

# *Silver Dart*

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

Canadian Aviation Pride  
Fierté en aviation canadienne



April 2021 Avril



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



Greetings from a purgatory.

It's been a year since the pandemic turned aviation upside down and grounded the vast majority of people and limited our social contacts.

Humans are social animals and it's been really hard mentally with lock downs and being grounded. The vaccines are coming and it would be great if they could come a little faster so we can all move forward and travel again.

It's pretty safe to say there is a pent-up demand for travel and most of us love our travel too. Hopefully in a month or so we'll open the borders and people will take on their 'revenge travel', so get ready to grab your travel partner and get out there.

Pride plans are still in limbo depending on government policy and health protocols. If we can, we'll plan some events but in the mean time, we continue our First FlyDay of the month zoom call. Check the website or Facebook page, and this newsletter for details.

We can at least get together and meet on Zoom. It was great to see a diverse group of people and new faces last month. So log in and we'll see you soon!

Almost there, never give up, never surrender.

Peter Litherland  
Co-Chair  
Canadian Aviation Pride  
[peter.litherland@aviationpride.ca](mailto:peter.litherland@aviationpride.ca)





Vaccines are rolling out and already my partner Ed has had his, as has my best friend and our neighbour. My own should be within a week to ten days. As Ed said to the nurse on Sunday, "this is the most exciting thing that has happened all year!".

As promised, this month we feature our latest article in our Diversity and Inclusion series. In early February this year I noticed a CBC article entitled "*What we have in Canada is just called tolerance*" which detailed the experiences of being black on Vancouver Island, a part of Black History Month.

I liked the concept of comparing Tolerance with Inclusion and exploring the meaning of each, as well as their differences, and so this article is the result. We hope that it will provide some food for thought, both in how we each see our approach to other groups of people and in how companies can use

these concepts to enhance their own Diversity and Inclusion programs. As always, we welcome all [feedback and ideas](#). All our D&I articles can be found in the [resources section of our website](#).

Also, please consider completing [the survey](#) on the effects of Diversity and Inclusion on aviation safety behaviours.

I chose our cover photo from my early collection, taken in May 1971 (hmm, that's almost exactly 50 years ago!) at the east hangars of Calgary International Airport. What caught my eye was the registration, and of course back then Vancouver airport was not known by its airport code the way it is today.

Unfortunately the 1969 'Discover Flying' Cessna 150 is no longer flying and was documented by Jetphotos.net in 2009 sitting forlornly in a junk yard (credit to Peter Unmuth).



Best wishes,

Adrian Walker  
Editor & Co-Chair  
[adrian.walker@aviationpride.ca](mailto:adrian.walker@aviationpride.ca)

## Aviation Cartoon

## Caricature en aviation



by [Kelly Kincaid](#)

Support Jetlagged Comic at

[patreon.com/jetlaggedcomic](https://patreon.com/jetlaggedcomic)



## Flight Plan 2021

## Plan de vol 2021



During the first half of 2021 we will continue to see few if any in-person events throughout the aviation industry and the LGBTQ+ community. In addition to our Zoom events, we are optimistic that late summer and the fall of 2021 will see us able to schedule some in-person get-togethers to celebrate life getting back to normal again.

Vancouver

Toronto

Montréal



## Tolerance or Inclusion

On 3<sup>rd</sup> October 2000, Justin Trudeau in his eulogy for his late Father, said: “Simple tolerance, mere tolerance, is not enough. We need genuine and deep respect for each and every human being notwithstanding their thoughts, their values, their beliefs, their origins”.

Often tolerance and inclusion are mentioned as though they were essentially the same thing. In this article we will show that the two are quite different in the level of our involvement in the treatment of others which each shows, and that we should go beyond tolerance toward greater appreciation and inclusion of others in our workplaces and our communities. In short, we need to get to a place where we can enjoy experiencing the differences between us.

Tolerance is defined by the Canadian Oxford Dictionary as “*a willingness or ability to accept or allow without protest or irritation*”, or “*the capacity to withstand or endure*” Inclusion, on the other hand is to “*Treat or regard as part of the whole*”. It has not always been a trademark of the human species!

