

Silver Dart

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

Canadian Aviation Pride
Fierté en aviation canadienne



April **2020** Avril

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



Greetings from....home in Vancouver.

A lot has happened since the last newsletter came out. The airline industry has come to a screeching halt like a rejected take off.

There is no one unaffected by the recent event of the Covid-19 Virus. I work with Sunwing and the company's business of recreation international travel really isn't working when we are all supposed to stay home. Our company along with Porter, Air Transat and others are all going into hibernation while this all goes through, Air Canada and Westjet are slashing schedules and laying people off to cut expenses to preserve cash.

While many of us are collateral damage, it's important that we haven't something to go back to. If these companies continue to fly empty airplanes, it will not take long to burn through the cash and go bankrupt.

So while you may be frustrated getting laid off, at least we have a social safety

net. New programs in addition to EI have been announced. This will help us in the short term.

Things are changing quickly as the Canadian Government announced a program to subsidize employers 75% of wages to keep people on payroll until things return to normal.

I have seen a few recessions and anyone who has been in this business for a time has seen recessions and layoffs before. However, this time is different.

The economy was in decent shape and employment levels were good and airlines were profitable and had cash in the bank.

Those of you entering the workforce, it's not going to be easy, instead of finishing school and a job waiting, it's going to be very competitive. You may have to work the ramp, do a job you don't like or go places far from home. It's important to try until you can find that job. Keep busy, whether it's going back to school, taking an online course, volunteering or what not. In the future, during interviews, I'm sure you'll get the question: *What did you do during the Covid time?* Did you just watch Netflix or what? What you do in your off time lets a prospective employer get a better idea of who you are.

There are a few essential workers out there still working at Air Canada and West Jet who are at greater risk of exposure and I hope that they are able

to stay safe and healthy I know there are some CAP people still out there, flying. Thank you for helping to bring people home and keeping the light on.

Ironically in a business that never sleeps and it's impossible to get people together, now we have the opportunity but we can't actually get together. What we can do is pick up the phone and call or FaceTime.

Last Friday we had a Zoom group FaceTime chat which was a lot of fun so we will do that again on Friday 3rd April at 5pm PDT/8pm EDT. Check the link on our Facebook page for more info.

Check in with those that you know, keep your network alive, make sure people are able to get essentials and if they can't, maybe grab them something.

This will last more than a few weeks. It's probably going to be several months and Pride season is around the corner in June. Hopefully this will ease up by then. We still plan to have our social events but will re-evaluate if things don't improve.

It doesn't matter if you are LGBTQ+ or an ally - we are all affected. It's a stressful time, with layoffs and reductions, changes to income and socializing and health. It's important to eat healthy, keep strong, get lots of sleep and keep your 2 meter bubble.

Please keep your seat belts fastened while we experience this turbulence,

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

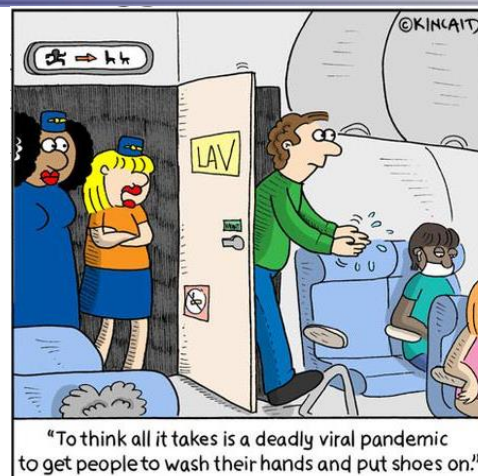
Aviation Cartoon



Caricature en aviation



by [Kelly Kincaid](#)





This month we are pleased to announce the appointment of Doris Ipeelee, a student at First Nations Technical Institute (FNTI) in Peterborough to our Board of Directors.

She was awarded the Jazz and Northern Lights Indigenous Award at the Elsie McGill Awards Gala in 2019, and hails from Iqaluit, Nunavut.

