

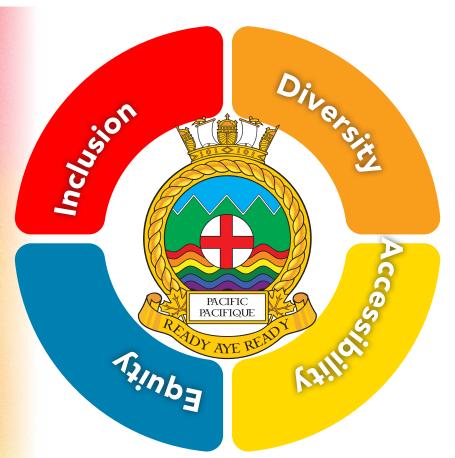
SPECIAL SUPPLEMENT PUBLIC SERVICE PRIDE WEEK

Bring Your Authentic **Self To Work**

Ashley Evans, Sailor First Class Charleyne Oulton, and Major Rachel Middleton begin a painting project organized by the Defence Team Pride Advisory Organization. The set of stairs located next to the Base Orderly Room was painted in 11 different colours of the progressive rainbow flag on Aug. 23 in recognition of Public Service Pride Week. Photo: Peter Mallett/Lookout



A Special Supplement to the



Maritime Forces Pacific

Maritime Forces Pacific strives to be an employer of choice that values each person's unique experiences, knowledge and abilities.

The Inclusion, Diversity, Equity and Accessibility Plan of diversity, accessibility, equity and inclusion sets the course to reach that goal.

Founded in the principles of the Defence Team code of ethics, together we will foster a culture that treats every person with respect and fairness, maintains safe and healthy workplaces that are free from harassment and discrimination and operates in a spirit of openness, honesty and transparency that encourages engagement, collaboration and respectful communication.

Bring your authentic self to work Public Service Pride Week



Naval Reserve Diversity and Inclusivity Command Advisory Team (DICAT)

In order to embrace culture change within units, Diversity and Inclusion Command Advisory Teams (DICATs) were established across all 24 Naval Reserve Divisions (NRDs) in 2021. DICATs provide an opportunity for personnel of all ranks to voluntarily participate in culture change and share the importance of this collaborative work across the Naval Reserve.

The DICAT logo was created by Sailor Second Class (S2) Joseph Dimayuga.

The DICAT logo features diverse icons that represent Canada's inclusive modern-day Naval Reserve. Symbolically, the logo is in the shape of a ship's helm to reflect the present Naval Reserve crest; each icons are positioned as spokes to represent individual strengths that steer the Naval Reserve toward a diverse and inclusive direction. At the very heart of the logo is a sacred hoop (medicine wheel), which symbolizes our Indigenous members, as well as a symbol of holistic healing, maintaining a balanced and

peaceful interaction between everyone in the organization

"Equity, diversity, and inclusion are the conditions for attracting and retaining the best and brightest sailors and CAF members, and in understanding how we best create the environments in which we train, work, and live. Inclusion is a commitment for the entire Naval Reserve and engagement with EDI initiatives, through the DICATs, will act to set the conditions for culture change moving forward."

Cdr Steve Churm Special Advisor Workplace Relations Naval Reserve









Canadian divers retrieve bomber engine during

RIMPAC 22

Peter Mallett

Staff Writer

Royal Canadian Navy (RCN) Clearance Divers enhanced their light-salvage capabilities during their mission at Exercise Rim of the Pacific (RIMPAC) 2022, which concluded with the discovery of a missing Second World War bomber engine.

While it wasn't part of their RIMPAC mission, the RCN Dive Team worked to assist the United States Defence POW/MIA Accounting Agency in its search for the bomber. The plane crashed and sank during a 1940s training mission in Kaneohe Bay near Oahu.

Lieutenant(Navy) Lt([N]) Allport, Operational Dive Team Officer with FDU(P) said the team dove for two days in heavy sea states, discovering the bomber's engine near the east of Kaneohe Bay.

"This was an exciting moment and provided some tangible proof that the overall efforts of the team were important," Lt(N) Allport said.

The Canadian RIMPAC Dive Team, consisting of eight divers, one engineer from Fleet Diving Unit (Pacific) (FDU[P)], and three divers from Fleet Diving Unit (Atlantic), completed complex exercises while working mainly from the United States Navy (USN) Mobile Diving Salvage Unit 1 in Pearl Harbour.

The training was a perfect fit for the focus of this year's edition of RIMPAC: large-scale humanitarian assistance and disaster relief operations, says Lieutenant (Navy) Michael Allport.

"Our overall purpose was to enhance our operability between Allied nations' dive teams and RIMPAC, which provided some valuable training for many of our junior and senior Dive Team members," said Lt(N) Allport.

Under guidance by USN divers, the RIMPAC Dive Team practised a technique known as hot tapping. This process tests Clearance Divers's technical skills and abilities to safely extract oil or fuel from the submerged hull of a capsized ship and then return it to holding tanks at the surface. While an actual ship and fuel were not employed, the divers used a model of a non-toxic liquid provided by the USN to

accomplish their mission.

"It involved boring through the container, putting a valve on it, and extracting the liquid inside," said Lt(N) Allport. "It's a slow and meticulous process to get it right but eventually we accomplished our goal."

The team also participated in an exercise to install cofferdams into a Mud Monster, a sunken underwater trainer designed by the USN. Divers

enhanced their training by working to repair the holes in the Mud Monster and float it to the surface to varying degrees of success.

A cofferdam is a gasket pressuring a submerged hull space and restoring buoyancy to a ship or Mud Monster. Divers spent nearly three days diving down, measuring, and cutting the pieces of wood and foam to create an air-tight seal.

"It's a very difficult task underwater and the patches need to be exact," said Lt(N) Allport. "The idea was to seal up these holes so the Mud Monster had buoyancy. Using a compressor and hoses, not a whole lot of air is needed to introduce an incredible amount of pressure on these patches."

The RCN team was also involved in a scenario that raised a helicopter's frame through an air compressor and lifted bags.

As the team prepared to pack up their gear and begin their transit back to Victoria, Lt(N) Allport concluded their mission at RIMPAC was successful and overall a positive experience. While it not only helped strengthen and enhance FDU relationship with the USN, Lt(N) Allport said it was also of great benefit to several of its members who were participating in their first RIMPAC mission.

USN members also assisted other dive teams from Mexico, the Netherlands, and Australia during RIMPAC.

"We brought a fairly junior team with us to RIMPAC and I think they got a lot out of it," said Lt(N) Allport. "Some of these skill are seldom practised at home so it's nice to get here and practice them in warmer waters and more favourable dive conditions."



