

Canadian Aviation Pride  
Fierté en aviation canadienne



# Silver Dart

Canada's LGBTQ+ Aviation Newsletter  
Le bulletin LGBTQ+ en Aviation du Canada



September **2018** Septembre

"Connecting Canada's LGBTQ+ Aviation Community Since 2008"  
"Rassembler la communauté en aviation LGBTQ+ du Canada depuis 2008"



## Welcome Aboard, from the Chair Bienvenue à bord, du président



Greeting from Belfast. Work has me deployed out here until the beginning of October but that hasn't stopped me from attending the Pride festivals.

I started with one here in Northern Ireland at the beginning of August. The Irish have been moving forward with the LGBTQ+ community here and there was a new larger route for the parade and pride flags everywhere, even though the government has been stuck in a quagmire and has not passed legislation for gay marriage yet.

I wasn't able to make the events in Vancouver but my Partner, Leo, was my proxy. He helped host the social at XYYVR and the booth at the Sunset beach festival. It was a great turn out with many people catching up with old friends and making new ones. But of course the biggest shout out goes to all the volunteers who helped staff the booth and reach out to the community.

Montréal hosted Fierté at the end of August. I was fortunate to be able to make a short excursion to Montréal for the week-

end for CAP's inaugural Pride week end in YUL.

It was a bit of a last minute thing, but in the week leading up to pride, one of the supporters, William Raillant-Clark in Montréal, put out an invite for a tour of ICAO. The International Civil Aviation Organization was set up by the UN in Montreal a long time ago and works diligently with the international community. We are hoping it will repeat again next year.

The group also met with the Australian ICAO Ambassador who is helping to champion LGBTQ+ rights there and who is openly gay and married! We'll have more about the tour later. Read about William in our member profile.

On the Friday August 17th, Sky Complex was proud to host our first Pride launch party. It was a good start and we hope to continue with this pride tradition in YUL.

With the help of Warren, Andy, Avin, Ken, Frans, Yanko, Paul and others we had a great booth at the community street festival on rue Sainte-Catherine. The weather was great, the crowds were out and we were met with open arms. Many people came and asked who we were and said they hadn't seen us before. It was an awesome start. I felt so bad for not paying attention in French class when I was a kid and only have a smidge of French vocabulary. We have been working to try and make CAP a more inclusive group and that means bilingual too. Fortunately, Warren and Andy were able to talk to

guests. We could use some help with this for the newsletter and web site.

Once Miss Weird was all dressed up and ready to greet the world, she graced us at the booth with her new Canadian Flight Attendant outfit. She welcomed visitors to the booth, sold necklaces and reached out on social media. so watch for her in the photos in this newsletter.

Nav Canada supplied some yoyos which were quite popular with the kids, Thank you! We also wish to thank Jazz again for

their support.

None of this would have been possible without the volunteers and supporters of the Canadian LGBTQ+ community across Canada and if you would like to help us grow, please drop us a line. In the mean time check out the website - we are polishing it at [www.AviationPride.ca](http://www.AviationPride.ca). Watch for the year-end events across Canada this fall.

In the mean time, safe flying!

Peter Litherland  
Chair, Canadian Aviation Pride  
[chair@aviationpride.ca](mailto:chair@aviationpride.ca)



## From the Editor - De l'éditeur



August was a busy month for CAP this year, with Pride events in both Vancouver and now Montréal. We are including a good selection of photos of the Vancouver pre-Pride party and the booth, and the same for Montréal.

This month we continue the Diversity and Inclusion (D&I) article series which is intended to help our industry colleagues who manage D&I programs. Vera is working on the D&I fact sheet series with her aviation industry committee, and we are putting all of these resources up on our website, <http://www.aviationpride.ca>.

As we grow and develop our interactions with industry, we are looking for volunteers to give some of their time to further our programs. In particular we have opportunities for website management and design using our Nationbuilder platform, authors for articles for the newsletter,

Best regards,

Adrian Walker  
Editor & Vice-Chair  
[info@aviationpride.ca](mailto:info@aviationpride.ca)

people with newsletter preparation experience, those who would like to help manage our social media pages, and those with membership or fundraising experience. If you would like to work with us on any of these programs, and enjoy collaborating with a team of dedicated volunteers, please email us at [info@aviationpride.ca](mailto:info@aviationpride.ca).