Do you tolerate ice cream, or do you look forward to it? Do we ‘*let people be*’ or do we ‘*let people in*’? Mere tolerance can look very patronizing or pitying because it is rather condescending. It tends to be how we look at people we subconsciously believe are less than us in some way, usually where “we” are the dominant group. We tolerate things that are irksome, but that we must suffer though because we all have to live here. Tolerance implies that something is painful and has to be endured. “Putting up with” diversity implies building up resistance to it, and that hardly moves us toward valuing others.

People generally have an ability to develop strong bonds with those outside their own "group.". They can have positive feelings toward members of the other group, feel comfortable and at ease with them, believe that there is a close connection with them, seek interactions with them, and even feel impressed and inspired by members of the other group.

The question is, how to help people feel included and valued for their unique gifts and contributions. We can start by accepting others as equal people regardless of the differences or any disagreement. We can see diversity as a valuable asset, and a resource, not a liability. We can encourage and

As an aside, should one tolerate intolerance? This is the philosophical paradox of tolerance - holding different views even on tolerance is not the same as putting those intolerant views into actions which harm others, so to that extent one can tolerate intolerant views, but not intolerant actions.

embrace different ideas and perspectives, and see that diversity as essential, something to be required.

We can't ignore the fact that real differences exist in race, gender, sexual orientation or identity, abilities, culture or philosophy. Inclusion, however, means that we will create environments and attitudes that are welcoming, positive and non-discriminatory.

How we see Diversity, its effort and its results					
Action	Discrimination	Toleration	Acceptance	Celebration	Inclusion
Effort	Negative	None	Neutral	Positive	Welcoming
Result	Harm	Suspicion	No change	Good start	Understanding

Many diversity awareness programs fall short of their intended goals in that encouraging mere 'awareness' does not change how we treat others, and tends to leave us sitting in the "tolerate" category. Even 'celebrating' diversity tends to over-simplify the complexities and the work required, and, if not allied with Inclusion, tends to underestimate the real needs. Intolerance and a lack of empathy is learned, so education is one of the best ways of addressing it.

No-one needs our acceptance or our tolerance – we are who we are regardless of whether another person puts up with it or not. We do, however, need to be included, to be valued, to be respected, to be welcomed, and to be treated as an equal, and that is what inclusion looks like. Tolerance is reactive – inclusion is proactive.



Board Meeting

Réunion du Conseil

### Annual General Meeting

Our AGM for 2021 has been postponed until 11<sup>th</sup> April to accommodate the schedules of all members of the Board of Directors, and we will bring you a summary of the meeting in next month's newsletter.



## Survey

## Sondage



### Diversity and Inclusivity Effects on Aviation Safety Behaviours

This is a research project conducted by Wesley Chan, PhD candidate at Cranfield University and Angeline Ram, PhD Candidate at the University of Waterloo. They are Canadian researchers who focus on organizational culture and the experiences of the workforce as they relate to aviation safety.

The information will be used to determine whether diversity and inclusivity issues influence safety behaviours in aviation.

CAP believes that this information is of value to our aviation industry, and we ask you to [please consider completing the survey](#).



## Event Review

## Revue d'événement



### March Zoom Social

On Friday 5<sup>th</sup> March we held our first monthly Zoom social for 2021. We had representation from BC, Alberta, Ontario, Nova Scotia, and all the way from New Zealand and Mexico. We chatted for about an hour, and look forward to the next one on the first Friday of April.





## Featured event

## Événement vedette



### Zoom Social

Coming up this Friday 2<sup>nd</sup> April at 5:00 pm PST, 8:00 pm EST is our second social of 2021. It's a chance to connect and reconnected with other LGBTQ+ Canadian Aviators, allies and enthusiasts from you home, work or on the road. Share all the news and rumours in the industry!

Canadian Aviation Pride · Fierté en aviation canadienne



INVITES ALL

to join us on **zoom**



**zoom** **FIRST FRIDAY OF EACH MONTH**  
5PM, PT / 6PM MT / 7PM CT / 8PM ET / 9PM AT / 9:30PM NT / 0000Z

Please visit [www.AviationPride.ca](http://www.AviationPride.ca) for more details or email us at [info@aviationpride.ca](mailto:info@aviationpride.ca)



Each month we may have a theme, so check with Facebook or Instagram to find out the latest. You'll need the zoom app, a browser or you can even call in. otherwise click the link to join.

We challenge you to use a virtual background with a Canadian Aviation Theme. Occasional prizes and gifts for participants.

