



Alaska Wing Women's Leadership Forum 3 October 2020

1st Lt Karen Padgett presenting
C/Capt Annika Ziesmer & C/MSgt Katherine LeBlanc assisting

All Members Welcome!!

Use chat for comments and questions

2:30 Logon Fun: CAP Trivia

2:40 Presentation &

3:15 Conference Conclusion

Feel free to stay in this Google Meet for informal discussion afterward





Trivia



- CAP from its inception has been an equal-rights organization, open to citizens of all genders, races and backgrounds.

ANSWER IN THE CHAT:

- At the start of World War II, what percent of licensed pilots in the U.S. were women?*
- By 1945, women constituted what percent of CAP's senior and cadet membership?

Reference: <https://patch.com/maryland/westminster/women-civil-air-patrol-75-years-history-0>





Trivia



ANSWER IN THE CHAT:

- _____% Overall population of Alaska
- _____% Engineers (all types)
- _____% Active duty military
- _____% Licensed pilots in the US are female

References for 2019 data: https://www.faa.gov/data_research/aviation_data_statistics/civil_airmen_statistics/
<https://womenofaviationweek.org/five-decades-of-women-pilots-in-the-united-states-how-did-we-do/>
<https://datausa.io/profile/soc/aerospace-engineers>





What This “Trivia” Shows Us

- Women are vastly underrepresented in STEM, especially the aviation professions
- For 75 years, for women interested in STEM, especially aviation, CAP has been THE most welcoming environment to women
- However, women are still vastly underrepresented even in CAP
- With CAP, we have the resources and experience to inspire, encourage people of all genders and all ages in STEM, particularly aviation. And we have a long-standing history of doing that for women





AKWG Women's Leadership Forum: What Is It?



Forum Intent: To Strengthen Skills and Relationships to Build a Stronger Organization With a More Diverse and Engaged Membership

- Endorsed by
 - CAP National Commander General Mark E. Smith,
 - CAP National Diversity Officer Lt Colonel Elizabeth Sydow
 - PCR Commander Select Col George Ishikata
 - Col Kevin McClure, Alaska Wing Commander
 - Alaska Wing Diversity Officer 1st Lt Elizabeth Justus
- Modeled after CAP National Women's Leadership Forum
- We are brand new! It is what we make it!





A Message From the National Commander

“Thank you for participating in the new **Alaska Wing Women’s Leadership Forum**. The journey you are embarking on captures two of my passions – leadership and diversity. Civil Air Patrol is historically underrepresented in our population of females and your voice is needed to help our organization reach its full potential. Similarly, Civil Air Patrol can benefit from women who are sharpening their leadership skills and are willing to step into positions of greater authority, whether in staff or command positions. In doing so you will find that you are serving as an inspiration, especially to our female cadets and senior members. **You can be the inspirational leaders that make a huge difference in the lives of others.** Thank you for joining in this journey, and for your service in Civil Air Patrol.”

--Maj Gen Mark E. Smith, CAP National Commander, 26 Sep 2020





Welcome from National Diversity Office

"I'm excited to see the initiative of Alaska Wing to bring this forum to your members. **Strengthening skills and relationships** will build a stronger organization with a more diverse and engaged membership. I encourage each of you to take advantage of this and other opportunities for development and mentoring."

--Lt Col Elizabeth A. Sydow, CAP National Diversity Officer





Meet Some Impressive Female Cadets in Alaska Wing



- Wing-wide 25% of cadets are female
- Highest-**Placed** Female Cadets in Alaska Wing Staff Positions
 - C/Col Clare Porter on Wing Staff
 - C/Capt Annika Ziesmer, Cadet Commander for Eielson Squadron
 - C/1st Lt Katarina Lukic, Cadet Commander for Polaris Squadron
- Alaska Wing Highest-**Ranking** Female Cadets
 - C/Col Clare Porter, Currently in 2nd year at US Air Force Academy
 - C/Lt Col Isabella Mollison, Currently in 2nd year at Howard University in AFROTC (YouTube Search "Today's Civil Air Patrol: Diversity Discussion")*





