

Canadian Aviation Pride
Fierté en aviation canadienne



Silver Dart

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

January **2019** Janvier

"Connecting Canada's LGBTQ+ Aviation
Community Since 2008"

"Rassembler la communauté en aviation
LGBTQ+ du Canada depuis 2008"

Welcome Aboard

Bienvenue à bord



Greetings from the flight deck and Happy New Year from all of us at Canadian Aviation Pride!

I hope you found time away from the airport to get together with friends and family during the holidays. I know it can be a little trying if you work in the industry that never stops. I found myself on a multi day pairing bouncing around North America on Christmas and again over New Years. Fortunately I had a great crew to be with and found Kelly's pub in YEG on Christmas eve that was even offering up a complimentary turkey dinner! Christmas Day we flew down to Cancun with some holiday makers but we managed to head out and celebrate once we arrived.

If it wasn't for the dedication of flight attendants, air traffic controllers, dispatchers, pilots and engineers and all the support staff, no one would be moving over the holidays. I wish to thank all those who made it happen.

Canadian Aviation Pride has been working hard this past year to get more

events in the calendar and groups have asked for our inclusion, including the Wings Career Day, Northern Lights Foundation, Nav Canada and our inaugural participation in Montréal at Fierté.

CAP has had requests to participate in more events and we would love to. However, we need more volunteers who can take up the initiative and help host events.

I would like to thank the volunteers who sit on the CAP board of directors and the volunteers who help at events, all of whom believe in the ideals of bringing a more welcoming and diverse environment to aviation.

We are gearing up for 2019 with more events including, an Aviation Mentoring Event for LGBTQ+ Youth hosted by The Canadian Centre for Gender and Sexual Diversity and sponsored by Jazz Aviation.

We look forward to including future aviators from all facets of aviation. I have seen Sunwing form a diversity and inclusion committee and talked with the President at COPA who recognizes our industry needs to get more diverse. Women represent less than 5 per cent of the pilots in Canada and that is probably the lowest of any industry. We need to help remove the barriers and help promote a welcoming and inclusive environment. I encourage you to help foster a more inclusive environment, whether it's participating in Pride events or just telling a co worker that

inappropriate comments are not okay - we can all do our part. There are aviators who still do not feel safe in the hangar, flight deck and the office, and remain in the closet.

We encourage you to come and participate in attending or helping to host events across Canada.

Peter Litherland
Chair, Canadian Aviation Pride
chair@aviationpride.ca

The board and I would like to wish everyone a safe and happy new year! Fly safe or as my mother would say, fly low and slow.

From the Editor



De l'éditeur



A very happy New Year to each of you. To mark the occasion, we have 'tarted up' the newsletter layout a little, and we have taken the time to review our accomplishments in 2018, which has been a very good year for CAP.

We have an article on the youth aviation mentoring event which we are planning for March 2019, and we present our new events list for 2019. We hope you will

find some interesting venues and come out to meet your fellow LGBTQ+ aviators and our allies. Of course we would be remiss if we didn't present our Chair, Peter, in his new Boeing 737 MAX 8 – talk about a good hero shot!

For this month's cover photo, I selected a different photo from the one we put on the email version of the newsletter, namely a nose shot of the Canadair Argus, taken on 22 November 1977 at Hickham air force base in Honolulu, Hawaii. We were on a joint Canada, New Zealand, Australia and United States maritime exercise, and flew from Comox BC to Honolulu to Tahiti to Auckland, New Zealand.

Our best wishes to you for a safe, happy and healthy 2019!

Best regards,

Adrian Walker
Editor & Vice-Chair
info@aviationpride.ca

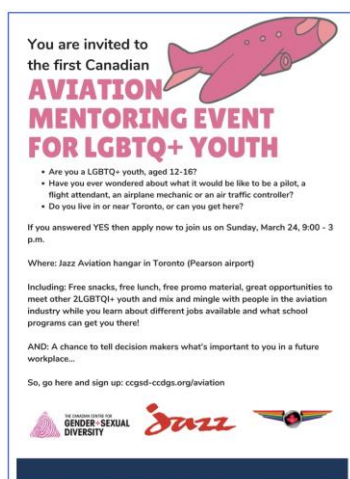
Upcoming Event

Événement à venir



LGBTQ+ Youth Aviation Event

This spring, Canadian Aviation Pride, in partnership with the Canadian Centre of Gender and Sexual Diversity (CCGSD) and Jazz Aviation, will be hosting the first ever Canadian youth mentorship event in Aviation.



