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Volume 63 Number 40 | October 9, 2018

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## Defence on the Dock

Photo by LS Garipey, MARPAC Imaging

Under the supervision of Lieutenant Jason Humphries, a fire inspector at Canadian Forces Base Esquimalt Fire Hall, Elias Valencia, 6, carefully handles a fire extinguisher during the Defence on the Dock event held at Ogden Point on Sept. 30. See more on page 3.



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# Reserve sentry's road to Canada

**SLt M.X. Déry**  
MARPAC Public Affairs

Leading Seaman Mujda Hakime, 25, exemplifies the opportunities available in the Canadian Armed Forces.

She is currently standing guard over *HMCS Ville de Quebec* in Greece as part of the Naval Security Team during the ship and crew's rest and maintenance period. The ship is half way through its six-month deployment on Operation Reassurance.

It is her journey to become a Canadian naval reservist that elevates her above the norm.

She was born in war-torn Kabul, Afghanistan. In 1998, at age six, her family fled to neighbouring Pakistan, where extended family helped get them established. There she was able to go to school instead of working part-time to help support her family.

In the first few months all she could speak was Dari, but over time she learned Urdu, the official language of Pakistan.

In 2001, her family immigrated to Canada, and she learned her third language, English. She would later add French to her linguistic capabilities.

The next summer she joined

the Naval Reserve after a friend of a friend told her about a "survival course" where they pay trainees. The idea of being paid to learn skills was novel to LS Hakime; the survival course was in fact basic training for the Reserves.

With a father that wanted to be an engineer and a mother that wanted to be a pharmacist, LS Hakime chose to pursue a Bachelor's degree in electrical and biomedical engineering at McMaster University. During the summer she took Reserve contracts to pay for her studies while she earned her iron ring, the near century-old tradition that acts as a symbol and reminder of the obligations of trained engineers.

In the final year of her Bachelor's degree, LS Hakime went on an exchange to Grenoble, France, for 16 months to complete her degree and further perfect her French. She then went on to complete a Master's degree in Biomedical engineering with a speciality in neuroscience.

Despite her engineering and medical background, she loves being a Naval Communicator, describing it as "the best job in the navy."

In hindsight, she wishes she had known about more science-

oriented trades in the military.

"If I had known about the biomedical technician position when I joined, I would have probably done that because it would have been a good learning experience," she said, talking in relation to her new job in Quebec as a clinical engineer managing clinical technicians.

If that new job doesn't challenge her enough, she has considered joining the Regular Force and taking a commission and job as a bioscience officer.

"Being able to decide your own fate and choose your own opportunities are some things we take for granted," said LS Hakime.

If her family had remained in Kabul, her life would be completely different.

"I'm 25 now, I probably would have been married at 17 or 18. I probably would have had a couple of kids by now. Those are great things but not what I want to do with my life."

Instead, she stands watch in a Canadian Armed Forces uniform on the upper decks of *Ville De Quebec* in Greece, providing force protection with her Naval Security Team colleagues, a far cry away from what could have been.



LS Mujda Hakime on HMCS Ville De Quebec in Greece.

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Winners of a contest had a chance to visit HMCS Chicoutimi, a Victoria Class Submarine.



HMCS Vancouver welcomed a steady stream of visitors at Ogden Point during the Defence on the Dock event.



## Victorians discover their military neighbours

CFB Esquimalt hosted Defence on the Dock at Ogden Point on Sept. 30. In spite of the wet weather, around 4,500 people came to meet their Canadian Armed Forces. Thanks to the commitment of the sailors, soldiers, airmen, airwomen and civilians of Maritime Forces Pacific, the Royal Canadian Air Force and 39 Brigade Group, the public was able to experience a glimpse of their defence community.

"The event was a huge success, despite the wet, drizzly weather," said Captain (Navy) Jason Boyd, Base Commander. "We have been receiving some excellent feedback throughout the community about how great it was. Thank you to everyone on the Defence Team who helped make Defence on the Dock possible."

It was the second time that such an event took place in Ogden Point, the last time being in 2006, and it wouldn't have been possible without the support and commitment of Richard Asselin and Sheelagh McComb, event organizers, as well as the Greater Victoria Harbour Authority, Bell Media, Black Press, the Lookout and BC Transit.



