

Silver Dart

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



May 2021 Mai



Canadian Aviation Pride
Fierté en aviation canadienne



"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 grounded, it's been over a year now since my last flight and I know a number of others in the same boat. I feel for the crews in the other airlines too who have had so much uncertainty and lay offs.

We thought the light at the end of the tunnel was close with vaccines available but have been frustrated by the slow roll out.

I finally got my first shot and feel we are all one step closer to the end of the pandemic. I've seen many friends posting that they have had their shots too and when enough of us get it we'll be closer to herd immunity and Hopefully Covid will soon be behind us.

Sadly there are people who are listening to myths and not hearing the science and are

becoming hesitant to take their shots. Covid is quite real and I know people who have been very sick. Transport Canada has approved the 4 vaccines and they are safe. So I would rather take my chances on approved vaccines than the virus itself. If you haven't already had your shot, I hope you will get it.

In the mean time Canadian aviator, Braeden Lavigne met up with Vera Teschow regarding homophobia titled, "That's so gay" on Instagram this week and hope you were able to watch. You can watch the [interview here](#).

It's sad that this still exists in the 21st Century but at least now we have each other and there is a support network and the law to help. If you are the victim of harassment or homophobia, please don't let it slide. We have to stand up to this and you aren't alone.

This is precisely the reason why Canadian Aviation Pride was formed, to help improve the Aviation environment in Canada to be a more welcoming place for all gender expressions and sexualities.

I hope you'll come join us on the first Friday of each month so we can connect online with fellow aviators. See the link below.

Stay safe and keep on aviating,

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



Increasingly I know more and more people who have had their first Covid vaccine shot, and it is most encouraging to see the line-ups of people anxious to get their shot at the vaccine clinics. We have a way to go to see the case numbers, hospitalizations and positivity rates coming down, but when they do significantly, we will know that we're almost through this.

I found it very interesting to see that the City of Prince Rupert, population 12,000, completed immunization of all adults recently and went from having one of the highest transmission rates in BC with 117 a day in mid-March to just 3 in mid-April. It works!

In early April CAP was invited to attend a webinar on the relationship between Safety and Discrimination. Two of us attended virtually, Vera and myself, and heard six presentations on different aspects of the adverse effect which discrimination has on aviation safety, and so we have written up a summary of the webinar for you in this edition.

We are delighted to have two member profiles for you this month, from volunteer Aadam Khan, and from Wayne Stad, both of whom are sharing a little about themselves and their aviation background.

We encourage you to consider [submitting your own profile](#) so that we can feature you and your involvement with both aviation and CAP here in our newsletter.

This month we again go back in time a little to 8th July 1968 at Calgary Municipal Airport, where spectators could still enjoy an outdoor viewing gallery overlooking the tarmac. Here we see Air Canada's Viscount CF-THN and Pacific Western's DC-6 CF-PWA.

Best wishes,

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

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 monthly Zoom socials, we are optimistic that 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

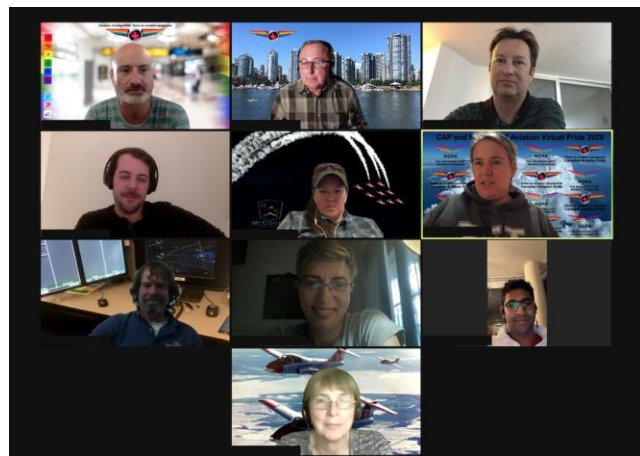


Event Review

Revue d'événement



April Zoom Social



On Friday 2nd April we held our second monthly Zoom social for 2021, with 11 people attending, though at different times.

