



RCSU-CENTRAL MESSENGER

Spring 2021

Issue 9



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COMMAND TEAM CORNER

LCol Barry Leonard and CWO Gilles Godbout

Welcome to our end-of-winter, cruise-into-spring newsletter – a theme aligned with our upcoming Cadet Activities Program (CAP) set for April 12-16. We are cruising forward rapidly into spring and 2021 with continued confidence and optimism in the Cadet Program, the dedication and innovation of our regional staff, and the resilience and creativity of our cadets across the region.

It has been a full year now since the world, Canada and the Cadet Program were dramatically impacted by the onset of the COVID-19 pandemic – a significant challenge that we continue to work through as we deliver one of Canada’s best youth development programs. Adapting to meet this challenge has meant maintaining flexibility in our planning processes to ensure we are aligned with federal, provincial and local health authority direction and protocols, while still delivering dynamic, meaningful, fun and community-based activities – most virtually – to more than 17,000 cadets across Ontario. Notwithstanding these challenges, we are in many ways thriving as we move forward, becoming more creative and technically fluent than ever.

Recent CAF-wide concerns

We are aware that many of you have concerns regarding recent news stories related to allegations against our current and previous chiefs of defence staff (CDS) – and our progress, generally, within the CAF in creating an environment free of sexual misconduct, harassment and racism. Paraphrasing recent comments by our acting CDS, these last few weeks have been distressing for everyone in the defence community – military, civilians (serving and retired) and our family members alike. It has become

increasingly evident that parts of our culture are exclusionary, harmful and contributing – in some situations – to an environment that is permissive of racism, discrimination, harassment and sexual misconduct. These issues are systemic and we cannot accept our own people being harmed from within. It is, therefore, essential that we recognize the necessity to continue to modify our culture.

For us in Central Region, while we remain focused on the Cadet Program – and the development of leadership, citizenship and community service skills among our youth – we must be aware of these concerns and the well-being of our staff and cadets. As expressed by our acting CDS, I also expect our leaders at all levels across Central Region to redouble their efforts to communicate, to listen, to really understand, and to respond to the individual circumstances of our people. We know that we, too, must change while continuing to encourage our staff to look after one another and reach out for assistance, if required.

The Way Ahead

As we make the efforts needed to change, we have a dynamic youth program that we must continue to deliver and this cruise-into-spring newsletter covers some of the recent initiatives and events we are involved in, including CAP and the Cadet Correspondent Workshop (CCW). This edition of the newsletter, effectively now for spring 2021, includes a new section – an opinion-editorial one of sorts, but with an academic flair. We welcome submissions, on a wide variety of topics, with the expectation that they be well researched and journalistic in nature – such as the two we are featuring in this edition: one from Maj Wendell, as part of his ongoing ethics

and leadership series; and the second from Maj Vieneer on anti-Black racism.

The second is very timely, especially given we just observed the International Day for the Elimination of Racial Discrimination (IDERD) on March 21. The IDERD theme this year is “steps toward inclusion: defining the journey” and invites us to share how we can be more inclusive and discuss the impact of racism and discrimination on people within traditional systems. Maj Vieneer rises to this challenge to share his experiences and proposals to help us to better understand racial discrimination and how we can best work towards its elimination.

We remain extremely proud of the progress we’ve made – together – over the past year, since the beginning of the pandemic. CWO Godbout and I have participated in dozens of exceptional on-line training activities and we are always inspired by your passion for the program. Our regional priorities remain unchanged: to deliver an outstanding cadet-leading-cadet program through quality local unit activities and the CAP; and, in doing so, to keep our cadets safe, engaged, challenged and motivated to return for more.

As expressed by our CDS, our people are strong and resilient – and their commitment to the Cadet Program is unwavering. There is a great deal to admire in Canada’s military and the Canadian Cadet Organization, including professionalism, selflessness, dedication, courage, sacrifice and commitment. There are also elements of our culture that must and will change moving forward, but we will emerge a stronger, better and more effective organization as we do so.

