

Silver Dart

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



Canadian Aviation Pride
Fierté en aviation canadienne



July **2019** Juillet

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

Welcome Aboard

Bienvenue à bord



Welcome aboard from a holding pattern over Warsaw. Another deadhead flight as I work on contract over in Europe again.

This year I haven't been able to attend any of the CAP pride events but I have been trying to help out on the logistics on the back end.

CAP just finished the Toronto Pride weekend with great success with the social event and the booth. None of this would have been possible without the time and efforts of Vera, George and the other volunteers who came to help out.

Next up is the Canada Day Party hosted by Mel and Tom on July 1st.

Then the annual Social in Vancouver Friday Aug 2nd and the Sunset Beach Pride festival on the 4th.

Montreal Fierté is also coming up on Saturday Aug 17th. We really need some help with this one so if you can help out for a couple of hours please let me know at chair@aviationpride.ca.

Stay cool!

Peter Litherland
Co-Chair
Canadian Aviation Pride
peter.litherland@aviationpride.ca



With the summer Pride festivals upon us, we feature an article on our pre-Pride pub night, a joint celebration between CAP and the NGPA, and then a review of the CAP Booth at the Toronto Street Fair, where we were joined by many new volunteers.

As a result of that, we are pleased to print the response from one of our volunteers to having the chance to help host our booth, and our sincere thanks to all the volunteers for helping us.

In the Atlantic provinces for the first time, we connected with the Canadian Owners and Pilots Association, COPA, for their "COPA for Kids" event in Charlottetown, hosting a CAP booth

there, all part of promoting aviation to the younger generation.

Our Diversity article this month documents some of the experiences of one of our members who flies for one of our airlines, showing the work which still needs to be done by Diversity and Inclusion programs to bring LGBTQ+, gender and racial inclusion into the cockpits of our aviation companies.

The cover photo was taken in June 1986 at Abbotsford during the Expo 86 special tribute to air travel.

The DC-3 Airmada and Rally was in celebration of 50 years of commercial DC-3 service and in recognition of the great contribution of the DC-3 to the expansion of air transportation throughout the world.

The aircraft shown is 12938, a DC-3 of the Canadian Armed Forces.

Best wishes,

Adrian Walker
Editor & Co-Chair
adrian.walker@aviationpride.ca

Volunteers

Bénévoles



We recently participated in the Toronto Pride festival, hosting a pre-Pride pub night and having a booth in the street fair, and we had a number of new volunteers assisting us. One of them, a recent grad AME apprentice, sent us this encouraging text message after the event, and we would like to share it with you:

“Volunteering with CAP has been an amazing experience. Unlike other organizations, the members of CAP are very warm and approachable and it takes no time for you to feel like you have known them forever. It was fun to be engaging the passers-by of our booth at YYZ pride and meeting all sorts of allies and Queer Folk who work in the Aviation industry. Volunteering at CAP challenges you to come out of your shell and polish your communication skills a bit as well. Overall I'd highly recommend new and experienced aviators of the LGBTQ+ community to join and volunteer with Canadian Aviation Pride.”

Aviation Cartoon

Caricature en aviation



by [Kelly Kincaid](#)





A Reality Check for D & I Programs

One of our LGBTQ+ members who is a first officer in one of Canada's leading airlines has detailed a number of situations showing homophobic or uncomfortable actions which he has experienced in the cockpit or on layovers. All this occurred in just the past year in an airline which has a robust Diversity and Inclusion program and is considered LGBTQ+ friendly. We hope that this article will give some insights.

On one flight the cockpit conversation turned towards politics, a topic not often avoided, surprisingly. Most of the pilots I fly with lean strongly towards the right. Somehow (without his being aware of my own orientation) the topic of gender and labels came up, and the crew member I was flying with made it clear that *"no government would ever be telling him what to call someone"* and that he believed that that was when critical thinking ended.



On another recent flight, I was with a pilot on a layover, and was taking a video of a musician in a pub. The captain I was with, in an attempt to be funny, said *"I was going to yell 'My first officer is gay!' (inserting his name), but then I thought everyone would look and laugh."* This was coming from someone who did not know I am gay. Additionally this same person used racist terms to refer to people from Pakistan, and in my opinion spoke poorly of women, stating that it was his experience that you should not be truthful to females.

