



Message from the Executive

Message from the Chair

Back in 2020 when I first joined the MARPAC Health and Wellness Team, we were just appreciating what a challenging year it would turn out to be, for ourselves and our families, for our partners and friends, for our nation, and for the world. As the worst of the pandemic seems to be somewhat behind us, we are discovering what the new sense of normalcy really means.

Even as many of us adjusted and readjusted the speed and style of our lives in and out of the pandemic, the accelerated operational pace that MARPAC and JTFP personnel have known never really let up. Nor did the need for support, assistance and initiatives provided by the MHWS. As the world continues to spiral into conflict and tension, as climate change continues to reshape the landscape, it appears that we will not be slowing down anytime soon.

Given the many unexpected challenges of this last year, the document that you hold in your hands, or read on your screen, is more than an annual report of activities. It is a monument to the flexibility, adaptability and imagination of the MARPAC Chief of Staff Captain (Navy) Sproule, the Vice-Chair Maryse Neilson and her professional staff, MHWS Members, Working Group Champions and Co-Chairs, Health Promotion representatives, other MARPAC leadership, and volunteers. Most of all, it is testimony to the generosity and faithfulness of our supporters, partners, and friends, whose commitment to standing behind our brave members and their families never waiver. I am very grateful to each one of you. It is a true honour to be on the same team. As you read the following pages, I hope that you take pride in seeing all that has been accomplished together in the midst of a difficult operational and financial environment.

To the members of the MARPAC community and to all corners that the MHWS strategy reaches, including veterans and families, thank you for your devotion and time. Know that in our second decade as a Strategy, we will continue to evolve and lead initiatives that contribute to the overall physical and mental wellbeing of those we support.

**Yours aye,
LCol Andrew Currie
MARPAC Formation Surgeon
Chair**

Message from the Vice-Chair

The year ending March 31, 2024, was a truly unique one for the MARPAC Health & Wellness Strategy. Staff changes and new members brought an unusually large number of opportunities for growth, and I am very proud of all that we accomplished despite this.

Highlights of the year included our popular Speaker's Bureau, the Village Workshop, Harbour Clean Ups, Yoga in the Park, Naloxone Trainings, and London Chef cooking classes. We also piloted our Culture Evaluation Project (CEP) on HMCS Winnipeg and CANSUBFOR Esquimalt and learned some valuable lessons that will be re-piloted this year. The CEP is especially important as it offers an innovative and complex evaluation of culture – something that is very hard to do well. Developing this set of tools has

been a major initiative of the MHWS over the past 4 years and when it's ready to launch (we hope in 2025) it will offer important baseline information about the state of culture in MARPAC. This is critical as we know the purpose of the MHWS is to advance culture change.

The MHWS was very fortunate to have benefited from the support and collaboration of the Diversity, Culture Change and Inclusion Team in MARPAC this past year. I thank everyone who has contributed to the important work we do, and I hope you feel proud to be involved.

Maryse Neilson, MSW RSW
Vice Chair MHWT



The MARPAC Health & Wellness Team is a group of helping professionals who work collaboratively through the MARPAC Health & Wellness Strategy. Over 90 Defense Team members are involved in one of five Strategy working groups engaging in culture change through a health promotion approach.

Join us and get involved!

L'équipe MARPAC Santé et Bien-être est un groupe de professionnels aidants qui travaillent en collaboration dans le cadre de la stratégie MARPAC Santé et Bien-être. Plus de 90 membres de l'Équipe de la Défense participent à l'un des cinq groupes de travail sur la Stratégie qui s'engagent dans un changement de culture grâce à une approche de promotion de la santé. Rejoignez-nous et impliquez-vous !



STRATÉGIE
DE SANTÉ ET
BIEN-ÊTRE
DE FMAR(P)
VIE ACTIVE



STRATÉGIE
DE SANTÉ ET
BIEN-ÊTRE
DE FMAR(P)
ALIMENTATION
SAINE



STRATÉGIE
DE SANTÉ ET
BIEN-ÊTRE
DE FMAR(P)
SANTÉ
ORGANISATIONNELLE



STRATÉGIE
DE SANTÉ ET
BIEN-ÊTRE
DE FMAR(P)
VIE SANS
DÉPENDANCES



STRATÉGIE
DE SANTÉ ET
BIEN-ÊTRE
DE FMAR(P)
SANTÉ
MENTALE ET
SOCIAL



MHWS Leadership

April 2023 – March 2024

Membership

MHWT EXECUTIVE

CHAIR:

- LCOL ANDREW CURRIE

CHIEF OF STAFF:

- CAPT(N) SPROULE

VICE CHAIRS:

- MARYSE NEILSON
- CP01 ARVID LEE
- MS EMILY WHALEN

Working Group Champions

ACTIVE LIVING

- CAPT(N) MARK O'DONOHUE
- CAPT(N) JEAN OUELLET

ADDICTIONS-FREE LIVING

- CAPT(N) ALEX KOOIMAN

HEALTHY NUTRITION

- CAPT(N) KEVIN WHITESIDE

MENTAL AND SOCIAL WELLNESS

- CAPT(N) SEBASTIEN RICHARD

ORGANIZATIONAL HEALTH & WELLNESS

- CAPT(N) MATTHEW COATES

Health Promotion Representatives

ACTIVE LIVING

- DANIELLE YOLE

ADDICTIONS-FREE LIVING

- VICKY DOUCETTE

HEALTHY NUTRITION

- VICKY DOUCETTE

MENTAL AND SOCIAL WELLNESS

- JESSIE WYLLIE
- DANIELLE YOLE

ORGANIZATIONAL HEALTH & WELLNESS

- JESSIE WYLLIE

Yoga in the Park



Membership

Working Group Co-Chairs

ACTIVE LIVING

- MILITARY CO-CHAIR:
LCDR SIMON BROWN
- CIVILIAN CO-CHAIRS:
DANIELLE SMITH

ADDICTIONS-FREE LIVING

- MILITARY CO-CHAIR:
CPO1 SUE FRISBY
- CIVILIAN CO-CHAIR:
KATERINA KIRIAKAKIS

HEALTHY NUTRITION

- MILITARY CO-CHAIR:
CPO1 ANDRE AUBRY
- CIVILIAN CO-CHAIR:
MATTHEW KINGSTONE

MENTAL AND SOCIAL WELLNESS

- MILITARY CO-CHAIR:
CPO1 DAVE BISAL
- CIVILIAN CO-CHAIR:
SHANNON BLACK

ORGANIZATIONAL HEALTH & WELLNESS

- MILITARY CO-CHAIR:
CDR STEPHEN CHURM
- CIVILIAN CO-CHAIR:
DOUG YOUNG

MARPAC Health & Wellness Strategy Members

ACTIVE LIVING MEMBERS:

- PO1 LOUIS BEAUDET
- LISA JEFFERY
- GILLIAN LARSEN
- MATT CARLSON
- RYAN ELBOURNE
- TONIJA SKUJA
- CODY GERVAIS
- CPO1 MICHAEL MILLER
- CPO1 STANLEY BUDDEN
- CAPT AL AMY STREETER
- LCDR KATERYNA HUBBARD
- LT(N) ROBIN MCKEE
- PO2 AARON CLOUTER
- QUINTON BENSON

ADDICTIONS-FREE LIVING MEMBERS:

- ERICA BRIGGS
- ANITA DIDRICH
- CPO1 SUSAN FRISBY
- KODI GIBSON
- CPL ALINURA GRANT
- PO2 JOHN HELPARD
- DAYNA HOLLEY
- CPO1 IAN KELLY
- KATERINA KIRIAKAKIS
- CAPT (N) ALEX KOOIMAN
- CPL RAHANNA LAWRENCE
- CPL HOLLY MOORE
- NICKI THORMOE

HEALTHY NUTRITION MEMBERS:

- MWO CHRISTOPHER BRIAND
- CPO1 PAUL FENTON
- TROY GRINDER
- CAPT(N) JEFF HUTCHINSON
- LISA JEFFERY
- SARA JOHNSON
- CPL RIHANNA LAWRENCE
- LT(N) SEAMUS MCGUIRE
- CPO2 TROY MCGREGOR
- SUNHEIL MINHAS
- LT(N) SEAN RITCHIE
- DANIELLE SMITH
- CPO2 JASON TUCKER
- DANIELLE YOLE

MENTAL & SOCIAL WELLNESS MEMBERS:

- TRACEY CONRAD
- ASHLEY EVANS
- CPO2 FRANCINE GRIFFIN
- JAMIE HOUSSER
- NORA JOHNSON
- CAPT TYLER POWELL
- PO1 JANINE SIMMONS
- TINA WAGNER