The first Canadian Aviation Mentoring Event will be held on Sunday, March 24, 2019, in Toronto. On this day, we will have aviators from Jazz Aviation and other partners joining us to promote aviation as a diverse and inclusive industry. (Even if it is sometimes hidden!)

Our aim is to increase interest in the field of aviation, and make it a consideration by youth as a serious career choice. Additionally, depending on attendance, we hope that this event will provide an increased understanding among senior leadership of existing barriers and how to address them.

Our target is to include 20-30 LGBTQ+ youth, aged 12-16, to participate in this boutique event. In addition, we are seeking "mentor participants" to act as speakers/workshop facilitators on

March 24. While we already have several pilots and a few FAs lined up to participate, we are hoping for some more ground crew (everything from baggage handlers to Customer Service Representatives and Flight Service Specialists!) Helicopter pilots and Aircraft Maintenance Engineers would also make a great addition. The idea is to surround the youth with a 'rainbow picture' of what their future in aviation could look like - and what a delightful opportunity for us ourselves to be among family as well!

Don't worry if you have never presented before. The groups will be very small, and together with CCGSD, we will provide you with guidance and coaching on what to do. Alternatively, why not consider staffing the CAP booth? The youth and others in attendance will have several times throughout the day to visit various aviation-related tables set up, and CAP will be one of them, along with our famous rainbow airplane neckaces!

If you are an LGBTQ+ aviator currently working in the aviation field in some way, please consider becoming involved. Reach out to our Toronto Director, Vera Teschow at info@aviationpride.ca.

And, whether you can join us on March 24 or not, please share information about this exciting event widely on your social media, and with any middle- or high-school teachers you may know, as well as with any LGBTQ+ youth, of course. More information, including youth registration/application, can be found on the CCGSD website, at <http://ccgsd-cdgds.org/aviation/>

Thank you for helping CAP to ensure this event is a success - we look forward to sharing updates in the months ahead!

2018 Accomplishments

Réalisations 2018



2018 has been a year of much progress for Canadian Aviation Pride (CAP). Our efforts to formalize our operation with proper guidelines and attention to our role as a federally-incorporated not-for-profit organization gave us a stability which allowed us to move forward beyond our existing social and promotional programs.

Those programs generated eight social events and six promotional booths across Canada. We successfully created a new group in Montréal in addition to the existing groups in Toronto and Vancouver, and our membership rose to 540.

At the Annual General Meeting in January we approved an action plan with specific goals for the year, and as a result were able to develop a communications plan to coordinate all existing communications and clearly define CAP's brand. We also started to develop partnerships with aviation companies to help them develop their diversity and inclusion programs and provide input to them on LGBTQ+ issues which they experience.

As a result of this outreach, CAP received its first sponsorships which helped to support our promotional activities as well as connections to other not-for-profit organizations. We put a focus on developing resources for aviation companies with diversity and inclusion programs, by chairing an inter-company committee to develop fact sheets on various LGBTQ+ issues, and by writing articles on the "how to" of diversity programs. We attended two different diversity and inclusion seminars, ran and published our first diversity and inclusion survey, and started an inter-agency initiative to host a youth mentoring event in 2019.

On the administrative side, in addition to our communications strategy, we developed a sponsorship guide and a policy on how we engage with other organizations. We held monthly Board of Directors meetings, produced our first annual report (2017) and completed the required income tax and not-for-profit federal filings.

Looking ahead, we want to expand our active membership and in particular its diversity beyond pilots and flight attendants, to include more ATC, FSS, AMEs, ground crew and others in aviation. We look forward to 2019 and a new action plan, with a focus on marketing the CAP brand and continued service to both our members and the aviation industry in Canada.



Aviation Cartoon

Caricature en aviation



by [Kelly Kincaid](#)



Your Inclusion Story

Votre histoire d'inclusion



LGBTQ+ people in aviation face some interesting situations that are unique to the industry. As an organization that promotes inclusion, CAP is in the midst of developing a series of scenario- and fact-based tip sheets, and **we want to hear from YOU!** You can find our current fact sheets [here](#).

We'd like to use your experiences and expertise to develop more scenarios for work-place and individual learning. **Do you have a story of inclusion or exclusion to share?** Please email us at info@aviationpride.ca. Don't worry, we will change any names and identifying details, and our team of writers will come up with some reflection questions (though you're welcome to suggest some).

We often receive requests from those in the industry looking for resources to support learning with operational crew and/or other staff. They report that some straight employees believe that there are no more challenges for LGBTQ+ people, and that being LGBTQ+ in aviation isn't a barrier any longer. We don't agree!