Doris has been volunteering for various CAP events for some time, and last year, at our Youth Mentoring Event in Toronto, she opened the event with an Indigenous land recognition.

As we promised in our recent Facebook post, we have three articles this month reflecting the points of view of three of

our Directors on the effects of the COVID-19 crisis as it affects our industry. As Vera points out, the old idea of a 'stay-cation' has morphed into a 'corona-cation'. Dorian gives us an inside view from the perspective of an airline pilot and we have illustrated the lines of aircraft parked for the duration.

Our thanks go to [Alex Praglowski](#) for kindly allowing us to reproduce his Canadian 'aircraft tails' graphic this month – it perfectly illustrates our thoughts right now.

Also, you might like to take a look at [Cardinal Aviation's podcast](#) featuring a recent interview with our Co-Chair Peter Litherland entitled "Weathering a Downturn in Aviation".

Our cover photo this month seemed appropriate for these times of difficulty. It shows Brown's Bay Resort about ten miles northwest of Campbell River BC, and was taken on 26th March 2002 from my favourite Cessna 206 amphibian.

Best wishes,

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



Graphic with permission from Alex Praglowski - <https://www.alexpraglowski.ca>



“CORONA-CATION” IDEAS FOR CAP MEMBERS

We know that many of our members are not only aviation enthusiasts, but also work in aviation. Students and those working in the airline industry have been hit particularly hard over the past few weeks: We know many of you are still dealing with the immediate effects of being laid off or finding out your study program is being suspended indefinitely. Some of you just finally got your first flying job... only to be told that ground school is canceled.

As fellow aviators, CAP knows how disappointed and anxious you may be. This article is intended to provide some practical and emotional tips while you are furloughed. We hope you will find them helpful!

Take time to Grieve

A sudden and unexpected change in your life or career trajectory can be scary... and frustrating! For many of us in the LGBTQ+ community, finding our niche in aviation was already a struggle, and so, the disappointment can be doubly hard.

Take the time to acknowledge your loss. Even if it is temporary, the setback can be painful, and it's critical to sit with that grief for a bit, and not be too hard on yourself.

Older or retired CAP members may have the added stress of worrying about actually catching the corona-virus.

Many of us in aviation are trained to be strong and take charge. It may be counter to our personality to ask for help, but there is no shame in taking charge of your emotional health at this difficult time! Look after yourselves by asking for the help you need, both practically and socio-emotionally. During this time of social distancing or even possible quarantine, reach out by phone, email or social media. Call a friend and ask for a grocery delivery, commiserate with a colleague or reach out to CAP with questions, concerns and general comments. We're here to support you however we can.

Get the Financial Help you Need

Many of our members are affected by the sudden downturn in the industry. And we know there are layers to these effects. For example, if both partners work for an airline and have been laid off. Even individuals who suddenly find themselves unemployed can have complicating factors like not being out to their families, and therefore not feeling comfortable or safe going to them for financial assistance.

The Canadian government has announced a number of support packages.

Students:

To support student and apprentice loan borrowers during the COVID-19 pandemic, the [Government of Canada has announced its plan](#) to place a six-month interest-free moratorium on the repayment of Canada Student Loans for all individuals currently in the process of repaying these loans.

Employees:

If you are a pilot, flight attendant or other worker affected by job loss due to COVID-19, you may be eligible for employment insurance (EI). Certain restrictions and waiting periods are being waived given the current circumstances, such as waiving the one-week waiting period for those individuals in imposed quarantine that claim Employment Insurance (EI) sickness benefits, and waiving the requirement to provide a medical certificate to access EI sickness benefits.

Visit [Canada.ca](#) to determine your eligibility and apply online.

Stay Current... or Get Ahead!

If you lived through previous downturns in the aviation industry (e.g. 9-11), you're probably no stranger to furlough. Some of our very own board members have experienced their airline employer going out of business, and dealing with the fallout of that, including finding employment elsewhere.

