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MORALE & WELFARE NEWS | CFB ESQUIMALT, VICTORIA, B.C.



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MINISTER OF NATIONAL DEFENCE TOURS CFB ESQUIMALT

The Honourable David J. McGuinty, Minister of National Defence (MND), meets members of Fleet Maintenance Facility (FMF) Cape Breton during a visit to Canadian Forces Base (CFB) Esquimalt on Feb 19. For more on his visit, see page 4.

Photo: Sailor 1st Class (S1) Jordan Schilstra, MARPAC Imaging Services

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Défense nationale et
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You're Invited!

The Lookout's Open House:
Next Digital Chapter

Monday,
March 23, 2026

1000 - 1500

The Lookout Office
1522 Esquimalt Road
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Open House Invitation: Join Us for the Digital Adventure

Lindsay Groves
Lookout Newspaper

When I stepped into this role seven months ago, I didn't know exactly what the future would hold. I did know, however, that with the dedication of the *Lookout* team, we would face it with purpose and chart our course together to serve the Defence community. And that's what we are doing.

As many of you read in our last issue, the *Lookout Newspaper* will be a digital-only format as of April 6, 2026. This is an exciting milestone for us. As we all know, change brings both opportunity and growing pains. Behind the scenes, we are working to ensure that this transition reflects the integrity, commitment, and passion that have long defined the *Lookout*.

To celebrate all the future holds, we invite you to join us for an **Open House on March 23, 2026 from 1000 to 1500 at the Lookout office (1522 Esquimalt Road)**. Stop by to pick up the final print newspaper, meet the *Lookout* team, and help us mark the beginning of our next chapter.

There is much more to come, and we will share details as we chart this course forward. We hope you'll join us as we set sail on this new adventure. There is so much ahead of us.

Sincerely,

Lindsay Groves,
PSP Corporate Services Manager,
Lookout Newspaper

For more ways
to connect:

For past issues dating to 2012:
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Grab your final print issue of the *Lookout Newspaper* on March 23 while connecting with the *Lookout* team and Defence community members



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MORALE & WELFARE NEWS CFB ESQUIMALT, VICTORIA, B.C.

A Division of Personnel Support Programs

The Lookout Newspaper and Publishing provides morale and welfare news to CFB Esquimalt, Maritime Forces Pacific, and is nationally distributed bi-weekly in print and online at lookoutnewspaper.com with social media updates on Facebook, Instagram, and LinkedIn.

Reach out to us, we'd love to hear your feedback and story ideas!

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Minister of National Defence Connects with Defence Community of CFB Esquimalt

The Honourable David J. McGuinty, Minister of National Defence (MND) (left), speaks with Master Sailor (MS) Marc-Oliver Roy (middle, sitting) and Sailor 1st Class (S1) Morgan McHugh (right, sitting) as part of a tour of His Majesty's Canadian Ship (HMCS) Vancouver during a visit to CFB Esquimalt. Photo: S1 Jordan Schilstra, MARPAC Imaging Services

LCdr Linda Coleman

MARPAC Public Affairs
with contributions from Lindsay Groves,
Lookout Newspaper

Canadian Forces Base (CFB) Esquimalt was buzzing with energy on Feb 19 as the Minister of National Defence David J. McGuinty arrived for a full day of engagement with the Defence team. From early-morning conversations with Royal Canadian Navy (RCN) sailors to hands-on tours of key operational facilities, the visit underscored a moment of major renewal for Canada's navy and the people who serve it.

The day started with a town hall at the Colwood Pacific Activity Centre - Esquimalt (CPAC) to connect with members and families from His Majesty's Canadian (HMC) Ships *Ottawa*, *Vancouver*, *Calgary* and *Regina*.

"We asked Canadians: What should we do with our Armed Forces? They told us, invest in them," said the Minister. "Yes, you'll hear about big procurements, billions of dollars in acquisitions, but we also need to invest in you, because we can't do this without you... I am focused on your quality of life."

The Minister spoke about the changes he wants to see in the years ahead. While acknowledging the scale of the transformation, he noted, "it's a complicated structure" and asked members to "be patient with us" as it will be a "big turnaround."

"But here's the best news," Minister McGuinty added. "I couldn't believe how easy it is to implement and execute change because of you. Members are trained to execute."

Questions from the audience to the Minister included military housing con-

cerns, daycare challenges, retention incentives, and competitive mortgage rates for members.

The Minister also met with the counselling team at the Esquimalt Military Family Resource Centre (EMFRC). "[He] took a great interest in quality-of-life issues impacting military families," said Jackie Carlé, Executive Director of EMFRC. "We had a frank and open exchange of ideas."

Minister McGuinty's next stop that day was Fleet Diving Unit (Pacific) (FDU(P)), where he was introduced to the breadth of work carried out by the RCN's clearance divers. Far from being solely about diving, the Minister learned about the unit's full spectrum of responsibilities, ranging from explosive ordnance disposal to underwater engineering tasks, and had the opportunity to see their specialized equipment up close. The visit highlighted the technical expertise, precision, and adaptability required of clearance divers, reinforcing their vital role in naval operations.

An Orca-class patrol craft then brought the Minister on a tour of Esquimalt Harbour, guided by the King's Harbour Master (KHM), Mr. Doug Young, and the Commander Royal Canadian Navy (CRCN), Vice-Admiral (VAdm) Angus Topshee. Together, they outlined the extensive recapitalization projects underway across the harbour. The briefings showcased major infrastructure renewal efforts; the future locations for Canada's new submarine fleet; ongoing harbour remediation projects aimed at improving environmental sustainability; and key capital projects supporting fleet modernization and long-term naval readiness.

Throughout the tour, the Minister demonstrated a keen interest, asking detailed questions about upcoming capabilities, project timelines, and the strategic importance

of MARPAC's evolving infrastructure.

Minister McGuinty then connected with Fleet Maintenance Facility (FMF) Cape Breton, where he toured the workshops and production floors, meeting with both civilian and military personnel responsible for sustaining the fleet. The Minister spent meaningful time speaking with employees across trades and departments, expressing sincere appreciation for their expertise and professionalism. In conversations with FMF staff, he emphasized that Canada is stepping into a new era of defence investment, one that requires strengthening alliances, diversifying international partnerships, and bolstering domestic industrial capacity.

He reminded workers that: "What you're doing is part of a much larger initiative — bigger in purpose than just going to work and paying your taxes. You're at the front lines of our security. We can't do this without you," said Minister McGuinty.

The Minister underscored that defence is now one of Canada's top three economic sectors and noted that CAF/DND is the fifth-largest investor in British Columbia, making the work being done at FMF central not only to national security but also to the province's economic health.

