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“Bienvenidos a todos!”

Welcome to this year's special edition of the *Intercom* in honor of Hispanic Heritage Month, September 15-October 15, 1993.

I have been the Hispanic Employment Program (HEP) Manager since January. These past few months have been exciting for me—a time in which I've learned more about the diversity goals of our agency and contributions made by Hispanics in the field of aviation. I have gathered some of the information and am pleased and proud to share it with you in this special edition.

Who are Hispanics? Hispanics are persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. Hispanic presence in North America dates back to the late 15th century colonies and expeditions led by Spanish explorers who came to the United States. Here in Alaska, evidence of Hispanic presence dates back to June 1791 in what is today known as Yakutat Bay. The expedition was captained by an Italian in service of Spain, Alessandro Malaspina, aboard the flagship *Descubierta* (Discovery).

Another Spanish vessel, *La Atrevida* (The Risker) also made the voyage.

The Hispanic Employment Program is based on the 1969 Executive Order 11478 to assist in eliminating barriers to meaningful employment for Hispanics in the FAA work force. “Meaningful employment” includes representation within the FAA at all levels and with equal opportunity for promotions, career development, and training.



As HEP Manager, I work closely with an Advisory Committee. Membership in the HEP Advisory Committee is open to all employees. Please contact me if you have questions or wish to join. I can be reached at 271-5645.

Included in this special edition are stories about FAA's first Administrator and some of our region employees. Also included is an article on career development

written by Fanny Rivera, who was recently appointed Deputy Assistant Administrator for the Office of Information Technology. Some of our Alaskan Region employees have also contributed their own story in an effort to provide some insight into the cultural values instilled in them while growing up.

Our focus here in the Alaskan Region, especially during the next month, will be on education as we share our personal achievements and goals.

We hope you enjoy reading this special edition and that you'll take time to view our displays and participate in activities planned during the month.

“Con orgullo en mi Hispanidad...”

With pride in my heritage...

Sandra Valiente Paxton
HEP Manager

We're In!

Alaskan Chapter of NHCFAE

by Sandra Paxton, HEP Manager

The Alaskan Region has the newest working chapter of the National Hispanic Coalition of Federal Aviation Employees (NHCFAE). The chapter was formed in June when **Monica Burton**, President of the NHCFAE, visited Alaska to meet with the Regional Management Team and Hispanic employees in an effort to establish a local chapter.

The chapter was recognized at the Coalition's National Training Conference held in Oklahoma City in August.

The Alaskan Region Chapter Director is **Robert Davila**. Charter chapter members are: **Seferino L. Agüero, Norma Bonewitz, Theresa Clark, Mary A. Godbee, Ulises Gonzalez, Engracia Limon, Patricia Lucero, Carmen Surber, and Sandra Paxton. Jacqueline Smith and Dave Morse** joined as associate members.



Hispanic Personalities in Aviation

Ponton de Arce, Leroy.

Night flying of the airmail, which the Post Office began as a regular service in 1924, was a hazardous occupation. **Leroy Ponton de Arce** flew the mail from 1925 to 1927 on the Boston-New York route without parachutes and no instrumentation of any kind other than a compass, an airspeed indicator, and a tachometer. He experimented with flares mounted under the Fokker's wings. That proved dangerous for the pilot because the flares were in line of vision and temporarily blinding. He was one of the original 15 air traffic controllers to enter Federal service on July 6, 1936, when the Federal government assumed responsibility for enroute traffic control.

(Material provided by Al Mendez, ACR-5.)

Intercom

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The submission deadline is the first Friday of each month.

If you have questions, suggestions, or complaints, please call the Editor at 271-5169.



FAA's First Administrator — Elwood R. "Pete" Quesada

by Sandra Paxton, HEP Manager, from material provided by Ned Preston, APA-4



Pete Quesada was born in 1904 to a Spanish father and an Irish-American mother. He was a native of the District of Columbia. In 1951, after a brilliant military career, Lieutenant General Quesada retired from the Air Force. He accepted a position with Olin Industries and then took over Lockheed's missile division.

In July 1957, Quesada was called to Washington as a Special Assistant with the Civil Aeronautics Administration. He worked hard toward establishing an "agency that would possess the authority to act decisively on the whole gamut of issues that threatened the safety and efficiency of aviation." The bill establishing that agency—the fulfillment of Quesada's vision—became law and was established as the Federal Aviation Agency on August 23, 1958.

Quesada became the first FAA Administrator on December 31, 1958. In order to accept this new challenge, Quesada had to resign his commission as a retired Air Force officer. He described this action as "the hardest thing I ever did." He accepted the position for several reasons. The White House had been looking for a suitable

nominee and had been having difficulty finding anyone—except Quesada. The new FAA agency couldn't begin to assume its responsibility until 60 days after appointment of the new administrator. Quesada was concerned that any further delays would stall the development of the agency and its goals.