We had representation from BC, Alberta, Ontario, Québec, Nova Scotia, and overseas from New Zealand and with two members from Mexico.

After introductions for the benefit of new members, topics ranged from the pandemic to vaccines, to aviation operations in each country, as well as what each of us has been up to during the past month. Again we chatted for about an hour. Don't miss the next one on the first Friday of May.





Safety and Discrimination Webinar

On April 6th 2021, the University of Waterloo Aviation Society presented an aviation safety webinar on safety and discrimination. The session was presented by aviation subject matter experts and aviation scholars, and by invitation, CAP Directors Vera and Adrian attended.

This session introduced the relationship between discrimination and safety, by exploring Canadian aviation's unexpected design of imbalances, and identified the link between CRM and discrimination faced by LGBTQ+ and women in the flight deck. The session ended with a Canadian air carrier's actions to create safe workspaces for all.



Hosted by Angeline Ram, Aviation Safety Adjunct Lecturer at the university, she set the stage for the webinar by noting that some 57% of underrepresented groups faced discrimination but only 11% were willing to report it. With future labour shortages, workforces are only likely to become more diverse, and this will accelerate changes started in the 1990s to the traditional aviation environment based on masculine attributes of power and control.

Next, Molly McCullough, a curator for Parks Canada who is interested in material culture and interpretation, gave a presentation on gender differences in aviation, discussing aspects of respect, authority and power, as well as the gendered nature of onboard duties and even uniforms. She showed examples of uniforms, particularly those of flight attendants, and how these have evolved from their highly gendered nature in decades past.

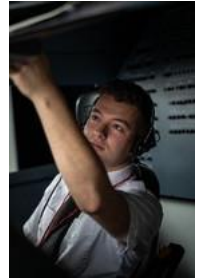


Noreen Newton, a career airline pilot who returned to graduate school to research why so few women were attracted to the aviation industry, spoke next. She discussed gendered spaces on the flight deck, and how women's voices and experiences can help to shape a safety culture. In reviewing gendered leadership styles, she compared the traditional image of the airline pilot as a 'white, masculine, commanding, heterosexual paternal figure', while women have held roles such as "serving, caring and being subordinate". She noted that leadership is the key to creating an environment where all voices are encouraged, therefore resulting in a safer organization.

Cultures which incorporate relationship-building allow people to speak up about issues pertaining to safety, through the asking of questions, sharing of knowledge, and creating a culture of openness.

She concluded by observing that an organization's culture must not "suppress, silence, ridicule or intimidate", and needs to be one where people are comfortable expressing themselves and being themselves.

After a question period, Braeden Lavigne and Michael Cho, two co-researchers on a project "*That's So Gay: A Mixed-Method Study of Anti-LGBTQ+ Language Effects on Flight Safety in Canada*", detailed their work in researching the effects of discriminatory language against LGBTQ+ pilots and how it relates to cultures within Canadian flight schools and commercial operations.



They found that junior pilots were more likely to ignore anti-LGBTQ+ language, but that women were more likely to speak up than men. Only 5% of respondents actually reported the language. They noted that physical responses occurred such as increased heart rate and tensing of muscles, and that this stress has been proven to reduce communication, decrease teamwork, and inhibit good decision-making, all of which negatively affect aviation safety.



They concluded by recommending that airlines have explicit policies, a just culture, networking groups, build discrimination as a topic into human factors and CRM training, and encourage reporting.



Erica Fuhr, Manager of Corporate Culture & Diversity for Chorus Aviation which includes both Jazz Aviation and Voyageur Aviation, spoke next about how Chorus is creating welcoming and safe spaces in its companies. She spoke of creating a culture in which individual uniqueness is valued, and where safe spaces are fostered that empower employees to bring their full selves to work. She noted that there is still a way to go to achieve this goal, mentioning factors such as binary uniform standards, underrepresentation, engrained norms not to mention Covid as barriers yet to be overcome.