EDITOR'S NOTE

By Capt Mark Giles, RCSU-Central PAO

With this cruise-into-spring newsletter, we have adopted a slightly different approach towards the publication of articles, photo-captions and other submissions – with a new focus on authenticity, rather than on more traditional news or feature writing styles, or journalistic expectations and standards. We will continue to review submissions, of course, to ensure content meets our standards for accuracy, relevancy, ethics and appropriateness for our audiences of all ages and backgrounds.

Speaking of audiences, we are now on Instagram where we know a large number of our Ontario cadets spend a lot of time. We'll now be sharing regional information, imagery and updates on both Facebook, where we know we reach a lot of parents and other adults, and Instagram. You can find us on Instagram by searching '@OntCadets' for our English account and '@CadetsOnt' for our French account. Be sure to follow us!

With respect to writing, while authenticity is an important part of capturing the thoughts, feelings and actions – in essence, the soul – of the Cadet program, we also know that articles, photo-captions and social media posts that are well written lead to better communication, providing improved context and understanding.



Recognizing what is considered effective writing is not the same for all formats – i.e. more traditional, such as this newsletter, versus social media – we also know that some principles and concepts are still applicable broadly across the spectrum. To assist those making newsletter submissions, or writing products for dissemination with local media and unit social media platforms, we will now include a small “writing tips” section (see pg. 19), which will address some of these broad principles and concepts.

OUR COVER

The cover of the RCSU-CENTRAL MESSENGER newsletter, Issue 9, Spring 2021. The top left features the RCSU-Central crest. The main image shows a cadet in profile wearing a headset, looking at a computer screen displaying a video call with a man. The text "RCSU-CENTRAL MESSENGER" is prominently displayed in white on a dark background, with "Spring 2021" and "Issue 9" below it. At the bottom, a white box contains the text "IN THIS ISSUE" followed by a list of content items: Command Team Corner, CAP Update, CTC Update, CCW Update, SCC Update, Air Ops Update, Area Events and Activities, Commentary and Perspective, Chaplain's Corner, and Writing Tips.

* Image edited to remove commercial logo

CAP UPDATE



Almost Set to Sail on the CAP Cruise – Update

By 2Lt Anthony Vukojevic, A/NMPO

To ensure that the commander's intent of not allowing the cadet program to become a vector for the virus is followed, the RCSU-Central leadership team has made the tough decision to cancel all in-person sites of our spring CAP. However, our virtual cruise is still set to sail!

The cruise into spring with CAP cruise is full steam ahead! Held during this new "April Break" from April 12-16, the Central CAP Cruise is setting course towards fun for cadets of all ages. With virtual tours, guest speakers and daily challenges — leading off with morning "TV" briefs on "cruise" options — there's something for everyone!

While attending the Central CAP Cruise, cadets will receive a digital 'CAP Passport'! Each day has a theme, and each theme has a jam-packed day of activities that cadets have the opportunity to participate in on their

own time. Each activity has an assigned point value that you can receive once completed. Cadets can follow along with our schedule or pick and choose which activities they are interested in — on their own time.

The CAP passport is an easy way to keep track of those activities you participated in each day. At the end of the week, you will receive either a gold, silver or bronze medal based on the number of activities you have completed and the points you've collected.

Joining Instructions will be distributed through the chain of command soon. It is encouraged that corps and squadron staff, and especially our cadets, follow Ontario Cadets on Facebook and or Instagram to stay informed with all things Central CAP Cruise.

CTC UPDATE



LC Filipe Simas from 304 RCSCC CHAUDIERE (Milton) participates in local on-line training, March 24

Improved Digital Platforms, More Billets for Summer CTC

By Capt Mark Giles and Lt(N) Paul Simas

While the announcement from the commander (CJCR) on March 26 precludes overnight in-person activities until at least August 31, there is also good news – including better-than-ever digital platforms and content, and thousands more billets for cadets across Central Region and beyond.

