

the Daily

Friday, March 28, 2025



EXPERIENCE CONFERENCE



Ask SKYEbot your questions

Meet WAI's exclusive Skye Chatbot available on the WAI website (WAI.org) and the official



WAI2025 conference app. She can answer questions about this week's events, registration, directors, weather, WiFi, and more!

Download the #WAI2025 App

Navigate your conference experience by using the official

conference app. Scan the QR code and enter your email and badge

ID to create your profile. Use the app to reference the Schedule At

A Glance, Sessions List, Exhibi-

tors, plus Attendees and Speakers. You can

also view Conference and Exhibit Hall Maps, Braindate, and digital issues of *The Daily*.



Join the Conversation

Share the excitement of attending the 36th Annual Women in Aviation International Conference and use these hashtags on your social media.

#WAI2025 #IamWAI #WeAreWAI

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#WomeninAviationInternational



Watch WAI On Air

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Meet inspiring WAI members from around the world pursuing their personal aviation dreams and interests by viewing video interviews on the exclusive WAI On Air channel. Listen, watch, and learn at @WAIOnAir



Annual WAI Membership Meeting Reveals New Board Members & Programs

"I'm not going to mince words," WAI CEO Lynda Coffman said in her opening remarks to attendees at yesterday's General Session. "The world has changed...and we must be fearless and channel our anger into positive action."

In addition to introducing new WAI board members, WAI CEO Lynda Coffman highlighted several new initiatives the organization is introducing including new communications platforms—WAI *On Air* podcasts, WAI Together, and Braindate. Each is uniquely tailored to reach our members wherever they live and learn. Other program updates Lynda referenced during yesterday morning's

Annual Membership Meeting included the Harvard Emerging Leaders Class of 2025, 90+ WAI2025 scholarship recipients, and a new network of International Ambassadors. These 11 longtime WAI members, introduced during last night's International reception, will bring strength to our broad reach to members around the world. Lynda also described a collective call to action for members to volunteer and get involved in Mentor Connect and the WAI Chapter network.

To grow our membership numbers at this critical time in our industry, Lynda announced the EACH ONE REACH ONE campaign asking every member to invite a work colleague, friend, daughter, niece, or male ally to become a WAI member and join our 20,000 strong community around the world. This focused effort begins at the conference with a goal set of reaching 25,000 members by April 15 symbolizing unity and resilience.

Lynda reminded attendees we are a strong, supportive community ready to face any challenge together. "Mark my word, we as female aviation and aerospace professionals will prevail."



Congratulations to the 2025 inductees of the WAI Pioneer Hall of Fame! Three trailblazing women will be honored this evening during a special ceremony and celebration dinner. This year's honorees include Janet Harmon Bragg, Willa Brown Chappell, and Theresa Claiborne. Learn more about these inspiring women at WAI.org/2025-pioneer-hall-of-fame. Everyone is sure to leave the evening feeling inspired by these incredible women, and proud to be a part of this WAI community.



New WAI Board Members Elected

During the WAI annual membership meeting, seven new board members were approved including **Kandy Bernskoetter**, FedEx Boeing 767 captain; **Ali Faddis**, Amazon Air director, global aviation operations; **Dana Kirchmar**, The Elevate Initiative founder; **Sandra Pineau-Boddison**, Intervine Inc. board chair and International Flight Services Association Foundation president; **Jackie Rios**, American Airlines managing director, chief of staff, strategy & planning; **Julie Schell**, Piedmont Airlines vice president safety and regulatory compliance; **Julie Tizard**, author, retired USAF, and Women Military Aviators founder and past president.



WAI Board Members gather in the Exhibit Hall

Kathy Yodice and **Shannon Weidekamp** were each re-elected for an additional term. **Linda Markham**, outgoing board chair, and **Rhonda Larance**, outgoing board member, were both recognized for their nine-year terms serving the WAI board of directors. **Michaela Lucas** was elected the new board chair, effective March 30.

Charting the Flight Path for Aviation's Future Workforce

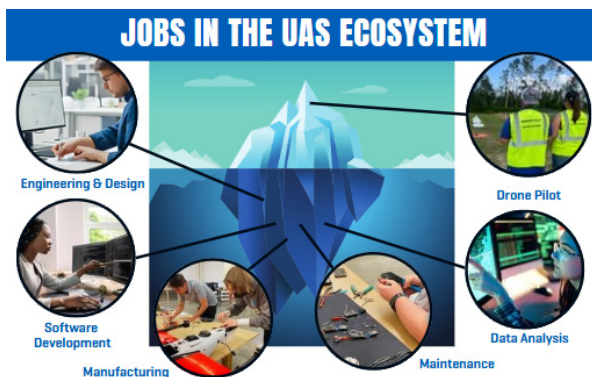
Have you looked at drones and thought, 'that's cool, how could I get started?' Attend this morning's "Charting the Flight Path for Aviation's Future Workforce" education session starting at 10:30 a.m. in Crest 3. The Unmanned Safety Institute (USI) has gathered a panel of industry experts to talk about unmanned aircraft systems (UAS) – commonly known as drones. You'll learn about the skill sets that are needed to enter the drone workforce, what programs are available, as well as grants and scholarship opportunities, the pipeline for students who obtain their drone certification to find jobs, and the diverse roles that will shape the future of aviation.

Focus topics of the panel include statistics from the FAA, the number of registered drones compared to the certified pilots - and the percent of women certified pilots – plus a comparison of the growth of the drone industry as compared to general aviation. Hint – the drone industry is growing much faster.