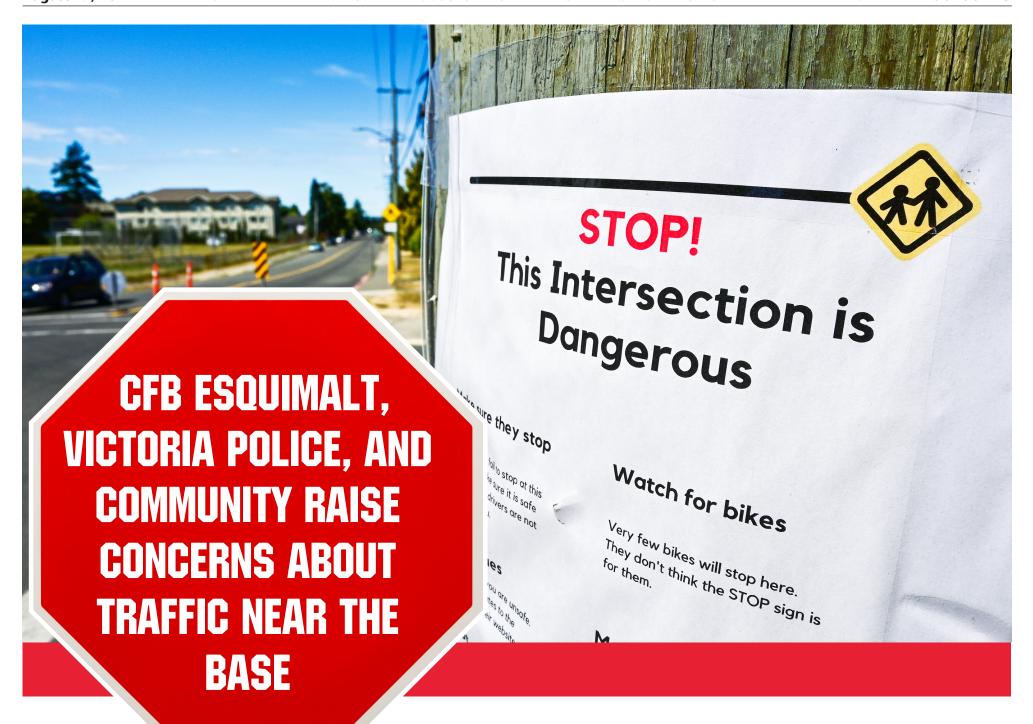




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CFB Esquimalt Public Affairs

CFB Esquimalt drivers and cyclists need to slow down on Lyall Street and other areas, say concerned citizens, as well as military and Victoria police.

Lyall Street is a road commonly used by Base members travelling to Work Point or Dockyard. Police and local residents have observed that uniformed members or those with Base-related decals on their car frequently speed down the road and fail to make complete stops at stop signs, both in cars and on bicycles.

Over the last year, the office of the Base Commander has received messages from concerned citizens about this issue, especially about the intersection of Macaulay Street and Lyall Street from the parents of children attending nearby Macaulay Elementary School. Concerned for the safety of their children, residents in that area have taped up signs at the intersection, started a Facebook group for those concerned about the issue, and even pleaded for more action at a Township of Esquimalt council meeting on August 22.

"We are asking CFB Esquimalt members to remember there is a playground at that intersection; there are children present. We understand people are just travelling to and from work and have places to be but this is about the safety of children. We just want to be able to walk our daughter to school safely," said Brian Cant. Cant and his husband Kyle Kushnir, live at that intersection and their daughter Aubrey, 6, is going into Grade 1 next month.

Cant emphasized cars are not the only concern.

"Since September, our family has had over a dozen close calls with drivers or cyclists as we walked our daughter to and from school. We know the Base does not control that area but as school returns, and more importantly in the dark winter months, we ask that Base drivers and cyclists please be more careful when driving through our neighbourhood," he said.

Lyall Street is not in the jurisdiction of Military Police Unit (Esquimalt) (MPU[E]) but because Base members often wear uniforms or are identifiable in other ways, they are the clearest visible group using the roadway, the Base is playing a large role in getting out the message. However, Military Police will be stepping up patrols in other areas on Base where they can ticket.

"There is no doubt that street is frequently used by military members speeding to and from different parts of the Base; five minutes of observation during a work day reveals that. We are pleading for military members to please consider public safety and follow the rules of the road, both on Lyall Street and elsewhere," said Warrant Officer (WO) Jeffrey Eves, MPU(E) Police Operations.

The Base is hoping to drive this message by appealing to members' care for public safety and with the fact that the Defence Team loses credibility every time an identifiable military or civilian member of the Base breaks the law, said WO Eves.

"Those that still aren't compelled to improve their driving should know that the Base and local police are increasing our enforcement efforts where we can in our respective areas – we will issue fines," he said.

The Victoria Police Department echoed this sentiment.

"Back-to-school is around the corner and we will be stepping up our presence and enforcement in school and playground zones to keep our kids and young families safe. There is additional signage in place in the area of Lyall and Macaulay Streets, where some of this enforcement will be taking place," said Inspector Michael Brown, Officer in Charge of VicPD's Esquimalt division. "We know base members use the road; we know they are just trying to get to work, but still, that won't stop us from giving a ticket when we have to."

Traffic violation HOT SPOTS

Military Police Unit (Esquimalt) highlighted some areas near and on Base property where traffic violations frequently occur and have become safety concern areas. Drivers and cyclist are asked to be particularly mindful at these locations and may see increased police presence in these areas (civilian or military, depending on the location)

NEAR THE BASE

- Lyall Street and Macaulay Street
- Lyall Street and Peter Street

DOCKYARD

• Intersection of Hospital Road and Transport Road just past the Dockyard Main gate

NADEN

- Naden Way and Ontario Drive
- Nelles Street and Head Street

BELMONT PARK

- All of the Belmont Park Residential Housing Area
- Belmont Road and College Drive



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NAVIGUESSING

A THING OF THE PAST



"Today, a lazy sailor is sometimes said to be swinging the lead ..."

~Mark Nelson, Chief Petty Officer First Class (Retired)

Mark Nelson

Contributor

When a ship travels the seven seas, it racks up sea miles, a distance measured in nautical miles. A nautical mile is exactly 6,076 feet. For simplicity's sake, sailors say it is 6,000 feet or 2,000 yards.

An important nautical measurement is a cable, which is one-tenth of a nautical mile, or 200 yards. In the Stan Rogers classic sea shanty Barrett's Privateers, an unofficial anthem for many Canadian sailors, the Antelope chased an American ship until 'at length they stood two cables away'. Unfortunately, 400 yards seemed to be the operational range of an American cannon, resulting in disaster for the

The person who knows the distance the ship has. travelled is the Navigating Officer, abbreviated Nav O. and informally known as the *navigator*. It wasn't long ago that we kindly referred to this person as the naviguesser since the ship's position was based on a series of best guesses, comprised of dead reckoning. Dead reckoning is a method of determining a vessel's current position by combining the last known position with the vessel's speed, elapsed time, and course steered. Originally, dead was spelled 'ded,' for 'deduced.' Dead reckoning a ship's position is now a thing of the past, as every HMC ship is fitted with GPS-enabled computer-based navigation systems and electronic charts.

Other navigational fixes encompassed cocked hats, a flawed navigational fix comprised of three bearing lines that do not meet, and the occasional basket of eggs, an astronomical fix consisting of a collection of circles, occurring when the sun is directly overhead.

As harbour bottoms may shift with the currents over time, sailors must know

the depth of the water below the hull. It is measured with an echo sounder that broadcasts a sound wave and measures the current in meters, feet or fathoms, a fathom being six feet. Before echo sounders, however, a member of the ship's crew would lower a hand lead line, a slender line with a lead weight, to measure the depth of the water below the ship.

When the lead weight struck the bottom, markings on the line would indicate the depth of the water. After reporting the depth to the bridge, they would raise the line and perform the measurement again in a few minutes or as soon as required by the command. Sometimes, the sailor would not raise the line completely and let it drift in the water before making the next measurement. This was known as swinging the lead and considered the lazy way to perform this duty.

