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MARPAC NEWS CFB Esquimalt, Victoria, B.C

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BIOBLITZ

Finding the rare and the unusual

Kem Luther of the Metchosin Biodiversity Project displays a large length of Feather Boa Kelp he found during an exploration event May 9 at the Department of National Defence's Albert Head property in Metchosin.

Inset: The group also discovered a Gumboot Chiton (Cryptochinton Stelleri) in a tidal pool located at the south end of the property.

For the complete story on the Bioblitz event turn to Page 6

Photos by Peter Mallet, Lookout



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Ready to boom, DND employees contain harbour fuel spill

Peter Mallett
Staff Writer

DND personnel are being heralded for their quick action and cooperation in helping reduce the impact of last week's fuel spill in Esquimalt Harbour.

On the morning of May 8, Staff from Port Operations and Emergency Services Branch (POESB) responded to the incident, and promptly deployed a boom before approximately 30,000 litres of diesel that spilled into Plumper Bay could disperse more widely into Esquimalt harbour.

"I truly believe that if it weren't for the fast action of DND personnel this incident could have been exponentially worse," said Duane Freeman, head of the base's Formation Environment Section. "This was a successful response effort by everyone involved that helped to reduce the impact of a significant environmental incident."

The spill occurred after a large construction barge owned by Vancouver Pile Driving broke from its moorings during a fierce

overnight wind storm. The barge was pushed a short distance by the winds and current and eventually ran aground on a rock strewn beach located near the Esquimalt First Nation.

At approximately 9 a.m. the Regional Joint Operations Centre (RJOC) received a call from a concerned citizen via marine radio. Within minutes of receiving the call RJOC dispatched three personnel from POESB in a 24-foot Fast Response Vessel.

Chris Florkow, Alex Mihov and Andrew Dierks, three civilian employees who normally work aboard the Firebrand, deployed a large floating boom to contain the spill.

"They were fast and didn't think twice about it when they heard what was going on, and arrived on the scene in 15 minutes," said Lyle Fairley, from POESB. "They grabbed a length of the boom that was being towed by the boat, jumped out of the boat and deployed the boom around the slick. As they were doing this they said they could clearly hear large quantities of the fuel gushing out of the ground-

ed vessel."

As they were busy containing the fuel, Fairley relayed the information about the size and scope of the spill back to RJOC, who immediately contacted Freeman at about 10 a.m. Freeman then got in touch with Emergency Management B.C. who fanned out the information to the appropriate municipal, provincial and federal officials, including Fisheries and Oceans Canada, the Canadian Coast Guard, Transport Canada and Environment Canada to alert them to the spill.

Vancouver Pile Driving employees were also quick to respond, arriving promptly at the spill site to begin cleanup operations.

Fairley and Freeman both indicated weather conditions played a big role in containing the spill as the strong southerly winds and direction of the currents and tide managed to keep the slick isolated in the northern corner of Plumper Bay.

Workers from the Vancouver Pile Driving and various government and industry response personnel took control of the spill



Peter Mallett, Lookout

Booms deployed in Plumper Bay by DND staff on May 8 helped contain a fuel spill that occurred in the overnight hours when a privately owned barge ran aground.

site from DND early in the afternoon to begin cleanup operations.

Most of the 30,000 litres of diesel were recovered by Western Canada Marine Response in the marine

cleanup operations that concluded May 11. Shoreline recovery was started by Quantum Murray on the afternoon of May 10.

At press time, Fisheries and Oceans Canada were

prohibiting the harvesting of all fish species in the harbour, and are advising people and their pets to stay clear of the water and shoreline until further notice.

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Spring clean up, time to tidy up the office

Across CFB Esquimalt and throughout the Formation, there are a number of areas that are in need of a spring cleaning.

On May 25 everyone is asked to gather waste items and bring it to designated drop off locations.

Materiel and debris clutter work-areas, lay-down areas and thorough-fares. Items to be disposed may not

be tracked or may not fit into the standard materiel handling and/or disposal processes. This material may have deteriorated to a condition where it can be considered refuse, such as old rusted-out chairs, fabric from old smoking shelters, scattered derelict pallets, and empty packaging materials that now need to be disposed of.

All base lodger and integral units

are to conduct a clean-up of all areas under their purview.

Units are to have personnel transfer their items - dismantled if need be - to the closest predetermined collection point/disposal location in Naden, Dockyard and Work Point on May 25.

These items will then be picked up and hauled away by a clean-up "convoy" the next day. Sentries will be positioned at the collection points to ensure only items eligible for this service are deposited at the collection points.

Colwood, Albert Head and Rocky Point will conduct similar collections at a later date.

CFB Esquimalt Clean Up Disposal Locations

- Naden:**
- Drop off date May 25
 - Hours: Items may be dropped off between 0830-1200hrs and 1300-1500hrs
 - Far west of the Naden Parade Square, by the sea containers used for seamanship training and parking area across from the CFFSE.

- Work Point:**
- Drop off date May 25
 - Hours: Items may be dropped off all day
 - Work Point units are to take disposable items straight to the dump site in Work Point, across from WP 1055.

- Dockyard:**
- Drop off date May 25
 - Hours: Items may be dropped off between 0830-1200hrs and 1300-1500hrs
 - 5 Pad adjacent to A Jetty or the north east corner of the parking lot behind D11 by the Dockyard sports field or beside the loading ramps behind TB 32.

Note: All locations will be cordoned off by RP Ops and manned by Sentries the day of disposal as noted above.

Questions or requests for additional direction must be directed to the OPI, MWO Hawes mike.hawes@forces.gc.ca or 250-363-2576



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Bike to Work Week Breakfast June 1 - 0615 - 0800hrs

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Velofix and Marty's Mountain Cycle will be there with their mobile bike repair truck and will provide FREE inspections and small adjustments to your bike. Make sure to stop by!



matters of OPINION

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WHAT SAY YOU

19 Wing Dive Club hosts Soldier On scuba camp

Through interactive sporting events and physical activities, the Soldier On program can support injured members in developing new skills, building confidence in their abilities and meeting peers with similar challenges.

