



Lifting Women
in Leadership



Ally with IAWA for
a global impact on
Diversity, Equity
and Inclusion



2025
GIVING
BROCHURE

IAWA'S GLOBAL IMPACT ON WOMEN IN LEADERSHIP

For 35 years, the **International Aerospace Womens Association (IAWA)** has been instrumental in promoting women in leadership in the aviation and aerospace industry, worldwide. As one of the oldest women's aviation organizations, IAWA achieves its mission of cultivating and advancing women leaders in the industry by:

- fostering a strong network of women professional
- presenting at live conferences and leadership forums as well as virtual events
- extending referrals for speakers at events across the industry (lawyers, engineers, pilots, etc.)
- partnering with academia and leading consultants on global studies and initiatives
- offering and managing a mentoring program that is available to all members and facilitated through our own network
- providing college and graduate school scholarships and facilitating internship opportunities

IAWA members serve as role models, connections, and mentors for women seeking advancement and growth into leadership positions. In 2019, IAWA teamed with other industry associations and Korn Ferry, a global consulting firm, to conduct research for the study *Soaring Through the Glass Ceiling*. This study identified key enablers of, and inhibitors to, women advancing into leadership positions throughout the aviation and aerospace industry. In 2021, IAWA teamed with Oliver Wyman, a global consulting firm, on *Liftoff to Leadership*, a study that surveyed 450 women and men in aviation leadership roles and conducted interviews of successful female leaders to identify the barriers and potential solutions for the gender imbalance in aviation leadership. A recurring theme from these collective studies is the perception that women are not ready for leadership positions.

IAWA's theme for 2024-2025 is: "Invest in yourself" and be prepared for the next step. IAWA is here for you to help you prepare. As part of our commitment to this theme, we will invest in our membership by continuing to provide tools that will help them to further develop and strengthen their leadership skills.

IAWA members are influencers. They serve on the FAA's Women in Aviation Advisory Board and assisted in producing a comprehensive report with recommendations for the FAA and Congress to address barriers women face as they pursue aviation careers. They are collaborating with the Women in Transport – Platform for Change initiative and Ambassadors for Diversity, a program of the European Commission.

We have received informative feedback on our programming that has reshaped our giving opportunities so that our donors can share in the rich influence and sustained impact of IAWA. Our events attract women leaders from more than 260 companies globally, spanning 60 industry sectors, which illustrates our vast and important reach.

Thank you for your dedication to promoting and supporting women in aviation and aerospace leadership; it makes a difference.

Respectfully,

Deb Santos
IAWA President



IAWA'S CONTINUOUS CONTRIBUTIONS TO DEI

Creating the pipeline must be viewed as an investment in the future of the industry

CAREER GROWTH

In 2022, IAWA launched its members-only program that focuses on developing the skills and experiences that enable all of us to invest and reinvest in careers. Each quarter focuses on a new topic with curated content delivered through webinars and reinforced through proprietary podcasts highlighting members' experiences, member-led book reviews, and engaging reports. Members also enjoy opportunities to speak at conferences and other workshops.

MENTORING

Since its inception in 2021, over **100 people** have participated in the IAWA **12-month mentoring program**. To date, **25 participants** have reported taking steps forward in their careers, including **6 mentors**. Additionally, **2 mentees** have received internationally recognized awards for their professional growth by industry peers and credit the confidence gained through the mentoring program as a part of their achievement. Advocates and Members can serve as Mentors. The ability to support IAWA Scholars and Apprentices in their career journey is one of the reasons why the ISTAT Foundation has supported the IAWA Mentoring Program for the past two years.

SCHOLARSHIPS

Since inception of the IAWA Scholarship program over 20 years ago, IAWA has developed relationships with nine university partners globally and we collaboratively focus upon addressing the need for the multitude of non-pilot careers in the aviation industry for women. IAWA's history is unique outside of the granting of **110 scholarships valued at \$475,000**: recipients are invited to attend IAWA's annual conference where they are mentored by a board or advisory board member and each recipient may join as a Scholar for 12 months. Many recipients credit obtaining their first and subsequent jobs through the connections made at the annual event. IAWA remains connected to its recipients (through an invitation only LinkedIn Group) on a constant basis with many choosing to become full members and speak at IAWA events during their career.



IMPACT:

IAWA members gain promotions, jobs and internships as a result of the skills obtained, mentoring received, experiences realized, and networks developed – and they reinvest in it.