Moving to non-overnight summer opportunities allows us to more safely deliver our programs in the current environment. While this decision will affect local overnight trips planned by corps and squadrons, and will also impact our summer training activities, our virtual CTC's will offer an improved virtual platform.

In addition to some of our most successful digital offerings, our CTC's will now include qualification and non-qualification courses – such as airport operations, pleasure-craft operator competency, military band, pipes and



drums, and much more!

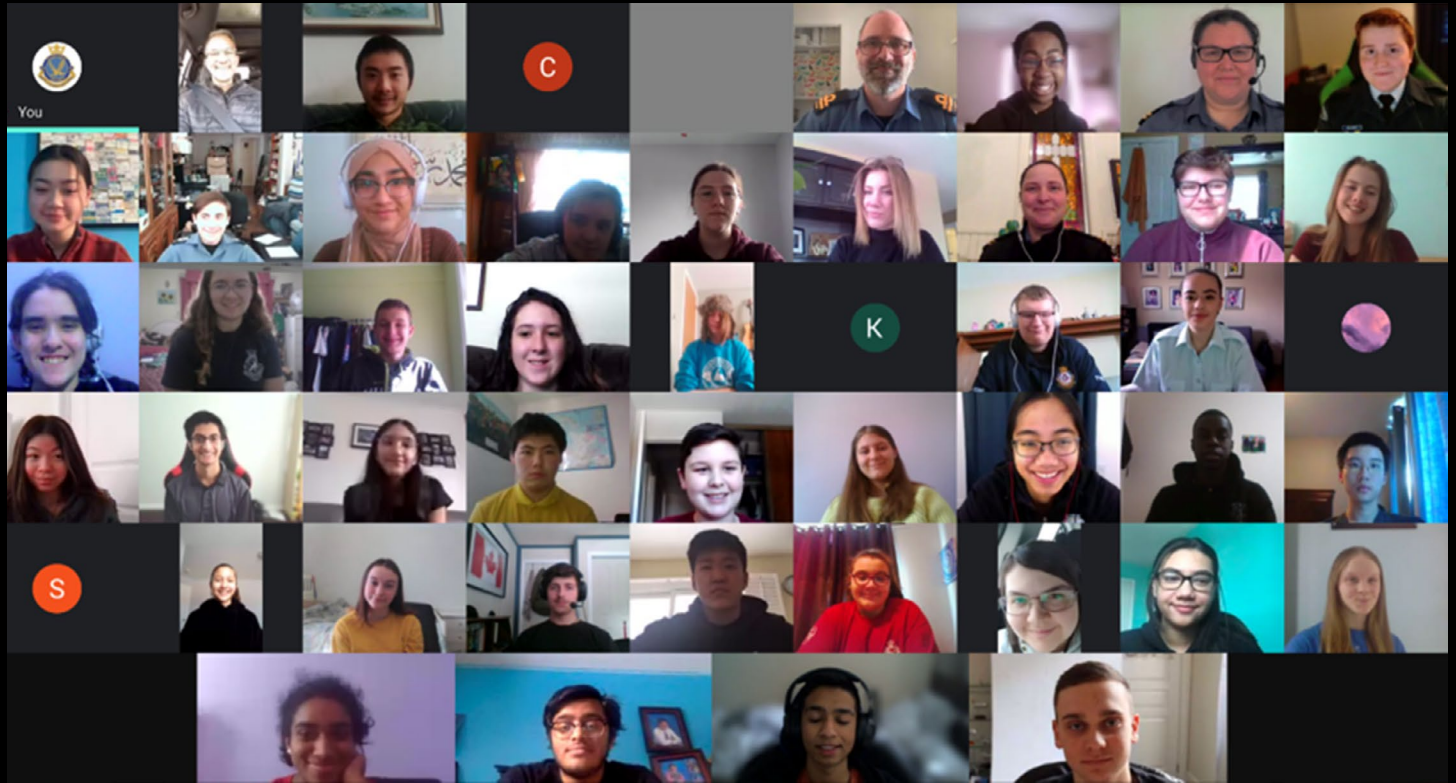
This summer we will also extend the trial of four new courses to our on-line delivery plan. These trial courses include small engine repair, drone

operator, aircraft maintenance, and marine small-engine repair. We will also have localized opportunities, similar to CAP, available, which will be delivered as local "day camps" where public health conditions allow.