WO Eric Venema Soldier On

Two weeks ago, the Canadian Armed Forces Soldier On program conducted an Open Water Diver Certification course through the 19 Wing Comox Dive Club.

The Senior Instructor was Zach Donovan; he was assisted by Maj Mike Juillet (Dive Master), Mike Christianson (Instructor), Sgt Bob Herveaux and Cameron Morris (Instructor). Participants were also assisted by the other club members.

The first ocean dive was at Tyee Beach at Nanoose on April 29. This was an exhilarating time for us as this was the first time some of us had been in the Pacific Ocean, much less a depth of 50 feet. To conduct our drills in such a safe place was incredible. We were able to see a lot of

things; all sorts of fish and plant life in an aquatic environment was totally foreign to us and amazing to see with our own eyes and not from the internet on a computer screen.

On Saturday, April 30, we headed to Campbell River to continue our ocean dives from a boat. When we got to our dive site we found it occupied by a seal. Again, we were totally blown away by the aquatic scenery that we take for granted.

Too soon, the camp came to an end.

We now have seven new divers that have a great respect for the ocean and its environment. Though the camp seemed short, we created bonds with members of the camp and learned new skills in the process. Over all the camp was a success, as the seven participants comprised of serving or retired CAF members with medical issues have been guided to find

their new normal, and they now have that spark back in their lives.

As a serving member or veteran of the Canadian Armed Forces you are familiar with a physically active lifestyle. This does not have to change because of your mental health or physical illness or injury. Whether you are newly ill or injured, or have been on the path to recovery for a while, Soldier On is here to support you as you adapt to your new normal and Soldier On.

We thank the 19 Wing Comox entities that supported the camp, as well as Pacific Pro Dive, UB Diving, and the Comox Valley Regional District Aquatic Centre for all the support and encouragement that you provided to us.

Come and Soldier On! Go to soldieron.ca for more information and reach out and talk to us!



Participants in the Soldier On Open Water Diver Certification course, provided through the 19 Wing Comox Dive Club, send a special salute.

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A Keyhole Limpet (*Hemocyanin*), is attached to a large rock that was pulled from a tidal pool.



Photo by Metchosin Biodiversity Project

Biodiversity project botanists took a photograph of this patch of rush discovered at the training centre which they believe to be a rare species known as *Juncus Kelloggii*. A sample of the plant is undergoing further analysis by the group before its authenticity can be confirmed.

Albert Head combed for rare species and vegetation

Peter Mallett
Staff Writer

A team of roving scientists and researchers invaded the Department of National Defence Albert Head property last Monday.

It wasn't a hostile takeover, but part of a "Bioblitz" event organized by the Metchosin Biodiversity Project. The invasion was an effort to document the wide-ranging native and rare species of plant and animal life at the 220-acre Westshore facility.

Over a three-hour period on May 9, 15 members of the Metchosin Biodiversity Project fanned out across the sprawling DND property to catalogue all the species they came across.

Participants were divided into three teams: spider and insects, fungi and botany, and marine life. Moralea Milne, co-founder of the group, said the site is of particular interest because it has an undisturbed swath of the Gerry oak ecosystem, which is one of the three rarest ecosystems in Canada. It is also home to a number of rare species designated as endangered or threatened under the federal government's Species At Risk Act (SARA).

"Some of the best places to look for rare and endangered species is on DND properties," added Andy MacKinnon, another founding member of the project. "That's because military properties in Canada and the United

States have a huge range of diversity of species as they have remained military bases over many years and have not developed much of their land. Also it appears DND is going out of their way to protect and preserve their biodiversity."

The Metchosin Biodiversity Project was founded in 2011 and so far has catalogued 2,200 plant and animal species.

During their visit, four members of the marine life group travelled to the south portion of the property to explore a large tidal inlet.

The intertidal area was teeming with life. Just before the tide began to rush back into the inlet, three members of the group, wearing rubber boots, waded between the

giant basalt rock formations

One of the waders, Phil Lambert, a former marine invertebrate curator at the Royal B.C. Museum, uncovered a Brooding Sea Anemone. His wife Marilyn, also a former curator with the Royal B.C. Museum, took detailed notes of Lambert's findings and those of his partners Kem Luther, a science writer and naturalist, and Garry Fletcher, a retired science teacher at Pearson College.

Some of the other plant and animal life found included: a large limpet called a Keyhole Limpet, a giant marine mollusk called a Gumboot Chiton, an abundance of Purple Shore Crabs and other 10-legged marine crustaceans, Bay Mussels, Giant California

Mussels, and Gooseneck Barnacles.

Up on dry land, and closer to the main gate, Ryan Batten and the team of botanists uncovered what they believed to be a rare find of *Juncus Kelloggii*, also known as Kellogg's Dwarf Rush growing in a low-lying sun-drenched clearing. Milne said the finding is still undergoing analysis. The species of rush is currently known to exist in only one other location in Canada.

Tracy Cornforth, who works within the Base's Formation Safety and Environment Branch, helped facilitate the visit and noted the efforts of the biodiversity project and their findings will also be of value to the Canadian Armed Forces (CAF).

"Having all of these experts here [at Albert Head] is of great benefit to the CAF too because it helps us gain a greater understanding of species that are thriving on this property," said Cornforth. "The more we know about the plant and animal life, the more we are able to manage our land and make better-informed decisions about activities on the base, and where they can happen."

Preparing a list of the species catalogued at the Albert Head Bioblitz is time consuming work and may not be available for several days, but Milne encourages anyone interested in learning more about the group and its efforts to visit their website: <http://metchosin-biodiversity.com>



A Kelp Crab (*Pugettia Producta*) from the tidal pool is displayed by Bioblitz researcher Phil Lambert before he returned the crustacean safely back in the water.