In March 1959, Quesada gathered top regional managers, lawyers and Flight Standards personnel. He launched an all-out drive to raise safety standards. His administration saw changes made in areas such as annual physicals for pilots and airline management practices. His commitment to aviation safety was such that he did not hesitate to cross swords with other powerful groups. He launched FAA as an effective force to guard the safety and viability of air transportation. He retired a second time in 1961.

Pete Quesada died February 9, 1993, after a heart attack. The FAA Historian, **Dr. Ned Preston**, in an article entitled "In Remembrance of a Pioneer," wrote: "...his was the unflinching leadership needed at what he (Quesada) aptly termed 'dangerous crossroads' in aviation history, and his example in upholding the primacy of the public interest is an enduring legacy."

Hispanic Personalities in Aviation

Nobile, Umberto.

Three men flew over the North Pole in the airship Norge on May 11, 1926: Roald Amundsen, Lincoln Ellsworth, and **Umberto Nobile**. Unlike Commander Richard Byrd, who 2 days before had reached the Pole in a plane and returned to Spitsbergen, the crew of the Norge flew on across the Arctic to Alaska. A heavy storm was raging over the Bering Straits. With not enough gasoline to continue, the crew decided to land. Five Eskimos from the village of Teller were standing around as gaping witnesses to the landing. It seems this forced landing was extremely hazardous in several respects: One of the Eskimos described the aircraft as a "flying seal" and had wanted to shoot it down.

(Material provided by Al Mendez, ACR-5.)



Success Depends on Actions, Work, and Beliefs

By Fanny Rivera

Deputy Assistant Administrator for the Office of Information Technology

Note from HEPM:

I attended the National Hispanic Coalition's Training Conference in August in Oklahoma City. Several speakers addressed career development and the importance of taking the initiative to set and accomplish personal goals. The following article appeared in the Spring-Summer 1993 edition of *La Palabra*, the Coalition's newsletter. Here in the region, the HEP Advisory Committee is also focusing on career development. Fanny Rivera was recently assigned to FAA Headquarters as Deputy Assistant Administrator for the Office of Information Technology. The article is reprinted for your information and with her permission.

I have often been asked what are the decisions I made to be in the Senior Executive Service (SES) and what are the qualities needed to be a successful SES. There are no simple answers to these questions, but I will give you my personal perspective on what it has meant for me.

When I started my career, I never dreamed I would some day be an executive in the FAA. Being young and aspiring, I wanted to make a difference and felt I could conquer the world. It was important to me to feel that the sacrifice my family had made to carry me through college would not be wasted and that my personal effort not go unnoticed. My ethic was then, and continues to be, to work hard and as life is unfolding, personally or professionally, that my uniqueness and creativity shine through. To me, the measure of success is hard work, a masterful product and a sense that if I had not participated in this project, it would not have been as successful. Ultimately, I ask the question, if I disappeared tomorrow would anyone care because of the work that I do or the relationships I keep? If the answer is "no," then I look for a way to change my non-involvement.

Successful executives I have met have made great in-roads into balancing a meaningful professional life with a satisfying personal life. They have taken a holistic approach to life and struggle to maintain that approach.

They work hard, are persevering withstanding impossible situations, are talented in the basic skills of public speaking and writing, know their field of expertise well and are willing to go the extra mile when necessary. With regard to interpersonal skills, these executives are good natured, honest, sensitive and caring. They have sound common sense, know when to employ the different skills necessary to deal with people and have balance. They take responsibility for their lives and work and are firm in the commitment to themselves that they will succeed. These are the basic elements of executives.

Based on my experience with executives, the secret to greatness, however, is beyond these basic elements. It is a passion for what they are doing, a love of their work, a strong conviction in their cause. This passion gives them strength to continue when one might quit under ordinary circumstances. You may be thinking, "Well, I know a couple of executives that do not have that passion and they have made it." That may be the case, but in my experience, they have not achieved personal greatness. They have simply managed to achieve temporary greatness to penetrate the executive level. I have great hopes that current thinking and process will make those temporary transformations difficult, if not impossible.

I would like to add a few more words about personal sacrifice and risk. It is natural for a person to seek to stay with the known and comfortable. It is Human nature to do so. However, if you have a passion for the work that you do and see the need for your work to take place, that passion drives you to leave the comfort zone. That drive and the achievements accomplished lead to advancement. The road to success is not to look for advancement but rather to look for the projects,



Mexico



Growing Up Hispanic

A Personal Story

Gloria Navarro-Gelger was raised in the rural farming community of Corcoran, California, located in the central San Joaquin Valley between Sacramento and Bakersfield. Her father worked as a farm laborer on various surrounding farms while her mother stayed home and raised Gloria and five brothers.

At an early age, Gloria cooked, cleaned, and worked alongside her mother. At age 11, she started to work in the fields (picking grapes, bell peppers, and walnuts and chopping and weeding cotton) on weekends and during the summer months. It didn't take long to decide that this was definitely not a place where she wanted to find herself in the years ahead. Since she was female, it was also explained that her role in life would be to become a good cook, housewife, and mother. "This was an area I didn't want to advance in, either. I just couldn't get excited about whipping out a batch of tortillas," says Gloria.