There are many career opportunities that exist in the drone industry with new job opportunities on the horizon. For example, remote pilots are often flying multiple drones at the same time using automation. Workers with the proper skills are needed to write that automation. Then, each of those drones still needs to be maintained which leads to a larger need for maintenance technicians. As you will learn in this session, there are many skillsets needed and more job opportunities than is first obvious!

"The future of aviation lies not only in technological innovation but in the next generation of skilled professionals who will shape its skies. As the industry evolves, so must the workforce, embracing new challenges, diverse skills, and a shared commitment to safety, sustainability, and progress," – notes Michelle Dina of USI.

— **Michelle Graves**, WAI 5798



The Daily is a publication of Women in Aviation International, published during the annual conference.

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How to Communicate Confidently

Ready to pick up some useful tips to effectively communicate especially in negotiations? Attend this afternoon's session "Powerful Presence: Unlock Influence Through Confident Communication" from 4-5 p.m. in Willow Lake 3. "Many don't realize how our facial expressions, body language, and tone of voice impact the messages we convey. I'll be discussing how to unlock influence through these nuanced elements and learn to balance warmth and assertiveness in your communication," explains Karen Laos. She reminds us whether in person or online, it's essential to be mindful of how we carry ourselves. For instance, what do we do with our eyes? How do we present ourselves physically? Many people have blind spots, especially regarding their voice. Karen will provide practical strategies to help attendees become more compelling and credible communicators.

Intention refers to what we mean to convey, while impact is how our message is received. For instance, many people speak in a way that sounds uncertain, even when they're making a statement. This can lead to misunderstandings. I encourage participants to record themselves speaking and listen back to identify areas for improvement. It's eye-opening to hear how we come across versus how we intend to be perceived.

One major pitfall of communication is rambling. Many people fail to state their main point upfront, which can lead to listeners tuning out. It's crucial to get to the point quickly to maintain engagement. Karen will share strategies to help attendees articulate their messages clearly and concisely, ensuring they capture their audience's attention.

The audience is indeed unique, consisting primarily of high-achieving women in a male-dominated industry. Many of them may struggle with balancing assertiveness and likability. I'll focus on real-life examples and strategies to help women navigate these dynamics while maintaining their confidence. It's about finding that balance and understanding what effective communication looks like in various contexts, Karen explains.

The strategies I'll share are applicable in all areas of life, not just in professional settings. Whether you're speaking to a colleague, a family member, or even ordering a sandwich, every interaction is an opportunity to influence others. I want attendees to leave feeling empowered to create positive experiences in their communications, regardless of the situation.

"I'm here for the woman who feels intimidated in a boardroom or hallway conversation. I aim to provide attendees with the confidence to express themselves clearly and assertively, ultimately unlocking new opportunities in their careers and lives," she says.

"I encourage everyone to join us! This session is about more than just public speaking; it's about mastering the art of communication in all aspects of life. Attendees will learn practical strategies to stand out positively, advance their careers, and build unshakable confidence. I'm excited to share these insights and help empower women to take charge of their narratives!"

—Amy Laboda, WAI 12



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Industry Briefings

Join United Airlines at WAI2025!

FRIDAY, MARCH 28

Cottonwood 10, Level 1

8 a.m.-11:30 a.m. and 1:30-4 p.m.

How do I attend?

Check in with United staff - at our booth or outside the meet and greet room. Prioritization is first-come, first-served and you will be able to track your spot in a virtual queue. You will get text notifications on your progress in the queue and once we are ready to talk to you, you can make your way to Cottonwood 10. In our meet and greet, we'll talk with you for about 10 minutes about your application, qualifications and any questions you have.

10:30-11:30 a.m.

United Airlines Briefing 2

Red Rock 2

2:30-3:30 p.m.

Endeavor Air 1

Red Rock 2

Flexjet Industry Briefing-

Crest 5

Southwest Airlines-

Summit 4

4-5 p.m.

Civil Air Patrol

Crest 5

Endeavor Air 2

Summit 4

PSA

Red Rock 2

American Airlines Panel and Friday Meet & Greet

FRIDAY, MARCH 28

8 a.m.- 11:30 a.m.

Requirements for a Meet & Greet: · Meet unrestricted ATP minimums ·

The State of Aviation Today

10:30-11:30 a.m. Summit 4

Join our panel of senior female leaders for an exclusive discussion on how airlines are enhancing the travel experience, advancing operations and technology, and ensuring reliability in today's dynamic environment. This discussion will provide a real-time look at the industry landscape and how American is navigating challenges and opportunities in operations, customer experience, talent management and technology.

Meet the Panelists:

Krystal McCoy – Director, Airports & Tech Ops Recruiting

Kim Cisek – Vice President, Customer Experience

Evie Garces – Vice President, Technical Operations

Anchal Gupta – Senior Vice President, Chief Technology Officer

Sarah Jantz (Moderator) – Managing Director, Corporate Communications

Expect engaging discussions and a few surprises (like door prizes and an exclusive code word for a gift at our booth!)

Expect engaging discussions and a few surprises (like door prizes and an exclusive code word for a gift at our booth!)



First Time Exhibitor Spotlights

Latino Pilots Association/Miguel Counts: “Our mission is to inspire the youth, different people seeking aviation, trying to help them break barriers, make it easier for them to accomplish their dreams. We’re here to make

our presence known, just to make a showing, to show everybody that we’re here for women, we’re here for the Asian Pilot Association, and the OBAP [Organization of Black Airline Pilots] to support them too.”

Jen Cles/Neptune Aviation Services: “Last year we came just as attendees, and it was really inspiring. And so we thought it would be really cool to come back with a booth and represent our brand, Neptune, because there are some really cool opportunities in this area for firefighting. And it’s a really awesome mission.”