Across Canada, we will add an additional 10,000 billets – for a combined total of 26,000 – with thousands of these slated for Central Region cadets. Stay tuned for further details, including registration information. For CIC staff and staff cadets, we remain committed to honouring the contracts that have been made for the summer, and we are looking for more members to join the team.

More information will be distributed soon through the chain of command, supported by our Ontario Cadets' social media platforms – Facebook and Instagram.

CCW UPDATE



The final session of serial one of the CCW ended with a special visit from LCol Leonard before our cadets completed the course and presume the role of a cadet correspondent.

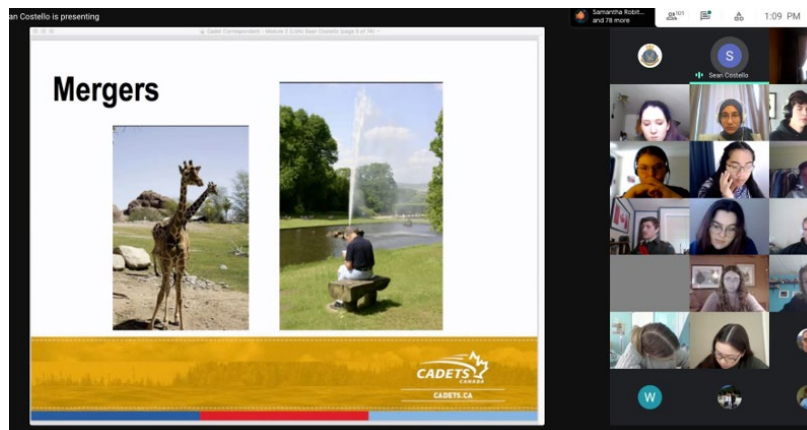
By Lt Wayne Chan, CCW OPI

Central Region has just completed our first virtual Cadet Correspondent Workshop (CDTCOR 21-01). The purpose of the Cadet Correspondent Workshop (CCW) is to develop cadet correspondents for local corps/squadrons and to help out with regional public affairs initiatives. Serial 1 took place from 23 Jan – 20 Feb 21 over five Saturdays.

Over 100 cadets registered for the workshop, which covered the following topics; social media, public affairs policy, interview and writing, imagery, and inviting media to an event.

We are happy to announce that the PA Cell has just gotten a little bigger, with 86 new CC's joining the public affairs team, making it a great success for the inaugural group of the CCW. To be credited with the workshop cadets, must complete all five module assignments and attend weekly tutorials.

The Cadet Correspondent Workshop is led by a team of seven (7) Unit Public Affairs Representatives from all across Ontario under the direction and guidance of Capt. Mark Giles (Regional PAO).



Serial 1 cadet correspondents attend their second tutorial on imagery (slide on what to avoid)

Cadet correspondents (CC's) play a critical role in our program because they are our storytellers and ambassadors of the program. Serial 1 has just concluded the journey for our newly graduated cadet correspondents has just begun. As they collect stories and memories of the program to inspire the next generation of cadets to get involved in public affairs.

Our cadet correspondents are looking to pass down information and memories for future

cadets joining the Cadet Program. Serial 2 has just begun as we welcome our second cohort of cadets taking on the same journey as the cadet correspondents before them as they continue our story on the cadet experience.

