

THE CIRCUIT

TECHNICAL WOMEN'S ORGANIZATION

Brenda Smith-Keene: Honored by the American Business Women's Association as One of Top Ten Business Women
As posted on American Business Women's Association's website



Name: Brenda Smith-Keene

Chapter: Shining Star Chapter

Occupation: Systems Support Center Coordinator, FAA

Having worked for twenty-six years in the world of aviation for the Federal Aviation Administration (FAA), Brenda Smith-Keene has focused on maintaining, repairing and providing training to new electronics technicians on navigational/landing systems, communication systems and automation systems. These are multi-million dollar systems and the position is still considered a non-traditional position for women. One of Brenda's major goals was to be an instructor at the Mike Monroney Aeronautical Academy in Oklahoma City, which she achieved and did for seven and a half years.

When asked how ABWA helped her achieve her goals, Brenda's response was, "I was introduced to ABWA in October of 1996 when I attended a Shining Star Chapter meeting. They were having a computer workshop that night and the professionalism of the presenter was great! It was that presentation with the knowledge that more were to come that caused me to want to join right away. I jumped in with both feet and embraced all that ABWA had to offer."

From:

<http://www.abwa.org/about/about.cfm?ID=!%2B%40%20%20%0A>

Message from TWO President: Vicki Wagonis



Hi TWO members and friends of TWO,

I want to say a big THANK YOU for your patience this year; with the many changes within TWO and the FAA that effect us all. The TWO Board of Directors is working on the Strategic Plan and five-year goals, and of course how we will be affected by the sequestration or sequester as Congress and FAA Administrator Huerta call it.

First I will tell you about the TWO Strategic Plan and five-year goals the Board is working on. TWO hired a consultant, Kampen Consultants, to consult and guide the Board on the strategic plan. Our consultant, Martha, has been amazing and keeps the Board focused on our mission.

The Board voted on updates to our: TWO values/goals/creed/mission/vision, please check website: www.technicalwomen.org or the KSN site to review the updates.

Furloughs have been halted but we are still under a FAA budget crunch. Please check with PASS or the FAA websites for information on sequester and if you took any furlough leave to see if it will be converted to admin leave.

I want to talk about the cancelled 2013 Seattle Conference in May. The TWO conference chair, Anne Pitts, with a lot of collaboration with Della Triggs-Koch, TWO VP, worked hard to pull together a very nice agenda, especially in this time of challenges and funding cuts. But with the Sequester and the Furloughs taking place, the TWO Board of Directors voted, on the March monthly telecom, to cancel the conference this year. Please look at the minutes to the meeting on the KSN website and the TWO website for details.

In 2014, TWO is joining Professional Women Controllers (PWC) and Women in Aviation International (WAI) for a conference in March 2014. Joining with these other aviation related organizations is right in line with the TWO goals and creed. The conference is in Orlando, FL, at the Coronado Springs Resort, Disneyworld. If you haven't been to a WAI conference, it is on a different plane from what we are used to, all facets of the aviation industry are in attendance.

I want to encourage each and every one of you to reach out to your TWO. Regional Director and connect with them. We are all doing more with less and being involved with TWO. is now more important than ever.

Now, I want to give a big hand to Ali McDermott and the AJG-P2, Employee Development team, for all the support and work they provide the Leadership and Career Development (LCD) Partnership. We launched the Career Development Tool. Your TWO CPP Program Coordinators, Linda Nelson and Vera Fortman, will send out information for you to get involved. This is a great way to map out your career, find out how to go from where you are to where you want to be. The LCD Partnership with ATO has been hard at work, please read the minutes that are forwarded to you. Succession Planning is a needed program in the FAA and the team has 19 initiatives that we have been working hard on to advance everyone.

Whether it is career progression, employee development, or selection for positions, we have your interest at heart, stay tuned for more information.

I know this is a challenging year, between all the natural disasters, continuing resolution (CR) and now the Sequester or sequestration, but just remember:

"Few things in the world are more powerful than a positive push, __a smile,__a world of optimism and hope, a 'you can do it' when things are tough."

Richard M. DeVos

Respectfully,

Vicki J Wagonis

President, TWO

Women in STEM: A Gender Gap to Innovation

As Published on *Economics and Statistics Administration*
(<http://www.esa.doc.gov>), on 3 Aug 2011.