Anna Rubianes/Sisters of the Skies: “I think because we’re a smaller group, a lot of people don’t know about Sisters of the Skies, but being here is really beneficial for people visiting as well as us to really get our name out. I think that’s the biggest impression is the visibility we achieve at WAI.”



Michelle Dwyer/Direct Connect Flight Academy: “I would say the personal touch [at WAI is the first impression], having more time, having more individual attention to spend with each person, than when there’s a limited amount of time to do it. It’s not so exhausting as an exhibitor!”



Exhibitors

(as of March 17, 2025)

ABX Air, Inc.	526	Equus Flight Academy	111	Purdue University	504
ACES Systems	335	Executive Jet Management	905	Republic Airways	308
AOPA – Aircraft Owners and Pilots Association	702	Experimental Aircraft Association (EAA)	208	*Rethink Wealth	834
APOLLO MEDFLIGHT	628	FedEx Employees Credit Association	910	Saint Louis University	613
ATP Flight School	412	FedEx Express	912	*Sisters of the Skies	234
Abingdon Co.	807	Flexjet	421	SkyWest Airlines	712
Academy of Aviation	411	Flight Uniforms	110	Skyborne Airline Academy	506
Advanced Air, LLC	831	FlightSafety International	901	Southern Utah University Aviation	814
AerSale, Inc	305	Florida Institute of Technology	533	Southwest Airlines	920
AeroStar Training Services	808	*Fly Girls Aviation	607	Spartan College of Aeronautics and Technology	705
AeroTEC	631	Freedom Aviation Network	730	Spirit Airlines	105
AIM HIGH Flight Academy	932	Frontier Airlines	711	Spitfire Elite Consulting	104
Aims Community College	715	GE Aerospace	611	*SuitShop	211
*Air Commando Outreach Squadron (ACOS)	209	Gleim Aviation	306	Sun Country Airlines	415
Air Force Reserve	921	Global Aviation Data	908	*TeroMed	325
Air Line Pilots Association International	309	Global Crossing Airlines Inc	432	TES	813
Air Methods	704	Global Medical Response	323	Telex Headsets	810
Air Race Classic Inc.	402	GoJet Airlines	220	The Ninety-Nines, Inc.	400
*Air Transport Services Group, nc (ATSG)	829	Gulf Air Group, Inc.	811	Thomas Edison State University	329
Airline Dispatchers Federation	929	Gulfstream	513	Travelpro	729
*Airline Professionals Association	422	*Harvard Division of Continuing Education	413	*Trident Home Loans, LLC	108
Airshare	824	ISA+21	833	UPS Airlines	330
Alaska Airlines, Hawaiian Airlines, Horizon Air	909	Institute of Flight Operations and Dispatch	929	US Customs - Air and Marine Operations	427
Allied Pilots Association	728	*International Trip Planning Services	327	USI	800
Amazon Air NCC	201	JSfirm.com	428	*Uni Aviation LLC	407
American Airlines	621	jetBlue	809	Unifi Service	535
American Airlines Cadet Academy	725	Jet Linx	213	United – Business Resource Groups	229
American Airlines Federa Credit Union	624	*JetSeam	914	United – TechOps	225
Amerijet International, Inc.	232	Kalitta Air	735	United Airlines	221
*Apollo MedFlight	628	LIFT Academy	310	United Airlines – Network Operations Center	324
*Arab American Aviation Professionals Association for Women in Aviation Maintenance (AWAM)	732	*Latin Professionals in Aerospace	215	United Aviate Academy	226
Atlas Air	404	Liberty University School of Aeronautics	403	University of North Dakota	633
Auburn University School of Aviation	701	*Life Flight Network	632	Utah State University	626
Avemco Insurance Company	311	Lockheed Martin	301	Vertical Aviation International	315
Aviation Retirement Strategies, LLC	820	LogTen Pilot Logbook	823	Visionary Training Resources Virtual Reality	228
Aviation Search Group	825	M & H Uniforms	727	Walmart Aviation	821
AviationJewelry.com	502	MedAire, Inc	603	West Star Aviation	405
CAE	928	*Meds-Global	832	Western Michigan Univ College of Aviation	512
CAMP Systems International	529	*Metrea	328	Wheels Up	115
*CDOT Division of Aeronautics	435	Metro Aviation, Inc.	615	Wings Credit Union	734
CSI Aviation	804	Metropolitan State University of Denver	433	Wings for Val Foundation	410
California Aeronautical University	634	Middle Tennessee State University	709	Women Military Aviators	204
Cape Air	312	MzeroA Online Ground School	534	Women in Aviation International	503
Cessna and Beechcraft by Textron Aviation	812	NATCA	528	Women in Corporate Aviation (WCA)	207
Cirrus	321	NGPA	525		
*Clear Skies Ahead	1022	National Airlines	109		
CommutAir	224	National Geospatial-Intelligence Agency	530		
Contour Aviation	231	*Neptune Aviation Services	710		
*CSI Aviation	804	NetJets	801		
David Clark Company	514	OBAP-Organization of Black Aerospace Professionals	233		
*David Uhl Fine Art	635	PASS National	828		
Delta Air Lines	101	PHI Aviation	212		
*Denver International Airport	925	PSA Airlines	627		
*Direct Connect Flight Academy	333	Pearls With A Purpose Foundation	314		
Elevated Access	527	Phoenix Air Group, Inc.	431		
Embraer	826	Phoenix East Aviation	532		
Embry-Riddle Aeronautical University	521	Piedmont Airlines	721		
Empire Airlines	802	Piper Aircraft, Inc.	112		
Endeavor Air	100	PlaneSense, Inc.	313		
Envoy Air	620	PreFlight Aviation Camp	605		
Epic Flight Academy	510	Professional Asian Pilots Association	629		
		*Professional Aviation Safety Specialists (PASS)	828		
		*Project Aviator	927		

*Indicates first time exhibitor

Complimentary Professional Headshots Available

Equus Flight Academy is sponsoring a complimentary Professional Headshot area located in the **Red Rock 1** Foyer. Attendees can pre-schedule headshots by scanning the QR code.

