

**CAN CANADA'S AIRLINES
CATCH UP TO FEDERAL
STANDARDS OF IDENTITY &
IDENTIFICATION?**

X MARKS OUR RIGHTS



SOME CATCHUP

As of June 2019, Canadian citizens and residents who do not identify exclusively as female or male can have an "X" printed on government materials. Canada has three markings on these types of documents (drivers' licence, passports, etc): X, F, & M.

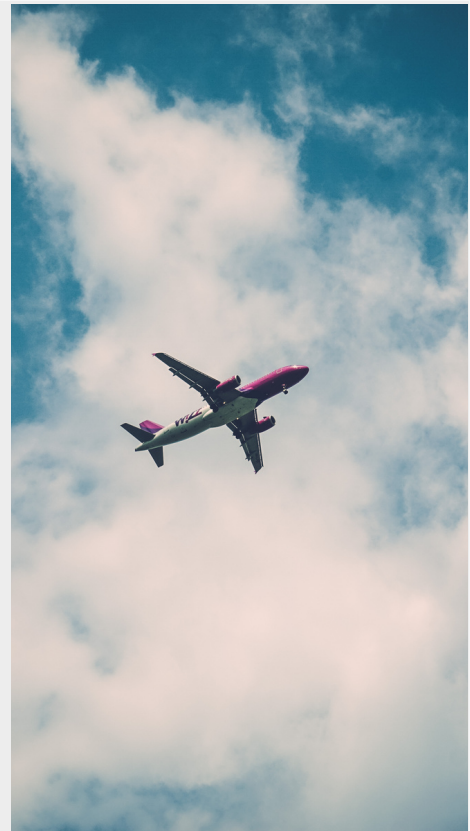
Processes also exist at the provincial level for individuals to amend, alter, or update their marker in government systems and identifications. Though processes vary from province to provinces, gender diverse individuals can generally achieve document changes through investing the time and resources necessary to clear the gates on route to the amendment.

The X Marker came into effect federally in 2019, but significant lag in adhering to the new standards still remains, despite the potential exposure to Charter violations.

The major domestic airlines, Air Canada & Westjet use outdated booking software and other customer relationship management software which do not match these markers. X Marker people wishing to fly nonetheless are left to bridge the difference through lying about their legal status & masking their identity.

CAN CANADA'S AIRLINES CATCH UP TO FEDERAL STANDARDS OF IDENTITY & IDENTIFICATION?

In addition to legal obligations our airlines face pressures to comply through investors weighing ESG targets and realities. Further, airlines which carry the Maple leaf carry additional expectations to embody Canadian values and liberties. To come into compliance airlines will need to rethink their approach to staff training, business planning, and reservation & CRM system categories. This type of investment will require conviction, commitment, and accountability to achieve consistent compliance.



A LAWFUL, SOCIAL, & PROFITABILITY DRIVEN CALL TO ACTION

CANADA'S AIRLINES ARE CALLED TO ACTION THROUGH THE CHARTER, LEGISLATION, AND THEIR OWN ESG FOOTING. THEY CAN ANSWER THE CALL THROUGH PUBLIC COMMITMENT & FOLLOWTHROUGH.

PRIORITY ACTIONS

RECOGNIZE THE GAP
COMMIT TO ACTION & ACCOUNTABILITY
EMPOWER STAFF
ENTRENCH X MARKER CANADIANS



RECOGNIZE THE GAP

X Marker Canadians are falling into gaps only our airlines have the scope to fix. It is imperative our airlines recognize those gaps so together we can get to bridging them.

COMMIT TO ACTION & ACCOUNTABILITY

Non-domestic service providers need to be informed & motivated to supply products which support lawful usage in Canada. Those unwilling to comply with Canadian rights and values should be dropped out of duty to our democratic principles.

EMPOWER STAFF

Give staff the tools and authority they need to be the allies Canadians of all sorts need. Education and the addition of affirmation of X Marker Canadians at the front line, ESG, and c suite levels

ENTRENCH X MARKER CANADIANS

The end of this chapter can come through voluntary or ordered compliance, but it can also start the a next act, where our airlines promote the ability of X Marker Canadians to freely tour & conduct business across the the country.

FURTHER READING

ON MARKERS & ON AFFIRMATION (DEMONSTRATIVE / NON EXHAUSTIVE)

SOME RESOURCES

The ArQuive's *digital exhibition on legal recognition of gender identities in Canada* (a little stale but a good recap)
<https://digitalexhibitions.arquives.ca/exhibits/show/genderqueer-in-canada/legal-recognition-gender-ident>

Canada's CIC *guide on changing identifiers*
<https://www.cic.gc.ca/english/helpcentre/answer.asp?qnum=1253&top=32>

Statistics Canada's recent census analysis on transgender and non-binary peoples.
<https://www150.statcan.gc.ca/n1/daily-quotidien/220427/dq220427b-eng.htm>

SOME AFFIRMATION MODELS

Canadian Labour Congress' *Workers in Transition: A Practical Guide for Union Representatives and Trans Union Members*
<https://canadianlabour.ca/wp-content/uploads/2021/02/WorkersInTransition-Guide-EN.pdf>

Skipping Stone's *Trans Affirming Network*
skippingstone.ca/network

Toronto's *Guidelines for Accommodating Gender Identity and Gender Expression*
<https://www.toronto.ca/city-government/accountability-operations-customer-service/city-administration/corporate-policies/people-equity-policies/accommodation/guidelines-for-accommodating-gender-identity-and-gender-expression/>



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