best numbers: Inspiring programs for next generation, Good work practices, Robust hiring practices that takes out bias from hiring
 - Employ consultant to set up database of numbers, reach out to HR departments at airlines
 - \$30/hr, 5-10 hrs per month, Budget around 50-60 hrs initially
 - Will get official proposal to us
 - Need to have robust data if we really want to be known for this

Secretary - Christine Albertson

- Bylaws Amendment:
 - Previously proposed “Apprentice” membership level, change to “Aspiring”
 - All in favor of making that change
 - Christine will draft an eblast to notify Membership of proposal change
- Amazon Air:
 - Sarah Rhoades has conflict, possible another female member of her leadership team participate in our conference, Lacy- formerly flew for Horizon Air
 - Will get back to them with other sponsors and speaking opportunities, sponsorship opportunities, go/no-go decision
 - Biggest concern is viability of conference actually happening in person- they don’t want to commit a lot resources if they have to cancel. Informed of Dublin next year.
 - Either way, partner with us moving forward to improve diversity awareness
- Draft Website
 - Will send out draft url and solicit feedback from the BOD
 - Symboliq is working with a website deadline of July 1st

Events Chair - Kara Hatzai

- Conference Update
 - Will reach out to facilities of conference events to verify any special requirements due to Covid
 - Social distancing requirements, change to larger rooms, food serving considerations
 - Discussion on when to open registration- push to August 1st (early registration anyways through the end of August)

- Discussion on “virtual conference” if unable to put this on in-person, probably not - need to meet the minimum requirements of a General Business Meeting to address to Bylaws Amendment Proposition

Next Meeting - July 7th at 1500

Adjourn 1630