ORGANIZATIONAL HEALTH AND WELLNESS MEMBERS:

- CPO1 LYNE EDMONDSON
- VANESSA NICHOLSON
- YVONNE PRATT
- MAJ DANIEL WALTON
- CAROLINE WYLIE



WORKING GROUP REPORTS

Active Living

GO BY BIKE WEEK

(Spring & Fall)

- » Spring Go By Bike Week garnered 115 cyclists, while Fall Go By Bike Week garnered 91 cyclists.
- » Celebration Stations held for both Spring and Fall events. The Spring Celebration Station was located at FMF, and the Fall Celebration Station was held at the Ornamental Gates.
- » Handed out promotional swag items including bike lights, safety reflector belts and vests, bike bells, and cycling maps. CRD attended with backpack reflective gear.
- » Seaspan Shipyards sponsorship of \$1000 for both Spring and Fall Go By Bike Weeks provided opportunity to offer food and beverages to celebration station attendees.

PILOT PROJECT WITH CRD AND CFB ESQUIMALT

- » Survey on active transport conducted in collaboration with CRD to gather insights from Defence Team members at CFB Esquimalt.
- » Survey was finalized and launched in May 2023.
- » 1127 DND members participated in survey.
- » Top concerns and ideas from survey results included: need for better BC Transit service, provide BC Transit Pro-Pass, more and improved bike parking, bike repair stations, end of trip facilities, carpool options, interest in e-scooters, flexible timings to accommodate children & public transit, opportunities to commute less (more on-site housing, childcare on base, more work from home options), improved gate access, improved pedestrian & cycling safety on base, Seabus.

IMPROVING INFRASTRUCTURE AROUND CFB ESQUIMALT TO SUPPORT ACTIVE LIVING

- » Walking/running route signs installed.
- » Deluxe bike repair stations purchased and stored at the ornamental gates at Naden & Work Point. These stations were carefully chosen for the extendable tools, wheel holder and bike pump with gauge to ensure the right tire pressure. Custom branding with the MHWS and ALWG logos on each station and comes with a 2-year warranty and maintains part package.
- » 7 Inverted U Bike Racks procured to be individually placed around CFB Esquimalt to the entrance of 7 buildings that will allow for covered and spacious parking. Ideal storage for longer bikes / e-bikes.

WORKING GROUP REPORTS

Mental & Social Wellness

COMPLETION OF WELLNESS BENCH INSTALLATION

- » Wellness benches were installed at 6 different locations around CFB Esquimalt. The locations included three benches at Naden (Nelles Block, Naden volleyball courts, and Base Hospital) and three benches at Dockyard (Duntze Head, CPO's Mess, and EAP DY074).
- » Created with the support of employees at FMF and RPOPS to help foster wellbeing at MARPAC through relaxation and connection to nature, which have calming effects to help reduce workplace stress.
- » Intended to provide casual meeting spaces that encourage connection, inclusion and friendship in the workplace.
- » Sides of the benches were painted green to align with the theme of "living in the green" and remind Defence Team members the importance of prioritizing mental and social wellbeing.

MENTAL HEALTH AWARENESS WEEK 2023

- » Mental Health Awareness Week (MHAW) 2023 theme was "My Story", and focused on finding ways to take care of our own mental health in a way that is unique to us.
- » Promoted MHAW and wellness benches through article in the Lookout featuring interviews with six members of the Defence Team. Each member expressed how they "stay in the green" and photos were taken at the six different wellness bench locations around CFB Esquimalt.
- » Promotion of MHAW and the wellness benches was also posted to social media including Facebook and Instagram.
- » Created map of bench locations complete with photo of each bench.

THE VILLAGE WORKSHOP SERIES

- » Workshop held on Feb 6th, 2024, from 0830-1630 at the C&PO's Rainbow Room with 32 participants.
- » The Village Workshop Series "Building Bridges: Through Understanding the Village" with Kathi Camilleri, is an experiential workshop where participants explored their personal role in supporting the revival of the values from Indigenous villages and the affects of Residential Schools and Canada's Policy of Assimilation.
- » The workshop was incredibly moving, and participants had lots of positive feedback, with requests to host another session again in 2024-2025.