Executive Summary

Our science, technology, engineering and math (STEM) workforce is crucial to America's innovative capacity and global competitiveness. Yet women are vastly underrepresented in STEM jobs and among STEM degree holders despite making up nearly half of the U.S. workforce and half of the college-educated workforce. That leaves an untapped opportunity to expand STEM employment in the United States, even as there is wide agreement that the nation must do more to improve its competitiveness.

- Although women fill close to half of all jobs in the U.S. economy, they hold less than 25 percent of STEM jobs. This has been the case throughout the past decade, even as college-educated women have increased their share of the overall workforce.
- Women with STEM jobs earned 33 percent more than comparable women in non-STEM jobs – considerably higher than the STEM premium for men. As a result, the gender wage gap is smaller in STEM jobs than in non-STEM jobs.
- Women hold a disproportionately low share of STEM undergraduate degrees, particularly in engineering.
- Women with a STEM degree are less likely than their male counterparts to work in a STEM occupation; they are more likely to work in education or healthcare.
- There are many possible factors contributing to the discrepancy of women and men in STEM jobs, including: a lack of female role models, gender stereotyping, and less family-friendly flexibility in the STEM fields. Regardless of the causes, the findings of this report provide evidence of a need to encourage and support women in STEM.

Source URL: <http://www.esa.doc.gov/Reports/women-stem-gender-gap-innovation>

Links:

[1] <http://www.esa.doc.gov/reports/year/2011>

[2] <http://www.esa.doc.gov/sites/default/files/reports/documents/womeninstemagaptoinnovation8311.pdf>



Presidential Proclamation -- Women's History Month, 2013

The White House
Office of the Press Secretary
For Immediate Release
February 28, 2013

Presidential Proclamation -- Women's History Month, 2013
WOMEN'S HISTORY MONTH, 2013

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BY THE PRESIDENT OF THE UNITED STATES OF AMERICA
A PROCLAMATION

For more than two centuries, our Nation has grown under the simple creed that each of us is created equal. It is a notion that makes America unlike any other place on earth -- a country where no matter where you come from or what you look like, you can go as far as your talents will take you.

Women's History Month is a time to remember those who fought to make that freedom as real for our daughters as for our sons. Written out of the promise of the franchise, they were women who reached up to close the gap between what America was and what it could be. They were driven by a faith that our Union could extend true equality to every citizen willing to claim it. Year after year, visionary women met and marched and mobilized to prove what should have been self-evident. They grew a meeting at Seneca Falls into a movement that touched every community and took on our highest institutions. And after decades of slow, steady, extraordinary progress, women have written equal opportunity into the law again and again, giving generations of girls a future worthy of their potential.

That legacy of change is all around us. Women are nearly half of our Nation's workforce and more than half of our college graduates. But even now, too many women feel the weight of discrimination on their shoulders. They face a pay gap at work, or higher premiums for health insurance, or inadequate options for family leave. These issues affect all of us, and failing to address them holds our country back.

That is why my Administration has made the needs of women and girls a priority since day one -- from signing the Lilly Ledbetter Fair Pay Act to helping ensure women are represented among tomorrow's top scientists and engineers. It is why we secured stronger protections and more preventive services for women under the Affordable Care Act. It is why we have fought for greater workplace flexibility, access to capital and training for women-owned businesses, and equal pay for equal work. And it is why we have taken action to reduce violence against women at home and abroad, and to empower women around the world with full political and economic opportunity.

Our Mission:
"Increase the number of qualified women in technical fields to maximize the contributions of technical women in the Federal Aviation Administration (FAA)"

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Meeting those challenges will not be easy. But our history shows that when we couple grit and ingenuity with our basic beliefs, there is no barrier we cannot overcome. We can stay true to our founding creed that in America, all things should be possible for all people. That spirit is what called our mothers and grandmothers to fight for a world where no wall or ceiling could keep their daughters from their dreams. And today, as we take on the defining issues of our time, America looks to the next generation of movers and marchers to lead the way.

NOW, THEREFORE, I, BARACK OBAMA, President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim March 2013 as Women's History Month. I call upon all Americans to observe this month and to celebrate International Women's Day on March 8, 2013, with appropriate programs, ceremonies, and activities. I also invite all Americans to visit www.WomensHistoryMonth.gov to learn more about the generations of women who have shaped our history.

IN WITNESS WHEREOF, I have hereunto set my hand this twenty-eighth day of February, in the year of our Lord two thousand thirteen, and of the Independence of the United States of America the two hundred and thirty-seventh.