She discussed the new strategy of welcoming and safe spaces, including employee resource groups, and inclusion council, inclusive policies, courageous conversations and external partnerships amongst others. The company sees a bright future of societal shifts and expectations, organizational commitments, and more leaders in DEI (Diversity, Equity and Inclusion). She pointed out the problem which companies have in saying that safety is their number one priority, while still having to deal with economic realities. Her company sees the need for not just organizational culture shifts, but an industry culture shift. The underlying structural barriers remain unexamined, including the link between discrimination and flight safety.

After concluding remarks by Angeline Ram, the two-hour webinar wrapped up at noon.



Member Profile

Profil d'un membre



Name

Aadam Khan

Age

26

Relationship Status

In a relationship

Residing City & Province

Montréal, QC

Employment

Recent graduate

Aviation Background

Aeronautical Engineer



Why did you get involved in aviation? Tell us about how it's a part of your life now.

At 5 years old, I was determined to become a pilot. I had to watch every aviation movie I could find listed in the local newspaper, back when digital guides weren't a thing, and try every flight simulator, starting with Microsoft Flight Simulator 2000. By the time I turned 15, this fascination about flight was converted to an ambition to master the knowledge or means to which we enable ourselves to fly: the wings, the avionics, the engines, or even the rare possibility of faster-than-light travel. Fast forward a decade later, I've tinkered with the design of wings and blades, immersed myself in a fraternity of aeromaniacs, and learnt a great deal about aeronautics through my studies at McGill University.

How did you find out about or first get involved with CAP? What have you enjoyed most about your involvement?

Upon graduating, I decided to find ways to volunteer my time to LGBTQ+ causes and came across CAP's website. After reading Capt. Peter Litherland's inspiring story, I reached out to introduce myself, and then received a very warm welcome from him and the CAP crew. Being a new volunteer, I'm eager to see what's in store for this year. Fierté will be unveiled in spring, so fingers crossed it'll be live for me to lend a hand in Montréal!

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

Three words: The Amalfi Coast. The more I remember this stretch of coastline on the Tyrrhenian Sea, the more I want to go back. Mountains touching the clouds, pastel-coloured fishing villages, sizzling temperatures during the summer. It's a peaceful place, yet so full of life, colours and flavours. Hands down, my favourite place to be.

Anything else you want to say about yourself

The world may look like it's in turmoil, but when is it ever not? For me, the coronavirus pandemic was a lesson in humility, resilience and adaptability. It certainly wasn't the easiest to learn, and I can confirm rocket science pales in comparison, but I did it, like so many others. And for that, I'm optimistic. Looking ahead, I'd love to return to the Caribbean, where I grew up, and reunite with the vivid scenery and warm waters, and amuse myself with a kaleidoscope of postulates. Of course, everyone is welcome to join once JT gives the OK.



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](#)



Member Profile

Profil d'un membre



Name

Wayne Stephen Stad

Age

74

Relationship Status

Single

Residing City & Province

Maple Ridge, BC

Employment

Retired, work part time as a caregiver to a young man with Down Syndrome



Aviation Background

Commercial/ Airline Pilot

Why did you get involved in aviation? Tell us about how it's a part of your life now.

As a child our neighbor had a Taylorcraft BC12D. Started flying with him when I was 8 years old. Joined Air Cadet 513 Squadron New Westminster when I was 13. Won a scholarship to get my PPL when I was 18. Trained at the Aero Club of B.C. at YPK along with 33 other Cadets. I trained in a Fleet 80 Canuck, soloed in 7 hours finished the course in 4 weeks from July 1st to the 31st. After graduating from Port Moody High School, I worked to earn enough to pay for my Commercial licence with the help of my parents. Worked as a Commercial Pilot and had a Class 2 Instructor rating, Multi engine rating and Class 1 IFR. Also Float endorsed. Retired from aviation industry in 1993 after being diagnosed with Diabetes.