The cover photo this month was taken in February 2002 in Langley BC. It is of DC-3 CFPWH belonging to the Canadian Museum of Flight, and was manufactured in February 1940 for American Airlines as "Flagship Texas". Since then it served the USAF, Trans Alaska Airlines, Queen Charlotte Airlines, Pacific Western Airlines (hence the registration), Great Northern Airways and Trans Provincial Airlines. It is the oldest surviving DC-3 in Canada.



Remember last month's photo, taken over Boundary Bay airport in BC? Did you guess what aircraft type it was taken from? Well, it was taken from a 1946 Erco 415 "Ercoupe", and no, the RCAF never had any on strength! 😊

## Aviation Cartoon – Caricature en aviation



by [Kelly Kincaid](#)



## Diversity & Inclusion - Diversité et Intégration

We have reviewed what the words Diversity and Inclusion (D&I) mean. We looked at one of the obstacles to making change, namely unconscious bias, as well as how to plan and implement a D&I program. At this point we need to take stock of the importance and complexity of the change we are trying to accomplish. We will now look at what cultural change entails and how to plan the initiative, whether it is D&I or any other change that impacts on people's attitudes and behaviours.

We are looking for an organizational environment which allows people with all backgrounds, differences and ways of thinking, to work smoothly together with each performing to their maximum potential, safe from any fear that part of who they are is not accepted or respected. Everyone is encouraged to make a meaningful and unique contribution.

This is not a technical change, such as changing the company's computers or aircraft types, but a change in how everyone thinks, which challenges their assumptions and beliefs assembled over a lifetime, long before they started to work for the company. This is a cultural change, which is a change in how the organization's people together understand how processes work. We need to know how we can, not only manage, but in fact lead people through that transformation. If we do not, then the series of activities we engage in will not easily change mindsets. There is evidence that people's behavior is strongly influenced by the organizational roles they play, so changing the organizational context of relationships and responsibilities will cause the change in individual attitudes, not the other way around.

Diversity, especially of ideas and thought, is a key part of innovation, and since inclusion is what makes diversity work, innovation and learning can be measured by the level of inclusion in the organization. This can be most easily seen by the barriers to inclusion, such as policies, practices

or procedures which give some people unequal access or exclude them altogether. Who is invited to the meeting? Who is listened to? Who gets interrupted? Whose ideas are adopted?

There have been numerous books written on change management, and much discussion about the differences in terminology between things like models, processes and plans. We are going to look beyond the theoretical and academic analyses and focus instead on the very practical “how to” of changing culture.

### **Gain support for change**

To build change in thought processes into company culture, there first needs to be a clear reason why change is needed, a good sense of the complexity of the change, and a picture of what the new reality will look like. It must be clear to everyone how vitally important D&I is and why this is an essential move to keep the company ahead in its field. Key leaders in the organization must feel strongly enough that this must happen that they are willing to champion and lead the change process, agreeing on the case for change and how best to implement it. D&I is not a program that is owned and managed by HR !

It is important to understand exactly where the organization is positioned currently. What is the current culture in the area of D&I? How would you describe it? Does everyone have a sense of belonging and does each feel that they can put their best self forward? Can you think of a time when you yourself felt excluded, interrupted or disrespected – remembering that may help understand what this change is all about. Tap into strengths in the existing culture and the way people think and believe currently and use these to help drive the change.

Identify those individuals across the organization who have strengths which can facilitate the changes. This includes not only the formal leaders at each level, but also informal respected employees to whom others look up.

A vision and strategy will result which will be keys to success and which need to be explained thoroughly to everyone, often many times.

Develop a plan to detail what must change, how it will change, and whom it will affect. This should show what resources are needed, how extensive the changes will be, and what stages need to be built into the process. Doing a multi-step plan with successive targets is generally better than a sudden total change. Make sure that it is not a top-down plan but gets input from all levels of the organization – this helps with engagement. Patience is essential since most cultural changes take years, not weeks or months.

Next month we will examine the implementation of a cultural change, again looking at the change process itself, not so much the details of D&I. Please feel free to give us feedback and your thoughts on the topic at [info@aviationpride.ca](mailto:info@aviationpride.ca)

**Author:** Adrian Walker



## Event Review – Revue d'événement

### Vancouver Pre-Pride Party 3 August 2018, XY Nightclub



For our second year running, CAP held its Vancouver pre-Pride social event at the XY Nightclub at Bute and Davie Streets. Our Chair Peter kindly provided several food platters, and his partner Leo had arrived early to set everything up. We had the use of the rooftop patio – just a perfect place for the gathering and in total (including those who arrived after the group photo) we had 30 people there.