I was recently on a walk with several other pilots, including women, and there were two dogs that were barking and playing with each other in a fashion that looked as if they were about to mate. The comments that followed shortly afterwards consisted of a few funny jokes, and then the fact that maybe they were both males. This was followed by a quick comment stating *"not that there is anything wrong with that"* followed by giggles. I can not tell you how many times I have heard *"not that there is anything wrong with that"* said after anything referencing 'gay' comes up. It is as if saying that phrase afterwards makes anything previously said okay, regardless of the context or comments previously made.

In a course I recently participated in, that was being taught by a senior manager, there was a statement to the group about communications one may have with one's wife, then as an afterthought the teacher said *"or partner, or non binary person, or...."* and there were a few chuckles in the crowd. It was a bit funny, but the reason I bring it up is

because anytime someone wants to say '*significant other*' rather than '*wife*', it is phrased with a hint (or more then a hint) of humour as though to appear 'politically correct' and say what they feel they are supposed to say, while still letting everyone know that it is funny to them, or that they do not truly believe what they are saying.

These are a few examples which immediately come to mind. They happened at a company that has a robust, and detailed harassment policy, and has a high percentage of LGBTQ+ employees in other roles outside the cockpit.

There are several people I know who are 'out' in their home life, but are not vocal about who they are at work. They either feel it isn't worth the discussion, or will only admit to who they are if asked. There are others who are very happy to be out and talk about partners etc. I personally feel strongly that if I want to make my life at work easier, make my training sessions go well, and if I want to ever be anything more then a line pilot (such as a trainer, manager, check pilot etc.) it is basically easier not to have everyone know about my sexual orientation.

Lastly I want to mention that there is a huge difference when speaking about being out to people in different settings. It is much easier to be yourself in an office environment, or in a meeting with people (usually managers, HR or office personnel) who are interested in creating policies and a corporate culture accepting of all sorts of different people. They are trying to make their company desirable to the most qualified and competent staff regardless of orientation, sex, race, etc. In contrast, painting with a very broad brush, it is harder to be open and talk freely about who you are when you are in the cockpit, or on a layover with people who often don't support or understand, or appreciate, your lifestyle.

People tend to be protective of their own beliefs and as such, they surround themselves with others similar to them. So if, in general, the managers of flight ops are of an age, and from a background that is not as understanding of today's ways of thinking, it makes it harder to change the culture within that group of specialized workers. ■

Editor's note: When an employee feels that it is unsafe to reveal that they are part of the LGBTQ+ community to ensure that their career is not jeopardized, and when flight ops managers and senior pilots know what the company's policy on D&I is but still make inappropriate comments, inclusion is not happening and we suggest that it is necessary to look into why the program is not reaching these people and these areas of the company's operations.



COPA for Kids – Charlottetown PEI

For the first time in CAP's history, we spread the pride a little further east this year.

On Saturday, June 15, Canadian Aviation Pride set up a booth at the COPA for Kids event in Charlottetown, PEI, to distribute stickers, keychains, wings patches and 100 rainbow airplane necklaces to young people who were taking up the opportunity to go for a FREE airplane ride, thanks to several volunteer pilots from Flight 57 who donated their time and their aircraft.



Children and their families got to engage with one of our Toronto members who spends her summers on PEI, and find out more about Canadian Aviation Pride's work to create an inclusive environment in aviation.

While there are no openly LGBTQ+ members of COPA Flight 57, CAP has had a subtle presence on PEI going back a few years: One of our board members did some of her PPL training and practice there, and another of our CAP members lived and taught independently on the island for eight months. So many PEI aviators have had exposure!

Our presence at this year's COPA for Kids event was well received both by the general public (for many of whom this would have been their first up-close encounter with aviation), and by the COPA members themselves. We hope our eastern push helped open some minds and build

a foundation for a more overtly inclusive general aviation community on PEI. A special thank you to Barry, our contact on the ground in Charlottetown, and to COPA Flight 57, for welcoming our presence at this event.



The Charlottetown Pride Parade will be held on Saturday, July 27 this year, and will be followed by a picnic in the park. If you're on the island then,

let us know, and we'll get you a t-shirt or some rainbow epaulettes and one of our signature rainbow airplane necklaces to wear to the parade!!



