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Photo: Ross Lees



Bringing employment equity and diversity home to 8 Wing

By including people in what is going on, you create diversity with inclusion

By Ross Lees

The Canadian Armed Forces (CAF) has taken major steps along the diversity with inclusion highway, but there is still a long way to go to reach the end, according to the speakers at the International Day for the Elimination of Racial Discrimination last week.

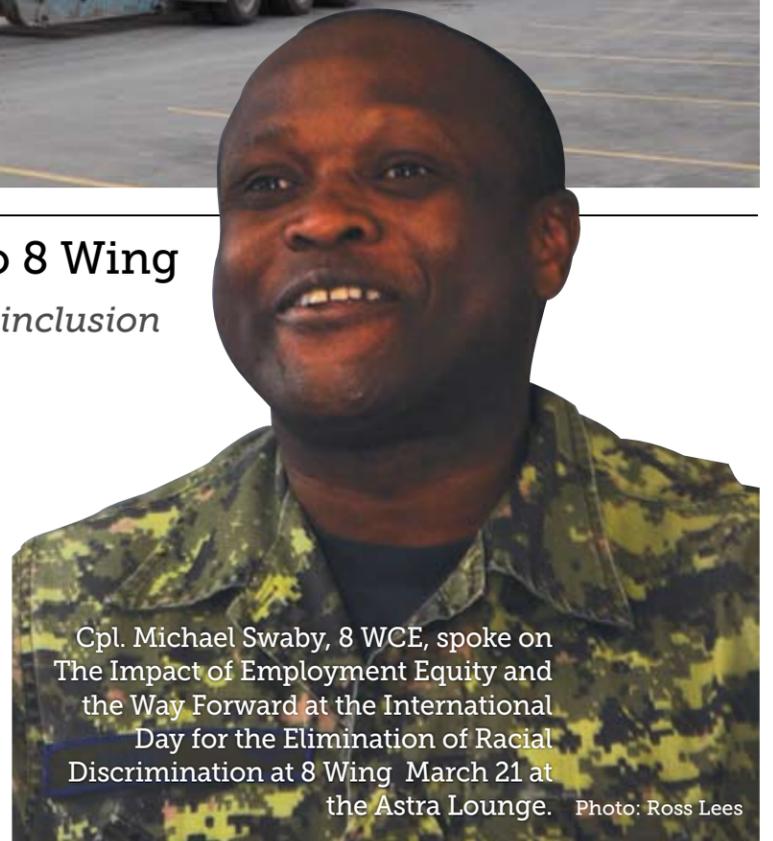
Considered an "operation imperative" according to Lt.-Col. Joseph Fernandes, NDHQ ADM(MAT), diversity with inclusion "...can improve effectiveness, performance, innovation and group problem solving," he noted.

Lt.-Col. Fernandes spoke about employment equity and diversity within DND, noting it was important for the CAF operating in theatres around the world to have members from those communities who understand the language, religion and culture, effectively giving the CF an edge, what he called a force multiplier.

Lt.-Col. Fernandes made it plain to all attending the Lunch and Learn event that inclusive racial diversity is a priority within the CF.

"Our senior leadership is committed to creating a workplace that is fair, respectful and sup-

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Cpl. Michael Swaby, 8 WCE, spoke on The Impact of Employment Equity and the Way Forward at the International Day for the Elimination of Racial Discrimination at 8 Wing March 21 at the Astra Lounge. Photo: Ross Lees



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New Canadian Armed Forces Minimum Physical Fitness Standard

Out with the old, and in with the new. On April 1, 2013, the Canadian Armed Forces (CAF) will be implementing the updated approach to military fitness: the FORCE Program.

The new program has two key components: the new fitness test, called the FORCE Evaluation; and the FORCE Exercise Prescription, the operational fitness training system available at www.DFit.ca.

Replacing the 30-year-old Canadian Forces EXPRES Test, the FORCE Evaluation has been scientifically validated and developed specifically for the CAF by the Personnel Support Programs (PSP) Directorate of Fitness. Rather than testing fitness with the traditional push-ups, sit-ups, grip tests and endurance runs, the FORCE Program evaluates members' ability to execute tasks that are directly linked to true-to-life physical challenges faced on operations.

In a comprehensive analysis of military operational fitness, PSP human performance scientists and fitness experts have looked at more than 400 physical tasks performed by Canadian military personnel in all environments over the past 20 years.

"I am extremely pleased with both the overhaul of the Canadian Armed Forces' fitness evaluation system and the estab-

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As PSP Fitness researchers observe, a Canadian Armed Forces (CAF) volunteer performs the Sandbag Lift during the extensive development phase of the FORCE Evaluation, the new CAF fitness test.

Photo: by CFPFSS Imaging Services

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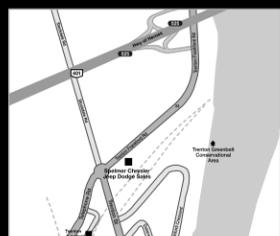


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Prep time means less stress time

From the moment you get out of bed to the time you fall back on the pillow, you never know if you'll run into an unforeseen stressful situation. But hectic mornings, forgotten lunches, wardrobe disasters and overlooked appointments don't have to get you flustered - especially when you can avoid these problems altogether. Planning and preparation are the best-kept secrets to keeping your life more balanced. "Start to pay attention and become aware of stressful things in your life," says Dr. Kenneth Prkachin, a clinical psychologist and Heart and Stroke Foundation researcher. Once you become aware of your stressors, then you can plan ahead to avoid getting into those situations in the first place.

Research shows that the body responds to stress with a rapid rise in blood pressure and heart rate. "When we're under stress, we have physiological changes that take place. These end up doing us no good," Prkachin says. The effects of stress are usually temporary, but if stress is constant in your life, you could be putting your heart in danger, he warns. There are many proven ways to reduce your stress once you're already experiencing it, but stopping it before it starts could be even better for your heart.

Always be prepared

There's a reason why this is the Boy Scouts' motto. Being prepared may take a bit of effort, but it will save you time and stress later.

- Give yourself 15 minutes extra time to get to any appointment.
- Don't wait to the last minute to start on projects at work. Start early and you'll be more likely to make it to deadline without

feeling under pressure.

- Make three copies of your house keys. Carry one set in your pocket or purse. Keep the second copy in a safe place in your house. Entrust a friend or neighbour with the third set in case of lock-outs or other emergencies. Store the originals in a safety deposit box or other safe place so you can make the best quality duplicates if you lose your keys.
- If you have a car, keep one key on your key ring, one in a safe place at home and one in your wallet. (If you lock your keys inside your car, this may save you major stress.)
- Going to the bank, post office or airport? You'll probably be waiting for a while, so bring a magazine to read, a Sudoku puzzle to play or something else to distract you from clock-watching. This helps keep stress in check.

Make night into morning

When you start off your day in a calm, relaxed manner, it can help you stay composed throughout the day. Save yourself from hectic mornings that could set your mood to negative by doing the prep work the night before.