**If you have additional ideas about how you would like us to design the Zoom social, please feel free to [contact us](#) with your ideas on how to make the meetings as enjoyable and helpful as possible.**

Please the Join Zoom Meeting by clicking the link:  
<https://us02web.zoom.us/j/84449880517...>

**Meeting ID: 844 4988 0517**  
**Passcode: 1867**

One tap mobile

+17789072071,,84449880517#,,,,\*1867# Canada  
+12042727920,,84449880517#,,,,\*1867# Canada

Dial by your location

+1 778 907 2071 Canada  
+1 204 272 7920 Canada  
+1 438 809 7799 Canada  
+1 587 328 1099 Canada  
+1 647 374 4685 Canada  
+1 647 558 0588 Canada

**Meeting ID: 844 4988 0517**  
**Passcode: 1867**

Find your local number: <https://us02web.zoom.us/j/kdexBjtIXI>



## Merchandise



## Marchandise



## Canadian Aviation Pride Merchandise



We're online!

You can now show your Pride with these great items and support Canadian Aviation Pride! Using the Fulfilment by Amazon you don't have to wait until Pride any more to get some swag.

visit our online store at:

<https://www.amazon.ca/handmade/Canadian-Aviation-Pride>

## Our Organization



## Notre Organization

### CO-CHAIRS - COPRÉSIDENTS

Peter Litherland  
Adrian Walker

### DIRECTORS - DIRECTEURS

George Patton  
Vera Teschow  
Dorian Pope  
Doris Ipeelee

---

Webpage - page Web: <http://www.aviationpride.ca>  
Facebook: <https://www.facebook.com/CanadianAviationPride>  
Instagram: <https://www.instagram.com/canadianaviationpride/>  
Twitter: <https://twitter.com/CDNAvPride>  
Linkedin: <https://www.linkedin.com/in/canadian-aviation-pride/>  
Amazon: <https://www.amazon.ca/handmade/Canadian-Aviation-Pride>

Emails - Courriels:

[info@aviationpride.ca](mailto:info@aviationpride.ca)  
[chair@aviationpride.ca](mailto:chair@aviationpride.ca)  
[peter.litherland@aviationpride.ca](mailto:peter.litherland@aviationpride.ca)  
[vera.teschow@aviationpride.ca](mailto:vera.teschow@aviationpride.ca)  
[adrian.walker@aviationpride.ca](mailto:adrian.walker@aviationpride.ca)  
[doris.ipeelee@aviationpride.ca](mailto:doris.ipeelee@aviationpride.ca)  
[dorian.pope@aviationpride.ca](mailto:dorian.pope@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!

<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



[FB Page](#)



[FB Group](#)



[Instagram](#)



[Twitter](#)



## Sponsors & Partners Commanditaires et Partenaires



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.**



[Web Site \(English\)](#)  
[Site web \(Français\)](#)



[Web Site \(English\)](#)  
[Site web \(Français\)](#)



AIR CANADA

[Web Site \(English\)](#)  
[Site web \(Français\)](#)



[Web Site \(English\)](#)  
[Site web \(Français\)](#)



[Web Site \(English\)](#)  
[Site web \(Français\)](#)



[Web Site \(English\)](#)  
[Site web \(Français\)](#)



Waterloo Wellington  
FLIGHT CENTRE

[Web Site / Site web](#)



NGPA

[Web Site / Site web](#)



COPA

[Web Site \(English\)](#)  
[Site web \(Français\)](#)



First Nations  
Technical  
Institute

[Web Site / Site web](#)

NORTHERN LIGHTS  
AERO FOUNDATION

[Web Site / Site web](#)

Seneca

[Web Site / Site web](#)

## Member Profile

## Profil d'un 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. Once we restart planning events, we will send out further details.

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. Quand nous recommencerons la planification des événements, nous enverrons d'autres détails.

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!

**CANADIAN AVIATION PRIDE**  
**FIERTÉ EN AVIATION CANADIENNE**

[www.aviationpride.ca](http://www.aviationpride.ca)



Copyright © 2021 Canadian Aviation Pride  
All rights reserved.

Droits d'auteur © 2021 Canadian Aviation Pride  
Tous droits réservés.



**Canadian Aviation Pride**  
**Fierté en aviation canadienne**