A Giant California Sea Cucumber (*Parastichopus Californicus*) is another animal found in shoreline waters.

Photos by Peter Mallett, Lookout

Next evolution of FORCE test

CFMWS

Physical fitness delivers long-term health benefits for everyone. To provide Canadian Armed Forces (CAF) members with an accurate assessment of their overall physical fitness, the CAF has implemented the next evolution of the FORCE Program Initiative.

Since April 1, CAF members have begun to participate in the FORCE Fitness Profile, which – for the first time – provides members with a measure of health-related fitness, in addition to the existing measure of operational fitness contained within the FORCE Evaluation.

The FORCE Fitness Profile is made up of a measure of operational fitness (the FORCE Evaluation) and a measure of health-related fitness (an estimate of aerobic capacity based on FORCE Evaluation results and a measure of waist circumference).

On its own, waist circumference is widely recognized as a strong predictor of long-term health and wellness. When combined with the estimation of aerobic capacity provided by the FORCE Evaluation, this new measure represents an excellent assessment of health-related fitness.

Passing the FORCE Evaluation will remain the only general employment standard for Universality of Service in the CAF. Accurate assessments obtained through the FORCE Fitness Profile will provide evaluators with the opportunity to encourage military personnel to improve their overall physical fitness, recommend training plans to target particular weaknesses, and recommend preventative health promotion programs. The results will also provide CAF

leadership with an accurate picture of overall unit and command fitness, which can then be used to tailor fitness training and monitor CAF fitness over time.

During the FORCE Evaluation, evaluators will use a secure, custom tablet application called eFit to capture and transmit all FORCE Evaluation data from the test site to Human Resources Management System. The waist circumference and cardio-respiratory fitness results used to calculate one's position on the FORCE Fitness Profile will remain confidential, and be shared only with the participant.

Commanding Officers will receive summary unit or command data in the form of a scatterplot graph with a single dot representing each individual within their unit; however, individuals will not be identified. Should the individual fail the FORCE Evaluation, a DND 279 will be sent to the Commanding Officer as per the usual procedure.

Health-related fitness has a direct impact on long-term health and disease prevention. The FORCE Fitness Profile will, for the first time, provide an assessment of a member's current physical fitness level, and allow the development of tailored training plans to support the well-being of CAF personnel during their military career and beyond.

These improvements will result in some procedural changes to the existing processes (test scheduling, fitness reporting), which will be communicated to personnel and base/wing leadership through local Personnel Support Programs teams. For more information, please visit the FORCE Program website.

Come celebrate Aboriginal Week

To commemorate the 2016 Aboriginal Awareness Week, MARPAC and the Defence Aboriginal Advisory Group will host events from May 24 to 27.

Sunrise Drumming will take place at 7 a.m. each morning at Duntze Head by William Stewart to recognize the start of the day.

Drumming is a fundamental ceremony used to express many aspects of Aboriginal life, including passing along important messages, safeguarding family history, welcoming seasons and people, connecting with Aboriginal ancestors, and offering thanks to the Creator.

On Wednesday May 25, Neil Vallance, a graduate student from the University of Victoria, will present "The Long Silence of the Vancouver Island (a.k.a. Douglas) Treaties of 1850-1854" from noon to 1 p.m. at the Sea Division Theatre (building N67).

Recommendations on Aboriginal books and TV shows will be posted daily on the MARPAC Notice Board during the week.

Aboriginal Awareness Week was first introduced in 1992 with the purpose of increasing awareness of aboriginal peoples within the Federal Public Service. There are over 600

First Nation communities in Canada. The week has evolved and grown into a government-wide celebration showcasing the rich history, diversity of cultures, traditions, and values of the First Nation, Inuit and Metis peoples.

CFB Esquimalt is uniquely located on Songhees and Esquimalt traditional territory and acknowledges the Coast Salish land on which it is built.

CPAC garage sale tables

Make some extra money from your unwanted items at a huge multi-family garage sale on Sunday May 29 from 8:30 a.m.-2 p.m. at Colwood Pacific Activity Centre (CPAC).

Last year there were over 40 vendors at the CPAC and a huge number of buyers descended on the location. Tables are \$20.

If you don't want a table, be sure to drop by the garage sale for some great deals. If you have questions, you can call the MFRC at 250-363-2640.

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Applications must be received by 4:00 PM (PST) 03 June, 2016. Please direct any questions and e-mail your résumé with covering letter in confidence to the Selection Committee, c/o Manager of Human Resources, at ron.warmald@cviy.ca The successful candidate should be prepared to make a minimum five-year commitment to the position. For further information, please go to our website at <http://www.commissionairesviy.ca/>

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Victoria



Urba City challenge taking contestants

Rachel Lallouz
Staff Writer

For its sixth consecutive season, the Victoria UrbaCity Challenge, presented by MAXIMUS Canada, will test the minds and bodies of close to 300 participants in a strategy race course running throughout Victoria's urban jungle.

On Sunday, June 12, the city streets will swarm with challengers paired up in teams of two or four, pushed to demonstrate their fitness and problem-solving skills – all in support of the Island Prostate Centre.

"The challenge is not just about racing and having fun, it's about the unique social and community giving experience," says Jonathan Willcocks, founder of Pinnacle Pursuits Inc., the company who designs and manages the event. "You will do more in your own backyard than you might all year, while having a blast

and raising money for a good cause. What more could a person want?"

Willcocks explains that the event's objectives are threefold:

- To create an annual, self-sufficient fundraiser to support the Island Prostate Centre
- To build community in the city by bringing together people of all abilities in a celebration of downtown Victoria
- To highlight key Victoria businesses which support the vibrant downtown community

Participants, he says, support these objectives by racing through between 15 and 20 challenge stations around the city, answering skill-testing questions and completing various team-building exercises and mini-scavenger hunt style quests.