Ryan, an ally from the BC General Aviation Association, gave us a short presentation on what the BCGAA is all about and how they reach out to all groups who are interested in aviation. He noted:

*"I am proud of the community that we have built in this province and I am proud that we support and accept pilots of all experience levels, ages, orientations, religions and genders. I am thankful that we live in a society and in a country where we are free to have our own opinions, and celebrate what makes us happy as individuals. I am proud that we are all passionate about one thing that has brought us together which is aviation."*



Thanks Ryan!



Above, our new blue button pins, and check out the candies - airplanes! So, a great event and we have already booked the patio for next year.



## Vancouver Pride Booth 5 August 2018, Sunset Beach







## Montréal Fierté 17 – 18 août / August 2018, rue Ste-Catherine







## Meet Your Crew – Member Profile

### Rencontrez votre équipage – Profil du membre



**Name:** William Raillant-Clark

**Age:** 36

**Relationship Status:** Married

**Location:** Montreal, QC

**Occupation:** International Civil Aviation Organization

**Aviation Background:**Regulatory

**Why did I get involved in aviation? How it's apart of my life now.**

My academic background is in international relations but my professional career has mostly been focused on public relations for science and technology institutions. This led me to career at ICAO, where I am the Communications Officer.

**How did I find out about and get involved with CAP? What have I enjoyed most about my involvement?**

I first noticed your kiosk at Toronto Pride in 2016!

**The best trip I have ever taken/ My favourite destination to jet off to.**

I am originally from New Zealand. Last year, I recreated Pan Am's pioneering route across the Pacific, with my two boys. We flew to NZAA via KLAX, PHNL, PLCH, and NFFN. It was terrific!

**Other juicy details about me.**

I am more than happy to connect with everyone through social media! And to welcome you to ICAO, your home in Montréal, the Global Capital of Civil Aviation.

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*Would you like to be featured in our Monthly Member Profile? Everyone is welcome to submit their profile, whether you're a long time member or are new to Canadian Aviation Pride. You can answer as many or as few of the questions as you feel comfortable with, and use of your last name and employer are optional. If you'd like to share your story, [CLICK HERE](#)*

*Souhaitez-vous figurer dans notre profil de membre mensuel? Tout le monde est invité à soumettre son profil, que vous soyez un membre de longue date ou un nouveau membre de Canadian Aviation Pride. Vous pouvez répondre à autant de questions que vous le souhaitez, ou en utiliser le moins possible, et l'utilisation de votre nom de famille et de votre employeur est facultative. Si vous souhaitez partager votre histoire, [CLIQUEZ ICI](#)*



## Flight Plan – 2018 Events Plan de vol – Événements 2018

### Vancouver

Friday 7 December Year end party

### Toronto

Saturday 22 September Pearson airport runway run  
Friday 30 November Year end party

### Montréal

December Year end party

### External Organizations Organisations externes

Saturday 29 September Northern Lights Award Gala (Vaughan, Ontario)  
13-16 September NGPA Cape Cod Classic - Provincetown, MA

### Featured Event - Événement vedette

## NGPA: Cape Cod Classic - Provincetown MA



The NGPA's annual fall convention, the Cape Cod Classic, will be held from September 13-16, 2018 in Provincetown, Massachusetts.

Registration and event information for the Cape Cod Classic is available [online](#).



## **Board of Directors Meeting Réunion du conseil d'administration**

**Thursday 30 August 2018**

The monthly Board meeting was held by Skype on 30th August with all directors present except for one on summer vacation.

The 2018 goal of building a communications strategy is almost completed and a draft was circulated for review. The membership plan should also be completed by year's end. The treasurer reported a healthy bank balance thanks to revenue from the pride booths and the generous contributions of our two sponsors, Nav Canada and Jazz, and this is giving us much more flexibility to engage in additional outreach to key not-for-profit organizations in Canada who support diversity in the industry.

After an analysis of acronyms in use for our community the Board settled on the use of LGBTQ+ to be as inclusive as possible while still retaining a compact set of initials. All of our documents will be modified to show this.