BARACK OBAMA

Memorandum

Date: January 15, 2013

To: All FAA Employees

From: Michael P. Huerta, Administrator

Subject: Diversity - Moving Forward, Together

As the Federal Aviation Administration (FAA) continues to transform its operations through the implementation of NextGen initiatives, I encourage you to devote the same energy, passion, and commitment to ensuring that the FAA has a diverse and inclusive workforce.

On August 8, 2011, the President released Executive Order 13583, which directs each Federal agency to develop an integrated Diversity and Inclusion Strategic Plan. The U.S. Department of Transportation established a plan that provides guidance to build a more effective organization through increased awareness of the business, cultural, and legal framework for fostering a diverse and inclusive workforce.

Additionally, one of the outcomes stated in the FAA Strategic Plan - Destination 2025 is that the "FAA workforce reflects the diversity of the nation." To accomplish the goal of diversity requires the active support of the entire Agency.

Diversity is a commitment based on the principle of inclusion for everyone. It requires mutual respect, understanding, and awareness of different cultures, beliefs, and backgrounds and respecting these differences equally. More than ever, our workforce consists of many different generations, cultures, beliefs, and backgrounds. These differences can create opportunity for the FAA as they introduce a variety of perspectives and skills to the workplace. These differences lead to varying approaches to problem-solving and open the door to new, innovative, and creative ideas that can be used to achieve our strategic goals.

Diversity also emphasizes inclusion and a collaborative approach to work. Inclusion extends to outreach efforts, hiring and development of employees, promoting interest in aviation to all sectors of the general public, and collaborating with our stakeholders.

I believe that diversity helps make our country a great and vibrant place to live. By drawing on the strengths of American diversity as we continue to transform the FAA and advance aviation, we can move forward, together.

Central Region Turns to its Employees for Strength

As Published on FocusFAA on 27 Feb 2013

February 27, 2013 – Five of the FAA's employee associations joined forces this month at Central Region headquarters to participate in a day of leadership training. It was one of the largest congregations of multiple employee association members in recent FAA history.

Participating in the day-long series of FAA-approved training were nearly 70 FAAers representing the National Black Coalition of Federal Aviation Administration Employees (NBCFAE), National Hispanic Coalition of Federal Aviation Administration Employees (NHCFAE), Native American/Alaskan Native Coalition of Federal Aviation Administration Employees (NAAN), Professional Women Controllers (PWC), and Technical Women's Organization (TWO).

The program, entitled "Leadership Day: People are Our Strength," was the brainchild of Central Region's Round Table, the vision of Regional Administrator Joseph Miniace and Daryl Hart, the Civil Rights director for the Great Lakes and Central regions. The Round Table brings together the regional management team, employee associations, and unions to discuss issues and concerns for employees throughout the region.

One consistent void that was echoed from all of the employee associations was training and employee development. With the support of Miniace and Hart, the employee associations moved forward and developed a day of FAA-approved training. The training provided eight hours of continuing management education and was assigned an eLMS course number for all participants to receive training credit.

"The objective for Leadership Day: People are Our Strength was to educate, motivate and inspire those who aspire to be leaders or strengthen their leadership skills," said Natasha Chappelle, president of the Central Region's NBCFAE.

The national presidents of each of the employee associations opened the day relating their experiences as the top officials within their organizations. Six motivational speakers from across the Kansas City metropolitan area then followed.

Among them was Michelle T. Johnson, the author of "Diversity Diva," a column in the Kansas City Star newspaper, who encouraged participants to not make assumptions, but to listen to the meaning behind words, ask questions, and to not be afraid of not knowing. Shelly Armato, founder and CEO of a technology company, used her personal story to communicate that one's past does not dictate one's future.

Donald Simon, a local consultant, spoke about the roles that risk and rewards have in leading change; Steve Flick, a director on the Board of National Native American Chamber of Commerce, discussed the need for strong male role models and planting the seeds for the next generation of leadership; and Kathy Quinn, a local TV reporter, used her experiences as a journalist to create a vivid picture of what it takes to be a ground breaking leader, as well as the value in being a good follower.

And former FAAer Sandra Campbell concluded the day with inspirational insight, entitled "You Can Make It Happen," in which she turned potentially negative scenarios into positive outcomes. Campbell moved the audience with many thought provoking scenarios and outcomes that ended up positively for several reasons such as: "Give up negative thinking;" "Nothing beats a failure, but a try;" "No one can make you feel less than, you determine how you feel;" and "Preparation—you never know what tomorrow will bring."