"People are tired of the norm that involves racing for the sake of racing or of contributing a corporate cheque to a cause without

a clear strategic purpose," says Willcocks, who emphasizes the challenge's people-centred focus. "They are searching to be a part of that team-mate and community-based interaction."

Four different levels, ranging from the skill-testing Brain Category to the physically exerting Braun category, ensure a level of inclusivity for all in the challenge. Participants looking for an even more challenging race can sign up for the Ultra Racer category, while co-workers can sign to be included in the four-person Corporate Face-Off teams.

"I wanted to create a race that isn't about doing that same 10 kilometre walk or run," says Willcocks. "The people that win are not necessarily the fittest people. They are the ones who are the best at strategizing with their team mate or team mates, who re-evaluate, and who make careful choices with their partner."

Last year, the challenge

raised over \$50,000 for the Island Prostate Centre, and Willcocks says this year's goal will be the same. Donations can be made online to specific teams, team members, or through corporate sponsorship and challenge station sponsorship at www.urbacitychallenge.com.

Each two-person team registering online in either the Brain, Braun, or Ultra Racer category pays a fee of \$125, while four-person corporate teams must pay a fee of \$700.

Department of National Defence participants registering in either a team of two or four will be able to use the promotional code "DND20" to receive 20 percent off their regular fee.

"Ultimately, the challenge will allow us to embrace unique experiences together, to stretch out of our everyday comfort zones, and to connect to each other in new ways," says Willcocks. "I think that's what life is all about."

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May 27th - Live Music!

Rock of Ages will be playing from 9pm-midnight!

May 29th - Sunday Kids Movie The Good Dinosaur

Doors open @ 12:30pm movie starts @ 1pm. Lots of drinks & snacks provided and a chance to win the movie at the end of the showing!

June 3rd - TGIF!

June 17th - Summer Solstice Party

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Admiral's Message

As Commander Maritime Forces Pacific (MARPAAC), I am the MARPAAC Employment Equity (EE) Champion for the four MARPAAC Defence Advisory Groups (DAGs):

- Defence Aboriginal Advisory Group
- Defence Visible Minority Advisory Group
- Defence Advisory Group for Persons with Disabilities
- Defence Women's Advisory Organization

Each DAG has a Champion, as well as two co-chairs, one military and one civilian. The DAG Champions engage in and support EE programs and initiatives. DAG Champions promote the EE program at the Formation level and increase the visibility of Advisory Groups by promulgating information through the Chain of Command. DAG co-chairs provide advice and insight to the leadership of MARPAAC on issues relevant to their designated group members and the effective implementation of EE programs and policies.

I have seen many valuable initiatives that aim to educate and build awareness of employment equity and diversity at MARPAAC. Annually, four commemorative events are held at MARPAAC, as well as the National Aboriginal Day in June. The MARPAAC EE officer, in collaboration with the DAG co-chairs, is revitalizing the EE program to increase diversity at MARPAAC. There are many programs available to help reach our goal, such as the Federal Internship Program (FIN) that provides equal opportunities and removes barriers to employment, and helps designated EE group members learn more about working for the Federal Government. Utilizing the Public Service Employment Act provides flexibility to increase Employment Equity hiring processes for critical feeder groups.

I embrace diversity as a fundamental value that strengthens MARPAAC and increases operational effectiveness. We have made strides with these initiatives and there is still much to be done to position ourselves for our future workforce. With this in mind, I encourage you to consider getting behind some of our inspiring diversity initiatives and events that help MARPAAC remain competitive and progressive into the future. Together, MARPAAC continues to be an inclusive work force that values the uniqueness of our members and encourages success for all.

RAdm Gilles Couturier

Diversity, Inclusiveness and Equity Strengthened Workplace and Workforce

Employment Equity (EE) is about ensuring all employees have equal rights and opportunities in the workplace. It's about creating a fair, welcoming, and supportive environment. DND and the CAF celebrate diversity and welcome differences. By working with employees and our community, we aim to maintain an environment that is free of discrimination.

Meet MARPAAC Defence Advisory Groups



Advisory Group for Persons with Disabilities (AG PWD)



AG PWD Civilian Co-Chair
Melody Clark



AG PWD Military Co-Chair
Sgt. Shauna Karnes



AG PWD Champion
Michael Holt



Defence Women's Advisory Organization (DWAO)



DWAO Civilian Co-Chair
Karen Thompson-Greiff



DWAO Military Co-Chair
CPO2 Nathalie Scalabrini



DWAO Champion
Capt(N) C.S. Earl



Defence Aboriginal Advisory Group (DAAG)



DAAG Civilian Co-Chair
Kim Cameron



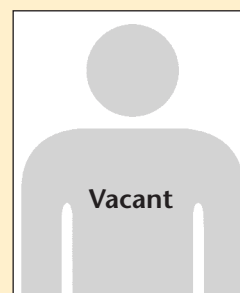
DAAG Military Co-Chair
PO2 Marielle Audet



DAAG Champion
Capt(N) S. Waddell



Defence Visible Minority Advisory Group (DVMAG)



DVMAG Civilian Co-Chair



DVMAG Military Co-Chair
Lt(N) Sherwood Yu



DVMAG Champion
Capt(N) F.M. Knippel

Upcoming EE Commemorative Events

May is Asian Heritage Month (AHM)

Recognizing and acknowledging the vital role that Asian Canadians have played in shaping our multi-cultural country, MARPAAC hosted a guest speakers' event on May 19 at the Bonaventure room of the Pacific Fleet Club.