- Choose tomorrow's outfit. Iron, if needed, and hang it up so it's ready to go.
- Make packed lunches for you and your family.
- Set the breakfast table.
- Set your alarm 15 minutes earlier so you can enjoy a relaxed, unrushed morning.

Leave more time for sleep

Reduced amounts of sleep can put undue

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Affordable Housing Accommodations for CF Members in Ottawa

While the summer months are generally quiet throughout the CF community, not everyone benefits from the relative downtime. For military housing organizations, the posting season is the busiest time of the year. This has certainly been the case for the Self-Help Housing Organization (SHHO), managed by Personnel Support Programs (PSP) Ottawa, which has been working this past season to help local CF personnel in their change of residence.

With its mandate to provide clean affordable housing to junior-ranked Military personnel, Self-Help Housing oversees 545 Residential Housing Units (RHU) consisting of 519 townhouses and 26 bungalows located at Uplands.

We ensure the best living environment possible for our occupants and the affordability, convenient location and close to all amenities. SHHO is certainly a beneficial option to the servicing members and their families.

Logements abordables pour les membres des FC à Ottawa

Même si les mois d'été sont habituellement tranquilles pour le milieu des FC, ce n'est pas tout le personnel qui profite de cette période d'accalmie. Pour les organismes de logement militaire, la saison des affectations est la plus occupée de l'année. Ce fut certainement le cas pour le Service autonome de logement (SAL), géré par le Programme de soutien du personnel (PSP) à Ottawa, qui a aidé le personnel des FC au cours de la dernière saison à changer de résidence.

Dans le cadre de son mandat qui consiste à fournir un logement abordable et propre aux militaires subalternes, le SAL supervise 545 unités de logement résidentiel (ULR) comprenant 519 maisons en rangée et 26 bungalows sur la base militaire Uplands.

Nous offrons le meilleur milieu de vie possible à nos occupants dans des logements abordables, bien situés et près de toutes les commodités. Le SAL est assurément une option bénéfique pour tous les militaires et leurs familles.

Malgré la demande, M. Grégoire, gestionnaire immo-

Despite the demand, Mr. Grégoire, Property Manager for SHHO indicated that units are still available to CF members that are being posted to the National Capital Region. Eligible members must be MCpl and below, OCdt, 2Lt, or Lt (not including Navy) posted to the NCR.

Class B or C Reservists are also eligible, provided they are in possession of a year or more contract at the time of application.

Housing priority is given to military families (which includes single members with dependants). Single members are placed on a separate waiting list and are offered housing when all the family housing requirements have been met. SHH is also currently accepting application from Sergeants/PO2 class on a temporary basis.

For more information or availability on SHHO unit please visit at: www.pspottawa.ca/shho or call (613) 521-2696.

bilier du SAL, indique que des unités sont encore disponibles pour les militaires affectés dans la région de la capitale nationale. Les militaires admissibles doivent être des Cplc ou des grades inférieurs, des Élofs, des Slt ou des Lt (sauf la Marine) affectés dans la RCN.

Les réservistes de classe B ou C sont aussi admissibles, pour autant qu'ils aient un contrat d'un an ou plus au moment de leur demande.

La priorité de l'attribution des logements est accordée aux familles militaires (y compris les célibataires avec personnes à charge). Les militaires célibataires sont inscrits sur une liste d'attente distincte, et du logement leur est offert lorsqu'ils répondent à toutes les exigences liées aux logements familiaux. Le SAL accepte également les demandes des sergents et des PM2 à titre temporaire.

Pour obtenir des renseignements supplémentaires sur les unités du SAL ou sur leur disponibilité, veuillez consulter le site www.pspottawa.ca/shho ou téléphoner au 613-521-2696



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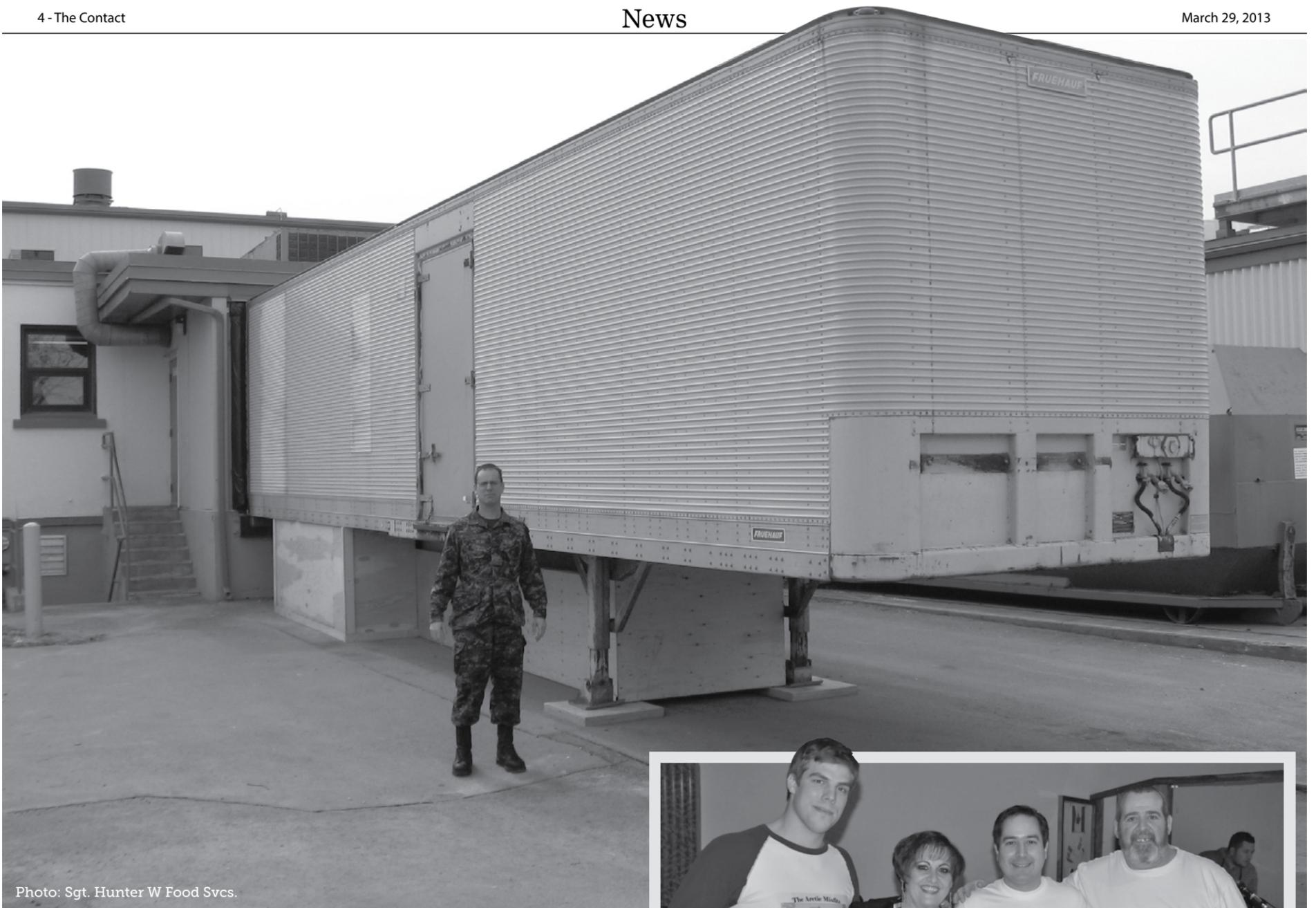


Photo: Sgt. Hunter W Food Svcs.