CAP would love to foster a stronger relationship with our Atlantic Canadian members and potential members: If you fly recreationally or work in aviation on Prince Edward Island or elsewhere in Eastern Canada (or know someone who does!), and would like to build on the success of this recent event, please contact us at info@aviationpride.ca to let us know you're out there, and share ideas for next steps.

Event Review

Revue d'événement



Toronto Pride

June 21-23 2019 marked our most exciting YYZ Pride celebration yet! Not only did we secure funding from our allies at Nav Canada (this is the second year they have sponsored all our Pride booths!), but we also partnered with the NGPA to co-host a giant Pride Kick-Off event at Fran's Upper Deck on the Friday night, which included some awesome prizes from our friends at Air Canada, Sunwing and Boeing.

Best of all, we had our best ever turnout of new volunteers!

As volunteer coordinator for this year's CAP booth at Toronto Pride, it was delightful to see such enthusiasm and diversity on the part of our new volunteers... AND such willingness on the part of our more seasoned volunteers to engage with the newcomers and welcome them onto the proverbial flight deck, as it were!



In the words of one new volunteer, Bob, an almost-PPL and former bus driver, "I really enjoyed the working with others, and have met some new friends; we really established a connection, and everyone helped each other out and worked together smoothly."

Bob spent several hours on both days working the booth, and spoke about how much fun he had handing out stickers, helping people find their own colour as they made rainbow pride airplane necklaces, and promoting a "peaceful and inclusive environment."



He also underscored the valuable work experience and skills that volunteering at the booth helped him gain: “While engaging with so many people, I learned about attention to detail and about being able to anticipate and respond to customers’ needs” - Add those to your resume, Bob!

Other volunteers talked about the sense of empowerment that volunteering gave them: “Volunteering at our booth pushed me to be out there and to be proud to share my passion for aviation as an openly gay man”, noted another of our new volunteers.

“Often, I have kept my sexuality to myself when I’m at the airport or with other student pilots, nervous being among what I perceive to be a predominantly heterosexual community. My anxiety about being open in the aviation community has decreased as I have spent more time with other LGBT+ aviators, seeing them being happy and successful people in the industry.”

This comment was mirrored by a recent AME grad who found us on social media, and also joined us for a volunteer shift this weekend. He found industry models in his co-volunteers and was a model himself to those who visited the CAP booth on Sunday. And he was able to do some valuable networking with CAP friends already working at an airline!



Despite the conflicting CWIA event in Ottawa this year, we had no shortage of female volunteers: Doris, a student pilot from the First Nations Technical Institute (FNTI), Erica, an employee from Jazz Aviation (one of CAP’s longest-standing allies!) and Tatiana from Porter all managed to squeeze in several hours of service at some point over the weekend, and — thanks to the complimentary on-site hotel room generously provided by one of our Directors — Doris even took the overnight shift, staying in Toronto to make sure everything got packed up safely Saturday night and set up again on Sunday morning, to ensure a smooth transition from one day’s volunteers to the next.

It was good to have such diverse representation from a wide range of backgrounds, both culturally, and in aviation - it’s this diverse representation that promotes a true sense of safety and spirit of inclusion in aviation. One of our volunteers, Steven, wrote to me after his shift and shared a story of one encounter he’d had while working the booth this weekend:

“I met a young gay man who was considering pursuing a pilot career but thought that doing so as an openly gay man would be difficult. His reaction to meeting me, learning about Canadian Aviation Pride, and hearing that there are many LGBT+ aviators



supporting each other was the same as mine when I first learned about CAP - a huge feeling of relief and encouragement.”

Stories like this underscore the importance of our members’ visibility, but also of our allies, who work hard to build a safe and inclusive workplace at their respective airlines and aviation/aerospace organizations. Erica, one of our Sunday volunteers, talked about the pride she felt in being about to talk about CAP and the work being done throughout the industry to create softer spaces. She also noted what a privilege it was to be included herself as an ally in this very LGBTQ+ space.

