

2019

Conference on Diversity in Aviation
Columbus, OH October 29 - 30
aviation.osu.edu/diversityconference



by The Ohio State University



THE OHIO STATE UNIVERSITY



Welcome to the 2019 Conference on Diversity in Aviation

Dear Conference Attendees:

On behalf of #OSUAviation, I am excited to welcome you to the second annual “Conference on Diversity in Aviation.” After a successful first year, we here at The Ohio State University were thrilled to bring you this conference for a second time. In addition to the exciting breakout sessions we have planned, there will be a live performance by the “Flying Hobos,” and a keynote address given by Bridget Lauderdale of Lockheed Martin. All of these voices brought together to demonstrate the need for a more diverse and inclusive workforce.



I want to take a moment to celebrate our sponsors. Their names listed in the back of this book, have made this event possible. With their generous support, we were able to make this conference entirely free to over 100 students from around the university. Their attendance at these events is instrumental to being the change that we want to see in the world.

I started this conference because I saw the need to bring together a variety of voices on how to create a more inclusive and equitable aviation industry. The fact that we are able to host this for a second year shows me the value this conversation has for a wide range of individuals. Thanks for being part of it and making it a success.

Cheers to year two!

Shannon McLoughlin Morrison, PhD

Curriculum and Assessment Manager & Diversity Coordinator

Tuesday Schedule

1:30 pm - 2:00 pm

Opening Remarks

2:00 pm - 3:00 pm

The “Flying Hobos” interactive live performance

3:30 pm - 4:30 pm

Breakout sessions #1 and #2 (concurrent)

6:00 pm - 9:00 pm

Aviation Industry Night

Wednesday Schedule

8:30 am - 9:30 am

General Session

9:40 am - 10:40 am

Breakout sessions #3 and #4 (concurrent)

10:40 am - 11:40 am

Breakout sessions #5 and #6 (concurrent)

11:40 am - 12:40 pm

Breakout session #7

12:40 pm

Lunch and Keynote Address





2019 Speakers

Bridget Lauderdale

Vice President and General Manager,
F-16/F-22 Integrated Fighter Group
Lockheed Martin Aeronautics

Bridget Lauderdale is vice president and general manager, F-16/F-22 Integrated Fighter Group (IFG) for Lockheed Martin Aeronautics. In this capacity, she is responsible for all aspects of the development, production and sustainment of the F-16 multi-role fighter and F-22 air dominance fighter. Her program portfolio also includes multiple international partner programs including Japan's F-2 fighter, and South Korea's T-50, F/A-50 and KF-X programs.

Previously, Ms. Lauderdale served as vice president, F-35 Global Sustainment at Lockheed Martin Aeronautics. In this role, she was responsible for all aspects of delivering integrated global sustainment solutions to ensure F-35 air system readiness and effectiveness at the squadron, service and global fleet levels.

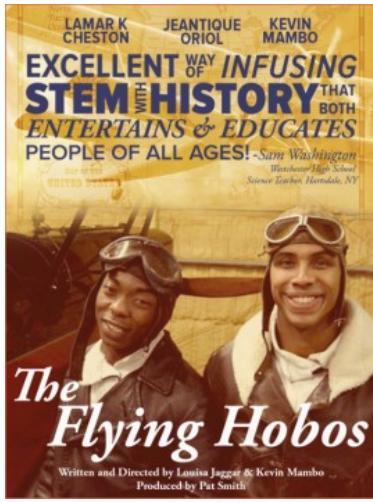
Prior to that, she served as senior vice president of Corporate Strategy and Business Development, where she was responsible for enterprise business growth strategies, customer engagement and new business capture across the Corporation.

Ms. Lauderdale has held several additional roles of increasing responsibility at Lockheed Martin including the vice president and general manager of Aeronautics Operations at Lockheed Martin. In this role, Ms. Lauderdale was responsible for engineering, production operations, supply chain management, information systems and technology, quality and mission success and sustainment. She also held the position of vice president of F-22 Product Development where she led an industry team in the design, development and test of future capabilities, as well as production and field improvements to the weapon system.

A proven leader with more than 30 years of business, program management, engineering and customer engagement experience, Ms. Lauderdale has delivered exceptional results on many of Lockheed Martin's highest-profile programs.