The planning committee was co-chaired by Marina O'Sullivan from the NHCFAE and Christina Calvert, Central Region director for the PWC. Other members of the committee were Chappelle; Laurie Ortiz, Central Region president of the NHCFAE; Rebecca Uta, NAAN representative for the Central Region; Brenda Smith-Keene, TWO's director for the Central Region; Cora Lyons and Toi Lee from the NBCFAE; Beth Prettyman, TWO; and Alisa Gause, Office of Civil Rights.

"This was a beneficial day of training that met the goals of the agency and was accomplished at no cost to the agency," said Chappelle. "In this time of diminishing resources, Central Region's Day of Leadership training can serve as an excellent template for training across the country," she added.

Bristol Recognized as “CEO Who Gets It”

As Published on MyFAA on 25 Jan 2013

January 25 -- ATO Deputy Chief Operating Officer Teri Bristol has been named one of the National Safety Council's “CEOs Who Get It” for 2013.

Bristol was the only female executive among eight people to earn the honor this year and the first woman since 2011 to do so. She is also the only government executive among this year's honorees.

She earned the recognition for her service as the ATO's vice president of Technical Operations, a role she filled from 2009 until becoming deputy COO last summer. Employees nominated her for the award.

“I'm proud to have led a team dedicated to keeping our equipment and workplace safe to support the FAA's mission to keep the national airspace safe,” Bristol said. “I'm honored that my colleagues nominated me for this recognition and that the National Safety Council included me in such an esteemed group of safety-focused executives.”

The council recognized Bristol and the other CEOs in its February issue of *Safety + Health* magazine.

As the head of Technical Operations, Bristol worked to keep more than 10,000 employees safe as they ensured that more than 65,000 pieces of equipment and systems functioned nonstop at more than 6,000 air traffic control facilities.

“This symphony of safe coordination happens only if employees follow procedures and maintain the equipment that delivers the safest, most efficient national airspace system in the world,” Bristol told *Safety + Health*.

Bristol fulfilled various safety-specific roles while at Tech Ops. She oversaw the FAA's Technical Operations Safety Stand Down, a biannual event aimed at fostering dialogue about employee safety at every level of the ATO. The effort features safety success stories from across the country.

Bristol also led the development of the Technical Operations Safety Action Program, a voluntary system that encourages Tech Ops specialists to report safety concerns. Known as T-SAP, the system had generated 126 reports and 44 requests for corrective action from its inception in October 2011 through last November.

Bristol also served on the Occupational Safety and Health Compliance Committee; she oversaw the budgets for personal protective equipment and safety program initiatives in service centers; and she developed and tracked training for environmental and occupational safety and health.

Safety remains a priority for Bristol in her role as the ATO's deputy COO. She is responsible for ensuring the safety, efficiency and security of air traffic operations across the national airspace, and she provides strategic leadership and direction for all ATO service units.

“During her tenure at Technical Operations, Teri had a phenomenal track record on safety,” ATO Chief Operating Officer David Grizzle said. “Her recognition by the National Safety Council confirms what all of us at the FAA already knew – that Teri is driven to keep the workplace safe for her colleagues and the airspace safe for our customers.”



Thank You Note from Victoria Cox, Assistant Administrator, NextGen

As quoted per e-mail to Vicki Wagonis and Sara Snyder dated 12 Dec 2012.

"Hi Vicki,

Just a note to thank you for the recognition from TWO that Sara Snyder delivered at our recent NextGen All Hands at the Technical Center. I have always enjoyed working with TWO and was delighted to receive the shirt and hat along with the very nice letter from you.

Thanks again, and best wishes for a wonderful holiday.

Vicki,

Victoria Cox

Assistant Administrator, NextGen, ANG-1"

From Around the Region: ASO

The ASO Technical Women's Organization (TWO) attended training to be counselors for the Science, Technology, Engineering and Mathematics (STEM) Aviation and Space Education (AVSED) Outreach Program. This exciting and valuable training provided guidance, overview and information on roles and responsibilities as well as offered vital tools to prepare and inspire the next generation of skilled professionals for aviation/aerospace communities.