Wing Logistics and Engineering Picture of the Week

Sgt. Reine Desforge is the Wing Foods Services Flight Feeding Coordinator. He applied the new directive "Doing More With Less." The focus was a new equipment trailer, a project that he initiated and resulted with a total annual saving of \$7,000 to the WLE budget. The solution was practical. Replace the rental trailer that was being rented on a monthly basis with an existing, outdated one; a phone call over to Fleet Services at Wing Transport and he was able to acquire an old trailer that was being sent for auction. The trailer was refurbished with the help of W CE and W TEME, and the trailer now sits at the rear of the Yukon Galley. This is an example for others to follow. Bravo Zulu.



Submitted photo

The Arctic Misfits fit right in at CFS Alert

The Arctic Misfits keep everyone in Alert singing during TGIFs with free live music entertainment. From left to right, Nathan Vis (drums), Lesley Sinclair (lead vocalist), Maj. Warren Baccardax (guitar, harmonica) and Mario Germain (vocals, guitar).

The Contact Newspaper

The CONTACT is an unofficial publication of 8 Wing/CFB Trenton. The CONTACT is a weekly military newspaper that provides accurate and timely coverage of issues and events at and affecting Canada's largest and busiest air base – 8 Wing/CFB Trenton.

We are the primary internal and external communications tool for 8 Wing/CFB Trenton and began publishing in November, 1940. We strive to build awareness, morale and 'esprit de corps' among both the military and civilian communities. It is our privilege to showcase the efforts of the men and women of the Canadian Forces at work.

The Publisher reserves the right to edit copy and reject advertising to suit the needs of the publication. Views expressed are those of the contributor unless expressly attributed to DND, CF or other agencies.

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Public Affairs, Internal Comms: Capt Steven Dieter

PSP Manager: John Snyder

The Independent (Metroland) Staff

General Manager: Ron Prins 613-475-0255 ext:214

News and Feature Content: Ross Lees 613-392-2811 ext:3976

Advertising Production : Kristen Ryan 905-579-4400 ext:2272

Bookkeeper: Benita Stansel 613-475-0255 ext:202

Circulation: Kathy Morgan 613-475-0255 ext:210

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Guidelines for submissions: ARTICLES AND PHOTOS

THE CONTACT produces news and information about 8 Wing/CFB Trenton at home and around the world. We depend on our military community for articles, personal stories and photos.

- Articles should be typed in upper and lower case (Not all caps) and in plain black text. Acronyms should be spelled out on first reference, then abbreviated when referred to thereafter.
- Do not include clip art or graphics within typed pages. Additional graphics/logos may be sent as separate files.

- Articles may be mailed, e-mailed (cfbcontactnewspaper@gmail.com) or delivered in person and must include author's full name, rank, unit and phone number.
- Whenever possible, photos should be included with your article and should contain the name of the person who took the photo and an appropriate caption to go with it. Photos should be saved in either a jpeg format at a high resolution for quality reproduction.
- Articles must be received by Tuesday at noon prior to print date.

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A Military Community Newspaper

The CONTACT newspaper is a Personnel Support Programs (PSP) entity. Our newspaper relies almost solely on revenues generated through advertising and sponsorships.



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The art of powering lift trucks safely

Lift trucks are the power behind materials handling in today's industrial world. A variety of power systems keep the lift trucks moving. Each of the common power systems has its unique hazards. The workers most commonly exposed to these hazards are those who refuel or otherwise service the power systems on these hardworking machines. Here are some reminders of the hazards and precautions associated with several common power sources for lift trucks:

- **Propane** - Propane is also known as LPG, which stands for liquefied petroleum gas. It is heavier than air and will pool in low-lying places. Propane is extremely flammable. In its liquid state, it is cold enough to cause frostbite to the skin. Only trained and authorized persons should be filling propane cylinders and operating a refueling station. Anyone working around propane should be able to identify the odor indicating fuel leakage. Propane cylinders must be stored in an upright position, away from sources of ignition. Cylinders should also be stored in such a manner that they can't be tipped over or struck by other objects. Do not drag or roll a cylinder; instead use a cart to move it.
- **When installing a propane tank**, the lift truck engine should be off, with the controls at the neutral position, parking brake set and forks lowered.
- **Check each cylinder** for leaks, dents or other signs of damage. Tag it for repair if defects are found. Seals and fuel line connections must also be checked.
- There must be **no smoking** in the refueling

area. Workers should wear protective gloves, and keep their faces away from the relief valve.

- **Batteries** - Electric lift trucks are powered by batteries, which are to be charged and changed only by qualified, trained personnel. Mechanical lifting devices must be used to move heavy batteries.
- The right **Personal Protective Equipment** must be worn to protect the skin, face and eyes from contact with sulfuric acid, commonly known as battery acid or the electrolyte.
- **Know how to locate** and use the safety shower and eyewash station in case of an acid splash.
- **No ignition sources** should be permitted in the battery charging area. When a battery is being charged, it produces explosive hydrogen gas. The area must be properly ventilated to prevent buildup of the gas. Do not break an electrical circuit at the battery terminal because the spark might ignite the hydrogen gas.
- **Keep metal** such as tools, watches, and rings away from uncovered batteries. A short circuit can cause severe burns.
- **Fuel Cells** - Another source of power for lift trucks is becoming increasingly common. This is the fuel cell, which converts various compounds into hydrogen. Standards are continuing to be developed for these units.

Whatever type of power source you are working with on a lift truck, be sure to follow all the manufacturers' safety suggestions

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Fitness & Health

Smart snacking may help you get nutrients, stave off chronic diseases

Healthy snacking is part of a healthy diet. While eating between meals used to be discouraged, experts now say healthy snacking may help you get all the nutrients you need to protect you from chronic diseases.

Nutritious snacks also keep you feeling energized throughout the day. Snacking can stave off hunger and keep your metabolic rate up, which makes it an integral part of maintaining a healthy weight.

Snacks are meant to tide you over, not replace a meal, so it's important to keep portion sizes small.

What you choose to snack on makes all the difference. As a general rule, it's

best to choose a snack that contains foods from a food group (whole grains, vegetables and fruits, milk products, meat and alternatives) in Canada's Food Guide.