Today, a lazy sailor is sometimes said to be swinging the lead, or more directly, might be referred to as skiving, or avoiding work. For some sailors, skiving is considered an art, and they pride themselves on their ability to skive.

The author of Jackspeak of the Royal Canadian Navy and Whiskey 601, Mark Nelson developed a love of the Navy's language and lifestyle over his 26-year career in the service. After retiring as a Chief Petty Officer Second Class, he now works as a library systems specialist at Red River College Polytechnic in Winnipeg, Man.

Follow Mark on Twitter @4marknelson









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In the Green Team, responsible for Morale and Welfare activities on board Royal Canadian Navy frigate HMCS Winnipeg (FFH 338), takes a group photo during Operation Projection while sailing in the Pacific Ocean on Aug 21. Photo: Sailor First Class Melissa Gonzalez, Canadian Armed Forces Imagery Technician

Capt Christine MacNeil HMCS Winnipeg PAO

There is a group on board HMCS Winnipeg representing a new name.

Formerly known as the Morale Mafia, the group is now called 'In the Green Team'. Despite the name change, their goal remains unchanged: improve the ship's company morale by hosting or sup-

porting various morale activities.

Proposed by Sailor First Class (S1)
Tommy Mailloux, the 'In the Green
Team' name is derived from the Canadian
Armed Forces Mental Health Continuum
and emphasizes the importance of being
'in the green', or healthy.

The group meets once a week to brainstorm new morale activities and discuss suggestions from crew members. They

also look at the ship's schedule to determine the best timing for activities that will allow for maximum participation. Thus far on this deployment, the team has presented HMCS Winnipeg personnel with a nail-bitingly close Mario Kart tournament, the brainchild of one of the 'In the Green Team'

volunteers. There has also been a trivia tournament suggested and ran by a member of the crew with the support of 'In the Green Team', and a Super Smash Bros tournament.

The ship is also holding a euchre tournament, with several other activities coming up, including a pizza delivery by the team, talent night, karaoke blitz, paint night, and stargazing.

HMCS Winnipeg is currently two months into a six-month deployment in the Indo-Pacific region. The crew recently concluded Exercise Rim of the Pacific 2022 and is now part of Operation Projection, conducting forward naval presence operations, cooperative deployments, and participating in international naval exercises with partner nations. High morale is vital for the mental well-being

of the crew, as well as job productivity and crew cohesion.

The crew of HMCS Winnipeg is fortunate to have people willing to give their time in support of others. Thank you to the 'In the Green Team' for their hard work and great ideas.



The 'In the Green Team' volunteers:

Petty Officer Second Class Blair Black Sailor First Class Tommy Mailloux Sailor First Class Brandon Crawford Sergeant Tricia Hagans Master Sailor Chris Henrion Sailor First Class Mikey Immel Sailor First Class Maude Lafortune Sailor First Class Anne-Marie Russell Petty Officer Second Class Peter Butt





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Essay by S2 Teagan Villeneuve

The legacy of HMCS *Vancouver* extends over a century, with three iterations of the ship, each serving a particular purpose with success.

The first commissioned ship to bear the name HMCS *Vancouver* was an S-class destroyer F6A, built in 1917. It was formerly known as Her Majesty's Ship (HMS) Toreador of the Royal Navy and was given to Canada on loan. On Mar. 1, 1928, the Royal Canadian Navy (RCN) officially commissioned the ship as a training vessel.

The first iteration of HMCS *Vancouver* successfully contributed to the modern Canadian Navy by fostering experienced sailors. Three 102mm guns decorated the ship's upper decks and 450mm and 533mm torpedo tubes. It was equipped with a 40mm pompom for anti-air and other minor threats, along with

four Lewis machine guns. Sailing at a top speed of 30 knots, the first 20th century HMCS *Vancouver* was considerably faster than other destroyers because of its build and materials. That HMCS *Vancouver* took part in the most extended RCN cruise attempted in 1934 for a training deployment to the Caribbean Sea. However, by 1935 the destroyer had deteriorated and was eventually scrapped as it would not be able to sail back to the United Kingdom for refit. It was decommissioned on Nov. 25, 1936.

The second iteration of HMCS *Vancouver* was commissioned during the Second World War, and contributed to the many freedoms Canadians enjoy today. It was a Flower-class corvette, commissioned on March 20, 1942, and built for an escort capacity, with a top speed of 16.5 knots and a crew of 67 people. The armament on board was catered to reacting to a small surface, air, and subsurface threats. The ship was equipped with one four-inch gun and one two-pounder pom-pom, just like its predecessor. Although it

did not include torpedoes, it had depth charges that were thrown and launched using rails on the upper decks. It also had more advanced radar systems and sonar systems.

Notably, in August 1942, HMCS *Vancouver* was assigned to the Aleutian Islands Campaign in the Pacific and, in February 1944, to the East Coast to help with escorting operations in the Atlantic. Following those, HMCS *Vancouver* was an escort for convoys between Quebec and Labrador. The second iteration of HMCS *Vancouver* was decommissioned on June 26, 1945.

A third ship, Halifax Class frigate FFH 331 HMCS *Vancouver* was commissioned on Aug 23, 1993. With a displacement of over 4,000 tonnes and approximately 240 crew, this ship's capabilities are the most advanced of its predecessors. Equipped with modern radars, sonar acoustic sensors, and

armament, HMCS *Vancouver* is operationally flexible and can be deployed anywhere in the world to complete any given mission. With the addition of the flight deck, the ship can embark on a helicopter and an air detachment. Still serving to this day, HMCS *Vancouver* has been on many operations and exercises, contributing to Canadian presence abroad.

Using the same ship's badge, the traditions and spirit of the first two iterations are carried on. Modern training and procedures allow the ship's company to complete tasks at the highest level, contributing to the legacy of previous iterations. Out of all three ships of the same name, FFH 331 has been commissioned the longest.

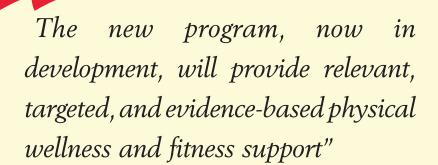
HMCS *Vancouver's* legacy continues to strengthen today and will be ready for what challenges the future may bring.



Members of HMCS Vancouver celebrated the 29th VAN-iversary with a BBQ and cake on the flight deck while sailing during Operation Projection. Vancouver will also support Operation Neon as part of their deployment to the Indo-Pacific before their anticipated return to Esquimalt in December. Photo: Sergeant Ghislain Cotton



Funding commitment to women and gender-diverse physical wellness and fitness



Department of National Defence

When it comes to physical wellness and fitness, women in the CAF can have unique needs throughout their career journey, which require specific attention. This is especially important given that from 2014-2017, women had a higher percentage of medical releases than men (43 per cent versus 39 per cent) and at earlier points in their careers (14 years versus 17 years).

In an effort to increase the Canadian Armed Forces (CAF) capability in being more responsive to women and gender-diverse military personnel, Canadian Forces Morale and Welfare Services (CFMWS) Personnel Support Programs (PSP) recently received \$3.7 million in recurring funding to develop a Women's Physical Wellness and Fitness Program.

"The military leadership engagement on this file and subsequent financial support secured is a testament to the Canadian Armed Forces' commitment to women's physical wellness and fitness," said Bruce Ploughman, Senior Vice-President PSP. "We [CFMWS' PSP] are now resourced to work together with our DND/CAF partners to better support women and gender diverse military personnel throughout their career with a view to increasing representation of women in the CAF."