But finding a new or temporary job is different during a global pandemic. Almost no one is hiring right now, and the world is navigating unprecedented territory while trying to anticipate whether and how we will ever "get back to normal".

Use this time to review/improve an existing skill, or learn a new one. Imagine how much you could learn if you spent 2 hours a day for the next three weeks studying math or learning a new language! And think about how this new skill will enhance your resume and support your return to work (in aviation or elsewhere) when this is all over.

A good place to start with self study is our "Diversity and Inclusion in Aviation" resource series, available on the [CAP website](#). Consider reading with a colleague or friend, and discussing the discussion questions together through What's App or Facetime, and get your D&I game on point together!

Get Creative

Now is the time for thinking outside the box. What would you do if you could never return to your job in aviation? It's a scary thought for many of us employed (or studying to become employed) in the aviation industry. But don't shy away from this mental/philosophical exercise.

Author: Vera Teschow



The times we are living through are truly unprecedented, uncharted and scary...

I remember very clearly the morning of Sept 11, 2001. I was a new first officer on an Airbus 320 for Canada 3000 Airlines. I was getting up, packing my suitcase and getting ready to catch my deadhead to YYZ where I was to overnight and then operate to the Caribbean the following day. A friend of mine called asking if I was watching the TV news. When I said no, she suggested I quickly turn it on. In that moment I saw the second plane hit the World Trade Centre live on TV. The world changed that instant for me and millions of others around the world because of that terrible tragedy. For the rest of that day, I watched the horrible events, the pain, the fear and confusion unfold on TV. From my apartment window near the airport I watched planes land and then get parked all over the airport. Then I heard the silence as people stayed home and the sky was completely void of the usual wonderful sound of aviation. The sky was deserted.

In the following days the airline tried to grapple with the sudden grounding of all their aircraft, look after thousands of passengers stranded around the world and try to stop the incredible financial bleeding that was instantly happening like every other airline. As they picked up the pieces of the business the economic ripple effects of 9-11 combined with several other factors led to my airline going out of business completely within 2 months. Like thousands of others at the time I was out of work, in an industry that was crippled and showing little signs of improving.



Since that scary period, the industry recovered and I like many others have flown thousands of hours. I am currently a first officer on a wide-body Boeing aircraft and have the privilege of flying this amazing machine around the planet with great crews, and I couldn't be happier.

Today as I read the news and watch social media display hundreds of stories from my friends and colleagues around the world about the airlines they work for and love, struggle for their very survival; about a virus spreading at phenomenal rates, and about helpless people being terribly sick and some dying far too early, I feel a similar sense of dread. Many of us are old enough to have heard a similar song before during the 9-11 tragedy, but somehow this to me seems much more terrifying and significantly more damaging. On September 11, the aviation world came to an almost instant stop. That lasted a few days, and then as the flying bans lifted, airlines immediately started to pick up the broken pieces of their business and try to get their operations back on some sort of track. As of today, airlines around the world, including my own, are almost completely shut down. The incredible and dramatic cancellations of forward bookings literally has never been seen before. Our managers, pilots and crews are armed with only the knowledge that this will get worse before it gets better. What will the world do once the COVID-19 virus starts to decline in our country? In other

countries? How significant is the damage to our country's economy or the world's economy going to be? How long will it take before people have the need or desire, financial means, job security, to fly again? There is a terrible fear of what may become of our profession we love and have worked so hard to secure. We also worry about what may happen to our friends and loved ones, both in our industry and countless others. Will they be ok?

Additionally there is the very real fear of this new virus that is causing most people, regardless of their industry, nationality, or race, to drastically change the way we live, work, socialize, and interact with our loved ones. The unknown is scary at the best of times, but when it involves a highly contagious, rapidly moving, and relatively dangerous virus, it is indeed horrifying. There are still those foolish enough to believe that there is no significant danger or that this event is being over blown, yet the experts tell us, we must act fast, do as suggested or a great many will die unnecessarily. Healthcare systems around the world will be strained beyond description, and as the world desperately tries to find ways to limit transmission of the COVID-19 virus, economies will seriously decline and the collateral damage will be severe.