By planning your snacks just as you would your meals, you avoid making unhealthy snack choices that may be high in salt, fat and sugar. Snacks such as potato chips, cookies, doughnuts and candy bars may actually sap your energy, while adding unnecessary calories.

Be aware that so-called energy bars can be high in sugar and trans fats. Read the Nutrition Facts table on any snack foods and look for sugar content and trans fat ingredients such as hydrogen-

ated or partially hydrogenated oils.

At home, stock your pantry and fridge with quick and easy snacks: fresh fruit, sliced vegetables, plain popcorn, unsalted nuts, dried fruit, trail mix (watch the portions) and single servings of lower-fat yogurt, cottage cheese and puddings.

At work, keep a snacking survival kit at your desk or in your locker, filled with canned fruit, whole-grain crackers, peanut butter, nuts and seeds.

Keeping healthy snacks in your backpack, such as lower-salt pretzels, raisins or trail mix, may save you time and money and help prevent you from binging on junk food.

Source: Heart and Stroke Foundation

Take a three-minute moment for stress relief

It's difficult to avoid having at least a few stressful moments throughout your week. Mishaps and unexpected changes are just part of life, although sometimes it might feel an entire week has been nonstop frustrations. But whether you have an occasional bout of stress or if it seems to creep into your life almost every day, there are things you can do to help cut those negative feelings and reduce the strain it puts on your heart.

Start taking control of those harmful physical reactions and save your heart with simple exercises like this three-minute relaxation moment.

Find a private room and close the door – at work or at home – and sit in a chair.

Either close your eyes or gaze down at the floor. Relax your shoulders and your jaw.

Gently place your hands on your belly and bring your breath all the way down so that your hands lift slightly. Breathe out just as slowly.

Continue breathing slowly and deeply for about three minutes.

Allow your thoughts to come and go – don't try to control them, just witness them without judgment.

Slowly come out of your slow, deep breathing by opening your eyes or lifting your gaze.

Stand up and stretch your arms up over your head and shake your arms and legs.

Now you're ready to get back to work – at your job, being a parent or whatever!

Source: heartandstroke.ca

Une bonne collation

Une collation santé fait partie d'un régime alimentaire équilibré. Alors qu'auparavant il était déconseillé de manger entre les repas, les experts affirment maintenant que les collations santé permettent d'absorber l'ensemble des éléments nutritifs dont vous avez besoin pour vous protéger des maladies chroniques.

Les collations nutritives vous permettent d'avoir de l'énergie tout au long de la journée. Une bonne collation peut chasser votre faim et vous permet de garder votre rythme métabolique à un niveau élevé. D'ailleurs, un rythme métabolique plus rapide contribue grandement à maintenir un poids santé.

Les collations servent à "combler un petit creux", pas à remplacer un repas, et c'est pourquoi il vaut mieux prendre de petites portions.

Toute la différence réside dans les choix que vous faites à l'heure de la col-

lation. Règle générale, il est préférable de choisir une collation qui contient des aliments faisant partie d'un des groupes alimentaires du Guide alimentaire canadien (grains entiers, fruits et légumes, produits laitiers, viandes et substituts).

En planifiant vos collations comme vous le feriez pour vos repas, vous évitez de choisir des aliments à faible valeur nutritive, qui contiennent beaucoup de sel, de gras et de sucre. Les croustilles, les biscuits, les beignes et les friandises risquent de saper votre énergie en plus de vous faire accumuler des calories superflues.

Vous devez aussi savoir que les soi-disant barres énergétiques peuvent contenir de grandes quantités de sucre et de gras trans. Lisez les tableaux d'informations nutritionnelles présents sur les emballages de n'importe quelle collation et portez attention au contenu en sucres et en gras trans tels que les huiles hydrogé-

nées ou partiellement hydrogénées.

À la maison, faites des provisions de collations faciles à préparer et à manger : des fruits frais, des légumes tranchés, du maïs soufflé nature, des noix non salées, des fruits séchés, du mélange montagnard (surveillez les portions), du yogourt faible en gras (en format individuel), du fromage cottage et des poudings.

Au travail, conservez dans votre bureau ou dans votre casier une "trousse de collation de survie" composée de fruits en conserve, de craquelins de grains entiers, de beurre d'arachides, de noix et de graines.

En traînant dans votre sac à dos des collations santé comme des bretzels sans sel, des raisins ou du mélange montagnard, vous pourriez économiser temps et argent en plus d'éviter de vous jeter sur la malbouffe.

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Photo: Cpl. Rod Doucet, 8 Wing Imaging

Major (Retired) Ralph Thistle receives Diamond Jubilee Medal

Major (Ret.) Ralph Thistle was presented with a Queen Elizabeth II Diamond Jubilee Medal at a special ceremony at the 8 Wing Officers' Mess March 15 for a long and stellar service to the development of Canada's youth through the cadet movement. After completing a 35-year career in the Canadian Forces as an Air Traffic Controller in 1990, he then began a long and varied involvement with the cadets. He began as the Commanding Officer of 704 Air Force City Royal Canadian Air Cadet Squadron in Trenton and was also the Regional Cadet Advisor supporting the Corps in eastern Ontario while he served as an area Cadet Officer. He joined the Air Cadet League of Canada's Ontario Provincial Committee as a Vice-Chair in 2000, and served as First Vice-Chair. He served a total of seven years on the Provincial Board of Governors. He was a member of the National Board of Governors from 2006 to 2010, where he chaired the National Registration and Screening committee. The Diamond Jubilee Medal was presented to Mr. Thistle by his son, Sgt. Ross Thistle.

continued from page 2

stress on you. Lack of sleep has also been linked to high blood pressure and other heart problems. Getting a good night's sleep is important to your heart and it will also help your body recover from daily stress. So, make it easy to get a good night's sleep.

- Plan to get seven to eight hours of sleep every night.
- Avoid coffee, tea, cola or anything caffeineated several hours before bedtime.
- Plan to get regular physical activity most days of the week – it's a great stress reliever and sleep inducer.
- Wear earplugs if outside noises keep you from a peaceful sleep.
- Make your bedroom comfortable – lower the temperature on your thermostat, get curtains that block out the light well, buy a better mattress for maximum support.
- Do any of your morning preparation at least one hour before your planned bedtime.

- Give yourself time to unwind before getting into bed.

Use a calendar or electronic date book

A calendar can be a great way to stay abreast of upcoming appointments, birthdays and other events. Place your calendar where you will see it every day and keep it updated. Or use a computer or electronic date book that can send you reminders ahead of time.

- Write down any appointments on your calendar. Missing an appointment can be stressful or even costly.
- Put in a reminder a few days before your actual appointment.
- Mark down any upcoming deadlines at work, but use a separate calendar that you keep at your workplace.
- Schedule one morning a week to do household chores and use the afternoon or evening to take a long bath, read a book or just relax.