Thank you to Equus for this wonderful opportunity for our attendees to professionally shine!



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2025 Exhibitors

Visit nearly 175 exhibitors, including aerospace companies, airlines, associations, manufacturers, museums, and universities.

WAI2025

Exhibit Hall Hours

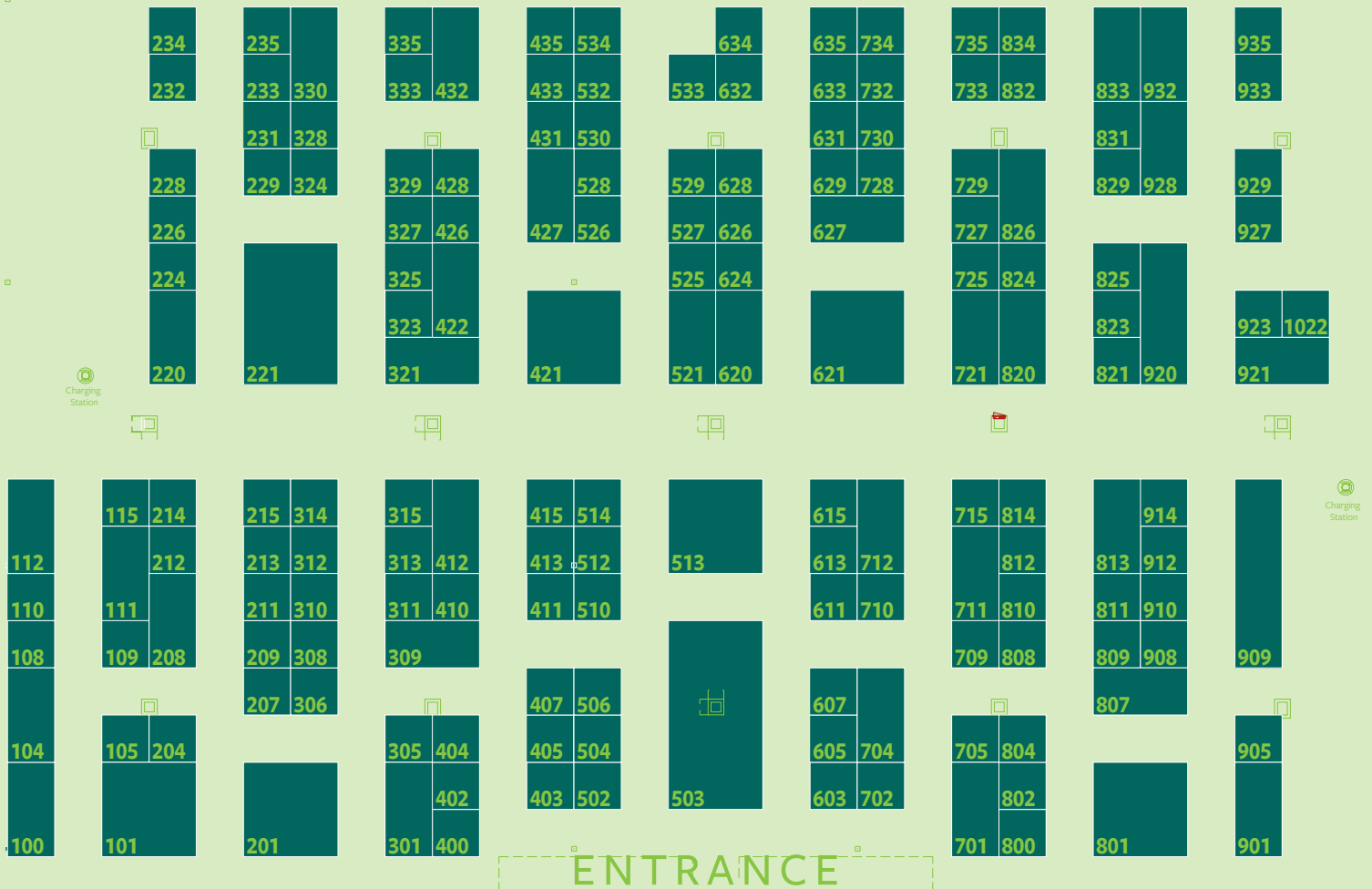
FRIDAY, MARCH 28

8 a.m.–4:30 p.m.

SATURDAY, MARCH 29

8–10:30 a.m.

Coffee and Conversation in the Exhibit Hall 8–9:30 a.m.