At no time was she expected to venture out on her own and become totally self-reliant. However, she developed an independent (but subtle) nature while being raised with five brothers. She graduated from the small high school in 1969.

With her family not having any funds to help with a college education, the shortage of white-collar jobs in the area, and her lack in driving skills, Gloria decided instead to receive technical training through the

military service. At age 18, she broke the news to her family and made it clear that she wanted to join the U.S. Army as a stenographer.

"Initially, my parents were devastated and my grandmother prayed for me because she never thought of me as being 'that kind of girl.' After some soul searching, my mother finally gave her consent. She more than anyone understood the limitations I faced as a woman within my Hispanic culture."

Once she was a trained stenographer, a whole new world opened up to Gloria. She traveled and met people from various cultures. She went on to serve in the California Army National Guard. Over the years, she has worked in several different secretarial, executive secretarial, and administrative positions.

In addition, she has reinforced her educational background by taking courses in advanced shorthand/typing, computer basics, word processing concepts, English grammar, and attending several administrative workshops. Her goal is to receive a degree in the administrative field.

"My role model is, of course, my mother who received her degree in bilingual linguistics," says Gloria. "For she, too, broke the mold."



Spain



Portugal

Success Depends on Actions... (continued)

assignments and endeavors that need to be done. The outcome will be recognition resulting in advancement. Obviously, one ingredient to all of this happening is personal sacrifice. It entails taking that job whose hours do not sound right or whose boss may not be charming. It means doing what you have to do while having as much fun

as possible as you go along. A sense of humor throughout all of this is imperative!

While this description may sound terribly serious, in practice, it is not. If you are doing what you like and what you feel needs to be done, you feel joy in your life. The rest falls into place naturally. I have a great career in the

FAA and I am grateful. I wish all of you the best of everything on your road to success. Vaya con Dios!

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Growing Up Hispanic

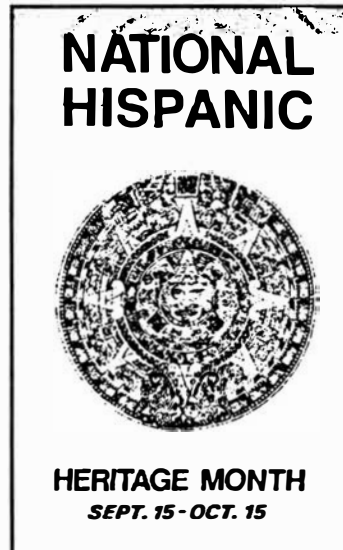
A Personal Story

Norma Bonewitz began her working career in January of 1974 as a Park Aide at Tumacacori National Monument south of Tucson, Arizona. There, thanks to her bilingual skills and motivation to learn, she was soon leading visitors on interpretative tours of the monument. In 1975 she married and moved to Tucson, where she worked at the Western Archeological Center. Putting her career on hold for a time, she moved with her military spouse to Germany in 1976. While there, she pursued her education and helped manage the base child care center. Returning to the States in 1979, Norma worked at the child care center at Altus, Oklahoma, and continued to take college courses. She was also active in the local community's Extension Homemakers of America.

Norma reentered the Federal work force in 1981 as a personnel clerk in the Elmendorf AFB Civilian Personnel Office. In 1984, she came to the FAA as a human resources assistant to Dr. Bob Mitchell. That led to a position in Personnel as a staffing assistant. She then moved up to her current position as a Personnel Staffing Specialist.

Christened **Norma Alicia Ohnesorgen Castillo**, her name reflected her Mexican-Spanish-German-Apache Indian ancestry. The second of seven children, she learned early in life that motivation, persistence, and perseverance are crucial to getting ahead. In the small Mexican-American community in southern Arizona where she was raised, women were not expected — much less encouraged — to pursue an education and become independent.

Once, a ninth grade English teacher



told her, "I taught your sister and she did poorly, so I'm sure you will be the same." Undaunted, Norma earned an A average. When the teacher handed out a D at the end of the semester ("You must have cheated") Norma took her case to the principal - and won.

She recalls being told that, despite her excellent grades, she could not be class valedictorian because "...we just can't have a Mexican-American

female...." At first she was relieved, thinking that now she wouldn't have to get up and deliver a graduation speech. Then the significance of it began to sink in.

She graduated from high school at 16 and went to the University of Arizona on a scholarship.

Norma is currently continuing her educational pursuits while raising two teenagers. She is very active in her church and community. She's a volunteer at the Covenant House (a home for runaway/street youths), is on the parish council for St. Anthony Church, and teaches religious education to high school students. She is a member of the following committees: National Hispanic Coalition of the FAA, Hispanic Employment Program, and Hispanic of Alaska, Inc.

In her "free" time she cross stitches and reads mystery and suspense novels.

Her long-term goal is to earn her BA and Masters degrees in counseling and continue climbing up the career ladder within the FAA.