AIR OPS UPDATE



Photo Credit: Lt(N) Paul Simas, 304 RSCC CHAUDIERE (Milton)

By Maj James Lawson, OC Air Ops

As Spring arrives in Ontario, the pilots of the RCSU(Cen) CFS' eagerly await the opportunity to leave hibernation and stretch their wings. With COVID still being a very real risk, this eagerness is tempered by the understanding that there are several safety factors which will need to be considered and mitigated before we can return to providing our aviation services to the Air Cadet squadrons in the region.

Once the plan for resumption of flying activities has been approved, we will be conducting a slow and targeted restart of the program in RCSU(Cen) and across the country. The overall goal is to ensure the sustainability of the program moving forward through Force Generation (FG) flying for our existing pilots. The first safety factor we will need to address is the proficiency/recency of

our pilots. This will require a top-down approach where more senior pilots are brought to Transport Canada standards and then to ACFP standards. Once that occurs,

more pilots will participate until we have a large enough pool of re-qualified pilots to start conducting instructional/familiarization flights for the cadets as part of their overall aviation experience.



The silver lining to the ongoing operational pause caused by COVID is that our aircraft maintenance team in Mountain View has had a rare chance to catch up on several overhaul projects while still maintaining the readiness of the fleet. This means that when we are ready to commence flight operations in direct support of cadet training, as we will have more assets to allocate to the task.

The Air Ops team is looking forward to sparking a joy for aviation in the souls of more cadets.