Throughout the day, Minister McGuinty's engagement, curiosity, and respect for the Defence Team were unmistakable. His visit reinforced both the strategic importance of Canada's Pacific Fleet and the essential contributions of the uniformed and civilian professionals who sustain Canada's Pacific naval readiness.

The tour concluded with a renewed sense of momentum, reflecting a Defence Team that is modernizing, expanding, and preparing to meet the challenges of an increasingly complex security environment.



Photo: Wikimedia commons

Memorial ceremony:

March 12

5:30 to 7 p.m.

850 Burdett Ave

across from Christ Church Cathedral

Community Invited to Mark 12th Anniversary of Afghanistan Mission's End

Archana Cini

Lookout Newspaper with contributions by LCdr (ret'd) Gerald Pash

A public commemoration will mark the 12th anniversary of the end of Canada's mission in Afghanistan. Organized under the auspices of the B.C. Veterans Remembrance Association, the ceremony is set for March 12 from 5:30 to 7 p.m. at the British Columbia (B.C.) Afghanistan Memorial, located across from Christ Church Cathedral.

During the ceremony, representatives from the Canadian Armed Forces (CAF), local police services, veterans' organizations, and members of the public will gather to honour the 167 Canadian soldiers, sailors, air crew and civilians who lost their lives during the 13-year mission. The evening will include the recitation of each name, followed by the Last Post, two minutes of silence, and more. Among those participating will be Captain(Navy) (Capt(Navy)) Kevin Whiteside, Commander of Canadian Forces Base (CFB) Esquimalt, who will join in reading the names of the fallen alongside the Commanding Officer of Fleet Diving Unit (Pacific) (FDU(P)).

More than 40,000 Canadians deployed to Afghanistan between October 2001 and March 2014, making it Canada's largest and longest military mission since the Second World War. More than 2,000 personnel were wounded or injured, and many continue to live with the lasting impacts of their service.

Even a quiet presence matters. Members of the public are encouraged to attend and stand alongside veterans, serving members, and families whose lives were forever changed by the mission. Acts of remembrance are not only for those who served; they are for the communities that supported them and all those who are able to remember today. By gathering, Canadians continue to ensure, collectively, that the names and sacrifices of those lost are never reduced to history alone.



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Passcode:
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Quote:

"We don't inherit the Earth from our Ancestors; we borrow it from our Children."

— Native American Proverb

Citation :

« Nous n'héritons pas la Terre de nos ancêtres, nous b'empruntons à nos enfants. »

— Proverbe amérindien



Word of the Month:

Belonging

(noun / gerund)

Definition: A feeling of acceptance or inclusion. A sense of being comfortable, valued, and part of a group, place, or community.

Mot du mois :

Appartenance

(nom / gérondif)

Définition : Sentiment d'acceptation ou d'inclusion. Sentiment d'être à l'aise, apprécié et intégré à un groupe, un lieu ou une communauté.

Accessibility and Workplace Accommodations: What You Can Ask For

Creating an accessible workplace helps everyone contribute fully and with confidence. At DND, workplace accommodation means removing barriers so employees can meet their responsibilities in a fair and inclusive environment. It also reflects the employer's legal duty to accommodate under the Canadian Human Rights Act, up to the point of undue hardship.

Accommodation can take many forms. You might ask for ergonomic equipment such as supportive chairs, adjustable desks, or specialized keyboards. Some people need modified duties that better match medical limitations. Others may benefit from flexible work hours, telework arrangements, or quiet spaces that support focus and wellbeing. In certain cases, employees request software tools, adaptive technology, or changes to the physical workspace that make tasks easier to perform.

If you think you may need an accommodation, your first step is to speak with your chain of command as early as possible. You are encouraged to explain your needs, provide relevant documentation, and participate fully in building a workable plan. Your manager will work with Labour Relations and other support teams to explore options and identify solutions that meet both operational and individual requirements.

A supportive conversation can make all the difference, and you are never expected to navigate the process alone.

For more information:

1. DAOD 5015-0, Workplace Accommodation - Canada.ca
2. Directive on the Duty to Accommodate - Canada.ca
3. Policy on the Duty to Accommodate Persons with Disabilities in the Federal Public Service
4. Workplace Accommodation - A guide for federally regulated employers



1 2 3 4

Accessibilité et accommodements en milieu de travail : ce que vous pouvez demander

La création d'un milieu de travail accessible aide chacun à contribuer pleinement et en toute confiance. Au MDN, l'adaptation du milieu de travail consiste à éliminer les barrières afin que les employés puissent s'acquitter de leurs responsabilités dans un environnement équitable et inclusif. Elle reflète également l'obligation légale de l'employeur de prendre des mesures d'adaptation en vertu de la Loi canadienne sur les droits de la personne, dans la mesure où cela ne cause pas de tribulation injustifiée.

Les mesures d'adaptation peuvent prendre plusieurs formes. Vous pouvez demander de l'équipement ergonomique, comme des chaises offrant un bon soutien, des bureaux réglables ou des claviers spécialisés. Certaines personnes ont besoin de tâches modifiées qui correspondent mieux à leurs limitations médicales. D'autres peuvent bénéficier d'horaires de travail souples, de modalités de télétravail ou d'espaces calmes qui favorisent la concentration et le mieux-être. Dans certains cas, les employés demandent des outils logiciels, des technologies adaptatives ou des modifications de l'espace de travail physique qui facilitent l'exécution des tâches.

Si vous pensez avoir besoin d'une accommodation, la première étape consiste à en parler dès que possible à votre chaîne de commandement. Nous vous encourageons à expliquer vos besoins, à fournir les documents pertinents et à participer pleinement à l'élaboration d'un plan réalisable. Votre gestionnaire travaillera avec les Relations de travail et d'autres équipes de soutien pour explorer les options et trouver des solutions qui répondent à la fois aux exigences opérationnelles et individuelles.

Une conversation constructive peut faire toute la différence, et vous n'aurez jamais à naviguer seul dans ce processus.

Pour plus d'informations :

1. DOAD 5015-0 Mesures d'adaptation en milieu de travail - Canada.ca
2. Directive sur l'obligation de prendre des mesures d'adaptation Canada.ca
3. Politique sur l'obligation de prendre des mesures d'adaptation pour les personnes handicapées dans la fonction publique fédérale
4. Mesures d'adaptation en milieu de travail Un guide à l'intention des employeurs sous réglementation fédérale

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Earth Day in Victoria, BC: Caring for the Land We Serve On

Observed every April 22, Earth Day began in the United States in 1970 as a response to growing environmental crises and later became an international observance in 1990. Now marked in more than 190 countries, it is one of the world's largest environmental movements. Here in Victoria, it invites us to reflect on our relationship with the lands and waters that sustain us.