The new program, now in development, will provide relevant, targeted, and evidence-based physical wellness and fitness support to address gender-specific requirements throughout phases of a woman's career. The new program will focus on achieving four key program outcomes:

- Prepare women physically for occupational and operational training (e.g. Basic Military Qualifications)
- Reduce susceptibility to musculoskeletal injury (MSKI)
- Accommodate women during career interruptions (e.g. pregnancy)
- Maintain physical function through aging (e.g. osteoporosis) and genderspecific development stages (e.g. menopause)

From the outset, the PSP team's priority will be to focus on pre-natal/post-partum, a program area long highlighted as a gap by both personnel and leadership. The intent is also to augment and further prioritize efforts in existing program areas, such as fitness, reconditioning, health promotion, research, and sports, to ensure the physical, mental, and social components are well-integrated into these areas.

The PSP team is now developing its Action Plan, acquiring a new physical performance platform, and recruiting staff to deliver this augmented capability.



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deploying on Operations Projection and Lieutenant-Commander (LCdr) Craig Newman, CFAD Rocky Point Commanding Officer, said this task differed from previous years given the significant amount of

air movement.

"Ensuring both ships have the right type and quantity of ammo before they deploy is a critical element of their readiness for Force Employment," he said, adding the team had to prepare a plan to fly a significant amount of ammo to meet the ships in Hawaii.

In previous years, CFAD Rocky Point would support rearmament with two ships alongside Hawaii. While one of the ships deployed, the remaining ship would be used to store ammunition. As this is the first year in a while that the Canadian Navy has deployed two West Coast ships on Operation Projection simultaneously, other means of transport for the ammunition had to be considered.

The ammunition was moved by road from CFAD Rocky Point to CFB Comox. From there, it took three trips for a CC177 Globemaster from 8 Wing Trenton to fly the ammunition to Hickam Air Force Base in Hawaii. Once the ammunition arrived in Pearl Harbor, it was moved to the naval magazine until it was ready to be inspected and transferred to the ships by a team of six military and civilian members from CFADs Rocky Point and Dundurn. The CFAD team pre-

Ammunition transfers are labourintensive evolutions for a ship's team as all ammunition and expended rounds are carried on and off by hand, except the missiles and torpedoes, which are craned on board the ship.

Lt(N) Monsour said the transfer was a huge success.

"The American staff were very friendly and accommodating as some of our timings shifted. Certainly, we could not have executed this without the incredible ammunition team on board, not to mention the entire ship's company who pitched in to move ammo boxes," Lt(N) Monsour said.

In 2020, with COVID precautions and travel restrictions in effect, CFAD technicians prepared Winnipeg's crew for conducting an ammunition transfer on their own in Hawaii.

"A significant ammunition transfer in foreign port is now a proven capability the Canadian Navy can use," said Lt(N) Raphaël Henry, CSEO in HMCS Winnipeg. "Receiving ammunition and explosives in Pearl Harbor was a truly unique experience."

Chief Petty Officer First Class Jon Sorensen, HMCS Vancouver Coxswain, said he enjoyed witnessing what a team of sailors, soldiers, and aviators can

"The Hawaiian heat and thousands of rounds was no match for the collective Canadian team," he said.

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RAINBOW STAIRS A NEW 'BEACON' OF HOPE IN NADEN

Peter Mallett

Staff Writer

A permanent pride flag now adorns a well-travelled staircase at CFB Esquimalt.

The staircase's risers between the Base Orderly Room and Nelles Block now have a new colour scheme, representing the progressive colours of the rainbow flag and LGBTQ2+

"It's permanent and gives our communities a lot of visibility," said Master Sailor (MS) Erin Rautenstrauch, Military Co-chair of Maritime Forces Pacific (MARPAC) Defence Team Pride Advisory Organization (DTPAO).

On Aug. 23, DTPAO members with the support of the base community grabbed their brushes and paint cans to paint the colours of the progressive rainbow flag on the stairs. The painting coincided with Public Service Pride Week, Aug. 22 to 26, and this year's theme, Bring Your Authentic Self To Work.

MS Rautenstrauch said discussions about painting the stairs began in 2021 but ramped up in the past couple of

"It is a historic event for members of the LBGTQ2+ community at the base, and it lets people know we are here and an important part of the military community," she said.

Commander (Cdr) Dan Saunders, Commanding Officer of Base Administration (BADM) made the symbolic first brush stroke on the lower portion of the stairs. During his opening remarks, Cdr Saunders said the flag would be a of hope."

good reminder that inclusion is a priority of the Canadian

"This permanent installation will act as a prominent display of our support to LGBTQ2+ communities, and will be a symbol of our commitment to making sure all community members are welcome here at CFB Esquimalt," Cdr

Public Service Pride Week kicked off with raising the Progressive Pride Flag on more than 140 federal buildings across the country and at Canadian embassies and consulates

Captain (Navy) Matthew Coates, Commander Naval Personnel and Training Group (NPTG) and champion for MARPAC DTPAO, said that Public Service Pride Week is a celebration of inclusion, respect and creating safe spaces for people of diverse sexual orientation, gender identities and

"Every member of the CAF and DND is entitled and welcomed to be their authentic, whole selves at work. This is the type of work environment that will allow everyone to contribute and thrive," Capt(N) Coates said entirely. Sailor First Class (S1)

Charmaine Davison-Peer said the staircase is a "beacon

"We are telling people we are accepting of you, you can be yourself and be comfortable and there is nothing to be

S1 Davison-Peer is a DTPAO member who works as a Naval Communicator (NAVCOM) at MARPAC HQ. She and her daughter are both members of the LBGTQ2+

Major (Maj) Rachel Middleton of Joint Task Force (Pacific) (JTF(P)) also took part in the painting. She said coming out to the event, painting the stairs and showing her support to the community were very important to her.

"I think it's important to have a physical representation about pride and support for it other than just being vocal,"

The DTPAO works closely with the Positive Space Working Group (PSWG), which focuses on the training and education of the base community. The DTPAO is part of a more comprehensive network of five advisory groups at the local

and regional levels offering guidance to Canadian Armed Forces Leadership. The other groups are the Defence Aboriginal Advisory Group (DAAG), Defence Visible Minority Advisory Group (DVMAG), Defence Women's Advisory Organization (DWAO), and Defence Advisory Group for Persons with Disabilities (DAGPD).

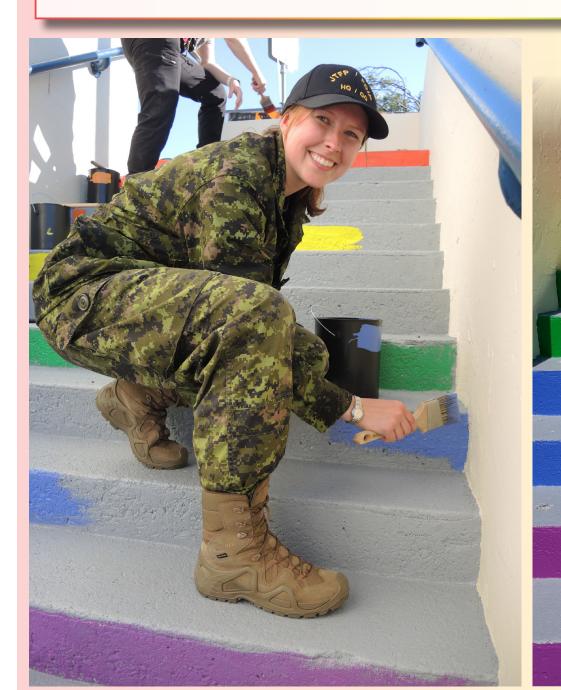
The stairs were painted in the standard six rainbow colours along with five additional progressive colours:

- Red represents life
- Orange for healing
- Yellow for sunlight
- Green for nature
- Blue for serenity
- Purple for the spirit

The newly added colours were developed for the Philadelphia pride flag in 2017.