SCC UPDATE

CENTRAL REGION'S SCC MEETS TO SHARE PERSPECTIVES

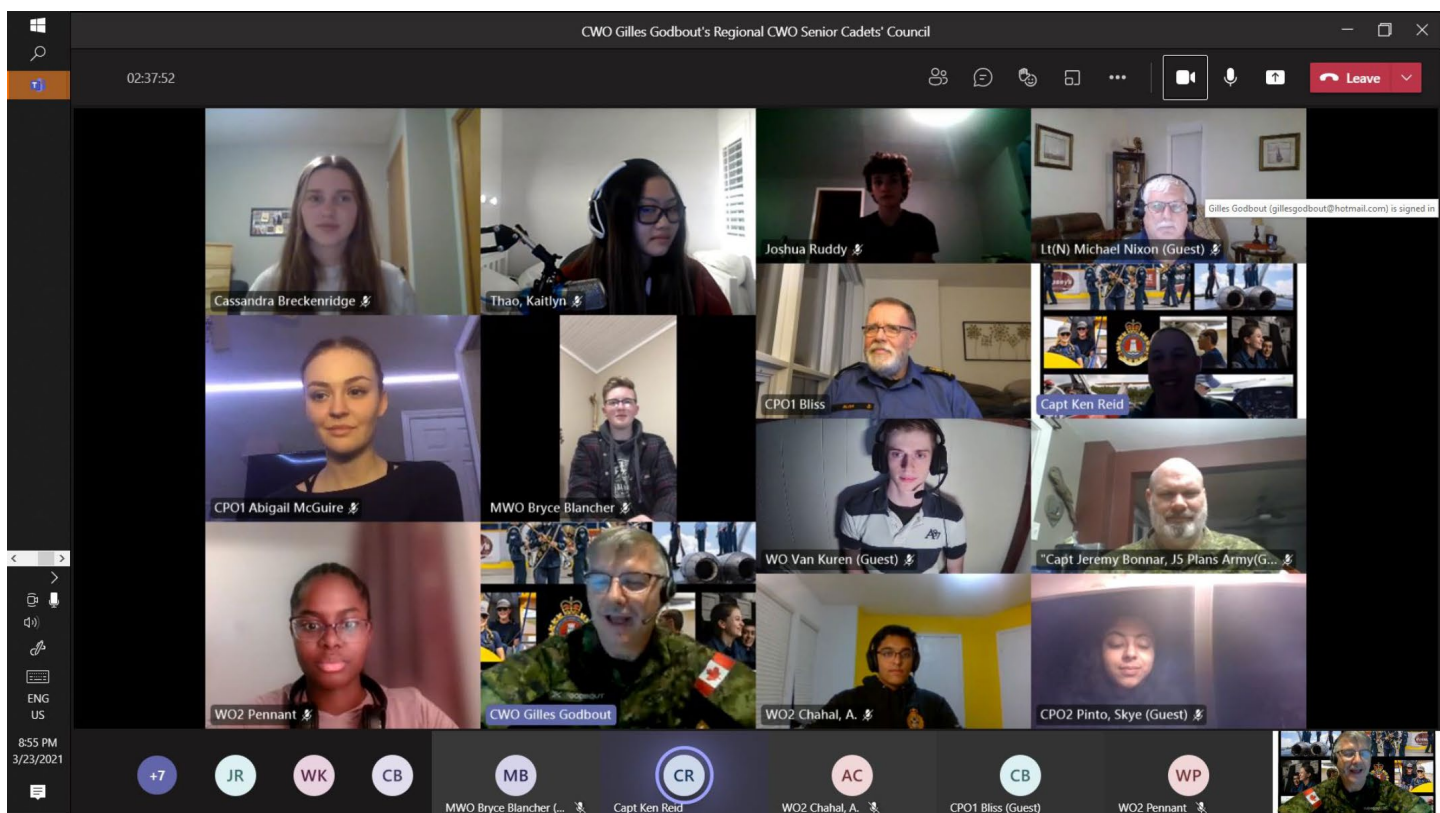
By CWO Gilles Godbout, Regional CWO

Members of the regional Senior Cadets Council (SCC) had an opportunity to share their perspectives directly with regional and formation CWOs during the quarterly SCC held virtually March 23.

There were also a number of questions, including: When will in-person training restart; what is being planned to improve virtual training; and what are we doing to better support our cadets who are stressed by there being no

in-person activities? The senior cadets also requested advice on how to better prepare to join the CAF.

After two hours, the senior cadets had a better understanding of the ongoing planning at formation, and the efforts being made to ensure cadets' safety in the months to come. Now it is up to them to share these discussions with their peers and unit CO's; communication that will help convey to all the efforts and initiatives of CJCR and the regional headquarters.



Captured in the image: CWO Cassandra Breckenridge – (retiring) from 2310 Army- Sault-Ste- Marie; CPO 2 Kailin Thao – 186 Sea Mississauga- Haida; PO1 Joshua Ruddy – (New to the council) 2310 Army- Sault- Ste- Marie; Lt(N) Nixon – J5 Sea Cadets; CPO 1 Abigail McGuire – 53 Army Barrie; MWO Bryce Blancher – 2563 Army – Petrolia; CPO 1 Bliss – CJCR Formation CWO; Capt Reid – J5 Air Cadets; WO Aaron Van Kuren- 2777 Army Northumberland – Cambelford; Capt Bonnar – J5 Army Cadets; WO2 Eveanna Pennant – 164 Air Shelburne; CWO Godbout – Regional CWO Ontario Cadets; WO2 Aekam Chahal – 2 Air – Whitby; CPO2 Skye Pinto – 244 Navy – Ajax;

Not captured in the image: PO1 Alexander Perkins – 319 Ottawa; CPO2 Austin Fay – 37 London; WO Megan-Ashley McNabb – 1909 Collingwood; WO Teia Reid Maitland – 105 Streetsville; WO Abigail Tibbles – 2332 Ottawa; WO2 Dora Geanette Marshall – 661 Air- Prescott; WO2 Emma Daigle – 540 Air- Oakville; FSgt Carson O'Brien – 227 Air Sioux Lookout; WO2 Abigail Meloche – 364 Windsor.

AREA EVENTS AND ACTIVITIES

NORTHERN IRISH CADETS JOIN SUDBURY AND CAPREOL CADETS IN INTERNATIONAL EXERCISE

By Lt(N) Gillian Metcalfe, UPAR SEOA

One of the highlights of many within the Cadet Program is the opportunity to make life-long friendships with others from all across Canada. Cadets and staff from 2912 RCACC in Sudbury and 2915 RCACC in Capreol have taken this one step farther as they have jumped “across the pond”, connecting with the 1st Northern Ireland Battalion of the Army Cadet Force (1 NI ACF).