Sergei Grando helped his son Oleg look into a 105 mm artillery gun calibration system.



An Explosive Ordnance Device technician performed search demonstrations.



Rigid Hull Inflatable Boat (RHIB) rides ran tours around Ogden Point giving a different view of the ships from the water.



The CH-124 Sea King along with the Cyclone were popular attractions.

# matters of OPINION

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## WHAT SAY YOU

# THE BEARDFORGEN IT WILL GROW ON YOU

**SLt M.X. Déry**  
MARPAC Public Affairs

After years of churning in the rumor mill, the BEARDFORGEN is finally here! While the new regulation has no meaningful impact on sailors of the Royal Canadian Navy, who could previously grow beards with the approval of their coxswain, it does allow members of the Canadian Army and the Royal Canadian Air Force to grow beards.

As a beard grower myself, let me just say, welcome to the club! Now you too can grow, groom, shampoo, and otherwise care for a beautiful, healthy beard using balms, oils and soaps.

But before you throw out your razor, stop shaving and arrive at work with patchy stubble, keep in mind you'll want to prepare for the new bearded you.

First of all, can you grow a beard? And I mean that literally and figuratively. In a literal sense, we are not all blessed, or cursed depending on your point of view, with great facial

follicle density. A loose collection of long, stray hairs does not a great beard make.

Figuratively, do you have permission to attempt to grow a beard from your unit chief? Typically this is a simple one-page memo asking for permission to cease shaving, and the chief will tell you to return in a month for inspection. During that month, you won't be allowed to shave at all.

While that may sound grand, not being able to shave your neck means the three week itchiness can be quite unbearable if you are not prepared.

Beard balms and oils can help get over that three week hump. They are leave-in conditioners that hydrate the beard and the skin underneath. They come in different fragrances, or scent free, and in different levels of hold, from firm to relaxed.

With any luck, come inspection day your beard will be full and the unit chief will agree that you look like a sailor from days past, but now you need to maintain it.

You'll still need your shav-



Photo by Katelyn Moores

ing cream and razor, since you now need to shave your neck and any stray hairs on your cheeks in order to keep in line with the regulations.

Next, you're going to want a good set of clippers with a decent variety of guides, depending on the length you will keep your completed beard. Trimming your beard will leave clippings around the bathroom sink, so keep a hand towel to keep the sink clean or you risk annoying all who share the space with you.

Lastly, if you are going for a proper length beard, you'll

need a comb and maybe even a brush. The two centimetre maximum of bulk, as specified in the regulations, can mean very long beard hair and you don't want them tangled.

Develop a daily routine to care for your new furry friend. Shampoo every day, trim, shave neck, apply balm, comb, brush, and clean sink. If your plan was to save time in the morning, perhaps you should continue shaving, but if you stick with it and you'll be the proud owner of a great CAF beard. Send us a picture at [n02pao@gmail.com](mailto:n02pao@gmail.com).



## A GREAT SAILING DAY

LS Mason

Two weeks ago, on a remarkably warm and sunny day with a light breeze blowing out to sea, Officer in Charge of sailing vessel Goldcrest, John Haggis introduced the joys of sailing to a few sailors on Formation Augmentation Pacific.

It was a perfect day of sailing for AB Fung, AB Mang, OS Makohin, AB Bilodeau and myself, LS Mason.

We toured the Inner Harbour as seaplanes landed around us and waved with a smile to all who passed us by.

It was pretty hard not to be happy on such a beautiful day. As we left the harbour with the wind at our backs, we opened the sails and allowed the wind to take us to Albert Head. Haggis taught us about "tacking" and the basics of maintaining a bearing. We all took turns at the helm.

When it was time to head back to CFB Esquimalt, as we were travelling into the wind this time, we turned the engine on and coasted back to Esquimalt Harbour. If the mission was to encourage an interest in sailing, than I think it is safe to say, mission accomplished.

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## FIRE PREVENTION WEEK OCTOBER 07-13

### Smoke alarms are key to your fire escape plan

When there is a fire, smoke spreads fast. Working smoke alarms give you early warning so you can get outside quickly.

