

# USDA



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Spring 2016 No. 1

# GIPSA *NEWS*

THE NEWSLETTER OF THE GRAIN INSPECTION, PACKERS AND STOCKYARDS ADMINISTRATION EMPLOYEES

## Celebrating Women Is More Than A Matter of Facts They Are One Powerful Force Across the Heartland

By Larry Mitchell

WASHINGTON—When it comes to the impact of women in agriculture I always let the facts speak for themselves. The 2012 Census of Agriculture notes that nearly 1 million women are working America's lands. That's nearly a third of our nation's farmers. These women are generating \$12.9 billion in annual agricultural sales.

Women are also involved in every aspect of agriculture as scientists, economists, foresters, veterinarians, and conservationists. They are in the boardrooms, the corner offices of international enterprises, and are the owners and operators of small businesses. Women are property owners and managers. They are policymakers and standard bearers throughout government and private industry. In our national defense women comprise 15 percent of the active duty forces with more than 161,000 female enlistees and 39,000 female officers according to the Department of Defense. Last year three women made military history by becoming the first to earn the elite Army Ranger tab and soon more than 220,000 positions, formerly reserved for men, will open to women. That certainly makes them one powerful force.

It's an entirely different story outside our borders. Gender differences impact landholding, availability of credit, investment and economic opportunities. The United Nations reports that women around the world comprise an average of 43 percent of the world's agricultural labor force in developing countries. The figure varies considerably across regions from 20 percent or less in Latin America to 50 percent or more in parts of Africa and Asia. Putting it into perspective, women farmers control less land than men and have limited access to seeds, credit and extension services. Around the globe women control less land than men and own about 20 percent. Even so, women are responsible for household food preparation in 85-90 percent of cases.

We remember and honor the rich legacy of women throughout our nation's history from valuable lessons and powerful examples they set. A few of my heroes like Oveta Culp Hobby, Barbara Jordan, Evy Dubrow, Ann Richards, Molly Ivins, and Sarah McClendon come to mind. There are others who like my grandmothers, didn't even get their own social security numbers. They had to use my grandfathers' number with the letter A added at the end.

(Continued on page 8)



## What's News at USDA in D.C.?

### Celebrating Women's History Month



### Women's Networking Event, 2016 Agricultural Outlook Forum

Former Agriculture Deputy Secretary Krysta Harden (center, green blazer and scarf) with participants from the women's networking event during the 2016 Agricultural Outlook Forum, *Transforming Agriculture Blending Technology and Tradition*, on Thursday, Feb. 25, 2016 in Crystal City, Va. (USDA photo by Lance Cheung)

### USDA's Federal Employee Viewpoint Survey Season Starts Next Month

WASHINGTON—It's not synonymous with *March Madness* but another yearly event at USDA headquarters indicates spring is here. Veteran staffers say it's like preparing for congressional hearings, the invasion of tourists, and the pervasive Cherry Blossoms along the Potomac. Spring also signals the start of the 2016 Federal Employee Viewpoint Survey (FEVS) season.

The Office of Personnel Management (OPM) anticipates administering the 2016 FEVS beginning April 25 through June 6. Agency officials are hopeful that employees will make the connection between expressing opinions about the workforce environment and USDA progress with Cultural Transformation.

"Our employees are more engaged when they can see that their input helps to make things better. Please be on the lookout for an e-mail message from OPM and take time to respond," said GIPSA administrator Larry Mitchell.

In addition to forums like the televised town hall on May 4, GIPSA administrators are seeking employee comments about issues such as employee training, telework, diversity, inclusion, and programs that promote work-life balance. and ideas for improvement.



### GIPSA Idea Hotline

GIPSA Idea Hotline is open for business.  
Please send your suggestions or ideas to  
[GIPSA-Ideas@usda.gov](mailto:GIPSA-Ideas@usda.gov); fax them to 202-690-2173; or  
telephone them to 1-800-455-3447 or 202-720-7045.

It is best to send them via fax or email to reduce the possibility of transcription errors;





## FGIS Matters

By Randall Jones, Deputy Administrator



WASHINGTON—We pride ourselves on the fact that the Federal Grain Inspection Service is *the Gold Standard* for grain inspection throughout the world. The well-deserved reputation is built on the skills of our team members.