- Black represents community members lost to AIDS
- **Brown represent people of** colour
- Pink, baby blue and white represent transgender people







ABOVE: Members of the Defence Team gather on the stairs at Naden Building No. 30 on Aug. 23 to celebrate the start of a painting project by the Defence Team Pride Advisory Organization. The set of stairs located next to the Base Orderly Room was painted in the colours of the Progressive Rainbow Flag for

LEFT: Major Rachel Middleton picks blue paint for serenity while painting

CENTRE: PRIDE STAIRS FINISHED - A view of the set of stairs located next to the Base Orderly Room.

RIGHT: Sailor First Class Charleyne Oulton, Sailor First Class Charmaine Davison-Peer begin painting the set of stairs.

All photos: Peter Mallett/Lookout



Canadian Marine Systems Engineers train in England

Department of National Defence

Twenty Royal Canadian Navy (RCN) Marine Systems Engineering Officers attended the Systems Engineering Management course at Her Majesty's Ship (HMS) Sultan in Gosport, England, as part of a unique training opportunity.

Sub-Lieutenant (SLt) Daniel Puritt, one of the course participants, said it was exciting and informative to work with the British colleagues.

"We could discuss the differences in our experiences within our respective navies. Some of these differences included training, types of ships, career progression paths, and benefits offered to serving members. We were also able to learn how being in the Navy affects

their lives outside of work and how that differs from ourselves in Canada," SLt Puritt said.

The Canadian officers got hands-on training, maintaining and operating full-scale equipment, including: diesel engines and gas turbines; steering gear systems, air compressors; and other auxiliary equipment found on board

Beyond core engineering principles, the students also learned how another naval service approaches the management of the Marine Engineering Plant.

Since the RCN does not have a similar facility for engineers and technicians, the course provided several large workshops with the many systems normally located on a ship separated and spaced out on the shop floor.

"This meant we could take time learning individual systems one at a time, without being distracted or confused by adjacent systems," SLt Puritt said. "There was also training machinery available for the students, including a gas turbine motor, diesel generators, hydraulic systems, and lubricating oil systems."

During the latter part of the course, daily drills called 'flash ups' simulated getting a ship ready for sea. During these flash-ups, students worked in teams of eight, each member having a specific role.

Most students were in charge of starting different pieces of equipment throughout the workshops and buildings on the Base, while two were in a control room managing the overall picture and in charge of the communications. Every student was able to try each of the eight positions at least once.

"HMS Sultan provided unique training opportunities to Marine Systems Engineering Officers," said Ryan Ward-Hall, Assistant Head of Department, Current Operations for Naval Personnel and Training Group. "The quality of training, training aides, and experience our sailors received at HMS Sultan were of the highest quality, which contributes to generating quality officers for the RCN."

The Systems Engineering Management course at Sultan is managed on behalf of the RCN by Naval Personnel and Training Group.



WANT TO RENT YOUR PLACE? LOOKING FOR A SPACE? PROMOTE YOUR GROUP? Email your FREE CLASSIFIED, 50 words or fewer, to Trina.Winters@forces.gc.ca

*Some restrictions apply. The Lookout reserves the right to edit or limit print.

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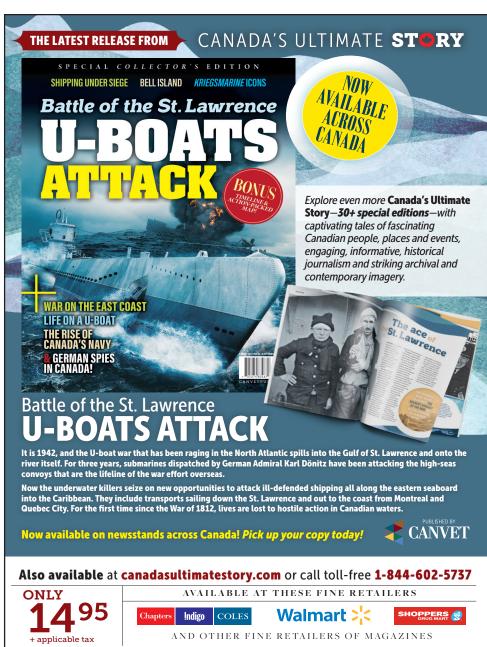
MacDonald Park, James Bay Under-7, -9, -12: Sept - May Under-14, -16, -19: Sept - Dec

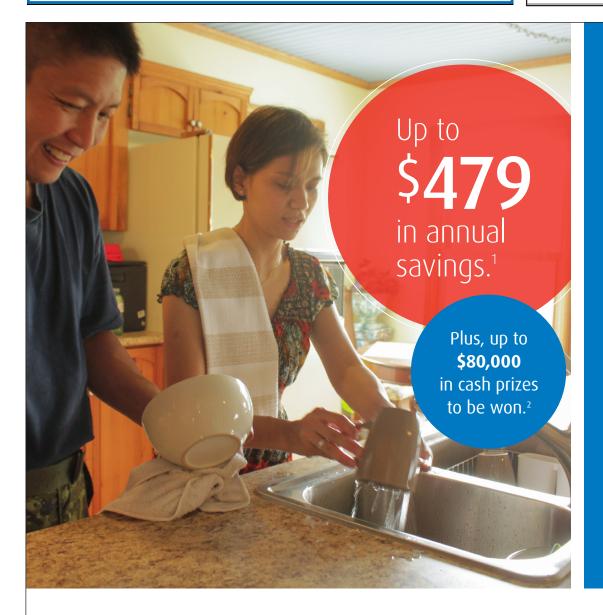
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*Registered trademark of Bank of Montreal.



Pancake breakfast provides early sizzle

Peter Mallett

Staff Writer

The flapjacks will be grilling, the coffee brewing and the sausages sizzling at the traditional pancake breakfast during this year's National Defence Workplace Charitable Campaign (NDWCC).

This year's campaign will kick off a month early.

"A lot of people at the Base really look forward to this event because it builds awareness and educates people about the NDWCC and the good works we do for the community," said Melanie Tetreault, NDWCC Team Leader. "It also offers an excellent breakfast at an affordable price, and it's all for a great cause."

The breakfast will take place at the Chief and Petty Officers' Mess on Tuesday, Sept. 6, from 0630 to 0900.

The national charitable campaign benefits charitable organizations of the United Way Southern Vancouver Island and the 16 charities of Health Partners. This year members will not be permitted to fundraise for charitable organizations outside United Way Southern

Vancouver Island or Health Partners. Tetreault said individual donors can still make a personal donation to organizations outside the two leading charities through the NDWCC E-Pledge system, which should be running by early September.

The breakfast is traditionally held in the first week of October, but Tetreault says the kick-off breakfast was moved to an earlier date to capture the brighter days of late summer to encourage greater participation. It may also outperform last year's fundraising sum of \$180,000.