Source: Heart and Stroke



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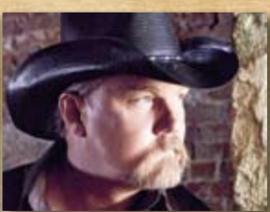
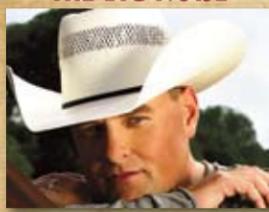
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Nouvelle norme minimale de la condition physique des Forces armées canadiennes

C'est le début d'une ère nouvelle. Le 1^{er} avril 2013, les Forces armées canadiennes (FAC) adopteront une nouvelle approche relative au conditionnement physique des militaires : le programme FORCE.

Ce nouveau programme comporte deux principaux volets : le nouveau test de la condition physique, l'évaluation FORCE, et le programme d'entraînement FORCE disponible au www.cphysd.ca.

L'évaluation FORCE, qui remplacera le test EXPRES FC adopté il y a 30 ans, a été validée scientifiquement et élaborée à l'intention des FAC par la Direction du conditionnement physique des Programmes de soutien du personnel (PSP). Plutôt que d'évaluer la condition physique à l'aide d'exercices traditionnels comme les extensions des bras, les redressements assis, les tests de la force de préhension des bras et les courses d'endurance, le programme FORCE mesure la capacité des militaires à exécuter des tâches directement liées aux défis physiques qu'ils affrontent pendant les opérations réelles.

Dans le cadre d'une analyse approfondie de la condition physique opérationnelle des militaires, les chercheurs en performance humaine et les experts en condition physique des PSP ont examiné plus de 400 tâches physiques exécutées par les militaires canadiens dans tous les environnements au cours des 20 dernières années.

«Je suis extrêmement satisfait du remaniement du système d'évaluation de la condition physique des Forces canadiennes et de l'établissement d'une norme de condition physique commune, affirme le général Tom Lawson, chef d'état-major de la Défense. Le programme FORCE n'est pas axé sur l'entraînement nécessaire pour réussir un test de la condition physique, mais plutôt sur le conditionnement physique exigé pour exercer la variété des opérations militaires auxquelles nous participons. À titre de membres des Forces canadiennes, nous ne savons jamais où et comment nous serons appelés à servir. Le programme FORCE nous permettra de mieux nous préparer pour relever efficacement nos défis en mat-

suite page 12

Des chercheurs en conditionnement physique des PSP observent un volontaire des Forces armées canadiennes (FAC) soulever des sacs de sable pendant la phase d'élaboration exhaustive de l'évaluation FORCE, le nouveau test de la condition physique des FAC.

Photo : Services d'imagerie SSPFC




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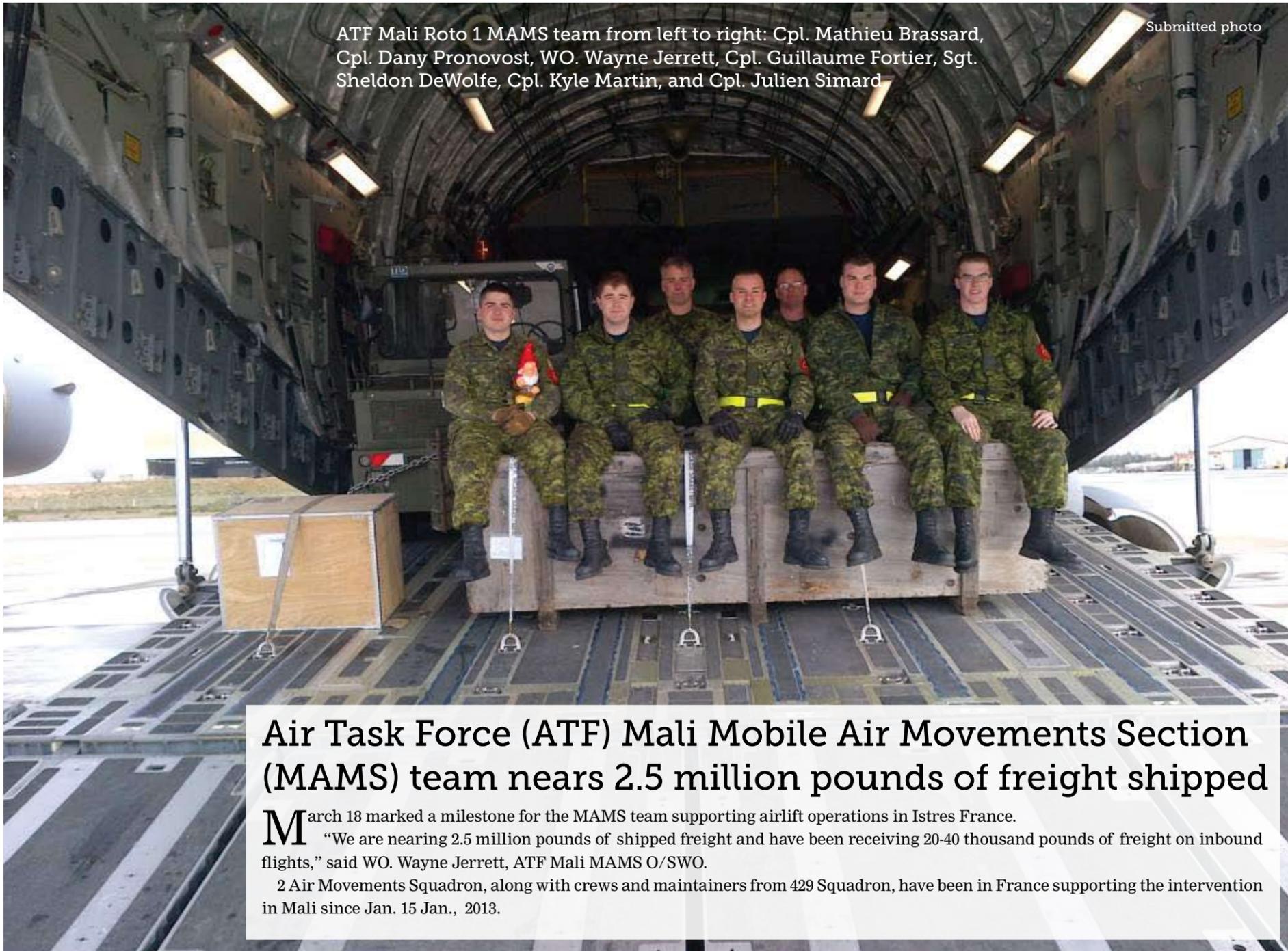
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ATF Mali Roto 1 MAMS team from left to right: Cpl. Mathieu Brassard, Cpl. Dany Pronovost, WO. Wayne Jerrett, Cpl. Guillaume Fortier, Sgt. Sheldon DeWolfe, Cpl. Kyle Martin, and Cpl. Julien Simard

Submitted photo

Air Task Force (ATF) Mali Mobile Air Movements Section (MAMS) team nears 2.5 million pounds of freight shipped

March 18 marked a milestone for the MAMS team supporting airlift operations in Istres France. “We are nearing 2.5 million pounds of shipped freight and have been receiving 20-40 thousand pounds of freight on inbound flights,” said WO. Wayne Jerrett, ATF Mali MAMS O/SWO. 2 Air Movements Squadron, along with crews and maintainers from 429 Squadron, have been in France supporting the intervention in Mali since Jan. 15 Jan., 2013.