The initial contact by Capt Gary Miniss of 1 NI ACF to Capt Tracy Lamirande, CO of 2912 RCACC, planted the seed for a combined D-Day commemoration last June and has evolved, most recently, into a combined winter virtual FTX which also included 2915 RCACC and 2685 RCACC in Whitehorse, Yukon. Overcoming challenges regarding time zones and distance, over 100 cadets and staff participated in the February 27-28 event where they learned about improvised shelters, winter survival, and foraging. They even had a fun survival kit challenge.

Built into the weekend were opportunities to learn about one another, discover similarities and differences with the two programs and to develop friendships.

Cadet CWO Reeghan Wootton of 2912 RCACC Sudbury said, “I loved talking to the cadets, I just wish I had more time! I had never been able to see the training of other units before this virtual one, and it was cool to see.”

That feeling was mutual on the other side of the Atlantic. “An amazing event which saw lots of Canadian and Northern Irish cadets reach across the Atlantic and establish new friendships, whilst demonstrating the various skills they have developed as cadets,” said Col Adrian Donaldson, CO of 1 NI ACF. “I was impressed by the enthusiasm shown by all and the very high standard of the individual presentations. It was good to see the Irish Regimental traditions being maintained by the Canadian Irish Cadet units.”

Eagerly looking forward to the next combined exercise, where cadets will take on a greater role in the planning and execution, Capt Lamirande commented, “The common thing that connected us, staff and cadets, is the love of our program and true friendships are developing as a result. Pretty cool I think.”



Photo Credit: FSgt M. McKay 2915 RCACC

The McKay brothers of 2915 RCACC in Capreol sleep in a snow shelter made in their back yard.



Photo Credit: Capt F. Guay, Cadets Canada

Sgt Mongeon of 2012 RCSCC in Sudbury demonstrates how to use a hammock as a winter shelter during the improvised shelters portion of the exercise

Participants for the international FTX came together over 6400 km and seven time zones