Long before Earth Day, Indigenous Peoples practiced systems of environmental stewardship grounded in respect, reciprocity, connection, culture, and responsibility. In Victoria, these teachings are inseparable from the traditional territories of the ɫəkʷəŋən (Lekwungen) Peoples, known today as the Songhees and Esquimalt Nations, and on whose lands the Victoria region sits.

For the ɫəkʷəŋən Peoples, land and water are living relations tied to identity and community. Generational fishing, harvesting, and tending practices have shaped the Salish Sea's ecosystems, supporting biodiversity and creating balance between people and nature—approaches now recognized as vital to climate resilience.

Land acknowledgements across Victoria recognize that these lands were never ceded, but Earth Day reminds us that action must accompany words. Honouring the land means supporting Indigenous-led initiatives, learning from local Nations, protecting sensitive ecosystems, and prioritizing long-term ecological health. It also means listening to Indigenous voices, whose knowledge reflects generations of living in harmony with sea, land and air and all who inhabit them.

Earth Day reminds us that stewardship is not ceremonial, it is lived. It calls us to recognize the original caretakers of this land and to commit to shared responsibility for the land and waters that sustain us all.

Jour de la Terre à Victoria, C.-B. : prendre soin de la terre sur laquelle nous servons

Célébrée chaque année le 22 avril, le Jour de la Terre a vu le jour aux États-Unis en 1970 en réponse aux crises environnementales croissantes, avant de devenir une célébration internationale en 1990. Aujourd'hui célébré dans plus de 190 pays, il est l'un des plus grands mouvements environnementaux au monde. Ici, à Victoria, il nous invite à effectuer une réflexion sur notre relation avec les terres et les eaux qui nous nourrissent.

Bien avant le Jour de la Terre, les peuples autochtones pratiquaient des systèmes de gestion environnementale fondés sur le respect, la réciprocité, la connexion, la culture et la responsabilité. À Victoria, ces enseignements sont indissociables des territoires traditionnels des peuples ɫəkʷəŋən (Lekwungen), connus aujourd'hui sous le nom de nations Songhees et Esquimalt, sur les terres desquelles se trouve la région de Victoria.

Pour les peuples ɫəkʷəŋən, la terre et l'eau sont des relations vivantes liées à l'identité et à la communauté. Les pratiques générationnelles de pêche, de récolte et d'entretien ont façonné les écosystèmes de la mer des Salish, favorisant la biodiversité et créant un équilibre entre les gens et la nature, des approches désormais reconnues comme essentielles à la résilience climatique.

Les reconnaissances territoriales à travers Victoria reconnaissent que ces terres n'ont jamais été cédées, mais le Jour de la Terre nous rappelle que les paroles doivent être accompagnées d'actions. Honorer la terre signifie de soutenir les initiatives menées par les autochtones, d'apprendre des nations locales, de protéger les écosystèmes sensibles et de donner la priorité à la santé écologique à long terme. Cela signifie également d'écouter les voix autochtones, dont les connaissances reflètent des générations de vie en harmonie avec la mer, la terre, l'air et tous ceux qui les habitent.

Le Jour de la Terre nous rappelle que l'intendance n'est pas cérémoniale, mais une réalité quotidienne. Il nous appelle à reconnaître les premiers gardiens de cette terre et à nous engager à partager la responsabilité des terres et des eaux qui nous nourrissent tous.



National Day of Awareness for Missing and Murdered Indigenous Women and Girls

The National Day of Awareness, often called Red Dress Day, highlights a critical human rights crisis in Canada. Indigenous women make up less than five per cent of Canada's population, yet account for about 24 per cent of female homicide victims, and homicide rates are nearly six times higher than for non-Indigenous women.

To draw attention, communities use red dress installations, a concept created by Métis artist Jaime Black, symbolizing lives lost and those still missing. Public marches, vigils, museum exhibits, and social-media campaigns occur nationwide, especially in North America, with events in cities, rural communities, and on Indigenous territories.

Government action includes the National Inquiry into MMIWG, which issued 231 Calls for Justice in 2019, urging systemic change across policing, health, and social services.

How to get involved: wear red on May 5th, attend local events, learn from Indigenous-led organizations, share verified resources, and support groups

like the Native Women's Association of Canada or community-based memorials and vigils.

While not all events have been posted at the time of this publication, annual events to commemorate the National Day of Awareness for Missing and Murdered Indigenous Women and Girls have included the following. We encourage you to check online closer to May to confirm dates and times:

Brentwood Bay — March & Rally at LÁU, WELNEW Tribal School
Location: LÁU, WELNEW Tribal School, Brentwood Bay
Details: Community march and rally honouring MMIWG2S+

Esquimalt — “Our Women Are Sacred” Walk
Start Location: Hallowell Rd., Esquimalt
End Location: Maplebank Rd.

Details: A community walk dedicated to honouring missing and murdered Indigenous women, girls, and twospirit people.

The more you know:

Victoria Legislature — 28Hour Vigil
Start: 4 PM (Day before Red Dress Day)
Duration: 28 hours
Location: BC Legislature Lawn, Victoria
Details: Features drumming, speakers, smudging, and an art display.
All community members welcome.

Additional Local Activity (Schools & Community Groups)
While not formal public events, local schools in Greater Victoria participate in Red Dress Day with drumming, singing of the Women's Warrior Song, and student-led awareness activities.

Maintenant vous le savez :

Journée nationale de sensibilisation à la situation des femmes et des filles autochtones disparues et assassinées

La Journée nationale de sensibilisation, souvent appelée « Journée de la robe rouge », met en lumière une crise grave des droits humains au Canada. Les femmes autochtones représentent moins de 5 % de la population canadienne, mais elles constituent environ 24 % des victimes féminines d'homicide, et leur taux d'homicide est près de six fois plus élevé que celui des femmes non autochtones.

Pour attirer l'attention, les communautés utilisent des installations de robes rouges, un concept créé par l'artiste métis Jaime Black, symbolisant les vies perdues et celles qui sont toujours portées disparues. Des marches publiques, des veillées, des expositions dans les musées et des campagnes sur les réseaux sociaux ont lieu dans tout le pays, en particulier en Amérique du Nord, avec des événements dans les villes, les communautés rurales et sur les territoires autochtones.