For the past few years there has been a concerted effort to modernize the tools available to facilitate the inspection, weighing, and certification process.

The development of FGISonline has brought many efficiencies and allows us to provide the modern services that our customers deserve.

One of our major objectives this year is to focus on application development that will assist the users of the application in the performance of their duties. We are currently working on updates to Equipment Capability Testing (ECT) that will allow for moisture meter check test results to be entered into FGISonline. We anticipate this enhancement to be operational by April.

Other projects include: updates to FGIS Official Service Provider Licensing (FOL); the automation of the 922 & 938 forms; making AMA Official Commercial Certificates available in the Certificate Program (CRT), and completing requirements for Elimination Pen, Paper, and Calculator (EPPC) in the inspection lab. The automation of the service request and customer portal is an ongoing project and we hope to be able to share more with you soon.

Until next time, keep up the great work and stay safe!



### New Orleans—By the Numbers

WASHINGTON—GIPSA contributes to the promotion of trade as almost every bushel of grain that is exported from the U.S. is graded and inspected to Federal Grain Inspection Standards. In 2015, the national inspection system provided over 3.45 million inspections on 305.3 million metric tons of grain with a value of over \$100 billion. Here are a few more facts:

FY15 grain exports out of New Orleans alone totaled 64.13 Million Metric Tons and represented 51percent of all U.S. Grain Exports

U.S. Agricultural Exports out of the Port of New Orleans in 2015 were valued at \$23.9 billion or 18 percent of total \$133 billion U.S. Agricultural exports by value.

Forty-nine percent of 132 million total U.S. bulk exports, left the U.S. through the port of New Orleans in 2015. The U.S. also imported \$2.4 billion of agricultural products through the port of New Orleans, equal to 2 percent \$113 billion imported into the United States last year.

One grain elevator in New Orleans runs 24 hours a day year round. Five more grain export facilities will be coming online over the next two years.



## A Look Through the Lens of Time

Historical Images of Women in Agriculture



**Women on the Farm:** Statistics tell one side, but images sometimes capture another story. The census of agriculture counts nearly one million women contributing to agricultural production today. Women farmers and ranchers provide safe and affordable food supply through their leadership and hard work. There are countless others who are working on a farm that may be in someone else's name, or who are just starting. These historical photographs from the National Agricultural Library's Emerson Brooks Collection illustrate women involved in agriculture from decades past. **(More photos on p. 5)**



**Above:** A roadside market operated by a local farmwoman in Hampshire County, Massachusetts in September 1940. Photo courtesy of National Archives and Records Administration.

**Top left:** Ms. Ramona Minisee of Cassopolis, Michigan helps out driving the tractor with baler that harvests hay in August 1978. Photo courtesy of National Archives and Records Administration.

**Left:** Churning butter with a little multi-tasking for good measure.

# Then and Now

## Women on the Ranch and on the Farm





## News You Can Use

Voice Your Opinion. Complete Training. Read a Book or Two.



### GIPSA's 2016 Virtual Town Hall

WASHINGTON—This year's GIPSA virtual town hall takes place Wednesday, May 4 at 1p.m. (EDT).

Employees are encouraged to share their thoughts by visiting the following website:

<https://www.surveymonkey.com/r/PJ79WJC>



Submit comments about topics of interest, as well as questions or concerns from program areas such as Information Technology, FGIS, Packers and Stockyards, Management and Budget, and Civil Rights by April 15.

(...and remember to file your tax returns, too.—the editor)

### AgLearn Books on Women's History

WASHINGTON—Women's history is celebrated this month and AgLearn recommends several books that highlight women's contributions to society.



**Women and Leadership: The State of Play and Strategies for Change.** This groundbreaking book offers an informed analysis of the state of women and leadership. It is indispensable for understanding recent progress toward equal opportunity and the challenges that remain.

**Women Lead the Way: Your Guide to Stepping Up to Leadership and Changing the World.** Combining research, international experience and personal stories with solid advice, this book offers steps for women to take their passion, brains, and background to the *power table* and make life better for themselves, their companies, and global society.