#### SAFETY TIPS

- Install smoke alarms in every bedroom. They should also be outside each sleeping area and on every level of the home. Install alarms in the basement.
- Large homes may need extra smoke alarms.
- It is best to use interconnected smoke alarms. When one smoke alarm sounds, they all sound.
- Test all smoke alarms at least once a month. Press the test button to be sure the alarm is working.
- Current alarms on the market employ different types of technology including multi-sensing, which could include smoke and carbon monoxide combined.
- Today's smoke alarms will be more technologically advanced to respond to a multitude of fire conditions, yet mitigate false alarms.
- A smoke alarm should be on the ceiling or high on a wall. Keep smoke alarms away from the kitchen to reduce false alarms. They should be at least 10 feet (3 meters) from the stove.
- People who are hard-of-hearing or deaf can use special alarms. These alarms have strobe lights and bedshakers.
- Replace all smoke alarms when they are 10 years old.



#### THE FACTS

- A closed door may slow the spread of smoke, heat, and fire.
- Smoke alarms should be installed inside every sleeping room, outside each separate sleeping area, and on every level.
- Smoke alarms should be connected so when one sounds, they all sound.
- Most homes do not have this level of protection.
- Roughly 3 out of 5 fire deaths happen in homes with no smoke alarms or no working smoke alarms.



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# Dancing Duo

ready for the world stage

**Peter Mallett**  
Staff Writer

A pair of competitive dancers from CFB Esquimalt will swivel their hips and move their feet to the samba, chacha, rumba, paso doble, and jive at the world championships of Latin dance in Spain this weekend.

Husband and wife team Gail Whitcroft, of the Base Selection Personnel Office, and Ron Whitcroft, a carpenter with Real Properties Operations (Pacific), will compete against more than 88 couples from around the world in the Senior 3 Latin World Championships Oct. 12 to 14 at the Bilbao Arena Sports Palace. The 61-year-olds qualified for the prestigious World Dance Sport Federation (WDSF) event after finishing runners-up at the Canadian Closed Championships in Montreal last April.

While elated to have the opportunity to compete in Spain, the logistics to make it happen were a challenge. Travelling to Europe is expensive, and the couple have been saving hard for their retirement.

But having both beaten back cancer, they agreed to use some money for "living in the moment and living life to the fullest."

Eleven years ago, Ron was diagnosed with prostate cancer shortly after Gail finished radiation treatment for breast cancer. They both

fought and won their cancer battles.

"Beating cancer and taking up dancing has given us a new lease on life," says Gail. "We dance because we can. Our story could have gone the other way very easily. That is really a big part of the inspiration and our love for dance."

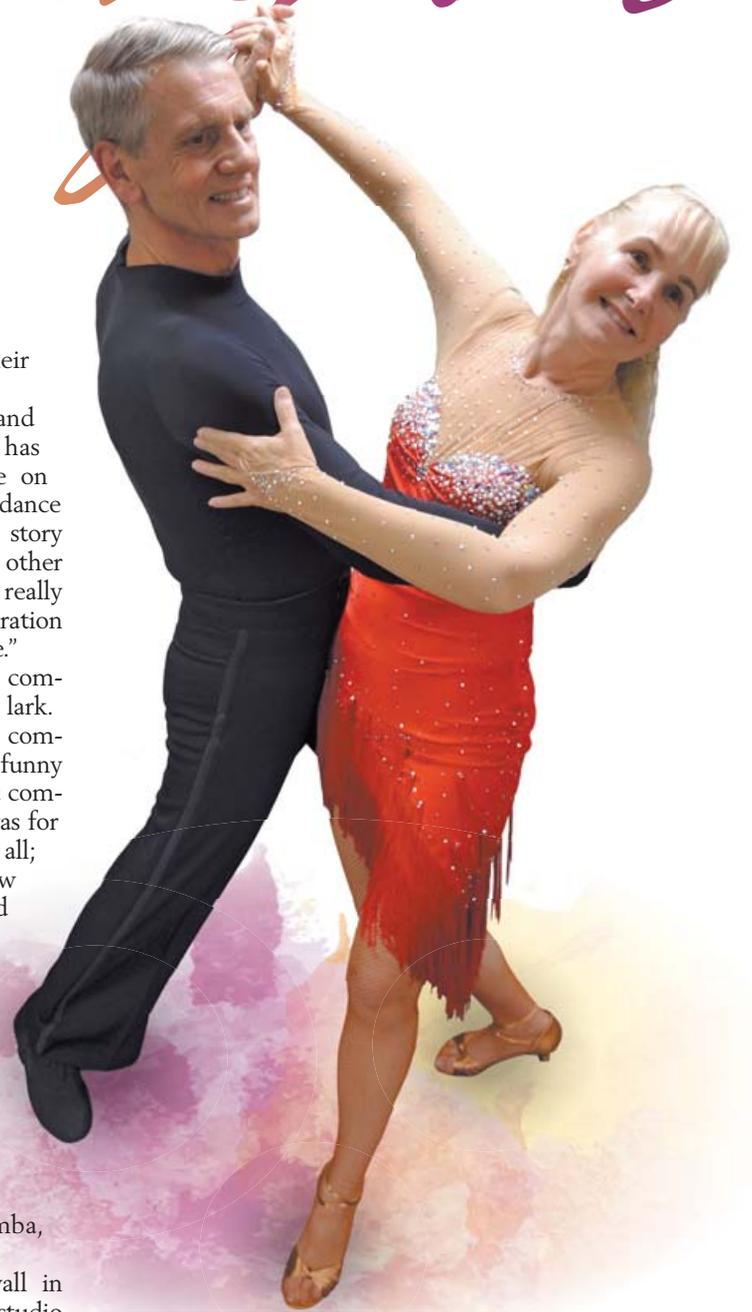
Entering their first competition was done as a lark.