WHAT OUR MEMBERS ARE SAYING

“Growing up in a culture that expected me to change myself to fit into a mold, IAWA strongly encouraged me to fiercely and fearlessly be myself which empowered me greatly as a scholarship recipient. IAWA continues to be a strong and resilient force, guiding, supporting and motivating me through different challenges and circumstances.”

Divya Kamania
FedEx Senior Avionics Engineer



“IAWA inspired me to realize my true potential and reignited my confidence to successfully achieve my next career goal!”

Savitha Krammer
Boeing Sales Executive



“IAWA opened the aviation industry to me in a way that highlights the strengths and value women bring to the table. The organization pushed me to unapologetically embrace those attributes and use them to advance my career, not only finding a role I could fill, but a role that would also be fulfilling to me.”

Kaitlyn Graham
American Airlines Operations Performance Assurance Lead





ALLY WITH IAWA

Alliance support, in addition to our membership dues and Advocate fees, funds everything IAWA does.

For Members: career growth, mentoring, and a strong network; for the next generation: scholarships, mentoring, internship and job facilitation; for everyone: conferences, forums, virtual events, newsletters, and a strong network.

Your alliance will help drive real change and progress on diversity, equity, and inclusion which benefits the industry. This alliance is realized in the sharing of select content that has been created or curated by IAWA members and its allies. Alliance with IAWA provides prominent recognition in print, social media and at our events of your support to elevate women in the industry and to eliminate gender disparity. You will also be recognized with connects or content that you share with IAWA through the alliance.



260 MAJOR COMPANIES REPRESENTED



398 SENIOR LEVEL MEMBERS



3,700 WORLDWIDE NETWORK



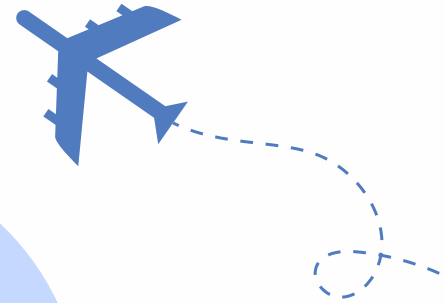
40 COUNTRIES REPRESENTED

“...we believe that when women have access to accomplished, ambitious, battle-tested, successful women, growth inevitably occurs. In fact, both professional and personal growth is manifest because engagement in this supportive community brings into focus new career paths, methods and insights.”

Stacey Frantz
American Airlines Director of Inclusion & Policy
IAWA Alliance



WHAT OUR ALLIES AND ADVOCATES ARE SAYING



“Being surrounded by a group of inspiring, motivating, and forward-looking female leaders in aviation is not something we experience every day and what stood out for me personally was the feeling of absolute psychological comfort & security. It reminded me again of why it is so important to focus on bringing in more women and people from minority groups into the workplace, not being the ‘only one’ in the room provides a feeling of belonging and of being supported which is so critical to fostering open communication, sharing of ideas and risk taking. More importantly, in our industry – as one of the speakers mentioned – creating a culture where everyone feels like they can speak up is critical to safety”

Sanila Samuel
GE Aerospace Regional Director



“... Advocates have a unique perspective in the aviation community, and we are able to offer IAWA members candid advice about identifying risks and potential concerns.”

David M. Hernandez
Veeder Price P.C. Shareholder












“I’m a proud, active member of the International Aviation Women’s Association—this organization has been such an incredible support system and example of what’s possible in the aviation industry for women with many talents, passions, and big dreams. IAWA is a great reminder that we truly are stronger and more impactful together.”

Aviation Executive

DOUBLE DIAMOND ALLIANCE

\$75,000*

-  Recognition as **DOUBLE DIAMOND Ally** on the website, in all printed and digitally published IAWA materials and for the Annual Conference, Connects, Forums and Virtual Events throughout the year
-  Access for company selected employees to 9 webinars (25 seats each event) during the calendar year from the IAWA digital content library
-  One (1) co-branded scholarship for aviation or aerospace related degree student
-  Five (5) complimentary one-year memberships for qualified new members and discounted “full” membership (\$75 discount/member) for qualified individuals employed by the same company (or pre-identified affiliated company)
- 
 - Five (5) complimentary conference registrations (choose from GA Forum, EU Forum or Annual)
 - Featured ad in program or app for all conferences
 - Opportunity to be named as a key sponsor of each of the primary events (e.g., GA Forum, EU Forum and Annual Conference sessions) during the alliance year
 - Five (5) invitations to the Speakers Reception at the opening of the Annual Conference
 - Reserved tables at each of the two (2) Annual Conference dinners
 - Exclusive sponsorship of Welcome Dinner or Gala Event at Annual Conference
-  Commitment to co-host one (1) workshop, webinar or networking event on a mutually selected aviation or aerospace topic to support IAWA career development efforts during the calendar year (encourage use of Advocates and other supporters as speakers)
-  Access to request IAWA speakers for company events
-  Advertisement of your available internships and open professional positions on IAWA website
-  Participation in the Annual Conference Career Symposium