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continued from page 1

portive of diversity," he stated. "The purpose of the Department of National Defence (DND) Employment Equity Program is to achieve equality in the workplace and remove employment barriers that have been experienced by the four designated employment equity groups – women, aboriginals, visible minorities and persons with disabilities."

Karen Davis, a Defence Scientist at the Canadian Defence Academy with a Masters Degree in Sociology from McGill University and a just-completed PhD. from the Royal Military College, told those gathered for the session that "... diversity with inclusion is seeking out those differences and making them part of your culture."

Her topic of discussion was "I am Canadian: Military Identity and Diversity in Canada."

While the Lunch and Learn was an ideal opportunity to boost professional development, Ms. Davis called military people NICE, not inclined to critically examine. She said the military is unique from the Canadian civilian society but that it was a powerful identity within Canada, an important brand and an important leader in the elimination of racial discrimination.

Symbolism and metaphors give military personnel a lot to think about, according to Ms. Davis, as do the group norms and standards. She was impressed to see the power sitting in the room throughout the discussion.

"Senior leadership has to drive change



Photo: Ross Lees

The speakers forum for the International Day for the Elimination of Racial Discrimination, pictured above, included, left to right, Hon. Col. Arman Quickert, Steve Chinnataby, Civilian co-chair of the Defence Visible Minority Advisory Group (DVMAG), Lt.-Col. Tressa Home, 8 Wing Champion DVMAG, Lt.-Col. Joseph Hernandez, Ms. Karen Davis, Canadian Defence Academy, Cpl. Michael Swaby, 8 WCE, Col. Sean Friday, 8 Wing Commanding Officer, 8 Wing Chief Warrant Officer Sandor Gyuk, and Cpl. Albert Elliott, Military co-chair DVMAG.

from the top," she commented, adding that it is everyone's job within the military to insure "...you include people in what is going on, that you create diversity with inclusion."

Corporal Michael Swaby of 8 WCE brought the whole racial discrimination topic home with his story about a prisoner transfer he was part of at one time. He was a black military member transferring a prisoner on an Air Canada flight and, because they were on a civil-

ian flight, they had to dress in civilian clothes.

At one point on the flight, the white person was observed to be sleeping while the black person was wide awake. A member of the flight crew reported the incident to the pilot, who called Cpl. Swaby into the cockpit. He was told the incident had been reported to NDHQ and that the RCMP would be waiting to escort him and his prisoner off the aircraft. The prisoner transfer went with-

out a hitch, beyond that one incident, but he ended up answering many questions about the situation before it was finally put to rest.

"They just naturally assumed that the black man had to be the prisoner," he said. "This story is not about outright, intentional and malicious racism. It's about that insidious, unconscious thought pattern that leads otherwise good people to make very wrong assumptions and to take very wrong actions against people who are female, disabled, aboriginal or members of a visible minority."

According to Cpl. Swaby, who was speaking on "The Impact of Employment Equity and the Way Forward," racism is becoming an unpopular topic.

"Racism has become a topic that few people want to talk about," he said. "But it is my belief that it is a subject worth talking about."

Worth talking about without finger-pointing or playing the blame game, he added, "...but with a healthy discussion looking at long-term strategic goals in society's best interest."

He feels that discussion is still important for those groups of people often "systematically disenfranchised."

In talking about those groups, Cpl. Swaby quoted H.G. Wells, who said, "Our true nationality is mankind."

Employment equity is often misunderstood, he stated, adding that employment equity should have no other criteria than inability, but that it should eliminate unfair, systemic hiring practices and create an inclusive, representative workforce.

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Welcome to The Contact newspaper's Community Events page! Thanks to the generosity of Smylie's Independent Grocer, we can, space permitting, feature public service announcements, community events and help promote non-profit and charitable organizations in the Quinte area. The Contact is always interested in what is going on in and around CFB Trenton. Please send your coming events (from blood donor clinics to tea parties) to us at cfbcontactnewspaper@gmail.com. Each event should be typed out in the format of those below. Please do not send posters.

27th Annual Surf 'N Turf Relay registration is open

The online registration for the Surf 'n Turf relay is now open. Instructions and information relevant to the relay are posted on the registration site: <https://www.onlineregistrations.ca/surfturf/>. Please register as soon as possible. Registration site will close at midnight on May 24, 2013

OPI: Capt. Glenn Lodge - Local / Phone: 2123

Inscription pour le 27e Relais "Surf N Turf" Annuel est en Court

L'inscription en ligne pour le Relais «Surf N Turf» est maintenant ouvert. Instructions et informations pertinentes au Relais sont affichés sur le site d'inscription: <https://www.onlineregistrations.ca/surfturf/>. Veuillez, s'il vous plaît, vous inscrire le plus tôt possible. Le site d'inscription prendra fin à minuit le 24 mai 2013.

OPI: Capt. Glenn Lodge - Local / Phone: 2123

pour sauver une vie en ligne a www.sang.ca ou au telephone 1-866-533-6663.

April 1 - Easter Egg Hunt

An Easter Egg Hunt is being held for the Military and their dependents between 1 p.m. and 4 p.m. at the park between Hewson Blvd and Breadner Ave. Registration is a must for the Easter Egg hunt, to ensure there is enough goodies for the children. This is an event targeted for children under the age of and including 16. Deadline is March 22. Registering from work: +PMQ Community Council@CFB Trenton . Registering from home; amberandricky@gmail.com . Email the following info:

1. Serving member rank and name.
2. Number of dependants attending.
3. Any allergies.

POC: Amber Ross-Pynch and Cpl. Roberto.

April 1 - Flight Engineers Association Annual Membership Draw

The Flight Engineers Association is holding their annual membership draw at 413 RCAF Wing at 230 North Murray St., Trenton, from 1 p.m. to 4 p.m.

April 5 - 8 Wing Leadership Forum 2013

8 Wing will conduct a Leadership Forum hosted by the Wing Commander at the Astra Lounge April 5. This event will provide a leadership development opportunity specifically targeted at 8 Wing officers and non-commissioned members at the rank of WO and above. Unit personnel outside the target audience may attend in liaison with the WCWO. All audience members to be seated not later than 9:05 a.m.

OPI : Capt. H.J. Venter, local 2137

Forum sur le leadership de la 8e Escadre 2013

La 8e Escadre procédera à un Forum sur le leadership présenté par le Commandant de l'escadre, qui aura lieu au salon Astra le 5 avril 2013. Ce forum sera une occasion de développement en leadership qui s'adressera aux officiers et aux militaires de rang au grade d'Adj et plus. D'autres membres peuvent assister au forum avec la permission de l'Adjud de l'escadre. Tous les membres doivent être assis au plus tard à 09h05.