"Our evolution into competitive dancing is a funny thing because the first competition we entered was for the excitement of it all; but after that we knew we were hooked," said Ron.

It took 10 years to master the ballroom dancing syllabus and all 10 disciplines of standard and Latin dance: waltz, Viennese waltz, foxtrot, tango, quickstep, samba, cha-cha, rumba, paso doble and jive.

Today, an entire wall in their at-home dance studio is covered in awards and certificates of victories at dozens of competitions. One of their fondest was competing in an open-age competition, the Seattle Star Ball back in 2013. They thought they had a mediocre performance but, to their shock won the competition against dancing teams mostly in their 20's, 30's and 40s.

Gail and Ron say a big part of their recipe for suc-



cess includes leading a healthy lifestyle, spending two to three hours each day practicing their moves in their studio or under the watchful eye of their two Russian coaches Victor Golubkov and Katya Michtchenko. Since there are no ballrooms to practice in Victoria, it's the community rooms and local churches that serve as their practice facility.

Since it's their first-ever time competing in a world championship they are taking a realistic approach to their chances.

"We are going for the experience and don't give ourselves much of a chance to win the title," said Ron. "Our goal is not to come last and hopefully qualify for the second round, that would be amazing and a big victory to us."



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**CAPREIT**



Photo by Peter Mallett, Lookout  
**Lieutenant Brian Plinke of Canadian Forces Health Services (Pacific) gives a Flu shot to Base Commander, Captain (Navy) Jason Boyd in his office at Naden.** This year's vaccine was made available to military members on Oct. 1. Flu shots are not mandatory but highly encouraged for all members of the military. For further information about three upcoming clinics on Oct 15, 22, and 29 or about drop-in appointments at the base immunization clinic follow CFB Esquimalt's base intranet splash pages or call 250-363-4140.

# The flu shot - what it's all about

Canadian Forces Health Services Centre (Pacific) has started to give the flu shot to its members to help them stay healthy this winter. It's important when deciding whether to get the flu shot that you have the right information about the flu and the vaccine. There are many misconceptions about influenza and the flu vaccine, and these misconceptions can lead to a decrease in the number of people who are vaccinated.

Influenza is a respiratory illness caused by the Influenza A and B viruses. This virus usually appears in the late fall and early winter when cold temperatures allow the virus to spread more easily. The flu most commonly causes a sudden high fever, chills, sore throat and cough.

The flu can lead to more severe respiratory illnesses such as pneumo-

nia. This is particularly dangerous in the very young and very old, the chronically sick and pregnant women as their immune systems are not as good at protecting them from disease even after they have been vaccinated. Approximately 10 to 20 per cent of Canadians will get the flu each season, about 12,200 will be hospitalized and 3500 will die.