### LGBT Training Mandatory

WASHINGTON—A new civil rights training requirement on Lesbian, Gay, Bisexual and Transgender (LGBT) nondiscrimination is scheduled to appear on all USDA employee profiles on AgLearn this month. The Chief Information Officer at USDA will assign September 30, 2016 as deadline for the requirement.

Completion of the training is mandatory for the entire USDA workforce including employees and contractors. The requirement is considered complete upon viewing a training video followed by a confirmation of completion and course evaluation that accompanies the training.

Each agency and staff office has until September 30, 2016 to ensure full compliance. New USDA employees and contractors will receive 60 days from the point of boarding to complete the training.

Employees who completed the LGBT training from October 1, 2014 through June 30, 2015 will be required to take supplemental training that provides additional critical information.

Employees who completed the approved LGBT training from July 2015 until present will receive full



completion credit and should be marked in AgLearn as complete.

Direct questions or concerns about this training requirement to Mr. William Scaggs at [William.scaggs@ASCR.usda.gov](mailto:William.scaggs@ASCR.usda.gov) or (202) 720-9664.



## Employees Making A Difference

Sisters Stir Ideas into Nourishment for Impoverished Communities



### Farm to Fresh Feeds Hungry in Ohio

MARION, Ohio—Start with a great idea. Mix in home-grown ingredients from the pantry. Add a smidgeon of college smarts. Pour in a layer of community involvement and top off generously with support from farmers. Voilà! That's how a team of sisters from the Midwest transformed kitchen savvy into tangible solutions for combating hunger and empowering neighbors in need.

For their efforts, Ms. Leslie Jordan and her sister, Ms. Lisa Shumaker, were recently selected as one of the *Farm Credit 100 Fresh Perspectives* honorees.

Ms. Jordan, a resident agent with the Packers and Stockyards Program, and Ms. Shumaker, an appraiser for Ag Credit, a Farm Credit lender in Ohio, have been involved with agriculture since childhood. "We graduated from Iowa State University. In addition to our careers in agriculture, Lisa and I are Marion County Farm Bureau volunteers," said Ms. Jordan.

The sisters founded Farm to Family (FTF) in their hometown of Marion, Ohio. They also developed a cookbook featuring simplified recipes and hold FTF events at local food pantries and outreach centers.

"FTF is a program of the Marion County Farm Bureau. Our mission is to teach families in need how to prepare nutritious, yet affordable meals," explained Ms. Jordan. "Over the past three years, over 300 families have participated in FTF events," she said.

"We found that some food pantry clients did not know how to prepare nutritious meals. If clients do not know how to prepare wholesome meals, food distributed at pantries may go to waste, and food dollars will be spent on less healthy products," said Ms. Jordan.

The siblings turned the challenge into an opportunity to serve consumers, promote agriculture, and display the profound care farmers have for their communities.

"We demonstrate 3-4 recipes, then families receive ingredients for one meal, our cookbook, and door



**Farm to Fresh founders Ms. Leslie Jordan (left) and her sister Ms. Lisa Shumaker were recently honored as one of the *Farm Credit 100 Fresh Perspectives* honorees. (Photo Courtesy of Ms Jordan)**

prizes including slow cookers, baking dishes, electric skillets and other kitchen items," said Ms. Jordan.

In 2014, FTF planted a one-acre sweet corn patch at a local YMCA. Today area farmers assist in planting, maintaining, and harvesting the yields while local food pantries transport truckloads of corn for their clients," said Ms. Jordan.

The FTF founders also realized the limits of a brief hour on participants, and last fall expanded their efforts by collaborating with a local high school and their most at-risk students.

**(Continued on Page 8)**





## Employees Making A Difference

Sisters Stir Ideas into Nourishment for Impoverished Communities



“We conduct four sessions with the students and teach them how to follow a recipe, prepare meals, basics of food safety, budgeting and meal planning.

In the final session, students choose meals from the FTF cookbook, then receive a \$35 budget to shop at a local grocery store for the ingredients.

Breaking a cycle of poverty fuels passion in the two sisters. They apply their strategy of agricultural involvement to target mostly the urban community who lacks food. “With more than 21 percent of Marion County’s residents living in poverty we want to engage farmers in helping those in need,” said Ms. Jordan.