Parmi les mesures prises par le gouvernement, citons l'enquête nationale sur les femmes et filles autochtones disparues et assassinées, qui a émis 231 appels à la justice en 2019, exhortant à un changement systémique dans les services de police, de santé et sociaux.

Comment s'impliquer : portez du rouge le 5 mai, participez à des événements locaux, informez-vous auprès d'organisations autochtones, partagez des

ressources vérifiées et soutenez des groupes tels que l'Association des femmes autochtones du Canada ou des commémorations et veillées communautaires.

Bien que tous les événements n'aient pas encore été publiés au moment de la rédaction du présent document, les événements annuels organisés pour commémorer la Journée nationale de sensibilisation à la situation des femmes et des filles autochtones disparues et assassinées comprennent les suivants. Nous vous encourageons à consulter le site Web à l'approche du mois de mai pour confirmer les dates et les heures :

Brentwood Bay — Marche et rassemblement à l'école tribale LÁU, WELNEW
Lieu : École tribale LÁU, WELNEW, Brentwood Bay
Détails : Marche communautaire et rassemblement en l'honneur des FFADA2E+.

Esquimalt — Marche
« Nos femmes sont sacrées »
Point de départ : Hallowell Rd., Esquimalt
Point d'arrivée : Maplebank Rd.
Détails : Marche communautaire dédiée à la mémoire des femmes, filles et personnes bispirituelles autochtones disparues et victimes de meurtre.

Assemblée législative, Victoria — Veillée de 28 heures
Début : 16 h (la veille de la Journée de la robe rouge)
Durée : 28 heures
Lieu : pelouse de l'Assemblée législative de la Colombie-Britannique, Victoria
Détails : Au programme, il y aura des tambours, des conférenciers, de la purification par la fumée et une exposition d'œuvres d'art.
Tous les membres de la communauté sont les bienvenus.

Activité locale supplémentaire (écoles et groupes communautaires)

Bien qu'il ne s'agisse pas d'événements publics officiels, les écoles locales de la région métropolitaine de Victoria participent à la Journée de la robe rouge avec des tambours, le chant de la Chanson des Guerrières et des activités de sensibilisation menées par les élèves.

How to Join a DAG

Initially established in 1994 to support the new Employment Equity Act, the DAGs growth and expansion over the years have contributed to helping the Defence Team foster a more diverse and inclusive work environment. At the policy and program level, DAGs assist with identifying systemic employment barriers, provide unique perspectives to affect change, and directly advise both local and national leadership on issues that adversely affect their communities.

The importance of the DAGs is that they raise concerns through the organization for senior leadership to consider and act upon. These concerns can range from unique issues affecting our base, to national level issues, including policies or programs that are not advantageous to their represented communities.

All CAF members and DND public service employees, regardless of their ethnicity, gender, orientation, disability, age or background, are welcome to join any DAG. DAGs are looking for people committed to the principles of employment equity, diversity and inclusion. If you are interested in joining a DAG, please contact:

Comment se joindre à un GCD

Initialement créés en 1994 pour appuyer la nouvelle Loi sur l'équité en matière d'emploi, les GCD se sont développés au fil des ans et ont aidé l'Équipe de la Défense à favoriser un environnement de travail plus diversifié et plus inclusif. Au niveau des politiques et des programmes, les GCD contribuent à cerner les obstacles systémiques à l'emploi, offrent des perspectives uniques pour favoriser le changement et conseillent directement les directions locales et nationales sur les enjeux qui touchent négativement leurs communautés.

Les groupes consultatifs de la Défense (GCD) jouent un rôle important, car ils soulèvent des préoccupations au sein de l'organisation pour que la haute direction les examine et prenne les mesures qui s'imposent. Ces préoccupations peuvent aller de questions propres à notre base à des questions d'ordre national, notamment sur des politiques ou des programmes qui ne sont pas à l'avantage des communautés qui sont représentées.

Tous les membres des FAC et les fonctionnaires du MDN, quels que soient leur origine ethnique, leur sexe, leur orientation, leur handicap, leur âge ou leurs antécédents, sont les bienvenus dans n'importe quel GCD. Les GCD sont à la recherche de personnes qui s'engagent à respecter les principes d'équité en matière d'emploi, de diversité et d'inclusion. Si vous souhaitez vous joindre à un GCD, veuillez communiquer avec :

Defence Women's Advisory Group (DWAO)
Organisation consultative des femmes de la Défense (OCFD)
+DWAO-MARPAC@MARPA HQ@Esquimalt

Defence Racialized Persons Advisory Group (DRPAG)
Groupe consultatif des minorités visibles de la Défense (GCMVD)
+Defence Visible Minorities Advisory Group Esquimalt@MARPA HQ@Esquimalt

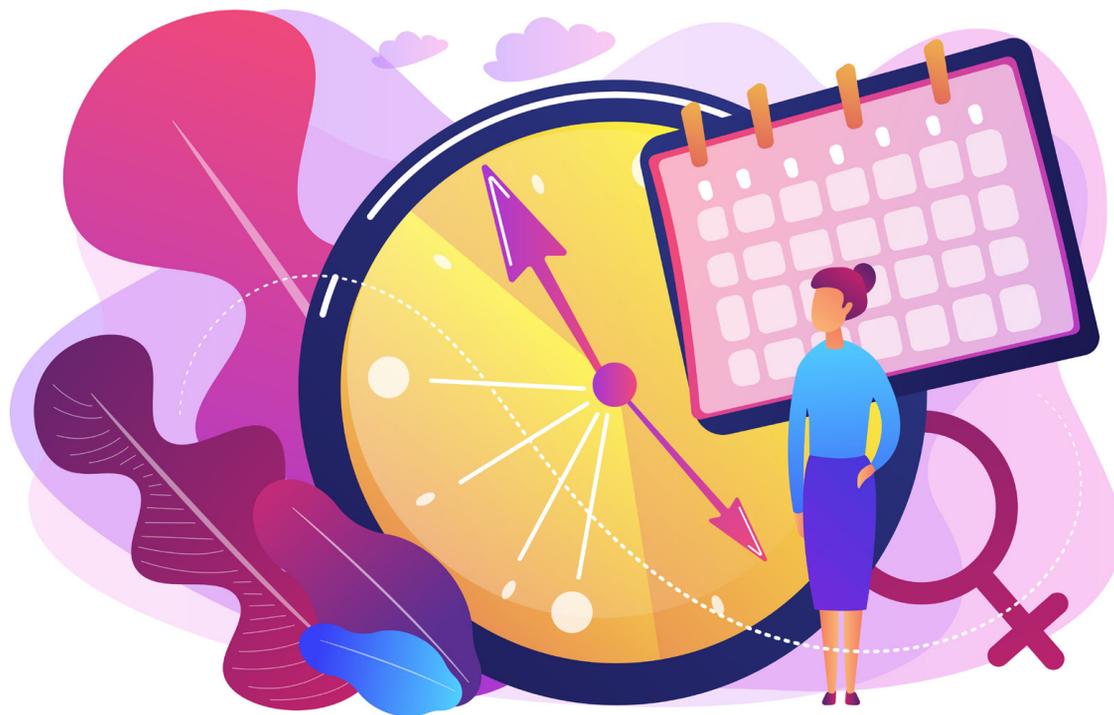
Defence Indigenous Advisory Group (DIAG)
Groupe consultatif des Autochtones de la Défense (GCAD)
+ESQ DAAG@MARPA HQ@Esquimalt