OPI : Capt H.J. Venter, local 2137.

April 6 - Ukranian Supper

At Wooler United Church from 5 p.m. to 6:30 p.m. (continuous seating), Advanced tickets only - \$15, under 12 \$7, pre-school free. For tickets call: Margaret (613) 475-1052, Joyce (613) 398-7694 or Roxie (613) 397-3027.

April 10 - 8 Wing Officers' Mess Ladies Club Fashion Show

The 8 Wing Officers' Mess Ladies Club is hosting a fashion show presented by Viva-

cius and Simplee Sweet Boutique at 6:30 p.m. in the upper lounge of the Officers' Mess. Light refreshment. Admission, members free, invited guests of members \$5. For further information e-mail chambersj@live.ca .

April 20 - Trenton Knights of Columbus 11th Annual Spring Funfest

Supporting Habitat for Humanity Prince Edward-Hastings (PEH), roast beef dinner, live auction by Boyd Sullivan, silent auction and more! Tickets \$35 per person. Purchase at the Knights of Columbus Hall, 57 Stella Cres, Trenton, or Habitat for Humanity Restore in Belleville or Shoppers Drug Mart in downtown Trenton. For more information, call 613-394-2654.

April 22-24 Second Career Assistance Network (SCAN) and Medical Seminar Astra Lounge

Considering retirement? Exploring your options? Unsure about your pension or financial entitlements upon release? The SCAN seminar targets military members with 15 or more years of service who are contemplating a return to civilian life, but is open to all military personnel. Spouses are strongly urged to attend. Seating is limited. Reservations may be made by contacting the WPSO office at WPSO@forces.gc.ca or 613-392-2811 ext. 2497 no later than April 15. Registration begins at 7:30 a.m. appropriate civilian attire.

22-24 avril Colloque du SPSC et Medical, Astra Lounge

Pensez-vous prendre votre retraite bientôt? En êtes vous êtes vous à examiner les options qui s'offrent à vous? Vous ne connaissez pas vraiment vos droits en termes e pension et d'avantages fiscaux après votre retraite? Les colloques du SPSC (Service de préparation à une seconde carrière) sont axés sur les be-

soins des militaires qui sont au service des FC depuis au moins 15 ans et qui pensent retourner dans le civil, mais c'est disponible our tous les personnelle. On incite vivement les conjoints ont y assister. Le nombre de places est limité; veuillez donc réserver en appelant le bureau de l'OSPW WPSO@forces.gc.ca ou 613-392-2811 x2497 e plus tard le 15 avril 2013. 'inscription commence à 07h30. Tenue civile de circonstance.

April 23 - Long-Term Planning Seminar

Looking forward into the future? Exploring your options? Unsure about pensions, financial or investment plans, career or education opportunities? LTP Seminars are designed for military personnel with 10 or less years of service who are interested in advance planning or future projections, but are open to all military members. Spouses and partners are strongly encouraged to attend. Seating is limited. Reservations may be made by filling out and returning the LTP registration form found on the WPSO's website no later than April 8 April. Registration begins at 7:45 a.m. on April 23 upstairs in the Games Room of the WO and Sgt's Mess at 8 Wing / CFB Trenton. Capt O'Connell PSO, OPI LTP Seminar, 613-392-2811 ext 7746.

May 4 & 5 - First-ever Jane's Walks

Hosted in downtown Belleville, Saturday, May 4 and Sunday, May 5. Free and fun walks in honour of Jane Jacobs, the Toronto urban thinker and city activist. Two walks on Saturday. A downtown walk called Meet Me at the Four Corners at 10:30 a.m., beginning at the corner of Bridge and Front streets. Back Side for your Backside, an accessible fitness walk behind buildings on the west side of Front Street, also beginning at 10:30 a.m. at the Four Corners. Sunday's walk is titled Down by the Bay and will focus on the Bay-shore Trail, beginning at 1 p.m at the boat launch at end of George Street. All are welcome. Come and explore your downtown.

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continued from page 2

ishment of a common fitness standard,” said General Tom Lawson, the Chief of the Defence Staff. “The FORCE Program is not about training to pass a fitness test; it’s about training for the variety of military operations we are involved in. As members of the Canadian military, we never know where we may be called upon to serve, or what form that service will take. The FORCE Program will better help us prepare to meet our fitness readiness challenges head-on.”

The four FORCE Evaluation components (see box) have been designed to accurately test CAF members’ ability to complete the six common military tasks encountered on routine, domestic and expeditionary operations: escape to cover; picket and wire carry; sandbag fortification; picking and digging; vehicle extrication; and a stretcher carry.

“The new CAF fitness program is more than just the fitness test. It is about an end-to-end program of all the elements of a healthy lifestyle around physical fitness,” said Major-General Dave Millar, Chief of Military Personnel. “The program combines nutrition and a tailored and variable workout regime with performance measures to monitor progress, and it is all available online to all CAF members. It has been scientifically designed to ensure it meets the rigors of military life and will help prepare CAF members to meet the challenges of service,” he added.

All CAF members will be tested annually and will be required to achieve one common minimum standard, regardless of age and gender.

Starting April 1, 2013, PSP Fitness Staff and local chains of command will schedule FORCE Evaluation familiarization sessions to introduce the new minimum physical fitness standard to local CAF personnel. Throughout the 2013/2014 fiscal year, Army, Navy and Air Force personnel will have the opportunity attempt

The FORCE Evaluation consists of four test components, each designed to measure different physical capabilities:

- **Sandbag Lift:** 30 consecutive lifts of a 20 kg sandbag above a height of 91.5 cm, alternating between left and right sandbags separated by 1.25 m. Standard: 3 min 30 sec;
- **Intermittent Loaded Shuttles:** Using the 20 m lines, complete ten 20 m shuttles alternating between a loaded shuttle with a 20 kg sand bag and unloaded shuttles, for a total of 400 m. Standard: 5 min 21 sec;
- **20-metre Rushes:** Starting from prone, complete two 20 m shuttle sprints dropping to a prone position every 10m, for a total of 80 m. Standard: 51 sec;
- **Sandbag Drag:** Carry one 20 kg sandbag and pull four on the floor over 20 m without stopping. Standard: Complete without stopping.

the new FORCE Evaluation as their fitness test on a trial basis. As of April 2014, the FORCE Evaluation will fully replace the CF EXPRES Test.

“Should some Canadian Armed Forces personnel have difficulties in meeting the new minimum physical standard during a familiarization session, Personnel Support Programs staff will be available to guide them to some training exercises through DFit.ca, in line with the tasks identified through our research,” said Daryl Allard, Director of Fitness. “This will help prepare them for the physical rigours of today’s complex and demanding operating environments.”