This year's menu includes pancakes, meat or vegetarian sausage, hash browns, and a selection of coffee, tea, or juice. Dine-in and takeout options are available, and community dress such as cycling clothes are permitted. Speakers slated for the event include Captain (Navy) Jeff Hutchinson, Base Commander, CFB Esquimalt; Mark Beslauer, Chief Executive Officer, United Way Southern Vancouver Island; Moyra Lauziere of Health Partners Canada; Jackie Carlé, Esquimalt MFRC Executive Director and Jacqueline Zweng, Wounded Warriors Event Coordinator.

Tetreault hopes people will find creative ways to donate. The NDWCC team plans to bring back the Bring Your Dog To Work Day from last year and an Art Silent Auction set for the Base for December.

This year's campaign will wrap up just before the Holiday Break in December..

Breakfasts can be purchased for \$5 with cash, or prepaid e-transfer can be arranged by texting 250-217-9834.



Capt(N) Sebastien Richard, Commander Fleet Maintenance Facility Cape Breton, serves breakfast during the 2021 NDWCC kick-off.

5 Questions. with the Museum's

Co-Op Students

CFB Esquimalt Public Affairs

As part of the University of Victoria's (UVic) Co-op program, James Coe and Matthew Kerr worked at CFB Esquimalt Naval and Military Museum this summer. James is studying history with a minor in political science, and Matthew is studying history with a minor in business.

Since you both go to the UVic, did you know each other before you started working here?

Matthew: Yes, we're both history majors, but we've known each other since kindergarten.

James: We went through the same schools together and ended up at UVic. When we joined the Co-op program, we saw that the museum had two positions. We thought it would be great if we both got the positions, and here we are.

What is your favourite area of history to study?

Matthew: I love studying the Cold War era, but I recently took a Veterans' Oral History course at UVic, which interested me in modern European history.

James: I'm interested in American history; my favourite topic is the Cold War. After recent courses at UVic, I have developed an interest in the history of UN peacekeeping.



Matthew James (left) and James Coe, Co-op students working at the CFB Esquimalt Naval and Military Museum.

What's an average day like at the museum?

Matthew: There are two kinds of days at the museum. On a weekday, we spend the morning researching and working on projects as volunteers running the museum for guests. In the afternoon we usually switch, working in the Visitors Centre or doing more project work. Currently, a big ongoing project is with the digital archives; the museum has 12,000 items in its archive, which all need to be transferred and organized in a new

James: Each day, we open and lock up the museum and raise and lower the flags, so there's a lot of responsibility Mainly we show visitors around on the weekend since the museum can get quite busy. We got a surprising number of international visitors to the museum; earlier this week, we had someone from Denmark. It's cool to interact with people from all over the world and teach them local history and naval heritage.

What's been the best part of working at the

Matthew: James and I co-curated an exhibit at the museum on the Korean War. It was cool to do the research and write-ups for it, pick out the artifacts and put it all together.

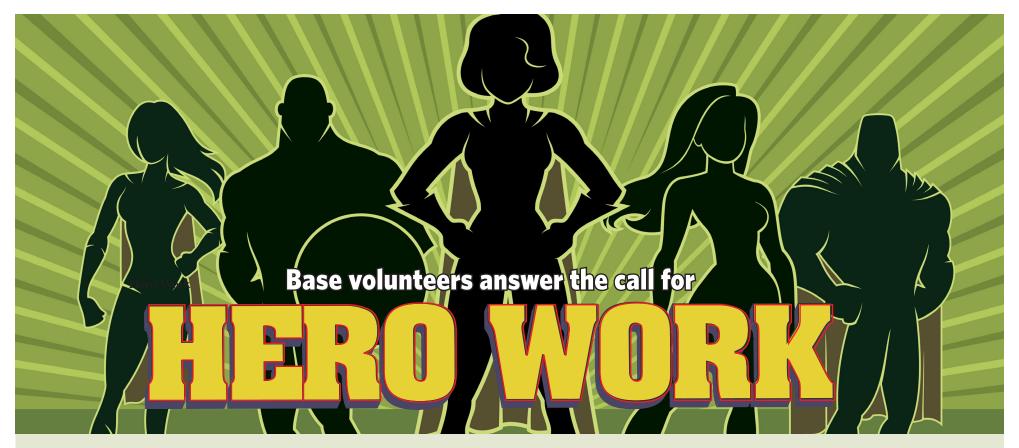
James: I agree, but I've also really enjoyed working here on the Base more generally. It has been a unique

experience. I feel pride from working on the Base and feel like I need to do my best every day since we represent the Base when people come to the museum. It's been very rewarding, and I've learned a lot.

What's your favourite thing in the museum?

Matthew: My favourite part of the museum is the HMCS Esquimalt display. It has artifacts from survivors, models of HMCS Esquimalt and the U-boat that sunk it, and a flag from that U-boat after it was captured. It's a great exhibit that does a great job of telling the story of what happened. Overall, my favourite artifacts are the museum's collection of ship bells. While bells have many practical uses and act as the ship's heart, they are also used as baptismal fonts in onboard christenings. The names of the children baptized under this age-old tradition are inscribed on the back, and it's always special when someone comes in to find their name or their child's name on one of the bells.

James: I love the aircraft carrier room because of all the models there. I used to make a lot of model planes with my dad, so it's just a personal interest. But my favourite artifact is the collection of medals. It's been really interesting to see them all and learn about the history of the medal and the person who earned them.



Peter Mallett

Staff Writer

A Naval Warfare Officer from the Naval Personnel Training Group (NPTG) is leading a team of volunteers at the site of a full-scale renovation at Victoria Cool Aid Society's Downtown Community Centre (DCC).

Lieutenant (Navy) Bob Mackay, an analyst at NPTG and an experienced home renovator, has been spending his days removing carpet, prying drywall, and shattering plastic tiles.

"Nothing is as much fun as throwing a hammer into a wall and knowing you're not going to get in trouble for it," he chuckled. "Although our work was difficult, you could see smiles from behind the grime and sweaty coating on our faces."

A team of eight volunteers from NPTG headquarters has teamed up with local charity HeroWork, focused on renovating and rebuilding facilities that house local non-profit community groups. The Victoria Cool Aid Society has provided a variety of housing, shelter and support and health services to Victoria's most vulnerable people since 1968.

The latest project at DCC has seen the greatest involvement of the base's military personnel yet, said Paul Latour, HeroWork founder and Chief Executive Officer.

"Members from CFB Esquimalt have stepped up with the biggest volunteer input our organization has seen, and is

a notch above anything from the past," Latour said.

Latour said getting volunteers in the summer has been difficult as many are on summer leave or vacation, but he said members from the base gladly stepped up to the plate. HeroWork is still searching for more volunteers from the community.

Lt(N) Mackay has volunteered for HeroWork since 2019 and said he has truly enjoyed his work on three different projects to date. Despite the hard work in warm mid-summer conditions this year, he said the team found the experience rewarding.

The support of Boomers Legacy, a Canadian Forces Morale and Welfare Services (CFMWS) non-profit has also been crucial in the success of HeroWork's current and past projects, Latour said. The organization has provided substantial annual financial support through grants, logistical support and valuable contacts in the community.

Selena Roberts, HeroWork Volunteer Coordinator, said HeroWork's full-scale renovations would involve military personnel from Base Logistics, Base Administration, Naval Fleet School Pacific, HMCS Calgary and HMCS Regina, and the Planning Office at Canadian Fleet Pacific. The project is slated to wrap up on Nov. 12.