Defence Advisory Group for Persons with Disabilities (DAGPWD)
Groupe consultatif de la Défense pour les personnes handicapées (GCDPH)
+MARPA HQ DAGPWD@MARPA HQ@Esquimalt

Defence Team Pride Advisory Organization (DTPAO)
Organisation consultative de la Fierté de l'Équipe de la Défense (OCFED)
+ESQ MARPA DTPAO@MARPA HQ@Esquimalt

CALENDAR:	
International Women's Day	March 8
International Day for the elimination of racial discrimination	March 21
International Transgender Day of Visibility	March 31
Sikh Heritage Month	April
International Day of Pink	April 8
Earth Day (focus on Indigenous environmental stewardship practices)	April 22
Asian Heritage Month	May
Jewish Heritage Month	May
National Day of Awareness for Missing and Murdered Indigenous Women and Girls	May 5
International Day Against Homophobia, Transphobia & Biphobia	May 17
Accessibility Awareness Week	May 24-30

CALENDRIER :	
Journée internationale des femmes	8 mars
Journée internationale pour l'élimination de la discrimination raciale	21 mars
Journée internationale de visibilité transgenre	31 mars
Mois du patrimoine sikh	Avril
Journée rose internationale	8 avril
Jour de la Terre (accent mis sur les pratiques environnementales des peuples autochtones)	22 avril
Mois du patrimoine asiatique	Mai
Mois du patrimoine juif	Mai
Journée nationale de sensibilisation aux femmes, filles et personnes 2LGBTQI+ autochtones disparues et assassinées	5 mai
Journée internationale contre l'homophobie, la transphobie et la biphobie	17 mai
Semaine nationale de l'accessibilité	24-30 mai



Menopause: Not Just a Private Issue

Menopause is a natural stage of life that many Defence Team members experience during the peak of their careers. In a military environment, where teamwork, endurance, and operational effectiveness are essential, understanding menopause as a workplace consideration supports a healthier and more resilient force.

Some members may face challenges such as disrupted sleep, temperature sensitivity, or difficulty concentrating. These symptoms are not universal (some people notice major changes, others barely notice any), yet when they occur, they can influence daily performance, especially in demanding settings like ships, dockyards, or operations centers. Military workplaces often involve long watches, heavy kit, fluctuating temperatures, and tight timelines affecting sailors, soldiers and aviators as well as civilian public servants. These conditions can intensify stress for anyone dealing with significant physical changes. Acknowledging this reality helps create a supportive environment where people can continue contributing at their full potential.

Leaders play an important role by fostering open, respectful conversations and being aware of simple adjustments that may help. Flexible scheduling where possible, access to hydration and rest areas, and attention to uniform or equipment comfort can reduce barriers. Awareness also helps colleagues understand one another's experiences, which strengthens trust across the team.

Staff members also play an important role in creating an environment where menopause is understood and accepted. By recognizing that leaders, supervisors, and colleagues may be navigating menopause while continuing to perform in demanding roles, teams can foster empathy and mutual respect. Understanding that changes in energy or concentration may be part of a natural life stage, not a lack of commitment or capability, helps reduce stigma and strengthens trust. When staff approach these realities with awareness and professionalism, they contribute to a culture where everyone, regardless of rank or position, feels supported and able to lead effectively.

Recognizing menopause as a workplace issue reflects a broader commitment to inclusion, readiness, and the well-being of the entire Navy team.

La ménopause : pas seulement un enjeu privé

La ménopause est une étape naturelle de la vie que de nombreux membres de l'Équipe de la Défense vivent au sommet de leur carrière. Dans un environnement militaire, où le travail d'équipe, l'autonomie et l'efficacité opérationnelle sont essentiels, comprendre la ménopause comme un facteur à prendre en compte dans le milieu de travail permet de disposer d'une force plus saine et plus résiliente.

Certaines personnes peuvent être confrontées à des difficultés telles que des troubles du sommeil, une sensibilité à la température ou des problèmes de concentration. Ces symptômes ne sont pas universels (certaines personnes remarquent des changements majeurs, d'autres ne remarquent pratiquement rien), mais lorsqu'ils se manifestent, ils peuvent influencer les performances quotidiennes, en particulier dans des environnements exigeants tels que les navires, les chantiers navals ou les centres d'opérations. Les milieux de travail militaires impliquent souvent de longs quarts, des équipements lourds, des températures fluctuantes et des délais serrés qui affectent les marins, les soldats et les aviateurs ainsi que les fonctionnaires civils. Ces conditions peuvent intensifier le stress de toute personne confrontée à des changements physiques importants. Faire l'aperçu de cette réalité contribue à créer un environnement favorable où les personnes peuvent continuer à donner le meilleur d'elles-mêmes.

Les dirigeants jouent un rôle important en favorisant des conversations ouvertes et respectueuses et en étant conscients des ajustements simples qui peuvent aider. Des horaires souples lorsque cela est possible, l'accès à des zones d'hydratation et de repos, et l'attention portée au confort des uniformes ou de l'équipement peuvent réduire les barrières. La sensibilisation aide également les collègues à comprendre les expériences des uns et des autres, ce qui renforce la confiance au sein de l'équipe.

Les membres du personnel jouent également un rôle important dans la création d'un environnement où la ménopause est comprise et acceptée. En reconnaissant que les dirigeants, les surveillants et les collègues peuvent être confrontés à la ménopause tout en continuant à exercer des fonctions exigeantes, les équipes peuvent favoriser l'empathie et le respect mutuel. Comprendre que les changements d'énergie ou de concentration peuvent faire partie d'une étape naturelle de la vie, et non d'un manque d'engagement ou de capacité, contribue à réduire la stigmatisation et à renforcer la confiance. Lorsque le personnel aborde ces réalités avec conscience et professionnalisme, il contribue à créer une culture où chacune, quel que soit son grade ou son poste, se sent soutenue et capable d'assurer une direction efficace.