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Yoga


















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36th Annual Women in Aviation

Gaylord Rockies Resort Convention Center

Schedule Subject to Change

QUICK REFERENCE FRIDAY, MARCH 10, 2023

7-8 a.m.	8-9 a.m.	9-10 a.m.	10-11 a.m.	11-noon	noon-1 p.m.	1-2 p.m.	2-3 p.m.	3-4 p.m.
Registration Open 7 a.m.-4 p.m.								
Zumba* 7-7:45 a.m. Colorado A					Self Defense Course* 12-12:45 p.m. Colorado A			
Scholarship Recognition Breakfast 7:15-8:45 a.m. Colorado B. <i>Invitation Only</i>		Morning General Session 9-10 a.m. Aurora Ballroom				Afternoon General Session 1-2 p.m. Aurora Ballroom		
Authors Connect Meet and Greet 7:15-8:45 a.m. Homestead 3								
Exhibit Hall Open 8 a.m.-4:30 p.m.								
<div style="border: 1px solid black; padding: 10px;"> <p>Education Session Tracks</p> <ul style="list-style-type: none">  Career Development  Emerging Technologies  Health & Wellness  Leadership Skills  Maintenance and Tech Ops.  Military <p>In addition to our 6 Education Session Tracks each session is identified with our Lifetime of Programs for: Youth Programs Initial Training Workforce Entry Mid-Career Experienced Professional.</p> <p>Note: Seating for all Education Sessions, Chapter Sessions, and Special Sessions will be on a first-come, first served basis.</p> <p><small>* Additional Fee, Registration Required</small></p> </div>			<p>How To Start A Chapter 10:30 a.m.-noon Red Rock 7</p>			<p>WAI Chapter Development of Aviation/Aerospace Education Ecosystems to Raise WAI Visibility as a Valuable Resource 2:30-3:30 p.m. Red Rock 7</p> <p> Youth Programs</p>		
			<p>Inside The Tenerife Crash and The Inception Of CRM* 10:30-11:30 a.m. Summit 8</p> <p> Experienced Professional</p>			<p>Work-Life Integration: The New and Improved Work-Life Balance 2:30-3:30 p.m. Summit 8.</p> <p> Workforce Entry Mid-Career Experienced Professional</p>		
			<p>PANEL: The Race for Equality in the Sky: Bessie Coleman, Janet Harmon Bragg, and Willa Brown 10:30-11:30 a.m. Summit 7</p> <p> Initial Training</p>			<p>PANEL: Leadership at the Board Level: Challenges and Opportunities 2:30-3:30 p.m. Summit 7</p> <p> Mid-Career Experienced Professional</p>		
			<p>An Advanced Conversation on Fatigue Management 10:30-11:30 a.m. Crest 3</p> <p> Initial Training Workforce Entry Mid-Career Experienced Professional</p>			<p>Bricks, Mortar, and a Compass: 3 Essentials for Successfully Navigating a Challenging and Diverse Workplace 2:30-3:30 p.m. Crest 3</p> <p> Mid-Career</p>		
			<p>Navigating Caregiving in Aviation Careers & Embracing the Intrinsic Value of Diversity 10:30-11:30 a.m. Willow Lake 3</p> <p> Workforce Entry Mid-Career Experienced Professional</p>			<p>Safety and Sustainability on the Same Team 2:30-3:30 p.m. Willow Lake 3</p> <p> Mid-Career Experienced Professional</p>		
			<p>PANEL: Charting the Flight Path for Aviation's Future Workforce 10:30-11:30 a.m. Red Rock 9</p> <p> Youth Programs Initial Training</p>			<p>PANEL: Rotary Wing Opportunities in Military Aviation 2:30-3:30 p.m. Red Rock 9</p> <p> Workforce Entry</p>		
			<p>Industry Briefings 10:30-11:30 a.m.</p>			<p>Industry Briefings 2:30-3:30 p.m.</p>		

ion International Conference

Convention Center, Denver, Colorado

Page (as of January 31, 2025)

CONFERENCE GUIDE

MARCH 28

12-1 p.m.	4-5 p.m.	5-6 p.m.	6-7 p.m.	7-8 p.m.	8-9 p.m.	9-10 p.m.	10-11 p.m.
			Board Chair's Reception 5:30-6:30 p.m. Mountain View Pavilion <i>Invitation only</i>	Pioneer Hall of Fame Ceremony & Celebration Dinner 6:30-8:30 p.m. Aurora Ballroom <i>Additional Fee, Registration Required</i>	Jazz with Wings Hangar Dance 8:30-10:00 p.m. Crest 1		
	Be a Mentor. Find a Menton. 3:45-5:15 p.m. Summit 9						
	How to Plan & Host a GIAD Event 3:45-5:15 p.m. Red Rock 7						

PANEL: Funding a Professional Pilot Career: Finding the Cash to Reach for the Sky
 4-5 p.m. **Summit 7**



Youth Programs | Initial Training
Workforce Entry

Soaring Through Negotiation: Empowering Leadership Skills for Aviation Career Success
 4-5 p.m. **Crest 3**



Mid-Career
Experienced Professional

Powerful Presence: Unlock Influence Through Confident Communication
 4-5 p.m. **Willow Lake 3**



Workforce Entry, Mid-Career,
Experienced Professional

PANEL: Empowering Communities Through Advanced Air Mobility (AAM): A New Frontier for Women in Aviation
 4-5 p.m. **Red Rock 9**



Workforce Entry | Mid-Career
Experienced Professional

Industry Briefings
 4-5 p.m.



WAI2025

Empowering Leadership Skills for Aviation Career Success

Join us for an enlightening session from **4-5 p.m.** in **Crest 3** led by aviation executive and consultant Danielle Vardaro. This empowering event, full of practical exercises and real-world case studies is designed to elevate your career in the aerospace sector by honing your negotiation and leadership skills. Discover strategies for communicating effectively, knowing how and when to pivot, and boosting your confidence in high-pressure scenarios.

Danielle will explore the art of navigating change and leadership transitions, whether you're shifting from managing large teams to becoming an individual contributor. She will also delve into resilience, teaching you to build and maintain your 'resilience muscle', ensuring you're prepared for life's unexpected turns.

Moreover, Danielle will tackle the crucial topic of personal branding and negotiation. Understanding your ever evolving unique value and authentically representing yourself not only opens doors for you but also serves as an example for others.