WORKING GROUP REPORTS

Addictions Free Living

NALOXONE TRAINING

- » 3 workshops through AVI Community Services:
Total: 125 people

CANADA'S GUIDANCE ON ALCOHOL AND HEALTH

- » Updated Low-Risk Drinking Guidelines with the Canada's Guidance on Alcohol and Health in all Health Promotion briefs and course materials.

NATIONAL ADDICTIONS AWARENESS WEEK

- » November 19 - November 25, 2023
- » Mocktail promotions at Pacific Fleet Club
- » Naloxone training
- » Speaker's Bureau with Guy Fellicella
- » Lookout article



Healthy Nutrition

SALAD DAYS

- » \$2 Salads: 866 salads purchased April - September
- » Food Cost Increase \$5.08 = \$3 Salads: 533 salads purchased October - March
- » Free salads for Nutrition Month: 367 free salads
- » International Foods Week
- » November 19 - 25, 2023
- » Name change to Cultural Adventure Week: "Try Something New"

- » *Lunch Only*: Ukrainian, Aboriginal, Korean, Jamaican, British
- » Door Prizes = cookbooks/ cutting boards
- » 368 ballets for the draw boxes

NUTRITION MONTH - MARCH 2024

- » Fruit handout: March 1st to kickoff the month @ WorkPoint, DKYD and Naden 0700-0830. Freggie made an appearance.
- » 2 free salad days

- » Speaker's Bureau February 20th with Andrea Hollwegner, RD "Chocolate Loving Nutritionist"
- » London Chef Cooking classes: virtual and in-person @ Seaside Cider. Sold out.
- » National Pack Your Lunch Day: March 10. Tag the HP Instagram account with a photo of packed lunch to enter to win a prize.

WORKING GROUP REPORTS

Organizational Wellness

- » A full month of successful activities for Healthy Workplace Month! This was the first year putting on something like this for our working group and it served as a really great learning experience that provided a template on how to put on even better events for following years.
- » The creation of the Base Events and Commemorative Dates Calendar! Now we have everything in place to ensure these are created and distributed before the end of the calendar year for future editions.
- » Able to complete all procurement before end of fiscal year! (And with this, was able to procure good quality items vs generic swag)

MHWT Executive

- » **5 Speakers for the MHWS's Speakers Bureau**
- » **Orientation session held for new MHWS members**
- » **Completed Pilot for the Culture Evaluation Project**





MHWS Speakers Bureau

19 Sep 23

Monique Gray Smith

"Weaving Love and Joy into the Journey of Truth and Reconciliation"

23 Nov 23

Guy Felicella

"Harm Reduction and Substance Use: An Important Part of the Full Continuum of Care"

25 Jan 24

Dr. Taslim Alani-Verjee

"Racism, Allyship and Mental Health"

08 Feb 24 Andrea Holdwegner, RD

"Chocolate Loving Nutritionist" for Healthy Nutrition Month

08 Mar 24

Sally Armstrong

"A New Age is Dawning for Every Mother's Daughter"



The MHWS 23/24 Financial Review:

Executive / Speaker's Bureau	\$30,562.12
Active Living	\$16,216.47
Addictions-free Living	\$7,950.91
Healthy Nutrition	\$6,851.08
Mental & Social Wellness	\$16,574.45
Organizational Wellness	\$12,047.46
- Positive Space	\$16,163.07



FOR THE 23/24 FISCAL YEAR THE MHWS SPENT \$106,366



“As a Reservist, being part of the MHWS provided me with a rare opportunity to promote the well-being of members, Regular and Reserve, across Canada while leveraging both my military and civilian skillsets.

From Nutrition to Addiction free living, I've worked with other passionate members of the Defence Team to safeguard the mental health of our personnel so that they can focus on the business of the Navy.”

Cdr Stephen Churm

“The MARPAC Health and Wellness Strategy is a key organization within the formation and intimately linked with the Diversity, Culture Change and Inclusion team at MARPAC HQ. This nexus has created numerous synergies resulting in a symbiotic relationship in support of culture change collaboratively. Culture does not change because we desire to change it. Culture changes when the organization is transformed, and the culture reflects the realities of people working together everyday. The MARPAC Health and Wellness Strategy strives to achieve this on a daily basis.

We are privileged to be connected with this outstanding group of like-minded people.”

LCdr Judith Harlock & Vanessa Nicholson