Reconnaître la ménopause comme un enjeu dans le milieu de travail reflète une réflexion plus large en faveur de l'inclusion, de la préparation et du bien-être de toute l'équipe de la Marine.

Rear-Admiral Patchell Hosts Premier Eby to Highlight Strategic Importance of Canada's West Coast Naval Hub

LCdr Linda Coleman
MARPAAC Public Affairs

Rear-Admiral (RAdm) David Patchell, Commander Maritime Forces Pacific and Joint Task Force Pacific (MARPAAC/JTFP), welcomed the Premier of British Columbia, David Eby, to Canadian Forces Base (CFB) Esquimalt on Dec 11, 2025, for a first official visit highlighting the strategic, economic, and environmental importance of Canada's West Coast naval hub. The Premier was accompanied by MLA Darlene Rotchford, Parliamentary Secretary for Armed Forces Development and Veteran's Affairs.

"I was very pleased to welcome Premier Eby to Maritime Forces Pacific," said RAdm Patchell. "This visit was an important opportunity to showcase the strategic significance of our West Coast naval hub, the work our sailors and civilians do every day, and the strong connection between the Royal Canadian Navy (RCN) and the Province of British Columbia."

During the visit, Premier Eby was taken on a sail through Esquimalt Harbour aboard an Orca-class training vessel, where he received a comprehensive tour and briefing on the RCN's assets and operations on the West Coast. Joining the sail were Base Commander Captain (Navy) (Capt(Navy)) Kevin Whiteside, Doug Young, King's Harbour Master, and Mike Bodman, manager of Base Safety, Environment and Indigenous Relations.

While underway, Premier Eby received an overview of CFB Esquimalt, the Dockyard, and harbour operations, emphasizing the base's central role in training, readiness, and fleet support and maintenance. It was noted that Esquimalt is an exceptional location for training sailors and highlighted the critical importance of training vessels in meeting the RCN's future personnel demands. It was emphasized to

Premier Eby that the base is one of the region's major employers, contributing significantly to the local economy and skilled workforce.

Looking to the future, RAdm Patchell pointed out the planned site of the Canadian Patrol Submarine Project (CPSP) jetties and supporting infrastructure, outlining the long-term strategic implications for British Columbia and Canada's maritime defence.

Both RAdm Patchell and Premier Eby discussed the growing need for skilled tradespeople in British Columbia and the significant opportunities the province offers in this area.

Environmental stewardship was another key theme of the visit. Bodman highlighted the harbour remediation work completed to date, while Capt(Navy) Whiteside spoke about the Navy's close relationship with the Esquimalt and Songhees Nations in Esquimalt Harbour. He emphasized that this partnership is one of many valued relationships CFB Esquimalt maintains with coastal First Nations in B.C., whose communities and traditional territories include areas where the Base operates. Capt(Navy) Whiteside also underscored the importance of open dialogue and ongoing collaboration. Reinforcing these efforts, RAdm Patchell noted the navy's strong commitment to environmental responsibility. "We are a Navy that's environmentally conscious," he said. "We care about taking care of our pristine coastline as much as everyone else in the province."

The visit marked a strong and constructive first engagement between RAdm Patchell and Premier Eby. Both leaders expressed optimism about continued collaboration, signaling the beginning of a strong connection focused on defence readiness, economic growth, environmental responsibility, and community well-being in British Columbia.



B.C. Premier David Eby (second from right) and MLA Darlene Rotchford, Parliamentary Secretary for Armed Forces Development and Veteran's Affairs (second from left) take a tour of Canadian Forces Base (CFB) Esquimalt accompanied by Rear-Admiral (RAdm) David Patchell, Commander Maritime Forces Pacific/Joint Task Force Pacific (right) and Captain(Navy) (Capt(Navy)) Kevin Whiteside, Commander of CFB Esquimalt (left).
Photo: Sailor 1st Class (S1) Kyle Maguire, MARPAAC Imaging Services



Pink Shirt Day at CFB Esquimalt

Photos submitted





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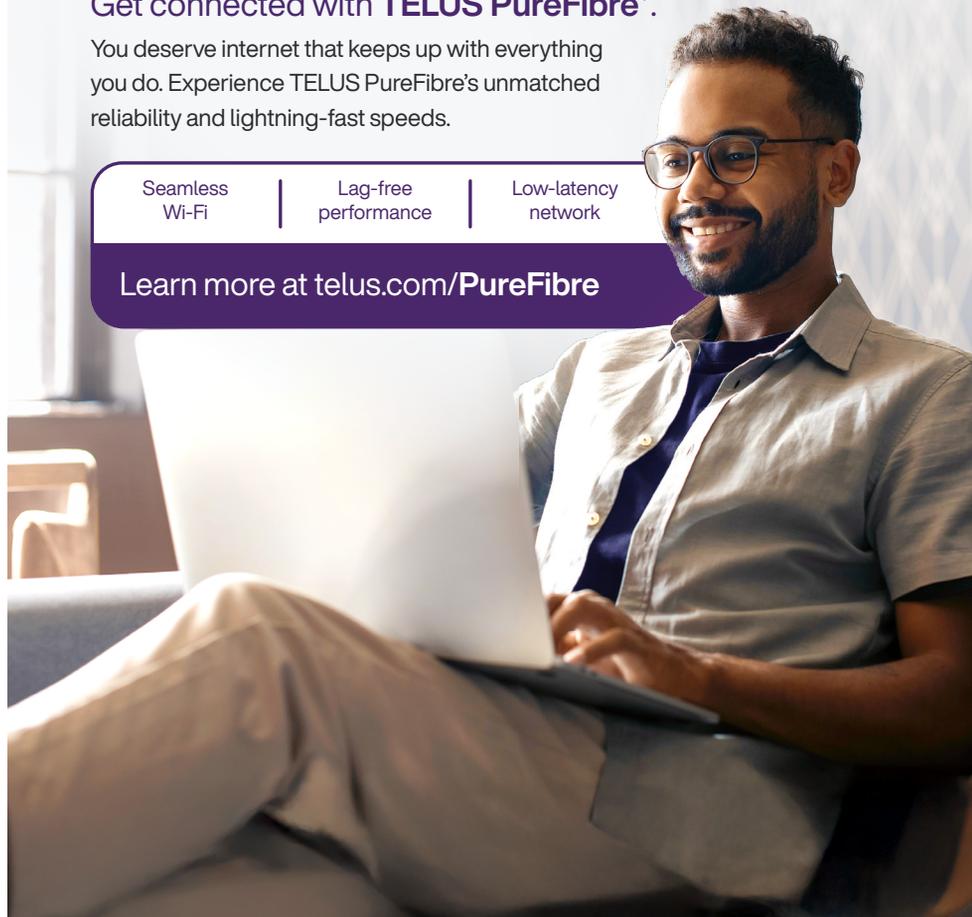
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Congratulations to Lieutenant-Commander (LCdr) Bryce Binder, Base Personnel Services Officer at Canadian Forces Base (CFB) Esquimalt [right] for winning the Mega 50/50 presented by Verity Construction & South Island Home Team during the Feb 17 Victoria Grizzlies Family Day game and taking home \$25,075.