One of the tools was how to utilize Smart Skies, which is a unique website offering an assortment of math problems that are paired to Air Traffic Control (ATC) operations. Also, for the cellphone savvy, and what student does not have a cellphone, Sector 33 is a mobile app offered to help students to increase their math skills. The trainers were Camille Sprauve and Linda Chatman of Executive Services, ASO-31, whose knowledge and training capability was nothing but exciting, energetic, and worth attending. Not only did the attendees receive important information on how to be a counselor, they were pleased to learn the STEM-AVSED program is looking to heighten awareness of the technical careers in the FAA and are looking forward to participating in various events to educate on the Agency's mission of focusing on NextGen technologies and systems to ensure we provide the safest, most efficient aerospace system in the world.

The relationship with Executive Services and TWO is off to a wonderful, enthusiastic start as they continue collaborating in great strides to continue supporting STEM-AVSED in ASO! Way to go TWO!!!

Contributor: Camille Sprauve
Executive Operations Staff – ASO-031

From Around the Region: AWA

Annual FAA CFC Ornament Fundraiser

By Maria Killian (AWA Director)

The 2012 Combined Federal Campaign (CFC) was a great success! Despite the slow economy, FAA employees continue to support CFC, the annual federal fundraiser on behalf of over 4,000 charities nationwide. One of the more popular events is the annual FAA Ornament Fundraiser which began in 2011 with the first official FAA ornament. The Air Traffic Organization (ATO) sponsored this event in 2011 and again in 2012. Both years, the Technical Women's Organization (TWO) purchased the FAA ornaments and graciously donated them to CFC as a fundraising activity.

In 2011, the FAA ornaments were a big hit exhausting the supply within 3 weeks. In 2012, the annual ornament fundraiser only ran 2 weeks before the supply was exhausted. This event yielded donations totaling \$3600 to the CFC general fund ranking 2nd behind the CFC Annual Golf Tournament.

Next year, TWO would like to have a competition to select the design for the 2013 FAA ornament dedicated to the annual CFC event. Several employees suggested this idea for next year's ornament fundraiser. The winner would be the proud creator of the one-of-a-kind 2013 FAA ornament and would have bragging rights for the entire year.



From Around the Region: ASO

Promotions:

- Alice Howard from ATSS Surveillance Radar in Atlanta District to Program Support Specialist (PSS), Operational Support in the Memphis District.
- Ida Marrero from NAS Area Specialist at the Miami Center to Supervisor ATSS of the Radar SSC at the Miami Tower.
- WSA, Susy Peasley selected as the TOM in Las Vegas and Rick Koch was selected for TOM at Anchorage.

From Around the Region: ASW

A Celebration of African American Literature for Black History Month
By Vera Fortman (ASW Director)

Maude Irene Logan Elementary salutes African American heritage through stories and poetry. Vera Fortman, TWO Southwest Director, participated in this event by reading stories, poems and taking questions from the students about her background growing up and on the job. She also talked about the importance of school and how so many subjects were beneficial for performing her job. She is currently the Technical Inspection Program Specialist at ATO Central Service Center.



Vera Fortman with children from Maude Irene Logan Elementary School.

Quarterly Brown Bag Luncheon
By Vera Fortman (ASW Director)