Your real life, aviation-related stories can help us make those learning opportunities authentic for the people who read and hear about them. **Please consider sharing your story.**



Photo Album

Album photo



Peter's Boeing MAX8



Flight Plan 2019

Plan de vol 2019



Vancouver

Monday 28 January	Pub night at the Fountainhead, 6-8 pm, 1025 Davie Street
March	Spring Fling party
Monday 1 July	Canada Day fireworks party @ Mel & Tom's
Friday 2 August	Pub night at XY on Davie Street
Sunday 4 August	Vancouver Pride Booth
9 – 11 August	Abbotsford Airshow
September	Wine Tasting Tour
December	Year end party

Toronto

Sunday 24 March	LGBTQ+ Youth Aviation Event - Jazz Hangar Toronto
April	Pub night at O'Grady's
April	Wings Magazine 'Careers in Aviation' Expo – Booth
April	Girls Take Flight - Oshawa
Saturday 11 May	Girls Can Fly – Kitchener Booth
May	Aviation World Expo - Toronto
June	Toronto Pride Booth
June	Toronto Pearson Street Festival
June	Pre-Pride pub night
August	Beach Day - Toronto Island
August	WWFC Fun Day – Kitchener Booth
Wednesday 28 September	Brantford Airshow
September	Pearson airport runway run
November	Year end party

Montréal

March	Pub night at District Video Lounge
August	Fierté Take-off at Sky Lounge
August	Montréal Pride Booth
November	Year end party

External Organizations Organisations externes

7 - 10 February 2019	Winter Warm Up - Palm Springs CA,
22 – 28 July	EAA AirVenture – Oshkosh WI
12 – 15 September	NGPA Cape Cod Classic - Provincetown, MA
September	Northern Lights Award Gala (Vaughan, Ontario)



Featured event

Événement vedette



Canadian Aviation Pride and the US-based National Gay Pilots Association are two independent not-for-profit organizations serving the LGBTQ+ aviation community in our respective countries. We maintain a cordial and collaborative relationship across the border and take pride in advertising each other's major events. We recommend you consider attending the following event.



NGPA

Palm Springs, CA



The Winter Warm-Up is the NGPA's flagship West Coast event, which is held at the beginning of the year and is by far their largest yearly gathering. Warm weather, a uniquely Southwest landscape, and miles of blue skies make Palm Springs the perfect spot for a mid-winter fly-in.

The 2019 Palm Springs Winter Warm-Up will be held from February 7-10, 2019 at the Renaissance Palm Springs Hotel.

Registrations are currently underway at https://www.ngpa.org/wwu_register#pages

Board Meeting

Réunion du conseil



Allowing for the Christmas season, our next Board meeting will be held in January 2019

Our Organization

Notre Organization



CHAIR - PRÉSIDENT

Peter Litherland

VICE CHAIR - VICE-PRÉSIDENT

Adrian Walker

TREASURER - TRÉSORIER

Dorian Pope

DIRECTORS - DIRECTEURS

George Patton

Vera Teschow

Webpage - page Web: <http://www.aviationpride.ca>
Facebook: <https://www.facebook.com/CanadianAviationPride>
Email - Courriel: info@aviationpride.ca

On Line

En ligne



Web Page - Page Web



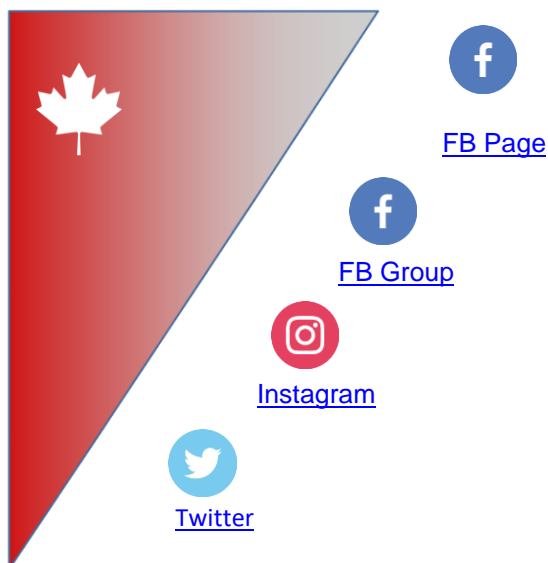
Canadian Aviation Pride's Web Page contains information about our organization, our objectives and who we are. Check it out, including our Resources and Newsletter pages!

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

<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 Pilots Association



NGPA

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

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

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CELEBRATING CANADA'S
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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.

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.

Ciel bleu et vent arrière!

CANADIAN AVIATION PRIDE
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