The influenza virus is constantly mutating which means that people need to be vaccinated each year. The flu vaccine is formulated using data on flu viruses that circulated around the world in the previous year.

The flu vaccine formulation for the 2018/2019 season was chosen in February of this year. It protects against two A strains including H1N1 and one or two B strains.

It is possible to be infected with

the flu and have no symptoms, which means you can spread it without even knowing. When more people are vaccinated, it reduces the rate of flu in the entire population; therefore, less vulnerable people are exposed and infected. Getting the flu vaccine protects you and everyone else in your community. This contributes to maintaining the health of our military personnel and the overall effectiveness of the organization.

So why should you get the flu vaccine? The most obvious answer is so that you don't get the flu or spread the influenza virus to other members of your family. No one likes being sick, so why not do what you can to stay healthy? The flu vaccine is not perfect. But it is proven to reduce the likelihood you will get the flu and even other flu-like illnesses.

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# Grey Cup touches down

Peter Mallett  
Staff Writer



**L**AST WEEK, the 109-year-old Grey Cup trophy of the Canadian Football League made a two-day visit to CFB Esquimalt, giving star-struck football fans at the base a chance to get an up-close look.

The cup arrived at the base on the morning of Oct. 2 with its first stop at the Base Commander's Office. Captain (Navy) Jason Boyd, from Rosetown, Sask, was decked out in his Saskatchewan Roughriders jersey.

He was visibly excited by its arrival and exclaimed "wow" as the trophy's handler Jeff McWhinney, dressed in a suit and white gloves, declared "Here it is, the champion's chalice" while carefully handing it to Capt(N) Boyd.

"It was a tremendous thrill and honour to host, and hold, such a legendary piece of Canadian history," said Capt(N) Boyd. "I can't believe I got to have a Grey Cup moment both as a Riders fan and a member of the Canadian Armed Forces."

Later in the morning the cup went on public display at the Naden Drill Shed and the Dockyard Gym where CFL fans of all stripes were able to view the trophy and take selfies. McWhinney said several base employees showed up with their families wearing jerseys and hats of their favourite teams.

"Visiting the base has made this a magical experience for so many and there were some who said they had direct personal and family ties to the cup, including one sailor whose father played on a Grey Cup winning team," said McWhinney.

McWhinney, along with the other 'Keeper of The Cup' Jason Ryan, travel the country showing off the trophy on behalf of the Canadian Football Hall of Fame. The cup's visit to Esquimalt was also made possible by Canada Company, a non-profit that provides post-secondary scholarships to the children of military members that died on duty or by suicide attributed

to military service. Vancouver businessman Daniel Whittle, a former ship diver with the Naval Reserves during the early 1980s, spearhead the cup's visit to the base and insisted it make a trip across Esquimalt Harbour to Fleet Diving Unit (Pacific) (FDU(P)).

He is also a member of the B.C. Lions group known as the 'Waterboys' who promote the CFL team through community relations efforts. "This is an outstanding moment for the Fleet Diving Unit and also for myself," said Whittle. "I did my first ship diver courses here in 1981 and it feels great to bring the cup home to share with today's sailors in the place where I essentially became a man. It's a great way to show some respect to the unit, and I'm glad we have the opportunity to do so."

Before viewing the Cup, divers and members from the Damage Control School heard some heart-felt opening remarks from McWhinney on the cup and its strong ties to Canada's military. He emphasized that several soldiers, sailors and air men who played in the CFL fought and died for



Photo by Peter Mallett, Lookout  
Commanding Officer Fleet Diving Unit (Pacific), LCdr Rick Kappel and Grey Cup trophy handler Jeff McWhinney of the Canadian Football Hall of Fame inspect the trophy and its engraved panels of Grey Cup winners.



Photo by S.L.T. Louis Pierre Cosseling, Base PA  
The Gnavl Gnome pays a visit to the Cup.



Photo by CFB Esquimalt Base Public Affairs  
Capt(N) Jason Boyd with the Grey Cup.

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# Yellowknife members visit their city

**LS Daniel Cramer**  
HMCS Yellowknife

Lieutenant Commander Donald Thompson-Greiff, Commanding Officer *HMCS Yellowknife*, and a five-person contingent from *Her Majesty's Canadian Ship Yellowknife* have just returned from spending three days in the beautiful

City of Yellowknife.