DOUBLE DIAMOND

DIAMOND

PLATINUM

GOLD

SILVER

BRONZE

DIAMOND ALLIANCE

\$50,000*



Recognition as **DIAMOND Ally** on the website, in all printed and digitally published IAWA materials and for the Annual Conference, Connects, Forums and Virtual Events throughout the year



Access for company selected employees to 7 webinars (20 seats each event) during the calendar year from the IAWA digital content library



One (1) co-branded scholarship for aviation or aerospace related degree student



Four (4) complimentary one-year memberships for qualified new members and discounted "full" membership (\$50 discount/member) for qualified individuals employed by the same company (or pre-identified affiliated company)



Four (4) complimentary conference registrations (choose from GA Forum, EU Forum or Annual)

- Featured ad in program or app for all conferences
- Opportunity to be key sponsor of choice of two of the primary events (e.g., GA Forum, EU Forum or Annual Conference) during the alliance year
- Four (4) invitations to the Speakers Reception at the opening of the Annual Conference
- Reserved tables at each of the two (2) Annual Conference dinners



Commitment to co-host one (1) workshop, webinar or networking event on a mutually selected aviation or aerospace topic to support IAWA career development efforts during the calendar year (encourage use of Advocates and other supporters as speakers)



Access to request IAWA speakers for company events



Advertisement of your available internships and open professional positions on IAWA website



Participation in the Conference Career Symposium

DOUBLE DIAMOND

DIAMOND

PLATINUM

GOLD








SILVER

BRONZE



PLATINUM ALLIANCE

\$25,000*

-  Recognition as **PLATINUM Ally** on the website, in all printed and digitally published IAWA materials and for the Annual Conference, Connects, Forums and Virtual Events throughout the year
 -  Access for company selected employees to 5 webinars (15 seats each event) during the calendar year from the IAWA digital content library
 -  One (1) co-branded scholarship for aviation or aerospace related degree student
 -  Three (3) complimentary one-year memberships for qualified new members and discounted “full” membership (\$50 discount/member) for qualified individuals employed by the same company (or pre-identified affiliated company)
 -  Three (3) complimentary conference registrations (choose from GA Forum, EU Forum or Annual)
 - Featured ad in program or app for all conferences
 - Opportunity to be key sponsor of choice of two of the primary events (e.g., GA Forum, EU Forum or Annual Conference) during the alliance year
 - Three (3) invitations to the Speakers Reception at the opening of the Annual Conference
 - Reserved tables at each of the two (2) Annual Conference dinners
 -  Commitment to co-host one (1) workshop, webinar or networking event on a mutually selected aviation or aerospace topic to support IAWA career development efforts during the calendar year (encourage use of Advocates and other supporters as speakers)
 -  Advertisement of your available internships and open professional positions on IAWA website
- Participation in the Conference Career Symposium

DOUBLE DIAMOND

DIAMOND

PLATINUM

GOLD









SILVER

BRONZE



GOLD ALLIANCE

\$12,500*

-  Recognition as **GOLD Ally** on the website, in all printed and digitally published IAWA materials and for the Annual Conference, Connects, Forums and Virtual Events throughout the year
-  Access for company selected employees to 3 webinars (10 seats each event) during the calendar year from the IAWA digital content library
-  One (1) co-branded scholarship for aviation or aerospace related degree student
-  Discounted “full” membership (\$50 discount/member) for qualified individuals employed by the same company (or pre-identified affiliated company)
-  One (1) complimentary conference registration (choose from GA Forum, EU Forum or Annual)
 - Featured ad in program or app for all conferences
 - Opportunity to be named sponsor of 3 sessions or breaks at IAWA event (e.g., GA Forum, EU Forum or Annual Conference sessions) during the alliance year
 - One (1) invitation to the Speakers Reception at the opening of the Annual Conference
 - Reserved tables at one of the Annual Conference dinners
-  Commitment to co-host one (1) workshop, webinar or networking event on a mutually selected aviation or aerospace topic to support IAWA career development efforts during the calendar year (encourage use of Advocates and other supporters as speakers)
-  Advertisement of your available internships and open professional positions on IAWA website
-  Participation in the Conference Career Symposium