At local food pantries FTF connected farmers with neighbors to fight hunger. “Our fundraising programs have bridged a gap in financial support for neighbors in need,” she noted.

“FTF is uniting agriculture with consumers who might otherwise have no connection to the farm. We’re opening their eyes to opportunities beyond the Marion city limits. FTF will continue to grow and evolve to serve the community,” she said.

The future of agriculture includes a diverse group of producers and consumers,” explained Ms. Jordan. “Large and small-scale farmers must come together to promote our industry and show that we all care for the land and our livestock,” she added.

**We Can Do It!**



leaders and visionaries from across the country.

This year Farm Credit is celebrating its centennial anniversary. As part of the celebration, the organization conducted a search, *Farm Credit 100 Fresh Perspectives*, for 100 people who are changing the future of agriculture. *Farm Credit 100 Fresh Perspectives* Honorees were announced on National Ag Day on March 15. They include

## Celebrating Women (continued)

This month you can also read more about trailblazers like Bernice Haydu, a member of the Womens Airforce Service Pilots who finally received recognition as veterans and distinguished aviators from Presidents Carter and Obama.



President Obama has also been making history besides his recent travel to Cuba that received strong support among the agricultural community.

Last week he nominated another pioneer Air Force pilot as the first woman to lead a U.S. combatant command. Upon Senate confirmation General Lori Robinson would take command of U.S. Northern Command and the North American Aerospace Defense Command. Our military has certainly made great strides to level the playing field.

Closer to home we welcome Ms. Kim Wagner, a 20-year Air Force veteran, who recently joined the FGIS Field Management Division, Office of the Director. She will be providing support for FGIS Quality Assurance and Compliance Division and FGIS Departmental Initiatives and International Affairs headquarters staff.

Ms Wagner joins the ranks of women in our organization who make up 32 percent of GIPSA’s workforce and there is ample room for growth.

Lastly, I can think of no better way to express thanks to GIPSA employees who make a difference each day than by highlighting their accomplishments. Resident Agent Leslie Jordan and her sister, Ms. Lisa Shumaker represent the true spirit of America’s agricultural community. Their effort to empower neighbors in the fight against hunger truly illustrates the value of selfless service.

Perhaps not just in March, but every day we should celebrate the opportunities our nation provides, the courage of those who struggle for equality, and the vision of our leaders to promote positive change.

## Employees in the News

From the National Grain Center

### BAR Selects Commodity Grader

KANSAS CITY, Mo.—The Board of Appeals and Review (BAR) recently selected Mr. Tim Humiston as its new agricultural commodity grader. He reported to the BAR February 21.

Mr. Humiston began his career in grain inspection in May 1978 as a sampler/technician with Kansas State Grain Inspection. When Kansas Grain Inspection Service assumed responsibility for inspections from the state of



**Mr. Tim Humiston**  
(USDA Photo by Ms. Ruth Goff)

Kansas in September 1997, he continued with the Kansas Grain Inspection Service at Hutchinson, Kan. and Kansas City, Mo. advancing his knowledge of grain as a licensed grader through February 2011.

In June 2011, Mr. Humiston accepted a position with USDA at the Federal Grain Inspection Service Grading Ser-

vices Lab, now the Domestic Inspection Operations Office.

He continued to improve his grain grading skills until accepting his position as BAR member. Mr. Humiston has been working in grain for 38 years including 19 years as a grader, and another 19 years in grain inspection.

### QACD Team Gets Creative at NGC

KANSAS CITY, Mo.—The week of February 29, 2016, the Quality Assurance and Compliance Division (QACD) gathered for a biannual meeting at the National Grain Center in Kansas City, Missouri. This meeting looked a little different from the previous one as the division has experienced exponential growth in personnel since just last year. The QACD team now has 11 employees located in Washington, DC, Kansas City, and Denver.