## **Our Organization - Notre organisation**

### **CHAIR - PRÉSIDENT**

Peter Litherland

### **VICE CHAIR - VICE-PRÉSIDENT**

Adrian Walker

### **TREASURER - TRÉSORIER**

Dorian Pope

### **DIRECTORS - DIRECTEURS**

George Patton

Vera Teschow

Calvin Hui

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## CAP's Web Page – Page Web de CAP



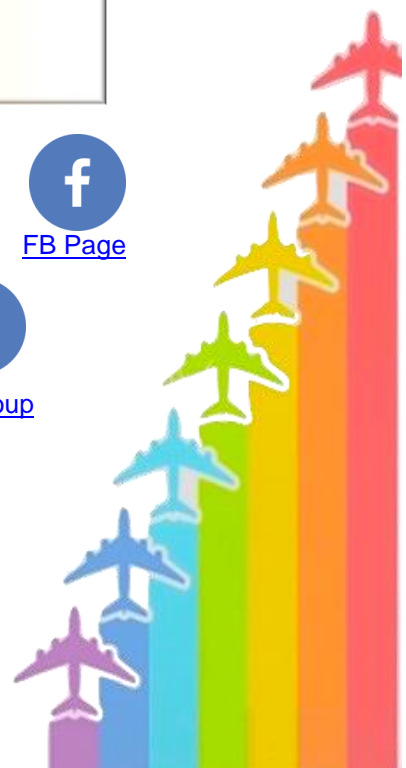
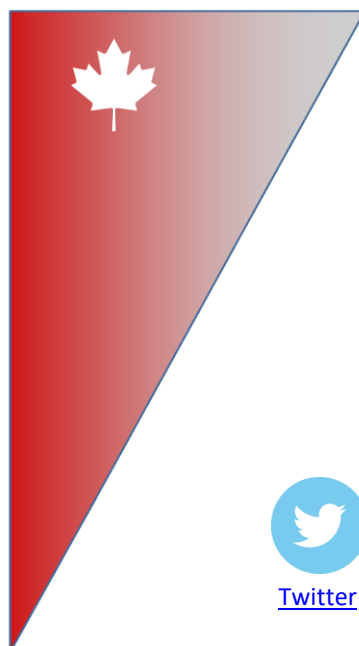
Canadian Aviation Pride's Web Page contains information about our organization, our objectives and who we are. Check it out, including our 2017 Annual Report!

La page Web de Canadian Aviation Pride contient de l'information sur notre organisation, nos objectifs et qui nous sommes. Découvrez-le, y compris notre rapport annuel 2017!

<http://www.aviationpride.ca>

<http://www.aviationpride.ca>

## Social Media - Médias sociaux



## Sponsor – Commanditaire



For more information about Nav Canada visit

<http://www.navcanada.ca>

Pour plus d'informations sur Nav Canada visitez <http://www.navcanada.ca>

## Sponsor – Commanditaire



For more information about Jazz Aviation LP visit

<https://flyjazz.ca/en/>

Pour plus d'informations sur Jazz Aviation LP visitez

<https://flyjazz.ca/fr/>

## Sponsor – Commanditaire



For more information about Waterloo Wellington Flight Centre visit <http://www.wwfc.ca> or call 519-648-2213.

Pour plus d'informations sur la Waterloo Wellington Flight Centre visitez <http://www.wwfc.ca> ou appelez 519-648-2213.



## Partner - Partenaire

### ***National Gay Pilot's Association***



For more information about the NGPA, visit <http://www.ngpa.org>

Pour plus d'informations sur la NGPA, visitez <http://www.ngpa.org>

## Partner - Partenaire



For more information about IN Magazine, visit <http://inmagazine.ca>

Pour plus d'informations sur la revue IN, visitez <http://inmagazine.ca>

## In Closing - En clôture

Thanks for taking the time to read our newsletter. As we get closer to each event, we will send out further details and a reminder.

If you would like to volunteer or help lead an event, or if you have ideas you would like us to consider, please don't hesitate to let us know. Email us at [info@aviationpride.ca](mailto:info@aviationpride.ca).

Blue skies and tail winds!

Merci d'avoir pris le temps de lire notre bulletin. Plus proche de chaque événement, nous enverrons d'autres détails et un rappel.

Si vous voulez être un bénévole, ou aider à diriger un événement, ou si vous avez des idées à nous soumettre, n'hésitez pas à nous le faire savoir. Envoyez-nous un courriel à [info@aviationpride.ca](mailto:info@aviationpride.ca).

Ciel bleu et vent arrière!

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