Photo credit to respective owner.



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Canadian Ranger Basic Military Indoctrination (CRBMI) candidates work through a navigation exercise together as part of the CRBMI course curriculum. Photo: Canadian Ranger Master Corporal (MCpl) Joline Couture

A member of the 4th Canadian Ranger Patrol Group (4CRPG), Master Corporal (MCpl) Joline Couture shares insights regarding her experience with the Canadian Ranger Basic Military Indoctrination (CRBMI) Course

MCpl Joline Couture
4CRPG

It has been three years since I was a candidate on the Canadian Ranger Basic Military Indoctrination (CRBMI) Course. The jitters of stepping into something new and well out of my comfort zone come rushing back as I watch a new group of candidates arrive through the front gates, unsure what to do next. Their eyes are wide, footing uncertain. Unbeknownst to them, they are about to meet people who will soon feel like family.

These candidates will come together for the next 10 days with one common goal: to learn the basics of what it is to be a Canadian Ranger.

The candidates bring a diverse range of past experiences and perspectives to the CRBMI. Some own businesses; others have requested vacation time; a few stay-at-home parents have left their families for the first time; others are retired and feel the pull to give back to their communities; a few are just stepping out into the world. They arrive in civilian clothing, but they are dressed in the red Canadian Ranger uniform just hours later. Orders are not familiar to them yet, but the coordination of the drill for the next 10 days begins immediately. The 0600 hours wake-up comes far too early as they adjust to the sounds around them: the uncomfortableness of unfamiliar beds; constant sounds in the night from

adjacent bunkmates; the hum of the EXIT sign above the door. The morning routine is executed alongside 32 others, navigating tight spaces and new expectations before forming into three sections outside the barracks. There is no gradual introduction; they are ready at attention for the arrival of the marching Non-commissioned officer (NCO).

The CRBMI candidates are here to learn the basics of what it takes to become a Canadian Ranger, including navigation, first-aid, drill, safe weapons handling, and the voice procedures. Through osmosis, they also learn military life. Early drill sounds like a chorus of machine guns, but by parade day, it transforms into the proud, unified thunder of marching feet. On graduation day, the powerful voice commands of the top candidates bellow across the parade square. In 10 days, friendships that will last a lifetime have formed. Candidates have now developed a mindset of pushing beyond their comfort zones; have experienced what it means to be seen and heard in leadership roles; have learnt how to effectively cohabitate with others.

They arrived as strangers. Ten days later, they leave as family, already planning the next course they hope to attend together. I know this all to be true because I lived it myself. As they depart, my Canadian Ranger family has grown once again by 32.

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Many Thanks

to the Rainbow Kitchen in Esquimalt for inviting and welcoming Rear-Admiral (RAdm) David Patchell, Commander of Maritime Forces Pacific and Joint Task Force Pacific (MARPAC/JTFP), and his wife, Christian, to help serve a community pasta dinner in February.

MARPAC Expo Returns with Strong Sense of Community

Archana Cini
Lookout Newspaper

Hundreds of Defence team members filled the Naden Athletic Centre on March 5 for the annual MARPAC Health and Wellness Expo, hosted by Personnel Support Programs (PSP) and *The Lookout Newspaper*.

It was a day of connection, exploration, and food as attendees weaved through the Naden Athletic Centre to explore dozens of exhibitors showcasing health and wellness related products, services, programs, and resources tailored to the local Defence community. With 50 booths featuring both local and nationwide organizations, attendees got the chance to speak directly with representatives while building connections with each other. This year's event also encouraged attendees to enter a high-value door prize upon entry and revealed the upcoming 20th annual Canadian Forces Base (CFB) Esquimalt Navy Run's technical shirt.

To exhibitor Declan Wells from Wildplay Victoria, the MARPAC expo

plays an important role in strengthening community ties across the formation and beyond.

"There's a lot of fear in the world right now, and it's powerful to take the time to prioritize our own health and wellness. It's only then we can show up for the communities we're a part of," said Wells. This was a sentiment echoed by many others at the event — the importance of taking care of ourselves, so we can be operationally and mentally ready for the path ahead.

By bringing together organizations, service providers, and members of the Defence team in one space, the annual MARPAC Expo highlighted the many ways the community works together to support those who serve. Thank you for being a part of our event and see you next year!

The Lookout Newspaper would like to thank our event sponsors this year: Domino's Pizza, Ooh La La Cupcakes, Serious Coffee, and Greek on the Street.



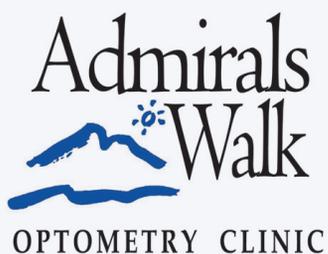
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NDWCC Raises Over \$111,000 with Defence Team

Archana Cini
Lookout Newspaper

Hundreds of charitable donations from Defence team members across Canadian Forces Base (CFB) Esquimalt culminated into something powerful on Feb 17 — more than \$111,000 in funds presented to community charities on Vancouver Island.

The National Defence Workplace Charitable Campaign (NDWCC) is an annual opportunity for Defence team members to support causes close to their hearts. Through the NDWCC, members can donate to more than 86,000 registered charities across Canada, including organizations with strong ties to the military community. At CFB Esquimalt, the NDWCC ran from Sept 11 2025 to Dec 31 2025, with staff and volunteers across the local Defence team contributing countless hours to help plan and run associated activities. Generosity came in many forms, from individual donations to creative fundraising events organized across the base.

For Matt Carlson, CFB Esquimalt's NDWCC team leader, one word best captures the months-long charitable journey: resilience.

"Our campaign faced challenges early on as well as throughout its duration, yet our Defence team members continued to show up — giving their time, their energy, and their resources

to help strengthen the community around them," said Carlson.