The ship's Commanding Officer met with the Mayor Mark Heyck and Honourary Captain Candice Lys, while the rest of the team visited the diamond capital of North America to strengthen the bond between the City of Yellowknife and the ship that bears its name.

Sailors worked with the Yellowknife Women's Society to construct a freestanding storage building to protect the Society's assets during the coming winter months, in addition to presenting them with a donation on behalf of *HMCS Yellowknife's* charity fund.

After their hard work,

sailors were granted a tour of the Yellowknife RCMP Detachment before attending the Yellowknife Farmers Market. The market was opened by LCdr Thompson-Greiff, and sailors took the opportunity to share their experiences in the navy with the public while enjoying local cuisine.

The contingent visited Legion Branch 164, caught up with Honourary Captain Tony Whitford at Tim Hortons, and visited the Prince of Wales Northern Heritage Centre before viewing the remarkable northern lights.

The team attended an all-ranks event at Joint Task Force (North) to loan a ship's bell and present a ceremonial paddle to their brothers and sisters in arms.

From there, the contingent stopped by the 6th annual Community Showcase to represent the Royal Canadian Navy and afterwards caught up with the rest of the team at The Raven Pub at the invitation of the Joint Task Force (North) members they had met earlier that day, bringing a warm close to this rewarding visit to the chilly City of Yellowknife.

The contingent visited Legion Branch 164, caught up with Honourary Captain Tony Whitford at Tim Hortons, and visited the Prince of Wales Northern Heritage Centre

HMCS Yellowknife crewmember, Leading Seaman Daniel Cramer (left) presents a decorative paddle to (left to right) mess committee presidents Major Jason Blake and Warrant Officer Daryll Wilts, Joint Task Force (North) Deputy Commander, Captain (Navy) Sylvain Belair, and Formation Chief Warrant Officer Sherri Forward during the ship's namesake city visit on Sept 12.



Photo by MCpl Charles A. Stephen, Imagery Technician



**Robin&AJ**  
Good morning. Good times.



# DOCKYARD NEXT STOP for B.C. Transit Open House

**Peter Mallett**  
Staff Writer

BC Transit wants CFB Esquimalt employees to have a say in shaping the future of transit in their neighbourhood.

Next week, BC Transit is setting up a Transit Future Open House at Dockyard's main gate on Wednesday Oct. 17 from 7 a.m. to 9 a.m. as part of their ongoing public consultation process.

"We want to hear from military and civilian employees from the base to find out how the transit system is working for them and if there are any improvements that can be made to transit routes travelling through

Esquimalt and View Royal," explains Lindsay Taylor, a BC Transit Senior Planner. "CFB Esquimalt is one of our key community stakeholders and we are excited to work with them to improve transit service in the area."

As a way to attract attention at the base, BC Transit is bringing their transit future bus; a 40-foot bus that has been retrofitted to use as an open house space.

Nine Local Area Transit Plans are being developed to highlight transit service and infrastructure investment priorities over a five to seven-year timeframe within specific areas of the Victoria region. This is part of BC Transit's

larger transit plan that envisions what a community's transit network should look like 25 years from now.

Some initiatives have already been implemented such as new downtown terminal space; bus lanes on selected downtown streets; construction of a West Shore terminal at West Hills that connects to Dockyard through Route 46 during peak hours; and the expansion of the University of Victoria terminal.

For more information about the consultation process and the transit plan visit their website at [www.Bctransit.com/Victoria/transit-future](http://www.Bctransit.com/Victoria/transit-future).



Photo Credit: BC Transit

A refurbished BC Transit bus like this one will welcome visitors for an Oct. 17 Open House in Dockyard. The event will be used by the transit authority to build its 25-year transit plan.

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# Bravo Zulu

## HMCS Malahat Change of Command

Reviewing Officer Capt(N) Jeffrey White and Incoming Commanding Officer Cdr Gregory Walker presented promotions and awards during the HMCS Malahat Change of Command Ceremony Sept 15.

Photos by LS Valerie LeClair, MARPAC Imaging Services



Left to right: Outgoing Commanding Officer, Commander Michael J. Lawless; Reviewing Officer, Captain (Navy) Jeffrey White; and Incoming Commanding Officer, Commander Gregory Walker sign the Change of Command Certificates.