Renovations on the DCC will include:

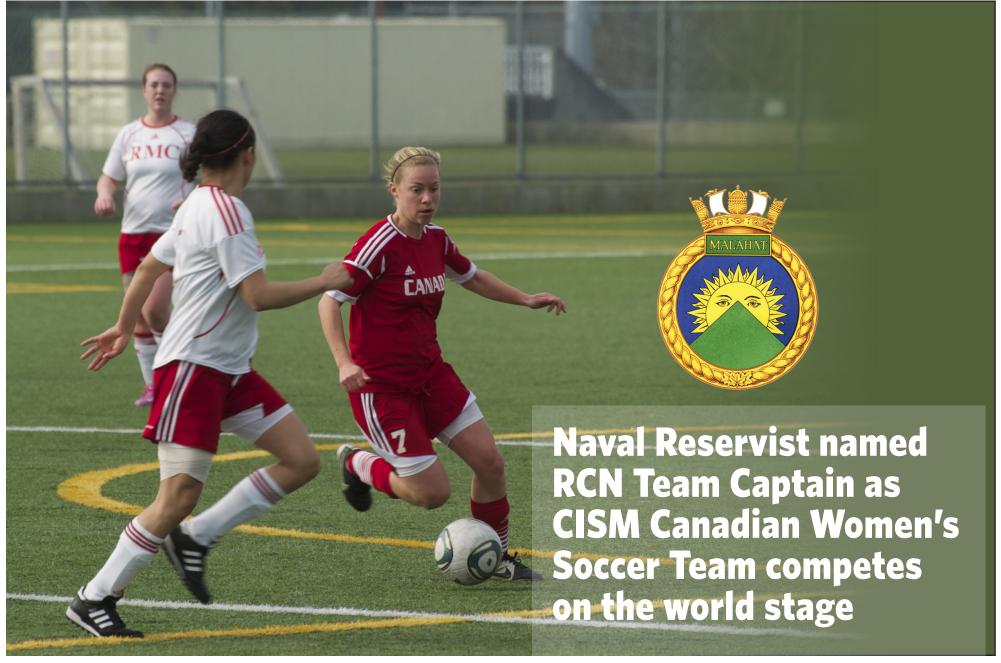
- A re-envisioned and more efficient main floor layout
- A new and expanded community kitchen
- A new multi-purpose space
- Updated lighting
- Updated plumbing and HVAC
- New accessible and gender-neutral washrooms
- Construction of a new exterior gathering place
- Landscape redesign
- New flooring
- New entrance
- New computer stations
- Storage solutions







For more information about HeroWork and how to volunteer or make a donation, visit herowork.com



Lt(N) Donald Den Public Affairs Officer HMCS Malahat

Playing soccer in 36 degree heat is no feat for the weak, and a Naval Communicator at HMCS *Malahat*, Victoria's Naval Reserve Division, remembers it well.

"As we had only arrived in Spokane, Wash., a couple days earlier, no one had properly acclimated to the heat – it was grueling to play in and we were playing against a strong team," said Master Sailor (MS) Bailey Toupin, Team Captain for the Royal Canadian Navy branch of the International Military Sports Council (CISM) Canadian Women's Soccer Team.

The team partook in the 13th CISM World Women's Football Championship

from July 11–22 at the U.S. Fairchild Air Force Base. CISM is an international organization that brings together Armed Forces' personnel from all nations to compete in sport. Women's soccer is one of the many sports the Canadian Armed Forces has CISM-level athletes participating in international competitions.

MS Toupin, a member of the Royal Canadian Navy since 2010, had been playing for the CISM Women's Soccer Team since 2016 before being named a Team Captain this year for the World Championships.

"It was a huge honor to be selected to help lead such a skilled team of players competing on an international stage," MS Toupin said.

MS Toupin said her team was faced with particularly tough opponents to

begin the tournament and were challenged by the soaring temperatures.

"It was a fairly surreal experience as many of the countries have professional players on their teams, which made for some pretty challenging matches as none of our players are playing at the professional level," MS Toupin said.

However, she said, playing against strong teams allowed them to compete at a level most players in Canada never get the opportunity to. MS Toupin and her CISM Canada teammates rose to the occasion, with a particularly strong performance against France, holding them scoreless until the 60th minute of the match.

Being able to take part in sport alongside other Armed Forces' personnel from other countries is one of the main reasons MS Toupin said her experience was valuable.

"Participating in world-level competitions promotes a high level of fitness, increased confidence, teamwork, and leadership skills while fostering friendship through sport between involved countries," MS Toupin said upon returning to Canada.

Hearing that MS Toupin had been named as a Team Captain, Commander Cameron Miller, HMCS *Malahat's* Commanding Officer, said that MS Toupin is an exceptional sailor and leader, truly representing the values of the Naval Reserve.

"The ship's company could not be prouder of the news that she and her teammates will be representing Canada's military on the world sporting stage," he said.



















CANADIAN ARMED FORCES







In Depth: Spotlight on Clearance Divers



Phillipe Daigle

Sailor First Class Philippe Daigle grew up in the small town of Bécancour, Québec, and joined the Canadian Armed Forces (CAF) in 2012 immediately after high school. He joined as a Reservist Naval Combat Information Operator, spending his summers on both coasts when not at school. He then had the chance to deploy with the RCN. He also worked for the Canadian Coast Guard stationed at different Search and Rescue bases and the Rescue Coordination Centre in Québec City. There, he combined his skills to help people in distress. Always looking for new ways to challenge



the selection process to become a Clearance Diver.

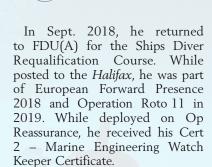
Philippe thinks working in a specialized unit such as the Fleet Diving Unit is a privilege because of the concentration of highly motivated and proficient individuals. He loves the job as it allows him to overcome uncomfortable and challenging situations. After being selected for the course, Philippe was eager for the first step of his new career within the CAF. He is now looking forward to all the opportunities to come, visiting places worldwide and possibly learning more from other countries' military about diving and himself, he decided to apply and go on Explosives Ordnance Disposal.



Jeffrey Hines

Jeffrey Hines was born in Oakville, Ont., in Nov. 1985 and grew up in Cole Harbour, N.S. In April 2013, he joined the CAF as a Marine Engineer. After completing his trades training, he was posted to HMCS Charlottetown, based out of Halifax, N.S. While with the Charlottetown, he could visit many ports along the Eastern Seaboard.

In April 2016, he completed the Ships Diver course at FDU(A). His time as a Ships Diver on Charlottetown was short-lived because in Sept. 2016, he was posted to Naval Fleet School (Atlantic) to attend the Marine Engineer QL 5 course. On completion in the spring of 2018, Jeffrey was posted to HMCS Halifax.



After returning home in January 2020, Jeffrey was posted to FDU(A) as a Marine Engineer. He applied to the challenge Clearance Diver Assessment Center, held in Feb. 2021.

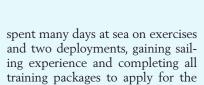
Working with the Clearance Divers, seeing all the different equipment they use, and the camaraderie between them piqued his interest in the trade. His aspirations in the trade are to dive around the world and participate in exercises and Operations.



Jordan Khayat

Born Oct 17th, 1995, Jordan Khavat was raised in Mississauga, Ont. and Cold Lake, Alta. He attended the Police Foundations Program at Loyalist College in Belleville, Ont. and his hobbies include powerlifting, fishing, cooking and snowboarding.