Ms. Lauderdale received her Bachelor of Science Degree in Electrical Engineering from Texas A&M and currently serves as an advisory board member for the Texas Alliance for Minorities in Engineering.





The Flying Hobo's

An interactive Living History Play that demonstrates the life and accomplishments of first African Americans to fly across the United States. Think Colonial Williamsburg, except these heroes are African Americans who were part of the golden age of flight.

Imagine you are a ten-year old African American child, searching for a role model. Do you turn to the glitz and glam of pop culture or the history books in your classroom, which largely overlook minority heroes?

Now imagine that same ten-year old sees James Herman Banning and Thomas Cox Allen walking down the hallway in period correct clothing.

Later that same day, Banning, and Allen perform The Flying Hobos at the local school or library or theater, granting students of all ages the opportunity to meet Banning and Allen and learn about how their accomplishments. Not only was James Herman Banning the first African American to fly across the Continental United States, he was also the first to receive a U.S. Dept. of Commerce pilot's license. He even built his first plane so he could earn the necessary solo hours to gain his pilot's license.



Elizabeth Newton

Director, Battelle Center for Science,
Engineering, and Public Policy
The Ohio State University

Dr. Newton is a physicist with degrees in government. She earned her bachelor's degree in government from Cornell University as a Phi Beta Kappa, Cornell National Scholar, and Maryland Distinguished Scholar. She earned a certificate in international relations from l'Institut de Hautes Etudes Internationales, in Geneva, Switzerland and interned at the United Nations Economic Commission for Europe.

Her advanced degrees include a Master's degree in political science from the University of California Berkeley, where she was a Congressional Jacob K. Javits Fellow, and master's and doctoral degrees in solar astrophysics from the University of Alabama in Huntsville, where she was supported by the U.S. Naval Research Laboratory and NASA.

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Michele Summers Halleran

Director of Diversity Initiatives for the
College of Aviation
Embry-Riddle Aeronautical University

Michele Summers Halleran has a rich and varied background in aviation, both as a pilot and as an educator. Upon graduating from Middle Tennessee State University, she began a 10-year career as a professional pilot accumulating over 5,000 flight hours. She has flown corporate and international airline operations in Lear Jets, DC-10s, and Twin Otters on Floats. Michele holds an Airline Transport Pilot Certificate - multiengine land and sea, a Lear Jet type rating, Flight Engineer Certificate, Flight Instructor, and Ground Instructor Certificates.

After her second airline furlough in 2003, Michele embarked on an academic career as both an educator and researcher. She attained a Master of Science in Aeronautics Degree in 2004 and later a Master of Business Administration Degree in 2013. Today, Michele is a Professor in the Department of Aeronautical Science and the Director of Diversity Initiatives for the College of Aviation at Embry-Riddle Aeronautical University at the Daytona Beach, FL campus.



Doug Hall

Colonel

United States Air Force

Doug Hall is a colonel in the United States Air Force and has had an extremely unique military career. He was commissioned in 1992 and has served as an intelligence officer, a Special Operations navigator, and a pilot. Becoming a pilot was his goal from the time he was a child and was able to achieve that dream after being in the Air Force for eight years. He was the commander of the 6th Airlift Squadron at Joint Base McGuire-Dix-Lakehurst, NJ and the 436th Operations Group at Dover AFB, DE where he led operational C-5 and C-17 crews in Air Mobility Command's worldwide airlift operations. In addition

to his extensive operations and staff experiences, he is also a leader in the LGBTQ community. He has spoken to several audiences about his experiences during the Don't Ask, Don't Tell era as well as the transition after the repeal of Don't Ask, Don't Tell which allowed LGBTQ service members to serve openly. Doug and his husband Rob live in Springfield, VA and they are currently planning for their next career chapter after Doug retires from active duty in September.

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Daniel Juday

Principal

Daniel Juday, LLC.

Daniel loves traveling, meeting new people, and working to build bridges of understanding and empathy across challenging "divides." He deeply believes that all people matter, and he's spent much of his life working in roles that have allowed him to develop thinking around the nature of education and learning, relationship-building, and professional growth.