“I love the vibrancy of individual uniqueness during Pride. It’s such a happy space to be in, and you can feel the energy of community coming together. Working the booth allowed me to engage and connect with so many beautiful people. It’s such a warm and happy feeling, and an honour, as a straight cis ally, to be welcomed to share in that celebration!”

Working a shift or two (or more!) at the booth during Pride or one of our other events provides an opportunity to give back in a safe space. Notes Erica, “as an introvert, working the booth allowed me to be social but behind the safety of a booth, handing out and selling lovely [rainbow swag]”.

To this year’s Toronto Pride booth volunteers, a big THANK YOU! (And a special thank you to George, for delivery and pick up of all the loot, and to Jonathon, for storing said loot!)

To those of you who have not yet volunteered for a shift at one of our booths, we encourage you to do so - it’s more than a free t-shirt, it’s a chance to act as an ambassador for CAP, introducing our organization, which has been connecting Canada’s LGBTQ+ Aviation Community since 2008, to all the visiting people.



If you would like to volunteer for Montreal (17th August), Charlottetown (27th July) Vancouver (4th August) or Ottawa (25th August) Pride this year, please contact info@aviationpride.ca, and we’ll happily welcome you on board! And if you would like to be added to next year’s Toronto roster, please let us know, too, and we’ll keep you on the list for first contact.

Happy Pride!

Author: Vera Teschow



2019 Vancouver Canada Day Fireworks



**Mel & Tom's
Canada Day Fireworks Party
Vancouver
July 1**

7:30 – 11:30 pm, Monday July 1, 2019
1902 - 1710 Bayshore Drive, Vancouver, BC





2019 Vancouver Pride weekend Launch Party



5:00 – 7:00 pm, Friday August 2, 2019
Moxie's, 1160 Davie Street, Vancouver, BC

2019 Montréal Fierté Pride weekend Launch Party



6:00 – 8:00 pm, Friday August 16, 2019
Complexe Sky, 1478 rue Ste-Catherine est, Montréal, Quebec

Flight Plan 2019

Plan de vol 2019



Vancouver

Monday 1 July
Friday 2 August
Sunday 4 August
September
December

Canada Day fireworks party – **FEATURED EVENT**
Pub night at Moxie's on Davie Street – **FEATURED EVENT**
CAP Vancouver Pride Booth
Wine Tasting Tour
Year end party

Toronto

Saturday 17 August
Saturday 21 September
Saturday 28 September
September
November

WWFC Fun Day – Kitchener Booth
Wings Magazine 'Careers in Aviation' Expo – Booth
Brantford Airshow
Pearson airport runway run
Year end party

Montréal

Friday 16 August
Saturday 17 August
November

Fierté Take-off at Sky Lounge – **FEATURED EVENT**
CAP Montréal Pride Booth
Year end party

Ottawa

Sunday 25 August

CAP Ottawa Pride Booth

External Organizations Organisations externes

Saturday 20 July
22 – 28 July
9 – 11 August
Saturday, 28 September

Boundary Bay airshow – 12 noon
EAA AirVenture – Oshkosh WI
Abbotsford Airshow
Northern Lights Award Gala (Sheraton Parkway Toronto)

Our Organization



Notre Organization

CO-CHAIRS - COPRÉSIDENTS

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Adrian Walker

TREASURER - TRÉSORIER

Dorian Pope

DIRECTORS - DIRECTEURS

George Patton
Vera Teschow

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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!

<http://www.aviationpride.ca>

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!

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We greatly appreciate the contributions from each of the following sponsors and partners who are supporting our outreach programs. Their support allows us to maintain our diversity and inclusion initiatives, our encouragement of youth entry into aviation and our promotional programs.

Canadian Aviation Pride is Canada's own federally incorporated LGBTQ+ Aviation organization, and encourages and assists both individuals and industry in reaching their inclusion goals. **Please support these progressive companies and organizations.**



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Waterloo Wellington
FLIGHT CENTRE

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THE CANADIAN CENTRE FOR
GENDER+SEXUAL
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COPA

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NORTHERN LIGHTS
AERO FOUNDATION

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Seneca

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Member Profile

Profil du membre



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](#)



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!

**CANADIAN AVIATION PRIDE
FIERTÉ EN AVIATION CANADIENNE**

www.aviationpride.ca

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!



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