Jordan joined the military in 2016 as a Combat Systems Engineer. Upon completing Basic Training, he moved to Halifax, N.S., to complete his initial training, where he met some Clearance Divers on their tech course. It was at this point that he knew he was going to become a Clearance Diver one day. After his initial training, he moved to Victoria, B.C. where he joined HMCS Regina in the West Coast fleet. He



CD selection.

Shortly after passing the final board exam to become a CSE tech, the application for CD selection was approved, and he was loaded on 2021 serial and was selected later that year. He started work at the unit a few months before starting the course and quickly learned that he was precisely where he wanted to be in his career. Jordan began his course in Sept. 2021 and has gained knowledge in many facets. His team has learned how to operate and become inside attendants for all of the unit recompression chambers, using Ultralight Weight and SL-17 surface-supplied diving, mine recognition, shark marine operations for locating mines, and salvage recovery. They have also learned basic demolition and how to become an IED disposal assistant. They are now finishing the welding/electrical phase and prepping for the last few months.



Tajoniel Forbes

Tajoniel Forbes was born in September 1997 in St. Andrew, Jamaica, where he grew up until he was 11, when he moved to Brampton, Ont. While attending school, Tajoniel learned how to play multiple instruments within the concert band but stuck with the tuba for most of it. He also played on various teams such as football (his favourite), basketball, baseball and occasionally, tennis.

In the second semester of Grade 12, Tajoniel joined the Lorne Scots Regiment as an Infanteer through the school Co-op program. While in the Reserves, he attended Seneca College for the Fire Protection Engineering Technician program but unsuccessful. During this period, he was still serving in the reserves, where he attended numerous exercises and tasking, the most inspiring being the

Invictus Games in 2017 held at York University. Tajoniel met many important people such as the CDS, the CFCWO, Prince Harry, Barrack and Michelle Obama, and most importantly, the athletes from different countries. Hearing the stories, struggles, and triumphs they persevered through helped him decide to transfer to the Regular

Force in April 2018.

He moved as a Marine Technician in Victoria, B.C. and has been serving in the Navy ever since. After completing his trade course, he was posted to Patrol Craft Training Unit, where he achieved his Roundsman qualification and felt the need for a challenge. That challenge was the Ships Team Dive Course which he completed in Oct. 2019. With the mentorship of staff and seeing the professionalism, work life, and dedication they had to their job, he knew that becoming a Clearance Diver was the career he wanted. Tajoniel challenged the CDAC in Feb. 2021, where he was successful and was invited to attend the current course.

His aspirations in this new career are to gain as much knowledge as possible to be an efficient and dedicated community member while participating in as many exercises as possible.



BRAVO ZULUS



MARPAC/JTF(P) FORMATION CHIEF

22 August 2022

Shipmates,

Today I have officially assumed the position as your MARPAC/JTF(P) Formation Chief. I do so with modesty and the knowledge that to be effective in this position, I must support and listen to the many hard-working and amazing members we have within our Formation and keep the line of communication open. My goals are simple: each day, I focus my efforts on looking after our people while working to make MARPAC and the RCN a better place.

We are all essential to the success of MARPAC's mission to generate a combat-capable fleet and support the RCN priorities, which are:

- 1. People
- 2. Platforms and Training Systems
- 3. Ready to Fight

To do this, we have two responsibilities, one as a team and the other as an individual.

As a team, no one is left out; the future of the RCN depends on getting the first priority correct - people. We need to support, respect and communicate with one another as we all have a voice and something to contribute. Our ability to be ready to fight and readiness are shaped by the dedicated efforts of leadership and the ability as a team to communicate, train, and come together to support the priorities or mission while mentoring our future leaders. Leadership is a face-to-face business that enables us to be engaged with one another and know our strengths and weaknesses to maximize our abilities and shape our teams so we can fight together.

As an individual, our responsibilities are to be ready to fight and develop our level of competence, and this is where the phrase "people first, mission always" comes into effect. Take care of your family and yourself (both physically and mentally) while reviewing your Annual Readiness Verification (ARV) to know what is required so that if the time comes ... you are ready, which translates to the team around you and the RCN being ready. Discuss with your Chain of Command and supervisors, so they know what you need and, just as important, your goals so they can assist you. The Divisional System is a powerful and useful instrument for everyone, and we all must understand our duties and roles within it.

Finally, each and every one of us has a part in the RCN's path to success as we continue to transform and evolve our CAF ethos to build our trust and confidence. If you have not read Trusted to Serve yet, please find the time and do so and use the ethical principles from this document in your day-to-day work as we interact with one another and lead our people and institution while respecting one another and what each of us has to offer to the team.

For those that know me, I look forward to our continued conversations, and for those that I have not yet had the pleasure to meet, know that my door is always open to you, and I look forward to meeting you.

Yours Aye,

CPO1/PM1 Arvid Lee, MMM, CD

Formation Chief Petty Officer, Maritime Forces Pacific / Joint Task Force (Pacific)



BIS TECHNICAL SERVICES OFFICER



Commander Paul Frisby (Left), is pleased to announce the promotion of Lieutenant(Navy) Bradley Warford (right), Base Information Services Technical Services Officer to his current rank on Aug. 23.

Photo: Sergeant Ngo BIS Senior Clerk

CANADIAN FLEET PACIFIC HQ

Presented by Lieutenant (Navy) Baker





Petty Officer Second Class Anne Marie Aird promoted to current rank.





Petty Officer Second Class Cory Dean promoted to current rank.





Petty Officer First Class Brian Nicol awarded the SSM Expeditionary Bar. A TO EVENT

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QUESTIONS? For More Information Contact Christine atchristine.farrington@forces.gc.ca





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Thoose Wour Colours!



The Lookout wishes to give our gratitude to Marie Ormiston, CD, Equity, Diversity & Inclusion Coordinator, MARPAC/JTFP | Royal Canadian Navy, for assisting and providing content for this special celebratory publication.



Red represents life
Orange for healing
Yellow for sunlight
Green for nature
Blue for serenity
Purple for the spirit

Black represents community members lost to AIDS

Brown represent people of colour Pink, baby blue and white represent transgender people



Calling all Defence Team members!



Empower Your Spirit –Join a Defence Advisory Group!

All Defence Team members are invited to participate in one of our five Defence Advisory Groups (DAGs), created to provide advice and grassroots insight to DND and CAF members and leadership.

Come out to a meeting or event (virtual or in-person) and meet your peers, participate in learning opportunities, and help foster a more enriched work environment for yourself and others.

For information about each group and upcoming events or meetings please consult the specific group. You can also find more info on the DAG sharepoint:

http://collaboration-navy.forces.mil.ca/sites/EsquimaltDAG/SitePages/Home.aspx or email ESQ.EDICOORD@intern.mil.ca

DAGs	Acronym	Contact
Defence Team Pride Advisory Organization	DTPAO	MARPAC.DTPN@intern.mil.ca
Defence Women's Advisory Organization	DWAO	MARPACDWAO@forces.gc.ca
Defence Visible Minority Advisory Group	DVMAG	P-ESQ.DVMAG@forces.gc.ca
Defence Advisory Group for Persons with Disabilities	DAGPWD	MARPAC.DAGPWD@forces.gc.ca
Defence Aboriginal Advisory Group	DAAG	P-ESQDAAG@intern.mil.ca