Aboriginal Awareness Week (AAW)

- From May 24-27, the Sunrise Drumming at Duntze Head and Dockyard on the waterfront at 0700 hrs to recognize the start of the day;
- A daily reference to must see aboriginal books posted on the Splash screen;
- A lunchtime speaker event on topic of the Long Silence of the Vancouver Island (also known as the Douglas' Treaties of 1850-1854 by a graduate student from Uvic, Mr. Neil Vallance on May 25, and Aboriginal Awareness 101 workshop on May 26, at Sea Training Theatre (N67).

Celebrate 2016 National Aboriginal Day (NAD) at Gunroom, Work Point, from 1130-1330 on Thursday, June 16 through food, dance, music and arts.

Women's History Month (WHM) in October
December 3 International Day for Persons with Disabilities (IDPWD)

Please check MARPAAC notice board for events' details.

Self-Identification is about you

The participation of every employee is important in helping to identify areas where changes in policies, practices and systems are likely to be most effective in achieving fairness and equity in employment. It is about your participation to ensure accurate information on the composition of the Public Service workforce as a whole and the workforce of this department. Your participation will help pinpoint where barriers need to be eliminated that limit or exclude designated groups from opportunities that should be open to all employees. Complete a self-identification form as fully and accurately as possible. The information you provide will be used to determine the relationship between representation in the Public Service and that of the Canadian workforce. Completing the form ensures that information on our workforce is complete and accurate. The Treasury Board Secretariat and departments will use this information to assess designated group representation in different occupational groups and levels, to set goals, and to monitor progress in reaching those goals.

F.A.Q. <http://www.tbs-sct.gc.ca/psm-fpjm/ve/dee/iden1-eng.asp>

EE Program at MARPAAC

The Federal Internship for Newcomers (FIN) Program provides newcomers with valuable temporary Canadian work experience and training opportunities with federal, municipal and private sector organizations. The number and types of positions available in a given year vary. Internships are offered in fields like policy, administration, project management, computer science and finance. Interns are hired for 90 working days. The internship may be extended an additional 90 working days. A mentor is provided for the duration of the internship. For more information check out <http://www.cic.gc.ca/english/newcomers/work/fin.asp>. The Program 2016-2017 intake process is soon launching. Unit manager can contact HRRP office to express interests on hiring FIN candidates at 3-1082.



FIN Program Candidate

Myths and Realities of Employee Equity

Myth: Employment Equity means treating everyone equally.

Reality: Employment Equity means treating everyone with fairness, taking into account people's differences.

Myth: Employment Equity is all about quotas.

Reality: Employment Equity is not about quotas. It is about goals – flexible, rational targets that organizations can use as planning and evaluation tools.

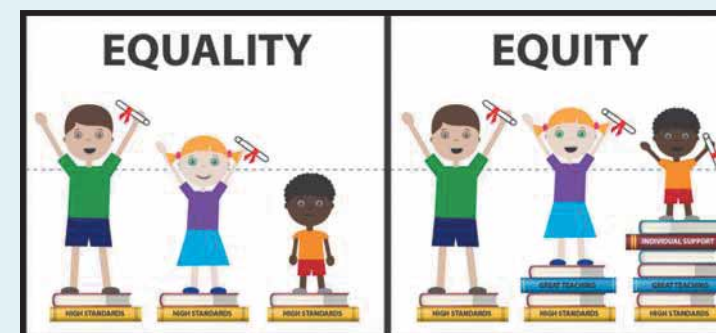
Myth: Employment Equity means hiring unqualified people.

Reality: Employment Equity means providing all qualified and qualifiable individuals with equal employment opportunities, not just a select few.

Myth: You need to identify as one of the groups to get involvement DAGs.

Reality: You DO NOT have to identify as one of the groups to get involved. Advisory Group participation is voluntary and open to all. Your contribution is important and can be helpful in any number of ways depending upon your interests and time availability. To volunteer, get in touch with MARPAAC DAG groups or EE officer.

Retrieved from <http://www.labour.gc.ca>



How do I get involved?

Any DND or CF personnel is encouraged to participate in a/all the defence advisory groups with supervisor approval.

Questions?

Contact the Employment Equity Officer or the Defence Advisory Group Co-Chairs and visit http://esquimalt.mil.ca/marpac/n14/programs/Employment%20Equity/adv_gro/local_contact.htm

For more information on the MARPAAC Defence Advisory Groups (DAGs) or Employment Equity general inquiries, Contact HR Planning and Program Office at (250) 363-1082

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Base athletes triumph in RCN awards

Peter Mallett
Staff Writer

Athletes from the base captured three of the five top honours in the Royal Canadian Navy's annual sports awards.

Men's basketball standout SLt Connor Duke, HCM West, was announced as the Royal Canadian Navy Male Athlete of the Year Award winner; AB Marjoline Plante, a swimmer from HMCS Ottawa, earned the prize for Female Athlete of the Year, while our women's soccer team was named as the Royal Canadian Navy's team of the year.

The awards were presented by RAdm Gilles Couturier during a ceremony held at the Maritime Forces Pacific/Joint Task Forces Pacific headquarters

on the morning of Friday April 29.

Award recipients also become Command Nominees for the Canadian Armed Forces annual Sports Awards Ceremony to be held in the nation's capital at the Ottawa Conference and Event Centre on Oct. 21.

SLt Duke of HCM West is a talented 6'3" shooting guard who grew up in Cole Harbour, N.S., and recently represented the base at the Canadian Armed Forces (CAF) Men's Basketball Championships at the 6th CISM Military World Games held Oct. 2 to 11, 2015, in Mungyeong, South Korea.

AB Plante, 36, normally competes in Masters age categories at swimming competitions, but last November

competed in the open-age category for Canada at the CISM Games in South Korea in the 50m butterfly, backstroke, breaststroke and 100m freestyle relay.

The base women's soccer team were also recognized for their surprise win at the CAF Women's National Soccer Championships held at Camp Borden. The team's coach Sgt Caleb Klimas and his team were already named the base's Breakthrough Team of the Year at a ceremony late last year after their upset 2-1 penalty kicks victory over Quebec on Sept. 15, 2015.