DOUBLE DIAMOND

DIAMOND

PLATINUM

GOLD









SILVER

BRONZE



SILVER ALLIANCE

\$7,500*

-  Recognition as SILVER Ally on the website, in all printed and digitally published IAWA materials and for the Annual Conference, Connects, Forums and Virtual Events throughout the year
-  Access for company selected employees to 3 webinars (5 seats each event) during the calendar year from the IAWA digital content library
-  One (1) co-branded scholarship for aviation or aerospace related degree student
-  Discounted “full” membership (\$50 discount/member) for qualified individuals employed by the same company (or pre-identified affiliated company)
-  One (1) complimentary conference registration (choose from GA Forum, EU Forum or Annual)
 - Featured ad in program or app for all conferences
 - Opportunity to be named sponsor of 2 sessions or breaks at IAWA event (e.g., GA Forum, EU Forum or Annual Conference sessions) during the alliance year
 - One (1) invitation to the Speakers Reception at the opening of the Annual Conference
-  Commitment to co-host one (1) workshop, webinar or networking event on a mutually selected aviation or aerospace topic to support IAWA career development efforts during the calendar year (encourage use of Advocates and other supporters as speakers)
-  Advertisement of your available internships and open professional positions on IAWA website
-  Participation in the Conference Career Symposium

DOUBLE DIAMOND

DIAMOND

PLATINUM

GOLD








SILVER

BRONZE



BRONZE ALLIANCE

\$5,000*

-  Recognition as **BRONZE Ally** on the website, Annual Conference materials, and choice of one (1) Connect, Forum or Virtual Event during the alliance year
-  Access for company selected employees to a webinar (5 seats) during the calendar year from the IAWA digital content library
-  Featured ad in program or app for the one (1) selected event
-  Discounted “full” membership (\$50 discount/member) for qualified individuals employed by the same company
 - Opportunity to be named sponsor of 1 session or break at IAWA event (e.g., GA Forum, EU Forum or Annual Conference sessions) during the alliance year
-  One (1) complimentary conference registration (choose from GA Forum, EU Forum or Annual) and One (1) invitation to the Speakers Reception at the opening of the Annual Conference
-  Advertisement of your available internships and open professional positions on IAWA website
-  Participation in the Conference Career Symposium

DOUBLE DIAMOND

DIAMOND

PLATINUM

GOLD








SILVER

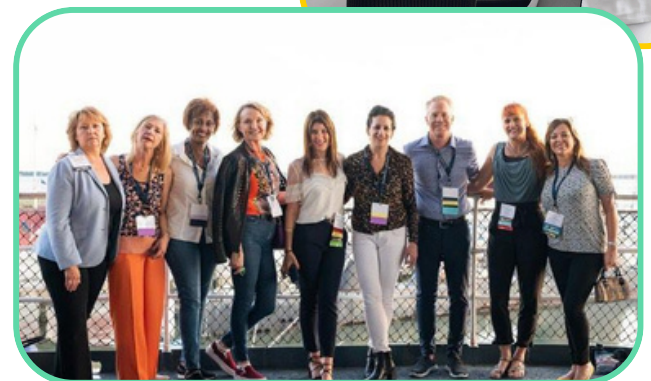
BRONZE



INTRODUCING THE NEW CORPORATE PARTNER

\$30,000*

-  Recognition as **Corporate Partner** on the website, in all printed and digitally published IAWA materials and for the Annual Conference, Connects, Forums and Virtual Events throughout the partnership year.
-  One (1) co-branded scholarship for aviation or aerospace-related degree student.
-  Forty (40) complimentary one-year memberships.
 - Qualified new members and discounted “full” membership (\$50 discount/member) for qualified individuals employed by the same company (or pre-identified affiliated company).
-  Conference Benefits
 - Featured ad in program or app for all conferences.
 - Opportunity to be key sponsor of choice of two of the primary events (e.g., GA Forum, EU Forum or Annual Conference) during the alliance year.
 - One (1) invitation to the Speakers Reception at the opening of the Annual Conference.
 - Reserved table at each of the two (2) Annual Conference dinners.
-  Access to request IAWA speakers for company events.
-  Advertisement of your available internships and open professional positions on IAWA website.
-  Participation in the Annual Conference Career Symposium





BECOME AN ALLY TODAY!

Contact Us at associationdevelopment@iawa.org for more information about supporting the progressive IAWA initiatives to advance women in aviation and aerospace. Ask us about multi-year commitments.



LIFTING WOMEN IN LEADERSHIP