Visit www.cfpsa.com/FORCEprogram for complete program information.

suite de la page 8

ière de condition physique.”

Les quatre épreuves de l’évaluation FORCE (voir l’encadré) ont pour but d’évaluer avec exactitude la capacité des membres des FAC à exécuter les six tâches militaires communes exigées dans le cadre des opérations de routine, en sol canadien et à l’étranger : se mettre à l’abri, transporter des piquets et du fil de fer, ériger une fortification de sable, piocher et creuser, effectuer une extraction d’un véhicule, et transporter une civière.

“Le nouveau programme de conditionnement physique des FAC est plus qu’une simple évaluation de la condition physique. Il s’agit d’un programme complet réunissant tous les éléments d’un style de vie sain axé sur le conditionnement physique, affirme le major-général Dave Millar, chef du personnel militaire. Le programme, qui intègre la nutrition, un régime personnalisé et des mesures du rendement afin de surveiller les progrès, est offert en ligne à tous les membres des FAC. Il est scientifiquement conçu pour répondre aux exigences rigoureuses de la vie des militaires et aider ces derniers à se préparer à relever les défis liés au service”, ajoute-t-il.

Tous les membres des FAC seront évalués une fois l’an et devront atteindre une norme minimale commune, peu importe leur sexe et âge.

À compter du 1^{er} avril 2013, le personnel du conditionnement physique des PSP et les chaînes de commandement des bases et escadres organiseront des séances de familiarisation sur l’évaluation FORCE pour présenter la nouvelle norme minimale de la condition physique aux membres des FC. Tout au long de l’exercice 2013-2014, les membres de l’Armée, de la Marine et de la Force aérienne auront l’occasion de mettre à l’essai la nouvelle évaluation FORCE afin d’évaluer leur condition physique. En avril 2014, l’évaluation FORCE remplacera intégralement le test EXPRES FC.

L’évaluation FORCE est composée de 4 épreuves, chacune conçue pour mesurer une différente capacité physique :

- **Soulever des sacs de sable :** Soulever des sacs de sable de 20 kg à une hauteur de plus de 91,5 cm du sol, 30 fois, en alternant de gauche à droite, avec 1,25 m de distance entre chaque sac. Norme : 3 min 30 sec;
- **Course-navette intermittente avec charge :** Effectuer 10 courses-navettes consécutives de 20 m en alternant une fois avec charge (sac de sable de 20 kg), une fois à vide, sur une distance totale de 400 m. Norme : 5 min 21 sec;
- **Course précipitée sur 20 m :** Départ en position couchée au sol; effectuer 2 sprints de 20 m, adopter la position couchée au sol tous les 10 m, sur une distance totale de 80 m. Norme : 51 sec;
- **Traction de sacs de sable :** Transporter 1 sac de sable de 20 kg tout en traînant 4 sacs de sable de 20 kg sur le sol sur une distance de 20 m, sans interruption. Norme : Exécuter l’épreuve sans interruption.

“Les membres des Forces armées canadiennes qui ont de la difficulté à atteindre la nouvelle norme minimale de condition physique pendant une séance de familiarisation pourront compter sur le personnel des Programmes de soutien du personnel, qui les aidera à effectuer, par l’entremise du site Web cphysd.ca, des exercices d’entraînement correspondant aux tâches définies dans le cadre de notre recherche, déclare Daryl Allard, directeur du conditionnement physique. Ceci leur permettra de se préparer aux rigueurs physiques des environnements opérationnels complexes et exigeants d’aujourd’hui.”

Visitez le www.aspfc.com/programmeFORCE pour des renseignements complets sur ce programme.

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With Cakes by Amy. This is a fun and delicious evening workshop for Mom, Dad,

or your favourite adult friend to join you in learning how to decorate cupcakes just like the pros.

Date: April 12. Time: 6 p.m. to 9 p.m. Cost: \$25 per team of one adult and one youth. Age: Youth must be 10 years or older. BYO: Apron for each, container to take home one dozen cupcakes per team, cake decorating supplies – optional.

*** Team must be one adult and one youth, minimum 10 years old.

Workshop is limited to seven teams. Payment required at registration.

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Date: Le 12 avril. Heure: 18h à 21h. Coût: 25\$ par équipe d'un adulte et un enfant. Âge: Les jeunes de 10 ans et plus. À apporter: Un tablier par personne, un contenant pour rapporter une douzaine de gâteaux par équipe. Optionnel: matériel de décoration.

*** Une équipe doit être formée d'un adulte et d'un enfant d'au moins 10 ans.

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In this two-bedroom bungalow, the steep pitch of the roof and the curve under the front gable, which is echoed by that over the front door, not to mention the decorative wooden scrolls — all these delightful arts-and-crafts touches lend the design a happy-ever-after, fairy-tale quality.

The covered entry, up two steps from the garden, leads into a compact foyer with a coat closet on the left. On the right is a guest room, complete with its own three-piece bathroom. A linen closet is tucked in near the entrance to the bathroom.

Just beyond is the great room, dining room and kitchen, all flowing into one another to create a seamless space that will be ideal for both informal gatherings of family and friends and for quiet evenings at home.

The great room features a fireplace, making it cosy in the

cooler months. For the summer, access to a spacious terrace, with stairs down to the back garden, is shared with the dining room – the perfect spot for al fresco meals.

The kitchen is separated from the other rooms only by an island with a raised eating bar, so the cook will be able to participate in whatever activities are going on nearby. The L-shaped counter configuration will save steps.

The master suite overlooks the front garden and boasts a walk-in closet, roomy enough for a couple's clothing, as well as a three-piece ensuite.

The cottage's exterior is finished in wood siding, with painted trim, partly mullioned windows and painted wooden pilasters with river-rock bases.

This home measures 33 feet wide and 50 feet deep, for a total of 1,266 square feet of living space.

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Employment Opportunity: SENIOR SUPPLY SPECIALIST
 The Senior Supply Specialist would work at 8 Wing Trenton for approximately 200 days per year commencing May 1, 2013. The initial Employment Contract would be for one year with the possibility of two one year options depending on contract renewal.
Mandatory Requirements
 • Minimum of 3 years of supervising experience in a production or warehouse environment (within the last 10 years). Supervising experience includes monitoring and regulating the performance of others.
 • Minimum of 2 years experience within a production or warehouse environment in managing tools within a Tool Control System (TCS).
 • Have a current/valid basic WHMIS Certification.
 • Hold a valid RELIABILITY STATUS granted or approved by CISD/PWGS.
Contact Information
 If interested please submit your resume to careers@patlon.com

Employment Opportunity: JUNIOR SUPPLY SPECIALIST
 The Junior Supply Specialist would work at 8 Wing Trenton for approximately 200 days per year commencing May 1, 2013. The initial Employment Contract would be for one year with the possibility of two one year options depending on contract renewal.
Mandatory Requirements
 • Minimum of 2 years experience as a Supply Technician within a Tool Control Facility Environment (within the last 10 years).
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