During the week, the team developed goals, mottos, and statements that best reflect the division's mission as a whole. There were those things you find at typical staff meetings such as PowerPoints and training tutorials. (Continued on page 11)



**QACD Team Photo. Back Row (left to right): Mr. Austyn Hughes, Mr. Eric Jabs, Mr. Mark Wood- en, Ms. April Johnson, Ms. Candace Hildreth, Mr. Jacob Thein. Front Row (left to right): Mr. Jorge Vazquez, Ms. Sharon Lathrop, Ms. Samantha Si- mon, Ms. Andrea Marks, and Mr. Andrew Green- field. (USDA Photo)**



**TOLEDO, Ohio—Several 2016 graduates recently joined the Toledo Field Office. Pictured from left to right: Mr. Octavio Diaz, Mr. Jesus Montero, Ms. Ginna Colón and Mr. Jonathan Howard. (USDA Photo)**

## Employees in the News

### Packers & Stockyards Team Tests New Software



**WASHINGTON—**The Packers and Stockyards Program is conducting tests of its new PAS 2.0 tracking software system. The PAS development team meets regularly to conduct experiments with the new design.

**Pictured above (from left to right),** Ms. Regina Ware, Ms. Patti Tolle, Mr. Tom Duggan, Ms. Vanette Stewart, and Mr. Suleiman Ali.

**Pictured left (From left to right),** Ms. Vanette Stewart, Mr. Suleiman Ali, and Mr. Allen Yi.

## News You Can Use

### Leave Audits, Microsoft Deals, and a Starry Night

#### Web TA Version 4.2 Set to Debut

WASHINGTON—Officials at the National Finance Center (NFC) recently announced a new version of webTA entitled webTA (4.2) currently scheduled for release in September 2016. The new version features a mandatory *bi-directional feed* between an employee's leave balances in webTA and the NFC mainframe.

“With the bi-directional feed, if there is a difference between an employee's leave balances in webTA and the NFC mainframe, the balances from the NFC mainframe will overwrite the balances from webTA,” said Ms. Lisa Fyall, supervisory management analyst at GIPSA Management and Budget Services. “Due to this bi-directional feed, it is imperative that timekeepers review leave error reports and conduct leave audits to clear up any leave issues prior to GIPSA implementation,” she said.

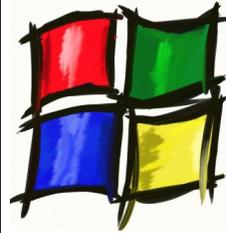
According to a statement from NFC, timekeepers should monitor the following timeline and procedures for implementing the bi-directional feed:

- April 18th (Pay Period 8): Turn on the Bi-Directional Feed for the Time Off Awards, Restored Annual Leave, Credit Hours, Religious Comp, Shore Leave, Home Leave
- May 2nd (Pay Period 9): Turn on the Bi-Directional Feed for Annual Leave and Sick Leave
- May 16th (Pay Period 10): Turn on the Bi-Directional Feed for Comp Time and Comp Time for Travel

#### Microsoft Offers Free PC Upgrades

WASHINGTON—For a limited time Microsoft offers upgrading its operating systems to Windows 10 for free.

“The free upgrade is a full version of Windows, not a trial or introductory version, and is available until July 29, 2016,” said Mr. Abaid Singh, branch chief for Network Telecom and Customer Support.



According to Mr. Singh, users can expect the following from Windows 10: the Start Menu and task bar are back again; *Cortana* (similar to *Siri* or *Google Now*) on your Desktop; an improved *Action Center*, *Task View*, a new Microsoft browser called *Edge*, and increased security features.

“Windows 10 is compatible with most, if not all hardware and programs used with Windows 7 and 8.1, so there is nothing else to buy to upgrade your computer,” said Mr. Singh.

To order the free Windows 10 follow these steps:

1. Go to <http://hup.microsoft.com/>.
2. Select the country you want your order to be shipped and choose the language for viewing the order.
3. Enter your [@usda.gov](mailto:@usda.gov) e-mail address and insert the following program code **A9BDC3B7EE**.
4. You will then receive a message from Microsoft HUP. Forward that e-mail to your personal e-mail account.
5. From your personal computer open the Microsoft HUP e-mail and open the URL provided.
6. Place your order online. It's that simple.