Derek MacPherson

Many people in other industries don't understand the complexities, staggering costs, incredibly thin profit margins, and the absolute necessities that airlines provide. We provide not only travel for holidays, but we transport government officials, aid, cargo, food, business leaders, emergency supplies, medical equipment and so much more. The airline industry is the backbone of the country and it is seriously hurting today. Those of us in the industry have a front row seat to the incredible

volatility, and the incredible speed with which things fall apart when a huge event happens in the world. An airline that is considered healthy, growing and is providing a good, safe, essential service can be gone in a matter of days or months should just a single world event happen.

I feel right now fear of what is to come, sadness that so much we have each worked towards is being erased, despair because there is nothing anyone can do, pride at the fact we are all still willing to go to work to bring our passengers back home regardless of the risks, And so many more emotions. I am upset for countless friends, acquaintances, students, coworkers, or colleagues from around the world that are already out of work, or will be soon. But I also feel optimism.

It is hard to actually know anything at times like this when the earth seems to be moving under your feet, but I do know this: Sometime, maybe not in the next few weeks or months, but sometime soon, our industry will again fly high with happy passengers going to meetings, taking holidays, and visiting loved ones. The skies will again be filled with the beautiful whisper of amazing jet engines powering beautiful planes filled with people and the absolutely necessary cargo, going to places around the globe. This time, it may take longer, but it will happen, this I know.

Blue Skies my fellow aviation fans.

Author: Dorian Pope



We in Canadian Aviation Pride can not recall another time in recent history when so many people were so directly and quickly affected by a world event. We each have seen the advice from medical specialists and political leaders on how we should minimize our own exposure and protect those around us, so we won't repeat the advice here.

However, what we are acutely aware of is the impact that this disease is having on our individual lives and on our aviation industry. The dramatic drop in demand for travel, by air, by sea or other means; the border closures, the shutting of businesses, and especially people losing their jobs, are all too real, indeed somewhat surreal.

There is a natural tendency to read many news articles several times a day just to keep on top of this rapidly-evolving story and its likely effects on each of us. Sometimes, however, too much news can be a bad thing, since it can prevent us from thinking of anything else. We have other interests which can take our minds off the news, and we can look out for our neighbours and friends or family who may be in need of some support – for example, are they able to get to the store to buy food?

We are seeing emerging in Canada a strong sense of 'we're all in this together'. Aside from the folks who have evidently filled their houses up to the roof with packages of toilet paper, people are respecting what we need to do to help us pull through: the idea of 'social distancing', of maximizing time spent at home, and, difficult though it is, of temporarily avoiding having the neighbours or friends over to one's home. Total strangers readily tell us to 'stay healthy'.

Everything on this earth has a beginning and an end, and this pandemic will be no exception. It will run its course, and then slide into the history books. Hopefully we will have learned something from it. As Bill Gates noted recently: "We can be patient, or we can panic. We can either understand that this type of situation has happened many times before in history and will pass, or we can panic and see it as the end of the world and, consequently, cause ourselves more harm than good". Economically the pandemic will have a profound impact, but then so also have other events in history, and we recovered. As humans, we're not big on change, especially when the changes are multiple ones and when we're not causing it ourselves.

Travellers will come back and our aviation industry will start to boom again. Jobs will come back. You'll even be able to buy toilet paper again! Our world has seen many much worse events – I think of the second world war especially in Europe, and its effects on my parents' generation – though some at the time thought they never could recover, they did, and fairly quickly too. This crisis will not take even remotely the six years that WWII took to go away.