NCdt Donald Den is promoted to Acting Sub-Lieutenant.



AB Jillene Ashcroft is promoted to Leading Seaman.



AB Katrina Koch-Underhill is promoted to Leading Seaman.



OS Cameron Welch is promoted to Able Seaman.



LCdr Andrew Janes is presented his Canadian Forces' Decoration.



Cdr Gregory Walker presents Cdr Michael Lawless with a unit gift.

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# Bravo Zulu

## Naval Personnel and Training Group

Lt(N) Fisher is presented his Canadian Forces' Decoration from Cdr Turetski.

CPO2 Kemp (left) is presented his Canadian Forces' Decoration Second Clasp from Cdr Turetski, PCC(P) Commanding Officer (right).

MS Drake is presented his Operational Service Medal from Cdr Turetski.

MS McKay is presented his Canadian Forces' Decoration from Cdr Turetski.

# Bravo Zulu

## HMCS Calgary Awards and Promotions



AB Darrington is promoted to his current rank and presented with the Weapons Engineering Certificate QL1.



AB Palmer promoted to his current rank.



PO2 Quin and LS Cutrell received the Bronze SSI.



HMCS Calgary's deck department receives a Commanding Officer Bravo Zulu.



MS Dubeau received the Gold SSI.



LS Doyle, AB Racicot, AB Niwranski and OS Jones received the Gun Metal SSI.



LS Handley is promoted to her current rank.



LS Wall promoted to his current rank.



LS Handley is HMCS Calgary's Sailor of the Quarter.

# Bravo Zulu

## Tour de Rock

Photos by Peter Mallett, Lookout



Representatives from the Wardroom, Chiefs and Petty Officers' Mess and Junior Ranks Mess present Tour de Rock riders (left) Matt Arnsdorf and SLt Antoine LeBlanc with a cheque for \$2,000 during the Tour de Rock stop at the base on Oct. 5.



Tour de Rock riders (left) Matt Arnsdorf and SLt Antoine LeBlanc present a commemorative plaque to CFB Fire and Rescue Chief Steve Mullen and Deputy Chief Geordie Douglas during the Tour de Rock stop at the base.

# Bravo Zulu

## Marine Systems Engineering Applications Graduation

Lieutenant-Commander Daniel O'Regan, Deputy Commanding Officer of Naval Fleet School Pacific, presented certificates during the Marine Systems Engineering Applications course ceremony Sept 28.

Photos by LS Billanes, NFS(P)



SLt Ahn receives a Certificate of Completion.



SLt Carter receives a Certificate of Completion.



SLt Chaffee-Goehr receives a Certificate of Completion.



SLt Chaffee-Goehr receives the Top Student award.



SLt Costigane receives a Certificate of Completion.



SLt Evans receives a Certificate of Completion.



SLt Kupchak receives a Certificate of Completion.



SLt Poulin-James receives a Certificate of Completion.



SLt Szeto receives a Certificate of Completion.



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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 3041 Langford Lake Rd, Belmont Secondary. Website: 848royalroadsaircadets.com Contact: 848parentinfo@gmail.com or 250-590-3690

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  - Indigestion
  - Weight loss/gain
  - Change in bowel habits

If you have been feeling a combination of these symptoms for longer than three weeks, visit your doctor and ask for a Ca125 blood test.

**MISCELLANEOUS**

INTERESTED IN JOINING A coffee/social group for military veterans and military in Cowichan Valley? For info contact Bob Hedley on Facebook. The intention of the group is to meet-up with other veterans and present serving members to exchange stories and facilitate fun get-togethers. FB Group: cowichan valley coffee.

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# Week 2

OCT 7-13

- Organizational Wellness
- Diversity, employment equity groups
- Individual mental and social wellness tips/resources (including suicide)
- Promote Chaplains and Spiritual Wellness

## MARPAC SUPPORTS A HEALTHY WORKPLACE

# Diversity and inclusion ensures psychological safety for all

**D**iversity refers to people from a variety of backgrounds, origins and cultures, who share different views, ideas, experiences and perspectives. Diversity includes age, gender, beliefs, culture, ethnicity, sexual orientation, education, life experiences, skills and abilities.