How did you find out about or first get involved with CAP? What have you enjoyed most about your involvement?

Just recently had a student of mine from 1973 got in touch with me through Facebook (Kimberley Nixon) I was her instructor, and soloed her. She told me about CAP. So not involved as of yet

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

My best trip ever was in a Cessna 172 from YPK to Quebec City and Back with a special stop in Montreal during Expo 67. It was an adventure, Ran out of fuel at Thunder Bay, the engine quit on final, but had plenty of altitude. Also ran out of fuel flying between Jasper and Blue River following the Yellowhead Hwy. Had to do an emergency landing on the highway. Found a logger who had a 45 gallon tank of 80/87 in his pickup. Took off and continued on to Kamloops. The RCMP were extremely helpful.

Anything else you want to say about yourself

I worked for many Companies in the Aerial Application Industry (Forest Fire Suppression) Northern Thunderbird Airlines, The Flying Firemen, Conair Aviation. Would love to connect with people who also work or worked in the industry



Aviation Cartoon

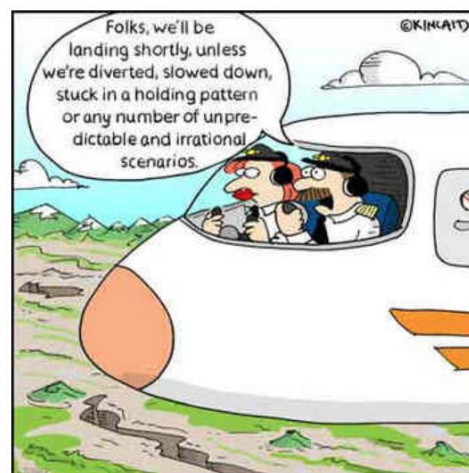
Caricature en aviation



by [Kelly Kincaid](#)

Support Jetlagged Comic at

patreon.com/jetlaggedcomic



Featured event

Événement vedette



Zoom Social

Coming up this Friday 7th May at 5:00 pm PST, 8:00 pm EST is our third 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 for more details or email us at 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>





11 April 2021 – Annual General Meeting

Our April meeting was the Annual General Meeting for 2021. With all Directors in attendance, and after approval of the February meeting minutes, the 2020 financial statements were presented, reviewed and approved. An Annual Report for 2020 has been prepared and will be posted to the web site.

All Director positions are appointed for a two-year term, with half of the Directors being up for re-appointment in alternate years. Three Director positions were up for renewal this year, and all three having agreed to stand for re-election, they were re-appointed unanimously.

An Action Plan for 2021-2022 was presented, to cover a full twelve months until the 2022 AGM. Goals were set using the first three goals of the 2017 Strategic Plan, namely to increase the number of Directors and volunteers, to develop a revised communications strategy, and to develop a membership program after reviewing the work done in previous years. It was felt that these more administrative goals would be practical and more useful during the pandemic time period.

It is likely that two in-person events could safely be held at the end of 2021, and for the rest of the year several possible virtual events were discussed. The meeting was adjourned after one hour.



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>



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>

Emails - Courriels:

info@aviationpride.ca
chair@aviationpride.ca
peter.litherland@aviationpride.ca
vera.teschow@aviationpride.ca
adrian.walker@aviationpride.ca
doris.ipeelee@aviationpride.ca
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](#)

Facebook

Facebook



We have a new banner image for our Facebook Group page! Our Co-Chair Peter commissioned a graphic designer to create this fun image of a variety of aviation professionals reflecting our diversity, and CAP's belief in the inclusion of everyone in our organization and our industry. Enjoy!



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.

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.

Ciel bleu et vent arrière!

CANADIAN AVIATION PRIDE
FIERTÉ EN AVIATION CANADIENNE

www.aviationpride.ca



All rights reserved.

Tous droits réservés.



Canadian Aviation Pride
Fierté en aviation canadienne