"There is lots of uncertainty. As women we take on a lot. How can we continue to do so and be the best we can be. It's about learning to 'put your oxygen mask on first,'" Danielle says.

Don't miss this opportunity to transform your leadership skills, build resilience, and advance your career in the ever-evolving aviation industry!

—**Mary Woolf**, WAI 45799

Be A Mentor. Find A Mentor.

FRIDAY, MARCH 28

3:45-5:15 p.m. Summit 9

Mentorship can play a key role in keeping you connected to the world you want to work in. This forum will offer guidance on how to make the most of WAI's Mentor Connect program. Industry mentors and mentees in various career stages will share their pro tips for creating and making the most of mentor/mentee relationships and offer advice on their experiences to help you navigate your mentor network.

Seating for this session will be on a first come first serve basis. WAI strongly recommends that you arrive at least 15 minutes prior to the session to secure your seat. For security reasons, we will not be able to add additional seating in the session rooms



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Funding a Professional Pilot Career

Are you an aspiring aviator eager to take to the skies, but daunted by the financial hurdles? Look no further! In the conference session, “Soaring High: Navigating Financial Pathways to Your Pilot Dreams,” today from **4-5 p.m. in Summit 7** our panel will share their experience and provide a guide to managing the monetary challenges associated with flight training and a career in aviation.

This session delves into two primary routes to becoming a pilot: the civilian pathway and the military flying option. Whether you’re considering earning your private pilot certificate at a Part 61 or Part 141 flight school or exploring the exciting prospect of military flying, our panelists will share their personal experiences, offering a comprehensive understanding of each route’s intricacies.

Captain Theresa Claiborne (a Hall of Fame inductee) and Captain Julie Tizard both retired Air Force and United Airlines pilots), will provide valuable insights into the various training programs available for military pilots while Captain Laura Woods and Captain Jolanda Witvliet, who’ve pursued the civilian route and are currently United Airlines pilots, will share their compelling stories of obtaining their licenses through this avenue, dispelling myths and offering practical advice.

Throughout the session, the panel will illuminate the array of resources available to help future aviators secure loans, scholarships, and grants. The session will also unravel strategies to manage the escalating costs of flight training, ensuring you’re well-equipped to navigate the financial landscape of aviation. Moreover, our panelists will share their secrets to success, what you need to do to qualify for financial aid or scholarships, and what makes you successful in gaining financial assistance.

The panel will dedicate time for an engaging Q&A session, allowing you to pick their brains directly and tailor our advice to your unique circumstances. They will also distribute a comprehensive checklist and guide, packed with essential resources from free flying opportunities from various organizations, to how to find the right school for you, to a detailed breakdown of what it takes to qualify for scholarships and grants.

Don’t let financial barriers ground your dreams of becoming a pilot. Join us and take the first step towards reaching new heights in your aviation journey.

—Mary Woolf, WAI 45799

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WAI2025 Conference T-shirt
Lavender Dust Crewneck
 LIMITED EDITION Ladies
 Relaxed Fit
 100% Combed Cotton
 Sizes: Ladies S-3XL
 Imprinted on Front and Back
 Pre-Order Cost — **\$25.00***

WAI2025 Conference T-shirt
Heather Dust V-Neck
 LIMITED EDITION Ladies Relaxed Fit
 52% Combed Cotton, 48% Polyester
 Sizes: Ladies S-2XL Imprinted on Front and Back
 Pre-Order Cost — **\$25.00***

WAI2025 Conference T-shirt
Dark Gray Heather Long-Sleeve
 LIMITED EDITION Ladies Retail Fit
 100% Combed Cotton
 Sizes: Ladies S-2XL Imprinted on Front and Back
 Pre-Order Cost — **\$30.00***




www.WAI-store.org

Unlock Your Worth

Knowing how to negotiate your salary is more crucial than ever. Mandi Fenn, Senior Manager, Strategic Sourcing at FDH Aero, an expert in supply chain management, led an engaging workshop titled “Make It Make Cents” on Thursday. If you missed it, look her up here at the conference or online at LinkedIn or Facebook to find out where you can participate again. It’s worth it! This dynamic session equipped participants with the skills needed to confidently negotiate their worth, set realistic salary expectations, and evaluate comprehensive benefits packages.

“It’s a vulnerable thing to ask about salary, and many people don’t know who to turn to for advice,” Mandi said. Her journey into salary negotiation began early. Despite her role as a buyer, she often felt intimidated by the negotiation process. “I knew it was my job to negotiate, but I still felt scared. What if they took the offer back? Would I seem ungrateful?” she recalled. This common fear is one of the many barriers that prevent individuals from advocating for themselves in the workplace. Her turning point came when she attended a salary negotiation workshop that transformed her perspective. “I loved it and saw the value in connecting with women who had questions they felt were deal-breakers,” Mandi explained.

After relocating to Oklahoma City she realized there was a gap in the market for such workshops in her new community. But a conversation with a friend sparked a new idea. “Why don’t you just make your own?” her friend suggested. Initially hesitant, Mandi soon embraced the challenge. With a two-week paid leave from Boeing, Mandi dedicated her time to developing the workshop. She sought feedback from friends who had attended her previous training and incorporated their

insights into her materials. The result is a comprehensive, hands-on workshop that includes a workbook filled with resources, scripts, and prompts to guide participants through the negotiation process.

Mandi’s workshop is designed to create an emotionally safe space for attendees to learn about a skill that is often shrouded in stigma.