#### QACD at NGC (continued from page 9)

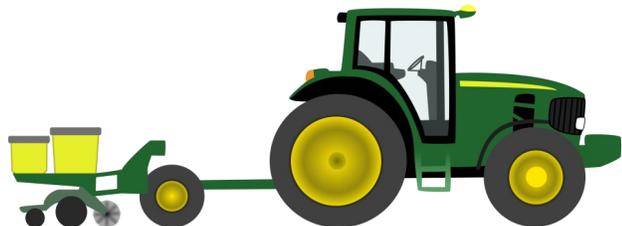
But, there were also teambuilding exercises designed to strengthen the group at its core. Eleven *artists* came together to replicate portions of Van Gogh's *Starry Night* and assemble them to make a portrait. The team also threw on their best retro-polyester shirts for a night of bowling and barbecue downtown.



With members already spread out across the country, recent addition of new employees, and compliance review officers often traveling, the few days together proved invaluable as the team shared new information, and had plenty of fun, too.

## Military Veterans News

### USDA, U.S. Chamber of Commerce Foundation Join Forces to Assist Veterans with Jobs, Careers



#### Agriculture Opportunities for Vets

WASHINGTON, Feb. 12, 2016 – The U.S. Department of Agriculture (USDA) recently announced a joint agreement with the U.S. Chamber of Commerce Foundation to increase employment opportunities in the agricultural sector for military veterans and their spouses.

USDA Farm and Foreign Agricultural Services Deputy Under Secretary Lanon Baccam signed the agreement along with Mr. Eric Eversole, vice president at the U.S. Chamber of Commerce. Mr. Eversole, a Commander in the Navy Reserve, also serves as the foundation's President of *Hiring Our Heroes*. Mr. Baccam, a U.S. Army and Iowa National Guard veteran who served in Afghanistan, is USDA's Military Veterans Liaison.

"Today's agreement opens the door for thousands of service members who participate in Hiring Our Heroes events around the world to benefit from USDA's vast array of tools and resources," said Mr. Baccam. "This new partnership strengthens USDA's ongoing efforts to help veterans pursue rewarding careers in farming, ranching, or in the fast-growing agriculture and food sectors."

The agreement establishes a new partnership between USDA and *Hiring Our Heroes*, a program that helps military veterans, transitioning active duty personnel, and their spouses and partners with training and opportunities to find meaningful employment when entering the civilian workforce.

Since 2009, USDA has provided \$466.8 million in farm loans to help more than 6,868 veterans purchase farmland, buy equipment and make repairs and upgrades. Our microloans, which offer smaller amounts of support to meet the needs of small- or niche-type farm operations, have also grown in popularity among veterans. Since it was launched in January 2013, USDA's micro-loan program has provided more than \$25.8 million in

support to help veterans grow their farming businesses.

Recently, USDA's Farm Service Agency (FSA) also expanded its collaboration with the Department of Defense to better reach the nearly 200,000 service members transitioning from military service to civilian life each year. Through a career training and counseling program, called the Transition Assistance Program, or TAP, USDA provides information on a wide variety of loans, grants, training and technical assistance available for veterans who are passionate about a career in agriculture.

For more information on how USDA can help military veterans transition into agriculture as a career, visit [www.usda.gov/veterans](http://www.usda.gov/veterans). The joint agreement between USDA and the U.S. Chamber of Commerce Foundation was authorized by the 2014 Farm Bill, which builds on historic economic gains in rural America over the past seven years, while achieving meaningful reform and billions of dollars in savings for taxpayers. For more information, visit [www.usda.gov/farmbill](http://www.usda.gov/farmbill).

#### FGIS Welcomes Air Force Veteran

WASHINGTON—Ms. Kim Wagner recently joined the FGIS Field Management Division, Office of the Director, (FMD-OD) as an administrative support assistant. She will also be providing support for FGIS Quality Assurance and Compliance Division and FGIS Departmental Initiatives and International Affairs headquarters staff.

A 20-year veteran of the U.S. Air Force, Ms. Wagner has a human resources background and comprehensive knowledge of staff development, employee relations, and office administration. She holds associate degrees in human resources management and management studies. Ms. Wagner is currently pursuing a bachelor's degree in human resources.



Ms. Wagner recently moved to Virginia from Kaiserslautern, Germany, where she worked part-time at the American Red Cross, and the USO, at the wounded warrior center. A mother of three children, her interests include travel, wine collecting, biking, soccer, reading mystery novels, and watching old classic movies.