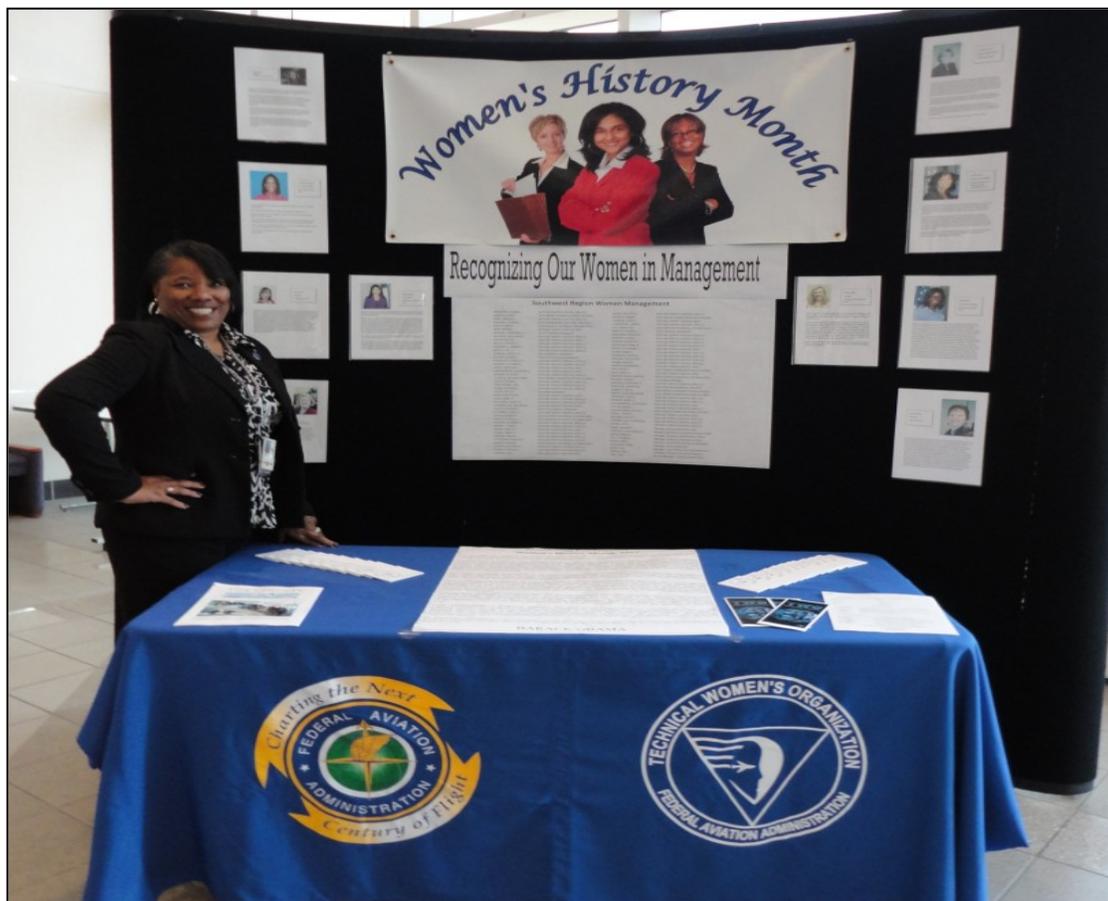
Southwest Region Director, Vera Fortman provides this employee association with quarterly brown bag luncheons. These are information sharing luncheons. This year she has taken a new road by bringing in speakers to share. This quarter she had invited Darrin Catania, Manager of Training and Administrative Support Team. Darrin introduced the group to a new training that he has been working on: interview skills training. He spoke on the types of interviews, what managers want, what is your message?, how to prepare The Star Method (Situation, Task, Action and Results).



Darrin Catania and Vera Fortman



From Around the Region: ASW



The Southwest Region TWO Director, Vera Fortman always come up with different ways to honor our women in Women's History Month. She when from women in aviation to women that inspired us in our lives. Now, this year theme focus on "Recognizing Our Women in Management". There are over 100 women in the field of management in the Southwest Region from Airtraffic , Technical , Security, Airports and Hurman Resources. She reached out to everyone of them in this effort. The display seen in this picture is located in the lobby of the Southwest Regional Office.

Vera Fortman was one of the guest speakers at Young Junior High School during an event that celebrates scholars. The local businessmen and women spoke to the students about planning and how important it is to start mapping their future when they're still in school. That includes making good choices when they're in high school. There were about twenty Arlington Scholars presenters and Vera was one of them. Vera got the students to engage in a real-life experience such as paying their own bills. They were amazed at how they may not have money to live on. The Arlington Scholars presentations coincide with counselor visits as students begin mapping their high school educational plans.

As published on CTE Road to Success (November 2012).

From Around the Region: ANE

Promotion:

- Sarah Waltiere was promoted to Supervisory ATSS Boston ARTCC AUTO SSC in Nashua, NH
From: Kelly Larsen, Manager, BTV Nav/Com
Technical Women's Organization, New England Director

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Technical Women’s Organization Executive Board 2012-2013

E-mail Vicki.J.Wagonis@faa.gov if you want to join a committee.



www.technicalwomen.org

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WHO WE ARE

Over the last 20 years, TWO, as a non-profit organization within the FAA, has evolved into a vital organization of close to 500 members supporting the FAA mission. Our membership represents committed, talented and energetic women and men from various FAA technical organizations. By promoting an understanding of the FAA culture and technical fields, we facilitate women in making significant contributions to the FAA and create a climate of cooperation between professionals.

OUR GOALS

Maintain and enhance internal and external communications using email, websites and newsletters.

Sponsor and participate in technical activities to provide career enhancement, growth, and networking opportunities for members and other FAA employees.

Strengthen recruitment activities and resources to facilitate the recruitment of women in the FAA technical workforce.

Establish and maintain partnerships with FAA management, corporate sponsors and other organizations for members to effectively support the FAA mission, goals and objectives.