Meanwhile from the East Coast, MCpl R.J. Jackson, HMCS Charlottetown captured coach of the year honours, while Sgt. J.P.J.Y Caoutte, CFB Halifax, was named top official.



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Operation Unifier sends military members to Ukraine

Rachel Lallouz
Staff Writer

Canada currently has over 200 Canadian Armed Forces soldiers stationed in Ukraine, most of them at the International Peacekeeping Security Centre (IPSC) in Starychi, near the city of Lviv, as part of the ongoing Operation Unifier.

Operation Unifier is Canada's contribution to support Ukrainian forces through capacity building, in coordination with other countries.

Operation Unifier falls under the framework of the Multinational Joint Commission, which now includes the allies of Canada, Lithuania, the U.K., Ukraine, and the U.S.

"This is Canada's response to requests from the government of Ukraine to provide military training and capacity building to Ukraine forces personnel," explains Lieutenant-Colonel Tim Arsenault, Commander of the Joint Task Force Ukraine. "By participating in this mission, the CAF is helping to develop and modernize Ukraine's military."

Canadian troops were initially deployed to Ukraine for the first time late in the summer of 2015, where they started preparing and planning the training on their first two lines of effort, tactical soldier training or small team training and explosive ordinance disposal (EOD) training. Since then, the operation's first line of effort has successfully trained 246

Ukrainian service people to date.

On the second line of effort EOD training, approximately 20 Canadian military personnel, including a few navy divers, have trained 63 Ukrainian military members in counter-improvised explosive device (IED) skills.

LCol Arsenault says the Canadian military has also trained 120 Ukrainian troops in the realm of military police training – the operation's third line of effort – which is comprised of use-of-force training and military police investigators training.

Flight safety training, the fourth line of effort, has only recently been activated and is intended to be running shortly.

Medical training, the fifth line of effort, has resulted in 300

Ukrainian military members being trained in combat first aid. Newly trained Ukrainian troops have been given the same First Aid kits used on the ground by Canadian soldiers.

"We've found the medical training has been the most successful," says LCol Arsenault. "It has been very much appreciated by our Ukrainian counterparts because it will have such a direct and immediate impact on their ability to save lives."

The sixth line of effort, most recently activated, is Logistics Modernization. For this line of effort, Ukrainian military members will be trained to deal with issues such as running logistics convoys, maintenance, stores and logistic planning.

Lastly, says LCol Arsenault, the final line of effort trains Ukrainian troops in institutional capacity building, including public affairs, exercise planning, and resource management.

CAF members have also trained over 60 Ukrainian instructors. This is necessary, says LCol Arsenault, to leave the Ukrainians in a position where they can keep running the training without help from Canadian troops, who are mandated to leave in March 2017.

"Operation Unifier is important because Ukraine matters to us. Ukrainians have very similar values, meaning that Canada has always been close to Ukraine. That's demonstrated in their long history with us," he says.

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Lieutenant Commander Collen O'Brien (left) presents Able Seaman Kimberly Regimbald-Turner (center) with her promotion to her present rank, during the promotion ceremony at MARPACHQ.

Photos by Cpl Brent Kenny, MARPAC Imaging Services

Bravo Zulu



AB Letourneau is promoted to his current rank by Cdr James and PO2 Andrist at Fleet Augmentation Pacific.



Lieutenant Commander Collen O'Brien (left), and Lisa Beaubien (spouse of recipient) (right) present Warrant Officer Guy Beaubien (center) with his promotion to his present rank during the promotion ceremony at MARPACHQ.



LS Holly Andrew of HMCS Prevost, currently working at Naval Reserve Co-ordination Centre, receives her promotion from Cdr Brigitte Boutin, Base Administration Officer, and Lt(N) Meg Hudson OIC NRCC.



Avr Tara Templeton of Base Administration, currently working in the Base Orderly Room, receives her recent promotion from Cdr Brigitte Boutin, Base Administration Officer, PO1 Alana Power IC Pay and Records.

Jim Pattison
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HMCS Calgary stops to honour those lost at sea

LS Stephanie Nicol
HMCS Calgary

Two weeks ago *HMCS Calgary* once again departed Esquimalt Harbour. This time was a little different. The reason? They had guests on board.

Not just any guests but the full force of Sea Training (Pacific) embarked for 10 days of Directed Workups.

Sea Training staff would put *Calgary* and crew to the test. They would ensure both ship and crew alike would be able to manage anything from minor floods and fires to full fledged battle problems. Their goal was to simulate as many real life scenarios as possible during their short stay onboard.

However a temporary pause in the training was called Sunday May 1. Sea Training staff gathered with the crew to form one unit in order to commemorate the Battle of the Atlantic, the longest single battle of the Atlantic for the Canadian Navy.

During the course of this battle, the Canadian Navy would grow from six ships and 1,900 sailors to over 300 ships and 97,000 sailors. Thanks to the dedication and sacrifice these ship and sailors provided through escorts, nearly 182 million tons of supplies were delivered to Britain during a time of need. Their success came at a price with 33 ships and over 2,200 Canadian sailors lost throughout the battle.

Calgary's crew and Sea Training staff were afforded the unique opportunity to commemorate their predecessors while at sea themselves. Their flag at half-mast, the wind blowing and the Commanding Officer casting a wreath from the quarter deck into the ocean, they were able to remember those that have sailed before them and the sacrifices they have made. It was a great chance to reflect on the importance of the training they were currently undergoing.