## This Month's Feature: Women in Aviation History

### WASPs Were Pioneers for Female Pilots of Today, Tomorrow

**By Shannon Collins, Defense Media Activity**

WASHINGTON, March 2, 2016 — Before there could be a first female Thunderbird pilot or women flying combat missions into Iraq and Afghanistan, there were the pioneers: the Women's Airforce Service Pilots of World War II.

In September 1942, nine months after the attack on Pearl Harbor, Army Air Forces commander Gen. Henry H. "Hap" Arnold stood up the Women's Auxiliary Ferrying Squadron, or WAFS, and the Women's Flying Training Detachment, or WFTD.

According to the Air Force Historical Support Division, on July 5, 1943, the WAFS and WFTD merged into a single unit for all women pilots who were rapidly extending their qualifications to every type of aircraft in service. The new unified group called itself the Women's Airforce Service Pilots, or WASP, with its pilots known as WASPs.



**Bernice "Bee" Haydu, a Women's Airforce Service Pilot, or WASP, during World War II, prepares to fly a Stearman Kaydet during flight training at an auxiliary field near Avenger Field in Sweetwater, Texas, in 1944. (Courtesy photo)**

"The women paid their own way to travel to basic training at Avenger Field in Sweetwater, Texas. More than 25,000 women applied, even some from Canada, England and Brazil," said Bernice "Bee" Falk Haydu, a WASP pilot from Montclair, New Jersey, but only 1,830 U.S. women were accepted into the program. Of those, 1,074 earned their wings.

"They wanted to experiment with the women to see if they could eliminate one of the phases of training, so we went from the Stearman, which is an open cockpit bi-plane, in primary [training], and after about 60 to 70 hours of that, we went directly into the advanced, which was the AT-6 [Texan] -- that's 650 horsepower compared to 220 horsepower," Haydu said. "It was successful. Most of the washouts were in primary training. The men adapted the same training."

During training, the women had to pay for their dress uniforms and their room and board, but were issued men's coveralls that they nicknamed "zoot suits," Haydu said. There were six women per bay in the barracks, with one latrine, one sink, one shower and one toilet. If the winds kicked up, the women would lie on the bottom wings of the airplanes to help keep them down, she said, "because they needed more weight to keep the airplanes on the ground."

To qualify, applicants had to be at least 5 feet, 4 inches tall, pass Army physicals and have a pilot's license, Haydu said. Women also had to have at least a high school diploma and be age 18 to 35.

"Most of the women were college graduates, but the toughest part of the training was you started out in a basic aircraft and then you'd go to a medium and then an advanced," Haydu said. When she joined the WASP program in 1944, Haydu said training was being accelerated.

"We flew every aircraft manufactured for World War II, and one of the WASPs was sent to Dayton, Ohio, where they did testing and actually flew a prototype jet, so we just did everything the men did," Haydu said.

For 35 years, the women weren't allowed to call themselves veterans and their records were classified and sealed from the public. They fought Congress and pushed for publicity. Haydu said they didn't care as

## This Month's Feature: Women in Aviation History



**Ms. Bernice Haydu stands next to an AT-6 Texan at Paige Field near Fort Myers, FL. (Photo by Glenn Slaughter)**

much about the benefits as much as for the chance to serve and to be recognized as veterans.

After graduating, the women would go to either Ferrying Command or Training Command. Lucile Doll Wise was a pilot at Ferrying Command, and she said she ferried aircraft from factories to air bases and points of embarkation.



“There was an alarming shortage of pilots at the beginning of the war,” Wise said, “and we delivered more than 12,000 aircraft in the two years we operated. We also performed many other domestic flying duties. I loved every minute of it,” she added, “but it was not easy. It was hard work, and I came back from trips pretty tired.”

Ms. Haydu served as an engineering test pilot and a utility pilot in the Training Command, where the women’s missions ranged from towing aerial targets for the infantry, flying tracking missions, smoke-laying,

searchlight strafing and simulated bombing, and testing radio-controlled aircraft. The women were also flight instructors, engineering test pilots and utility pilots and performed all stateside flying duties.

“If an engine needed to be flown a certain manner for a certain number of hours before it went into regular service, I would do that,” she said. “I also would fly personnel to wherever they had to go.”