He owns and runs his own speaking and consulting business, and works with conference planners, learning and development leaders, school districts, nonprofit boards, and corporate entities - all in a pursuit to help them grow their leadership impact and make the spaces they influence more inclusive.

Most recently, as the Director for the Ohio and Indiana Diversity Councils, Daniel took a fledgling organization and grew its corporate membership ranks by almost 2,000% in 2 years. Within the OHDC Daniel worked to create opportunities for employee engagement, professional development, education, and advocacy around all facets of diversity, inclusion and equity.



Amanda Aschaber

Manager, Curriculum and Aviation
Special Projects, School of Aviation
Seneca College

Amanda Aschaber is the Manager, Curriculum and Aviation Special Projects, School of Aviation at Seneca College in Toronto and Peterborough Ontario, Canada. Ms. Aschaber's responsibilities include faculty engagement with teaching and learning strategies, program assessment measures, and new program development. Her Post-Secondary course delivery has included Diversity and Teaching and Learning, and Inclusive Curriculum Development. Amanda's research interests encompass, Unconscious Bias in Program Development, and Diversity and Inclusion in College Policies, which is at the core of all the new program development projects she leads. Amanda Aschaber co-chairs the Aviation Accreditation Board International (AABI) Diversity and Inclusion Committee, through which she collaborates with Aviation Schools on an international level to support inclusive practices within the classroom and at a college policy level.

Asking the tough questions about unconscious bias is what drives an inclusive learning environment, come learn about the honest questions that may shape your aviation teaching and learning strategies.





Kathleen Reiland

Dean of Career Technical Education and Economic Development Cypress College

As the Dean of Career Technical Education and Economic Development at Cypress College, a public community college in North Orange County, California, Kathleen Reiland works to reduce the equity gaps in higher paying areas of technical education. She leads the college's Perkins and Strong Workforce funding allocations to improve nontraditional rates of completion and persistence and to support student employment and wage gains.

After retiring from the commercial airlines with 21 years of aviation management experience, and in conjunction with her studies to complete her doctorate at the University of Southern California, she has conducted research on mitigating the gender gap among pilots. She is vested in updating the narrative so more people can see themselves working in historically nontraditional areas of career technical education (and STEM).

Dr. Reiland serves as a voting member of the Los Angeles, Orange County Regional Consortium where she is the college lead for "Program Finder," a regional project to help high school students, and their influencers, quickly access key information about high paying career options available at all of the Orange County community colleges. Relative to the "Doing What Matters" goals set by the California Community College Chancellor's Office, Dr. Reiland has championed marketing efforts and career education websites at the regional, district, and local levels that in one year have increased fill-rates for career education programs by 8% across the campus.

Dr. Reiland also participates in a statewide "Program Mapper" project and the California Educational Systems & Intersegmental Pathways Task Force, working with colleagues from California Community College Chancellor's Office, Bakersfield College, the CSU System Chancellor's Office, Cal-PASS Plus, Concentric Sky, and the California College Guidance Initiative to avoid duplication and create intersegmental pathways with data sharing that will make it easier for students to enter and complete certificates and degrees in a shorter amounts of time.

Kathleen Reiland has a Doctorate in Educational Leadership with an emphasis in Higher Education Administration from the University of Southern California, a master's degree from California State University, San Marcos, and a bachelor's degree from the University of San Francisco.

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Nicole K. Nieto

Assistant Vice Provost for Outreach
and Engagement, Office of Academic
Affairs

The Ohio State University

Nicole K. Nieto is Assistant Vice Provost for Outreach and Engagement in the Office of Academic Affairs at The Ohio State University. Nieto is also an Instructor in the Department of Women's, Gender and Sexuality Studies and a Faculty Mentor for STEP (Second-Year Transformational Experience Program).

Nieto has 18 years of higher education experience with a focus on equity, inclusion and dialogue. She has experience facilitating diversity and inclusion workshops for a variety of audiences including local governments, higher education and the private sector. In her current role she works to promote bi-directional partnerships with the university and community. She examines networks of engagement at the university and supports the growth of these networks.

She has previously held roles at OSU including Program Director in the Office of Research, Learning and Development Facilitator for the Office of Human Resources and Program Manager at the OSU Multicultural Center.