“We’re taught to be grateful for job offers, but we should also be concerned about equitable pay and benefits,” she emphasized. The workshop not only covers negotiation techniques but also provides practical tools for participants to practice their skills.

Mandi’s workshop is now a licensed program that the Junior League of Wichita intends to offer to the community without cost. “I don’t want financial barriers to prevent anyone from accessing this,” she stated.

If you’ve ever yearned for practical techniques to navigate salary discussions or sought real-life examples of how effective negotiation can impact your financial future, this session is for you. Contact Mandi Fenn and take a significant step toward bridging the gender pay gap and securing the compensation you deserve. Don’t miss this opportunity to learn how to advocate for yourself and unlock your true worth in the workplace.

—Amy Laboda, WAI 14



Harnoor Bagarhy WAI 111792 joined Aviation for Girls Connect News in January of 2023 as an official AFG Connect News Anchor and Junior member with her sister Harmon. Through the support of the Upper Canada Chapter and Aviation for Girls program, Harnoor represented all that WAI embodies in her unwavering dedication to aviation and community. She was awarded the Dorothy Hilbert Chapter Volunteer of the Year award. Harnoor is one of two Junior anchors, including Maddy Miskell 95383 who are forming their careers and are attending conference as part of our WAI community for the first time.

EXHIBITOR SPOTLIGHT

The Air Race Classic Announces Official Timepiece

The Abingdon Co, a longtime WAI exhibitor and founder of a watch brand known for its commitment to adventurous women, announced that it is sponsoring the Air Race Classic (ARC) as the official watch of the aviation event. “It is a great honor to be part of one of the oldest air races in the world as the official watch and timekeeper,” said CEO Abingdon Mullin. “I am excited for what the future holds with our partnership and I look forward to continuing to grow with such an esteemed organization.”

Established in 1929, the Air Race Classic brings together skilled women aviators from across the globe for a competitive and challenging cross-country race.

The official watch of the Air Race Classic



Aerospace Educators Workshop

The Aerospace Educator Workshop shares resources, contacts, and support for teachers and educators to bring back to their students and classrooms. This workshop, presented by NASAO and aviation and aerospace education leaders including Civil Air Patrol, Academy of Model Aeronautics, Organization of Black Aerospace Professionals, The Aldrin Family Foundation, EAA AeroEducate and WAI Aviation for Girls program.

With a predicted shortage of skilled employees in the aviation and aerospace industry, the education group shared how important building awareness and supporting youth is in this pivotal time. During this workshop, educators explored various hands-on STEAM activities provided by the organizations in round table discussions to provide attendees with the opportunity to connect and discuss best practices in education and discover unique opportunities in the education programs.



Thank you, Nelda Lee, Lifetime Member 15, for volunteering to be our special Daily distributor. Nelda is a 2004 WAI Pioneer Hall of Fame inductee.

Path to Success in Aviation Can Include Work-Life Balance

If you've ever thought about pursuing a career in aviation but felt overwhelmed by the hurdles of balancing life, work, and training, you're not alone. Kama Rueschenberg, a dedicated flight attendant and a nascent airline pilot, knows exactly what it's like to juggle multiple roles while chasing your dreams.

Kama's journey hasn't been without challenges. As someone who works both as a flight attendant for a national airline and as a pilot in a Part 135 operation flying Embraers, Kama has experienced the grind firsthand from both sides of the cockpit door. She shared with WAI how she's managing to build her flight experience while staying financially stable and maintaining her health. Her advice? Pick the right "day job," stay organized, prioritize, and never forget to care for yourself along the way.

"Being a flight attendant gave me the stability I needed," Kama explains. "The unique bidding system where I work allowed me to continue training as a pilot while still having a steady income and benefits. That's a luxury not everyone gets, and it is giving me the foundation I need to reach my goals," she explains.

In her Saturday morning educational seminar Pursuing Flight while Maintaining a Career & Your Health (9–10 a.m. room **Crest 3**) Kama will offer advice on how others can follow a similar path. She'll explain how to keep a day job while pursuing a dream job. And you can't forget to stay healthy through it all, something often sidelined by those working long hours in aviation.

"Health is a priority, but how you get and stay healthy is flexible. I've learned to make time for exercise even with a busy travel schedule. It's all about finding balance," she says.

As a woman in a high-demand industry, she knows the struggle of balancing ambition with personal life. Her advice? "You can't pour from an empty cup," Kama shares. "When you take care of yourself, everyone around you benefits."

Kama's seminar promises to be an empowering session for anyone interested in breaking into aviation or pursuing their goals, regardless of age or background. She intends to dialogue with her attendees, so be sure to bring your questions Saturday morning to **Crest 3**.



How WAI Chapters Can Help Develop the Aviation/ Aerospace Education Ecosystems We Need

FRIDAY, MARCH 28 | 2:30-3:30 | Red Rock 7

How do we work to ensure the future stability and growth of the aviation industry? Find out from Kathryn Creedy, Editor of Future Aviation/Aerospace Workforce News, who has a wealth of information and experience, will lead a discussion outlining current thinking about aviation/aerospace workforce development, how it is coming up short, and ways to inspire our communities to do better. This helps all of us to understand how to plan and execute strategic and education opportunities to build the ecosystem for the future success of the aviation/aerospace workforce.

A key point of creating this ecosystem is to understand all the places where awareness of aviation related careers is not happening, not happening consistently, or not happening early enough in children's lives. A huge area of opportunity is to work with children when they are younger and encourage them to consider the fact that almost any type of career that interests them can also be performed in the aviation world.

Kathryn will provide tools and resources to create an aviation/aerospace education ecosystem along with ideas about national and local community resources, such as STEM nonprofits, and events available in which to become involved.