All of us at Canadian Aviation Pride wish each of you – members, visitors, and allies alike – a safe and healthy passage through this time period. Keep your spirits up, look after yourself and those who may need some assistance, and, with apologies to Jane Austen, be assured that *'it will pass away soon enough'*.

Author: Adrian Walker



Opportunities during COVID-19

Unemployed or out of school due to the COVID_19 pandemic, and want to keep that aviation spark alive? Have we got an opportunity for you!

We are looking for members who may have some time to do virtual classroom visits and other remote education support over the coming weeks. All across Canada, teachers are moving their craft online as students are physically out of school until further notice. It's a new learning opportunity for everyone, and a great chance for Canadian Aviation Pride to spread some love!

Many LGBTQ+ children/students live in homes that are not particularly “safe”, and now they are spending more time there than ever, rather than being able to escape to school for 6 hours a day. As teachers turn to teleconferences, virtual classrooms and other remote learning tools to support K-12 public education around the world, CAP would like to support Canadian educators in keeping their students emotionally safe and intellectually engaged.

If you are a furloughed pilot, cabin crew member, AME or anyone else “working” in aviation with a little extra time right now, consider signing up, and contribute in one or more of the following ways:

- Virtual classroom visits to talk about the science of flight, mechanics, etc.
- Virtual classroom visits to talk about aviation as a profession (wear your uniform if you have one!)
- Guest virtual lectures on the economics of the aviation industry
- Providing descriptive feedback on writing activities and/or other school work
- Virtual GSA visits
- Other ideas as approved by the teacher match

If interested, drop us a line at chair@aviationpride.ca with your name, job or role, preferred time zone (if any) and which of the above you are interested in. Conversely, if you are a teacher or know someone who is, and who may be interested in a little extra help, email to let us know and we will match you up with a volunteer.





Transport Canada - COVID-19 update on aviation Medical Certificates

In summary: Civil Aviation Medical Examiners (CAMEs) are not to perform aviation medical examinations on behalf of Transport Canada until further notice, unless authorized by Civil Aviation Medicine due to exceptional circumstances.

COVID-19 poses a significant challenge to Canada's healthcare system. Regulatory bodies at all levels of government are working to limit the strain on the system.

To that end, all persons who currently hold a valid Transport Canada aviation Medical Certificate (MC) expiring on or before June 1st, 2020 may continue to exercise the privileges of their permits, licenses, or ratings until August 1st 2020 subject to the conditions listed in the Exemption notice dated 17 March 2020.

[View exemption notice](#)

"Pilots 40 years of age or older (but under 60) who normally require medical examination every 6 months in order to fly single-pilot operations with passengers in accordance with CARs 404.04 (6.2)(a) may fly single-pilot operations with passengers according to this Exemption notice as long as they continue to hold a valid category 1 medical certificate that would otherwise be valid for 12 months for two-pilot operations."

Furthermore, no medical examinations for new aviation MCs will be conducted until at least May 1st, 2020.

All aviation MC holders shall continue to comply with the *Canadian Aviation Regulations* (CARs) in all respects, and the CARs continue to apply in all respects other than the exemption noted. Aviation MC holders are reminded that they shall not exercise their privileges if they cease to hold a valid MC by meeting any of the circumstances set out in section 404.06 of the CARs.

Additional information on aviation medical certificates will be posted as it becomes available.

[View this update online](#)

Flight Plan 2020

Plan de vol 2020



The continued spread of COVID-19 in Canada and around the world has understandably affected events in the immediate future, which are being cancelled or postponed, and we have reflected those known changes in our events list. While we are keeping all other future events on the list, we can expect changes to the summer events, especially Pride events across the country, and we will make sure you are kept informed of those changes.

NOTE – just as we go to publication, we've heard that Toronto has cancelled all city-led events and festivals through June 30, including the Pride parade.