Female Senior Members in CAP



- Within Alaska Wing
 - Wing-wide 19% female senior members
 - Wing Staff: 29% women
 - Alaska Wing Diversity Office: 2d Lt Elizabeth Justus*
- Several Wing Commanders throughout the US are Women
- Current Highest-**Placed** Women in CAP
 - Southeast Region Commander Col Andrea Van Buren
 - CAP Executive Officer Col Arlinda Bailey
 - National Training Officer: Col Regena Aye
 - National Diversity Officer Lt Col Elizabeth Sydow
- Highest-**Ranking** Woman in CAP: Maj Gen Amy Courter, CAP National Commander 2007-2011*





The next 2 slides are Gen Courter's National Conference Women's Leadership Forum Session





Recruiting: Fun with Math



- Cadets:

- If there are now 200 Cadets in AKWG (there are actually more)
- 25% are female
- ___% are male
- If there were as many female cadets as male cadets, AKWG would have _____ cadets
- What could AKWG do with _____ cadets, $\frac{1}{2}$ women & $\frac{1}{2}$ men?
- What COULDN'T we do?

SUSTAINING EXCELLENCE





Inspiration: Puerto Rico Wing Cadet Female Recruiting Initiative



SER CC Col Andrea Van Buren challenged PRWG cadets with recruiting more females.

SUSTAINING EXCELLENCE





Ideas for Future Topics



- Meet & greets ([virtual tinyurl.com/AlaskaWingWLF](https://tinyurl.com/AlaskaWingWLF) & in-person)
- Guest speakers
- Communication about opportunities
 - CAP-USAF Female Pilot Panel Discussions
- **Connect with other organizations** (Society of Women Engineers, Women in Aviation, Ninety-nines, Whirlygirls, Ladies Love Taildraggers, Female Aviators Sticking Together, Other STEM women organizations)
 - Scholarships
 - Recruiting
 - External Aerospace Ed
 - Guest Speakers





Ideas for Future Topics



- Female teams
 - Color Guard (Senior Members, too???)
 - Cadet Competition Team (Members from 2 squadrons/team allowed)
 - CyberPatriot Team
 - Other Wing/Region/National Competitions
- Task Forces for specific goals/activities
- Book studies, guest authors
- Women's uniform regulations & tricks
- Design a logo, patch (shield), motto





Going Forward: Show of Interest



- Email WLF@akwg.cap.gov
 - Do you want to be added to the email distribution?
 - Are you interested in being a leader in WLF?
 - Do you want a copy of the PRWG female recruitment Ops Plan slides?
 - Do you want to receive notifications of get-togethers, online opportunities, training sessions, scholarships, etc?
 - Do you want us to find other material for you?
 - Any other questions or comments welcome
- Facebook Page: Alaska Wing WLF
- www.akwg.cap.gov tab (will be live soon)
- Participate in Forum sessions & other activities
- Word of mouth





Current Opportunities

- October 17, 6-8am Alaska Time, US Naval Academy Girls Virtual STEM Day on Facebook Live
- Senior Member CAP Diversity/Inclusivity Survey
- Early December 2020 in-person get-together in the works...
- Dec 26-31, 2020, Virtual Regional Cadet Leadership School (required to promote to C/Lt Col)
- Leadership opportunities in this group
 - Search for existing opportunities
 - Create new opportunities
 - Post to Alaska Wing WLF Facebook page





Mark Your Calendar: Future Women's Leadership Forum Sessions All Members Welcome

Holiday get-together (in the works for early December 2020)

Quarterly get-togethers

- **9am Saturday, January 9, 2021**—tentatively scheduled in-person at Village Inn in Spenard (Anchorage)
- 9am Saturday, April 10, 2021
- 9am Saturday, July 10, 2021
- 2021 Alaska Wing Conference, Saturday, October 2, 2021