This year's campaign theme, *Give a little. Change a lot!*, served as a reminder that meaningful change often comes from many small acts of generosity. As such, Carlson noted that coordinating a campaign of this scale often comes with its own challenges.

"The toughest part of managing a campaign this large is balancing competing priorities while everyone is already carrying heavy workloads," said Carlson. "Sustaining momentum and supporting the team throughout is what ultimately strengthens our collective effort, and the result exceeded our goals this year."

Despite its logistical hurdles, the NDWCC was marked by several moments that highlighted the strong sense of community within the base. One of the most memorable, Carlson said, was the Chili Cook-Off held at the CFB Esquimalt Wardroom in November.

"Our volunteers put in tremendous effort; the event was a huge success — we even ran out of chili," he said. "Seeing the Defence team come together with such enthusiasm and support made me proud of our community and campaign."

The Feb 17 cheque presentation brought together several members of the Defence Team and community partners including: Carlson, Acting Sub-Lieutenant (A/SLt) Michael Samuels NDWCC deputy team leader; Acting Sub-Lieutenant (A/SLt) Maximilian Graw, NDWCC Treasurer; Captain(Navy) (Capt(Navy)) Kevin Whiteside, CFB Esquimalt Base Commander; and Chief Petty Officer 1st Class (CPO1) Sue Frisby, Base Chief. They presented the cheque to former HealthPartners board director and volunteer speaker Barbara Toller and United Way BC Senior Donor Relations Officer Ivan Freire.

As the 2025 campaign closes, the \$111,000 worth of funds raised will stay local and support programs that address health, well-being, and community needs across Vancouver Island. Let this moment stand as proof that when a community rallies together to give, even small acts of generosity can add up to something powerful.



[Left to right] Acting Sub-Lieutenant (A/SLt) Michael Samuels, Matt Carlson, Captain(Navy) (Capt(Navy)) Kevin Whiteside, Barbara Toller, Ivan Friere, Chief Petty Officer 1st Class (CPO1) Sue Frisby, and A/SLt Maximilian Graw pose for a photo during the NDWCC cheque presentation on Feb 17. Photo: Sailor 1st Class (S1) Jordan Schilstra, MARPAC Imaging

MNMIWEX 25

Canadian Clearance Divers Strengthen Global Partnerships in South Korea



Lt(Navy) Alycia Vachon

Members of the Royal Canadian Navy (RCN) Fleet Diving Unit (Pacific) (FDU(P)) deployed to Busan, South Korea in Oct 2025 to participate in Multinational Mine Warfare Exercise 25 (MNMIWEX 25) under Operation (Op) HORIZON. Hosted by the Republic of Korea Navy, the exercise brought together naval forces from across the Indo-Pacific including the United States (U.S.) Navy, Royal Australian Navy, and Philippine Navy. The training focused on enhancing collective readiness in mine warfare, a critical capability for ensuring safe maritime operations, and protecting global trade routes.

One of the specialized techniques practised during the exercise was pouncer operations. This demanding mine countermeasure method involves clearance divers deploying directly from a helicopter into the water at a suspected mine site. Once in position, divers conduct underwater explosive ordnance disposal, inspecting the mine, confirming its type, and applying safe disposal procedures. The technique requires precision, discipline, and seamless coordination between air, sea, and underwater assets.

Canadian clearance divers showcased their expertise in these operations by leaping from a helicopter onto a designated training mine site.

They carried out a simulated neutralization of the device before being extracted by a support vessel.

While the mine was a dormant training mine, the exercise tested the divers' ability to conduct demolition procedures with live explosives to simulate operating under realistic, challenging conditions.

Participation in MNMIWEX 25 allowed Canadian clearance divers to refine their ability to locate, identify, and safely neutralize explosive devices such as mines, improvised explosive devices (IEDs), and other underwater hazards. These exercises are vital to maintaining the RCN's operational excellence and ensuring its members remain ready to respond to real-world threats. Clearance divers are among the most highly trained specialists in the RCN, capable of operating in difficult underwater environments where precision and resilience are paramount.

By contributing to MNMIWEX 25, the RCN reinforced its reputation as a trusted partner and demonstrated Canada's ongoing commitment to the region. Op HORIZON highlighted the importance of collaboration, interoperability, and readiness, key pillars of the RCN's mission to protect Canada's interests at home and abroad.

Sailor 1st Class (S1) Mark Narozanski (left), S1 Willem Davies (middle) and a member of the Republic of South Korean Navy take a moment to relax after Pouncer Operation during MNMIWEX 2025 onboard ROKS WONSAN, in Busan, South Korea on Oct 27 2025. Photo: Master Sailor (MS) Bryan Underwood

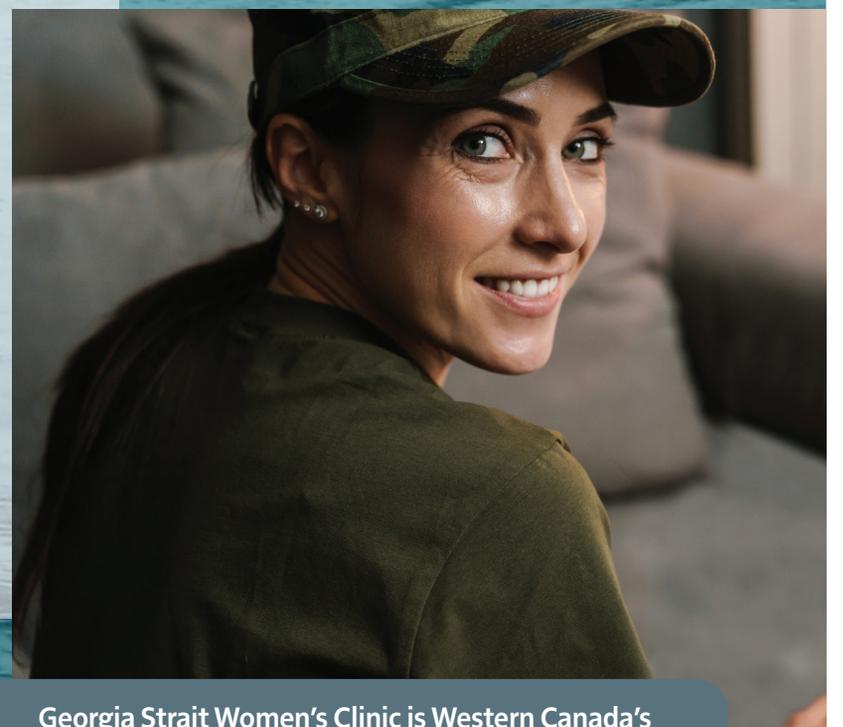
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