Although gay, lesbian, bisexual and trans workers also face employment barriers and discrimination in the workplace, they are not currently included under employment equity legislation. There is a need for more data and information on this group of workers (for example in the Census) in order to determine whether and/or how they should be included as a "designated group". There are efforts currently underway by the GoC to introduce legislation to amend the Employment Equity Act.

The Organizational Wellness Working Group (OWWG) has established a Positive Space planning committee, if anyone wants more information about Positive Space and LGBTQ support in the MARPAC Formation they can contact the OWWG Chairs, Helen Bates [Helen.Bates@forces.gc.ca](mailto:Helen.Bates@forces.gc.ca) and CPO1 Sylvain Jaquemot [Sylvain.Jaquemot@forces.gc.ca](mailto:Sylvain.Jaquemot@forces.gc.ca)



### Important Contacts



**Defence Advisory Group Persons with Disabilities (AG PWD)**

PWD Civilian Co-Chair  
Paul Jones  
3-4086

PWD Military Co-Chair  
Sgt Shauna Karnes  
3-4370



**Defence Women's Advisory Organization (DWAO)**

DWAO Civilian Co-Chair  
Nicole Schaaf  
3-7008

DWAO Military Co-Chair  
Lt(N) Cass van Benthem-Jutting  
3-5412



**Defence Visible Minority Advisory Organization (DVMAG)**

DVMAG Civilian Co-Chair  
Andrew Au  
3-5273

DVMAG Military Co-Chair  
PO2 Kanwar Jijjer  
3-1109



**Defence Aboriginal Advisory Organization (DAAG)**

DAAG Civilian Co-Chair  
Kevin Stewart  
3-4098

DAAG Military Co-Chair  
PO2 Steve Morrison  
3-1214

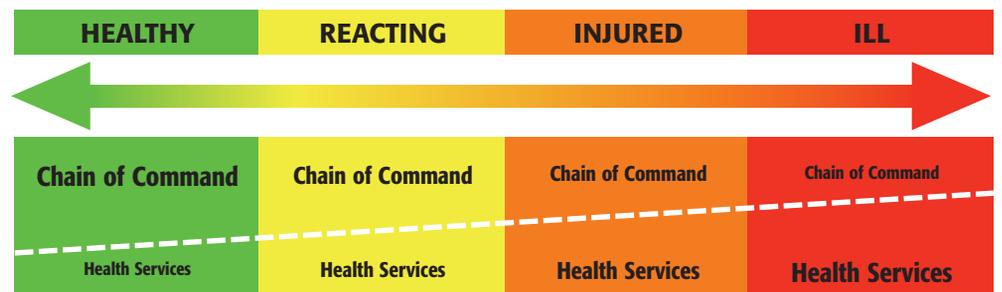
### Mental Health Continuum

Recent experiences have taught us that many CAF members have physical and mental health concerns that, if identified and treated early, have the potential to be temporary and reversible. This model recognizes the spectrum of health concerns, be they mental or physical, that may impact CAF members during their careers. The model goes from health, adaptive coping (green), through mild and reversible distress or functional impairment (yellow), to more severe, persistent injury or impairment (orange), to clinical illnesses and disorders requiring more concentrated medical care (red).

The arrows under the four color blocks denote the fact that this is a continuum, with movement in both directions along the continuum, indicating that there is always the possibility for a return to full health and functioning. There is a recognition that the earlier that intervention of some sort is provided, the easier it is to return to full health and functioning (green).

The health and well-being of CAF members is the shared responsibility of the member, the chain of command, and the individual. Leaders always have a role and responsibility to maintain contact and support their members throughout the continuum of mental health.

The actions of the chain of command also have an impact on the movement of the CAF member along the continuum.



<http://www.forces.gc.ca/en/caf-community-health-services-r2mr-deployment/mental-health-continuum-model.page>

### Wellness Wheel



### Put self-care first



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  - Building resilience in a digital age
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[https://www.cafconnection.ca/Esquimalt/Adults/2018-PSP-Health-Promotion/October-is-Healthy-Workplace-Month-\(OHWM\)-2018.aspx](https://www.cafconnection.ca/Esquimalt/Adults/2018-PSP-Health-Promotion/October-is-Healthy-Workplace-Month-(OHWM)-2018.aspx)