Nicole holds a Bachelor of Arts in International Studies from the University of Mississippi, a Master of Arts in Women's Studies from the University of Alabama and a Ph.D. in Women's, Gender and Sexuality Studies with a Graduate Interdisciplinary Specialization in Folklore Studies from The Ohio State University. Prior to coming to OSU, Nicole served as Assistant Director for International Student and Scholar Services at the University of Alabama in Tuscaloosa.

Dr. Elizabeth K. Newton was named the director of Battelle Center full-time in February 2017 and re-launched it to focus on developing students and innovating in science and engineering enterprises that have significant public policy considerations. She brings to the position years of experience developing and guiding strategy and doing business development and planning, strategic analysis and communication, partnership development, process design, and systems-thinking. Thanks to her work in high-tech industries like aerospace, defense, genomics, and software, she is adept at navigating the distinctive cultures of the for-profit and non-profit sectors, academia, and government.

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Storm Woods

Diversity and Inclusion Specialist

L Brands

Storm Woods is a Diversity and Inclusion Specialist at L Brands. After receiving an undergraduate degree in Theatre from the Ohio State University, she earned a master's degree in Human Resource Management focusing on the role of Diversity and Inclusion in the implementation of HR functions. Storm has made her career in the retail industry in both field leadership and home office positions developing and delivering training programs, providing oversight to employee resource groups, and managing special projects.

From Waterford, Michigan, Storm relocated to Columbus after accepting a position as a performer with local theatre company, Shadowbox Live. Prior to joining L Brands, she held a position in Talent Development with Big Lots and was a celebrated leader in specialty retail management and training with Teavana, a subsidiary of Starbucks.

Storm lives in Columbus with her husband, Anthony McCoy. In her free time, she enjoys performing and teaching aerial silks and volunteering her time to local philanthropic organizations.



Lynne McMullen

Director of Business Development

School of Aviation

Seneca College

As the Director of Business Development, for the School of Aviation at Seneca College, in Toronto and Peterborough Ontario, Canada, Lynne McMullen spearheads research initiatives, aviation program growth, student recruitment, graduate employment opportunities, and collaborative business partnerships.

Ms. McMullen ensures inclusivity and diversity at the core of all her research projects and program development initiatives. Lynne has moderated and been a part of various Diversity and Inclusion panels, including, Women in Aviation, and the Aviation Accreditation Board International's Diversity in the Work Place. Lynne is an active board member of the Northern Lights Aero Foundation, which focuses on Women, Aviation, and Aerospace, and was a recipient of the Northern Lights Aero Foundation's Elsie McGill award, in the education category. Lynne also sits on various aviation boards including The Air Transport Association of Canada, Aviation Accreditation Board International and the ICAO NGAP Task Force through which she promotes inclusive practices and continuous awareness of diversity best practices.



Breakout Sessions

Breakout Session 1

Title: Power-Struggles in the Classroom

Presenter: Amanda Aschaber

Room: Pfahl 140

How much of our pre-conceived biases influence our teaching methodologies? How many power struggles exist within the classroom and influence industry behaviour? What strategies can we use to eliminate this behaviour, and most importantly, how can we measure inclusive practice? This breakout session offers an interactive way to learn about multiple power-struggles that hinder a learner's experience. The discussion will focus on how this power struggles transfer into the work-place, specifically in the Aviation Industry. Educators and Industry representatives are invited to examine these struggles and discuss essential impacts.

Breakout Session 2

Title: Building an Inclusive Community in the Workplace

Presenters: Elizabeth Newton

Room: Pfahl 302

Dr. Newton, Executive Director for the Battelle Center of Science, Engineering, and Public Policy will be discussing the overall Aviation/Aerospace Industry and the disparity in minorities. She will present methods to build a more inclusive and diverse work culture and then challenge the audience to participate in a training practicing those methods.

Breakout Session 3

Title: Female Pilot Recruitment in a Collegiate Professional Pilot Program

Presenters: Michele Summers Halleran

Room: Pfahl 140

Women remain a minority of STEM workers in the United States (US) today. STEM refers to the fields of science, technology, engineering, and mathematics. Increasing the female student population at the university level should increase the female population in STEM fields. Although a higher percentage of bachelor's degrees were awarded to females than to males in 2015–16 (58% compared to 42%), in STEM majors, a lower percentage of bachelor's degrees were awarded to females than to males (36% compared to 64%). This development was observed across all ethnicities and racial groups (NCES, 2019).