Ms. Haydu said she was disappointed when the WASPs were disbanded on Dec. 20, 1944, just 11 days before she was to begin training to fly the B-25 Mitchell bomber. Arnold told the last crop of pilots, “We of the [Army Air Forces] are proud of you; we will never forget our debt to you.”

President Jimmy Carter signed Public Law 95-202, Title IV, Nov. 23, 1977, which granted former WASPs veteran status with limited benefits. The Air Force graduated its first female pilots that same year. In 1984, the WASPs received World War II Victory Medals and, for those who had served more than one year, American Theater Ribbon/American Campaign Medals. On March 10, 2010, the Congressional Gold Medal, the highest civilian award bestowed by Congress, was presented to the WASPs.

## Women's History Month 2016

### Proclamation by the President of the United States of America

Throughout history, women have driven humanity forward on the path to a more equal and just society, contributing in innumerable ways to our character and progress as a people. In the face of discrimination and undue hardship, they have never given up on the promise of America: that with hard work and determination, nothing is out of reach. During Women's History Month, we remember the trailblazers of the past, including the women who are not recorded in our history books, and we honor their legacies by carrying forward the valuable lessons learned from the powerful examples they set.

For too long, women were formally excluded from full participation in our society and our democracy. Because of the courage of so many bold women who dared to transcend preconceived expectations and prove they were capable of doing all that a man could do and more, advances were made, discoveries were revealed, barriers were broken, and progress triumphed. Whether serving in elected positions across America, leading groundbreaking civil

rights movements, venturing into unknown frontiers, or programming revolutionary technologies, generations of women that knew their gender was no obstacle to what they could accomplish have long stirred new ideas and opened new doors, having a profound and positive impact on our Nation. Through hardship and strife and in every realm of life, women have spurred change in communities around the world, steadfastly joining together to overcome adversity and lead the charge for a fairer, more inclusive, and more progressive society.

During Women's History Month, we honor the countless women who sacrificed and strived to ensure all people have an equal shot at pursuing the American dream. As President, the first bill I signed into law was the Lilly Ledbetter Fair Pay Act, making it easier for working American women to effectively challenge illegal, unequal pay disparities. Additionally, my Administration proposed collecting pay data from businesses to shine a light on pay discrimination, and I signed an Executive Order to ensure the Federal Government only works with and awards contracts to businesses that follow laws that uphold fair and equal labor practices. Thanks to the Affordable Care Act, insurance companies can no longer charge women more for health insurance simply because of their gender. And last year, we officially opened for women the last jobs left unavailable to them in our military, because one of the best ways to ensure our Armed Forces remains the strongest in the world is to draw on the talents and skills of all Americans.



## Women's History Month 2016

### Proclamation by the President of the United States of America

Though we have made great progress toward achieving gender equality, work remains to be done. Women still earn, on average, less for every dollar made by men, which is why I continue to call on the Congress to pass the Paycheck Fairness Act -- a sensible step to provide women with basic tools to fight pay discrimination. Meanwhile, my Administration has taken steps to support working families by fighting for paid leave for all Americans, providing women with more small business loans and opportunities, and addressing the challenges still faced by women and girls of color, who consistently face wider opportunity gaps and structural



barriers -- including greater discrepancies in pay. And although the majority of our Nation's college and graduate students are women, they are still underrepresented in science, technology, engineering, and mathematics, which is why we are encouraging more women and girls to pursue careers in these fields.

This May, the White House will host a summit on "The United State of Women," to highlight the advances we have made in the United States and across the globe and to expand our efforts on helping women confront the challenges they face and reach for their highest aspirations. We must strive to build the future we want our children to inherit -- one in which their dreams are not deferred or denied, but where they are uplifted and praised. We have come far, but there is still far to go in shattering the glass ceiling that holds women back. This month, as we reflect on the marks made by women throughout history, let us uphold the responsibility that falls on all of us -- regardless of gender -- and fight for equal opportunity for our daughters as well as our sons.

**N**OW, 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 2016 as Women's History Month. I call upon all Americans to observe this month and to celebrate International Women's Day on March 8, 2016, with appropriate programs, ceremonies, and activities. I also invite all Americans to visit [www.WomensHistoryMonth.gov](http://www.WomensHistoryMonth.gov) to learn more about the generations of women who have left enduring imprints on our history.