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<p>2015 CHEVY COLORADO CREW</p> <p>Only 1 Left!</p> <p>Starting from MSRP \$30,995</p> <p>as low as \$172 b/w OAC*</p> <p>Price includes 2 years complimentary oil changes!</p> <p style="text-align: right;">SAVE \$2,765 You pay \$28,230**</p>	<div style="background-color: blue; color: white; padding: 10px;"> <p>Attn Military Canadian Forces Appreciation Discount</p> <p>\$1000 OFF</p> <p>ON ALMOST ANY 2015, 2016 OR 2017 CHEVROLET, BUICK, GMC OR CADILLAC</p> </div>	

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Honour House team visits HMCS Vancouver

SLt Sean Catterall
HMCS Vancouver

Two weeks ago, *HMCS Vancouver's* Commanding Officer, Commander Clive Butler and the ship's crew hosted the President of the Honour House Society, Honorary LCol Allen De Genova on board the ship.

Joining him was Melissa De Genova, her husband Constable Blair Da Costa, Fire Chief Tim Armstrong, and former Royal Canadian Navy Commander, Fraser Work.

The group were journeying around the province to bring awareness to the men and women in uniform of their organization, and to promote an upcoming PTSD care program the society is helping to put into place this year.

Honour House is known as "a home away from home" for all members of the emergency services, military personnel (serving and retired), and their families when they are injured or ill, and need a place to stay and recover in Vancouver.

More information on the Honour House can be found at www.honourhouse.ca. Follow them online on their Facebook site www.facebook.com/honourhouse, as they visit 38 different communities across B.C. as part of the Honour Tour.



HMCS Vancouver.
File Photo



Key members of the Honour House Society meet with Cdr Clive Butler on board HMCS Vancouver prior to the start of their Honour Tour.



Honour House VIPs receive a tour of the recently refitted frigate.



From left to right: Cdr Clive Butler, Vancouver City Counsellor Melissa De Genova, Constable Blair Da Costa, HLCol Allen De Genova, and Fire Chief Tim Armstrong pose for a photo before departing the ship.

Photo Credit: LS Krivenko

Candlelight Tribute

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Navy to host major conference

Maj Hope Carr
JTF (A) PA

The Royal Canadian Navy (RCN) will welcome the naval leadership of 14 nations when it hosts the Inter-American Naval Conference (IANC) in Halifax from June 12 to 17.

This international forum was established in 1959 and is held every two years to improve cooperation and dialogue among the navies of the Americas.

Representatives of the Inter-American Defence Board and the Inter-American Naval Telecommunications Network are also poised to take part in this year's event.

"The RCN appreciates the importance that the Government of Canada

places on relationship-building in the Americas," said Vice-Admiral Mark Norman, Commander of the RCN. "The IANC is a valuable mechanism to discuss global maritime issues, exchange ideas and find ways for our navies to work together better in what amount to a massive operating environment."

Delegates from Argentina, Bolivia, Brazil, Chile, Colombia, The Dominican Republic, Honduras, Mexico, Panama, Paraguay, Peru, the United States and Uruguay are expected to attend.

Many of the countries demonstrate their commitment to hemispheric maritime security by contributing naval assets to counter-narcotic operations in the Caribbean Sea and eastern

Pacific Ocean. This multinational, joint, combined and interagency effort was successful in seizing 18.5 metric tons of cocaine and three tons of marijuana in 2015. Canada's contribution to this effort, called Operation Caribe, is now in its tenth year of recurring, and near continuous deployments to the region to work with our partners.

"We look forward to hosting the conference and continuing our work with other IANC nations," said Rear-Admiral John Newton, Commander of Maritime Forces Atlantic and Joint Task Force Atlantic. "There's no better backdrop than Halifax, with its rich maritime heritage, to hold these discussions and further our nations' mutual maritime security interests."

Royal Marines quash squash opponents

Peter Mallett
Staff Writer

A touring squash team made up of players from the British Royal Marines cruised to a 7-1 victory over players from the base.

The 10-member team dominated eight challengers from the base in over eight matches on May 9 at the Naden Athletic Centre.

Esquimalt was the Royal Marines final destination in a two-week tour of British Columbia, including stops in Vancouver and CFB Comox, where they compiled an overall record of three wins, one draw and one loss in their other four stops, which were 10-match fixtures against civilian and Canadian Armed Forces (CAF) opposition.

"The tour isn't really about wins and losses but more to do with getting military people together in an effort to develop and encourage camaraderie between like-minded individuals in the military," said Royal Marines Captain, Colour Sergeant Richard Hall who works at the Marines' Commando Training unit near Exeter, England.

Hall noted that part of his team's competitive edge has much to do with the omnipresence of "squash culture" in the British military community, and the abundance of courts at most military installations in Britain.

PO1 Timothy King, a supervisor with Fleet School, helped coordinate the visit with assistance from Personnel Support Program staff, and pulled together a team of challeng-



Peter Mallett, Lookout

PO1 Timothy King of Fleet School welcomes Colour Sergeant Richard Hall, of the Royal Marines Commando Training Unit, Exeter, England, to Naden Athletic Centre on May 9. Squash players from the base battled their rivals from abroad in a one-day, eight match tournament.

ers made up of players from the Formation. He congratulated the opposition for their sportsmanship and performing like "a well-oiled machine", and also for the opportunity to help them promote the game of squash to CAF personnel.

"They [Royal Marines] were both humble and elegant competitors to face and represented their corps and country very well," said PO1 King. "It was a pleasure playing against them and the players [from the CAF]

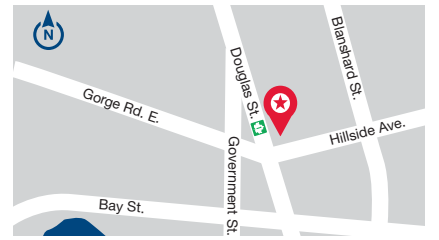
also appreciated having the opportunity to promote the sport of squash at CFB Esquimalt.