Vancouver

Wednesday 1 st July	Canada Day fireworks party
Friday 31 st July	Pre-Pride Pub night, 5:00 pm at Moxie's
Sunday 2 nd August	Vancouver Pride Booth
7 th – 9 th August	Abbotsford Airshow
December	Year end party

Toronto

25 th April	Girls Take Flight – Oshawa - CANCELLED
May	Girls Can Fly – Kitchener Booth
26 th – 28 th June	Toronto Pride Booth
Friday 26 th June	Pre-Pride pub night, 5:00 pm at Fran's Upper Deck
August	WWFC Fun Day – Kitchener Booth
September	Brantford Airshow
November	LGBTQ+ Aviation Youth Mentoring Event
December	Year end party

Montréal

Friday 14 th August	Fierté Take-off, 5:00 pm at Sky Bar
Saturday 15 th August	Montréal Pride Booth
December	Year end party

Ottawa

23 rd – 30 th August	Ottawa Pride Booth
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External Organizations Organisations externes

Thursday 23 rd April	Jazz Aviation Inclusive Skies conference - POSTPONED
20 th – 26 th July	EAA AirVenture – Oshkosh WI
17 th – 20 th September	NGPA Cape Cod Classic - Provincetown, MA
Saturday 26 th September	Northern Lights Award Gala

Member Profile

Profil du membre



Name

Russell Keller

Age

31

Residing City

Surrey BC

Relationship Status

Married

Aviation Background

Student Pilot

Sunwing Airlines (Flight Attendant)



How did you find out about CAP?

One of our Captains at Sunwing Airlines, Peter Litherland, introduced me to CAP, with my first involvement being a mingler party with other members.

Why did you get involved in aviation?

Growing up in an aviation family, with both my parents working for the airlines, I've always been at least an arms length from an airplane. I became a flight attendant shortly after college and have absolutely loved it for almost 10 years now. However, pretty much from the beginning I knew I was on the wrong side of the flight deck door. Last summer I started a Professional Pilot Program, and while it was overwhelming at first it has been a blast learning to fly. I've completed my private license and am working hard on my commercial now.

Tell us about the best trip you've ever taken or your favourite destination to jet off to.

I'm still looking forward to my first long cross country, but so far I've really enjoyed visiting the regional airports in the Lower Mainland and on Vancouver Island.

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](#)

Our Organization



Notre Organization

CO-CHAIRS - COPRÉSIDENTS

Peter Litherland
Adrian Walker

DIRECTORS - DIRECTEURS

George Patton
Vera Teschow
Dorian Pope
Doris Ipeelee

COMMUNICATIONS ADVISOR

Paul Latoza

Webpage - page Web: <http://www.aviationpride.ca>

Facebook: <https://www.facebook.com/CanadianAviationPride>

Emails - Courriels:

info@aviationpride.ca

chair@aviationpride.ca

peter.litherland@aviationpride.ca

vera.teschow@aviationpride.ca

adrian.walker@aviationpride.ca





Wednesday 25th March 2020

Our March meeting was the Annual General Meeting for 2020. With a quorum in attendance, and approval of the January meeting minutes, the 2019 financial statements were presented, reviewed and approved. An Annual Report for 2019 will be prepared and posted to the web site.

It was our pleasure to welcome a new Director, long-time volunteer Doris Ipeelee, and she was unanimously appointed to the Board. All Director positions are appointed for a two year term, with half of the Directors being up for re-appointment in alternate years. Two Director positions were up for renewal this year, and all two having agreed to stand for re-election, they were re-appointed unanimously.

An Action Plan for 2020-2021 was presented, to cover a full twelve months until the 2021 AGM. Goals were set for building the volunteer base, reviewing the Communications Plan, creating a Membership Plan, increasing partnerships with other not-for-profit organizations having compatible values and objectives, expanding our group presence in other Canadian cities, and continuing with the scholarship committee project..

The meeting was adjourned after one hour.



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!

Social Media - Médias sociaux



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[FB Group](#)



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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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THE CANADIAN CENTRE FOR
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Seneca

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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!

**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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