"Get into the community. Aviation is in every corner of America. Aviation related manufacturers are everywhere. How do we leverage this workforce? We already have to build an ecosystem to solve the workforce shortages?" Kathryn suggests, "There are dozens of ways to do so via local chapters of national organizations. Connect the chapters to the employers and work together to build and sustain a relationship with the youth who attend locally sponsored aviation events. We can all think about who are the employers in our areas and what type of workforce do they need? Do they need a college education or work training?" The goal is to have an aviation/aerospace education ecosystem that creates a Kindergarten to Career awareness and pathway. Capitalize on the success of the Girls in Aviation Day (GIAD) by involving these local resources and then keeping the connection active with the girls who attend.

--Michelle Graves, WAI 45798

A promotional graphic for EAA WomenVenture 2025. The background is a dark blue collage of photos of women in aviation-related settings. The text is white and centered. At the top, it says 'EAA WomenVenture' with the EAA logo. Below that, 'JULY 21-27, 2025'. Then, 'Join us during the week of EAA® AirVenture® Oshkosh™ as we celebrate women coming together to support one another.' Below that, 'Presented by' followed by the Boeing logo. At the bottom, a list of activities: 'EAA® WOMENVENTURE™ CENTER · ICE CREAM SOCIAL · EAA WOMENVENTURE ANNUAL PHOTO · INSPIRATIONAL PROGRAMMING · POWER LUNCH · BINGO'.

EAA WomenVenture
JULY 21-27, 2025

Join us during the week of
EAA® AirVenture® Oshkosh™ as we
celebrate women coming together
to support one another.

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Learn more by visiting
EAA.ORG/WOMENVENTURE

THE CASE FOR VR

Curious about Virtual Reality (VR)? Want to understand its transformative impact on the aviation sector? Unfamiliar with VR? Join us as Trimbi Szabo, a Relationship Manager at Visionary Training Resources (VTR) and former Learjet First Officer, elucidates on VR, mixed reality, and augmented reality, and their roles in shaping aviation.

Trimbi is presenting a documentary she produced featuring interviews with more than 40 industry experts, ranging from maintenance personnel and pilots to flight attendants, across diverse sectors from Lockheed Martin to the United States Air Force Academy. The identities of her interviewees remain confidential for now, but don't be surprised if you see a friend or two in the film!

She'll also provide insights into the creation of advanced VR headsets and their current

popularity at the World Airline Training Symposium. "Many aspects of airline training are transitioning to XR," asserts Trimbi. "It's incredibly immersive; you don your headset and find yourself in the cockpit of a 767, 737, or 777. Furthermore, these headsets receive updates over the cloud, enabling them to incorporate new aircraft models as simulation technology advances."

Trimbi will share her own personal stories of how VR enabled her uncle, a retired Continental pilot, to fly a 737 again and how VR is inspiring young girls, through Girls in Aviation Day, to try their hand at piloting various aircrafts using VR technology.

Excited to give VR a try? Visit Trimbi at **booth #228** for a demonstration.

—Mary Woolf, WAI45799



Authors Connect Friday Book Signing Schedule

FRIDAY, MARCH 28

10–11:30 a.m.

Lola Reid Allin

Highway to the Sky: An Aviator's Journey Erika
Armstrong A Chick in the Cockpit: My Life Up in the Air Patricia Osborn Huey's Books Helicopter Missions
Picture Book Series

Mary Bush Shipko

AVIATRIX: First Woman Pilot for Hughes Airwest,
Daring Mary: Aviation Pioneer & The Firsts: Women
Pilots and How They Changed the Airlines

11:30 a.m.–1 p.m.

Kodey Bogart

Helo Girls™ Series: The Firefighting Pilot and The Law
Enforcement Pilot Gigi Coleman & Beth Powell Queen
of the Skies: The Inspiring Story of Bessie Coleman

Sherri L. Smith

American Wings: Chicago's Pioneering Black Aviators
and the Race for Equality in the Sky, Flygirl, & Who
Were the Tuskegee Airmen? & others

Elizabeth Wein

American Wings: Chicago's Pioneering Black Aviators
and the Race for Equality in the Sky, Code Name Verity,
Stateless & others

Victoria Yeager

CHUCK YEAGER: WHAT A RIDE! My Amazing Life with
The Original Right Stuff & Chuck Yeager 101 Chuck
YEAGER-isms: Wit & Wisdom from America's Hero

2–3:30 p.m.

Katherine Sharp Landdeck

The Women with Silver Wings: The Inspiring True
Story of the Women Airforce Service Pilots of World
War II

Erin Miller

Final Flight Final Fight: My grandmother, the WASP,
and Arlington National Cemetery & What Grandma
Did

Heather B. Moore

Lady Flyer: The extraordinary true story of WWII pilot
Nancy Harkness Love & others

Erin Mariah Murphy

Halfway Home: A Rescue Dog's Sky-high Journey to
Acceptance & Daring Dexter: How Aviation Sparks
Change in a Rescue Dog's Life

3:30–5 p.m.

Sarah Doran

The Peppered Sky & Sleeping Giants Picture Books

Kimberly K. Dougherty

Airpower in Literature: Interrogating the Clean War,
1915 – 2015

Karlene Pettit

Flight to Success: Be the Captain of Your Life,
Normalization of Deviance: A Threat to Aviation
Safety, AIR21 Delta's Debacle: Legal Lessons Learned
and Shared to Save Your Career and Improve Safety, &
Flight for . . . 7-Book Thriller Series

Captain Tammie Jo Shults

Nerves of Steel: How I Followed My Dreams, Earned
My Wings, and Faced My Greatest Challenge

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