While most non-STEM related industries have made significant efforts to attract women in the last few decades, the aviation industry is still severely lagging. The statistics for the number of pilots in the US show a gross disparity between genders. As of December 31, 2018, the percentage of total female pilots (not including certified flight instructors) in the US is 7.3%. The percentage of female certified flight instructors is 6.7%, while the percentage of female Airline Transport Pilots (ATPs) in the US is a paltry 4.4% (FAA, 2019). While the airline industry has suffered a pilot shortage over the last two years, the number of total ATPs has risen 9.7% to meet the demand. However, the female ATPs only increased from 4.36% to 4.40% from December 31, 2016 to December 31, 2018 (FAA, 2019).

For the purpose of this research, aviation majors at Embry-Riddle Aeronautical University (ERAU) are considered STEM fields. In an effort to recruit more females into the Professional Pilot program at ERAU, all females in the Professional Pilot major will be surveyed to gain insight on motivational factors for choosing a STEM field as well as any experienced barriers. The data collected will be used to further develop outreach and recruitment programs to increase the number of female pilots at ERAU, thus increasing the female pilot percentage within the aviation industry.



Breakout Sessions

Breakout Session 4

Title: “You Don’t Look Like a Pilot”: Examining Implicit Biases in Aviation and Beyond

Presenter: Nicole Nieto, PhD

Room: Pfahl 140

This session will explore implicit biases that are prevalent in the aviation industry. Challenges will be examined and strategies for interrupting biases will be shared. The session will conclude with an open dialogue focused on bias as well as solutions for making positive impacts.

Breakout Session 5

Title: Be the Change: A workshop to challenge your own perspectives

Presenters: Storm Woods

Room: Pfahl 302

In this interactive workshop, we’ll explore the business case for diversity and inclusion in aviation, challenge the idea of “culture fit”, and explore the impact of our own perspective.

Breakout Session 6

Title: Doing What Matters for Gender Equity in Aviation

Presenters: Kathleen Reiland, PhD

Room: Pfahl 140

With only 4.4% of the airline transport pilots in the United States being female (FAA, 2018), this session will highlight the findings of a USC doctoral research on gender equity in aviation. The study investigated factors that influence the career choices of women in aviation and attributes that contribute to a women's ability to break from gendered norms. Students enrolled in a community college aviation program, including flight attendant and pilot students, completed a questionnaire and the General Self-Efficacy Scale. The Self-Efficacy Scale results were disaggregated by gender and career choice; then the results were compared to six female airline and military pilots, who also participated in qualitative interviews. Common themes emerged among the high achievers that enabled them to persevere as path-makers in non-traditional careers. As we approach the 100th anniversary of women’s suffrage, educators will hear recommendations for leveraging these themes with cultural power dynamics into teachable moments intended to tip the gender equity scale. The purpose of this session is to share ideas that may enable more diverse students to see how they might fit within a paradigm they never imagined for themselves.

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Breakout Sessions

Breakout Session 7

Title: *Redefining the "Diversity Conversation"*

Presenter: Daniel Juday

Room: Pfahl 140

There's a lot of noise in our world today - a lot of voices from a lot of directions, telling us who to listen to, what to think, and how to act. We're going to try to cut through some of that noise. In this session, we'll work to disrupt any misinformation about diversity, inclusion, and privilege. We'll talk about what these words actually mean, and what they don't, and will work together to find out what they mean to us. You can expect to have an opportunity to align your thinking around these terms in productive ways, and to connect these ideas to how you do your job every day, and who you do it with.

7th Annual Aviation Industry Night Panel Members

October 29th 6:00pm - 9:00pm

Stephanie Morgan, Executive Director, Ohio State Airport & Aerospace Campus

Doug Hall, Colonel, United States Air Force

Kandy Bernskoetter, First Officer, FedEx Express & Chair of the ALPA National Membership Committee

Mark Harden, FAA Inspector, Columbus FSDO

Paul Gillenwater, FAA Inspector, Columbus FSDO



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