While PO1 King said the base currently doesn't have an official team or squash club he is hopeful that one will be formed in the coming months. He encouraged anyone interested in meeting other squash players from the base to drop by the squash courts at Naden Athletic Centre, Mondays to Thursdays between 11:30 a.m. to 1:30 p.m.

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ANNOUNCEMENTS

STV TUNA IS LOOKING for CF/Ex-CF/DND civilian members to join the forces offered sailing program. Any one interested in sailing or learning to sail is encouraged to join us. All skill levels are welcome. For more information about the program please check us out on facebook (STV Tuna) for more information.

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848 Royal Roads Air Cadets invite all youth aged 12 - 18 from Westshore and Sooke. Participate in gliding, marksmanship, weekend and summer camps, ground school, drill, band, and more! Join us on Tuesday from 6:30 - 9:00pm at 1289 Parkdale Dr., Langford (Lighthouse School). Find us on Facebook: Air Cadets - 848 'Royal Roads' Royal Canadian Air Cadet Squadron. Website: 848royalroadsaircadets.com Contact: 848parentinfo@gmail.com or 250-590-3690

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HABITAT FOR HUMANITY AND THE RESTORE are seeking volunteers to help out with customer service, warehouse and driver assistants. We are also looking for ambassadors for special events. Please contact Nancy @ volunteer@habitatvictoria.com or 250-480-7688 ext. 105.

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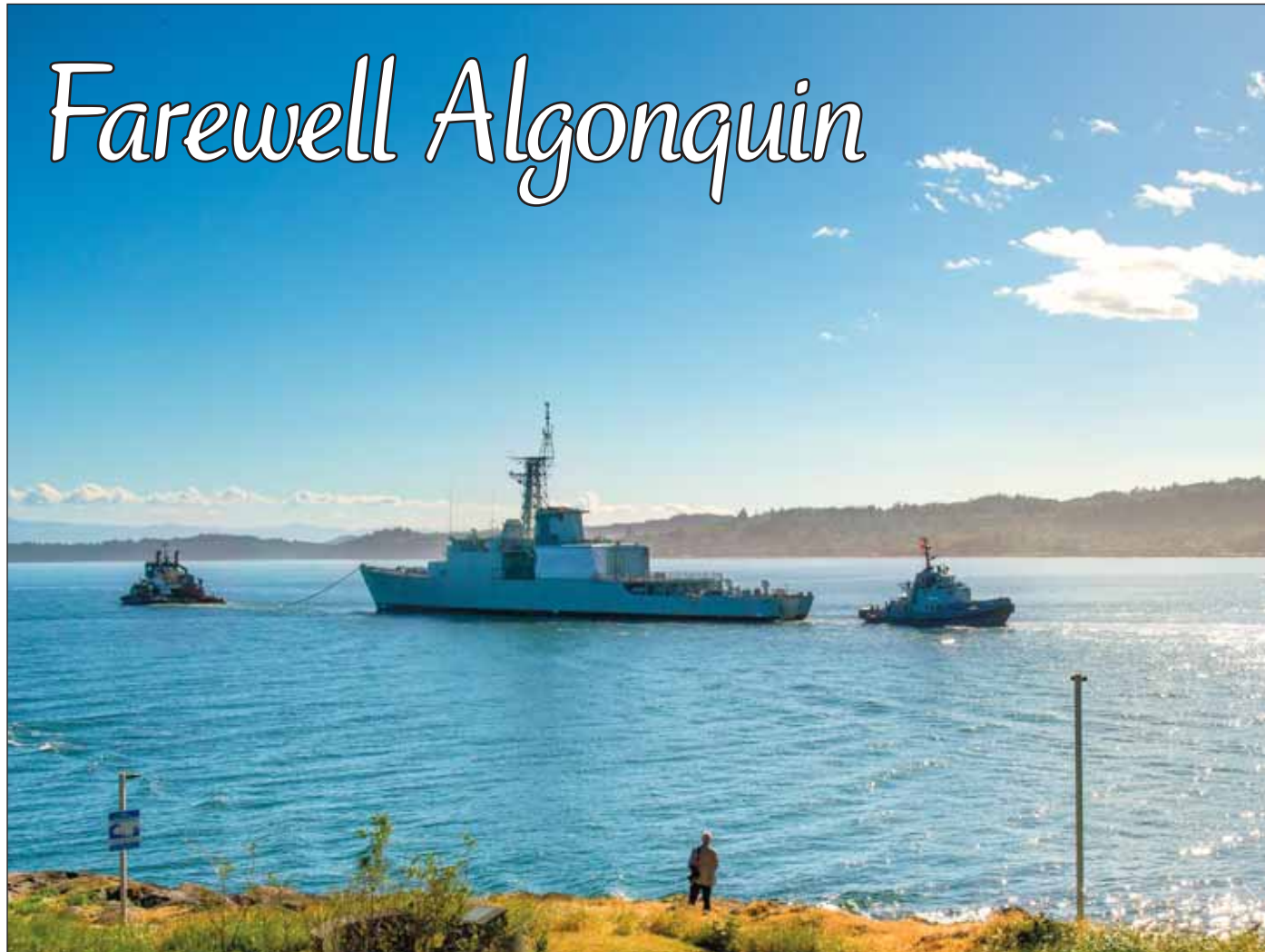
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LS David Gariépy, DND

The Bald Eagle nest at Signal Hill is home for a couple of newly hatched eaglets.



Photos by LS David Gariépy, DND

The former HMCS Algonquin left May 9 for its final journey to Port Mersey Commercial Park, Liverpool, N.S., for disposal in October 2017. For decades, the warship proudly served the RCN and allies in locations throughout the world. The ship's illustrious 41 years of service to the RCN include deployments to the Standing Naval Forces Atlantic Task Group, Gulf of Oman for Operation Apollo and the Eastern Pacific to participate in Operation Caribbe. All of those operations were part of Royal Canadian Navy contributions to international security operations.



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