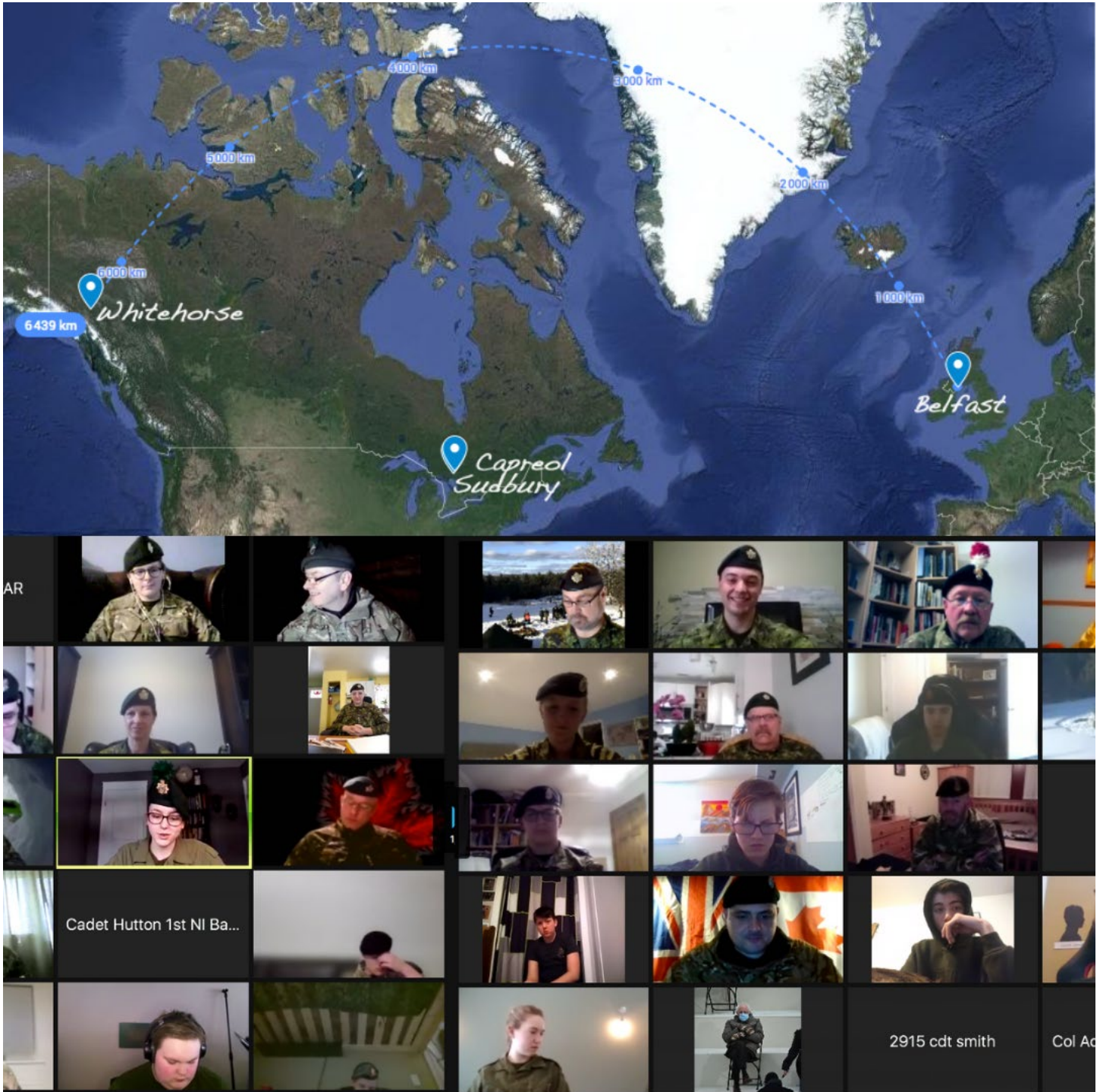


Photo Credit: Capt F. Guay, Cadets Canada



VIRTUAL CADET FUN NIGHTS

By Lt(N) Mark Phillips, CO 304 RCSCC Chaudière, Milton, ON

At the beginning of last September, we added Virtual Cadet Fun Nights to our programming. We quickly realized over the spring of 2020 that our cadets were already getting overwhelmed learning on-line all day, within virtual schooling. And combining this with our regular weekly virtual parade nights, they were never catching a break. This meant that all their screen time at school and cadets, was focused on formal 'learning'. Solely focusing on formal learning was something we purposely did not do when we paraded in person, so why would we do it on-line? We asked ourselves, where had the fun gone at cadets?

By the summer, we had noticed that some corps and squadrons were beginning to use on-line games as part of their programming. So, in the fall we began offering regularly scheduled Virtual Cadet Fun Nights, away from our usual weekly virtual parade nights.

During the past seven months we have divided our corps into two groups, while they participate in these Fun Nights: Phase I and II (12, 13 year olds) and Phases III and IV (14 yrs and above). Twice a month we offer each age group the opportunity to have a well-deserved break from 'structured' virtual learning and embrace a more 'informal' virtual learning platform. Unless specifically focused on, informal learning appears too often to be overlooked, within virtual education. With the ages within the groups being very similar, we can

also gage the difficulty of the activities, to the individual participant groups. Our Virtual Cadet Fun Nights are purposely just for one hour in length, to provide a contrast to our regular longer parade nights. This allows cadets to do other activities as required on these evenings, including homework from school.



These Fun Nights are informal with unit staff and cadets dressed in appropriate civilian attire. We have two CIC staff that regularly host these activities, who with their current schedules (a 4th year university student and a local firefighter) may not be able to attend all our regular parade nights. This flexibility is a great fit for both members, as we build our team of leaders.

As far as content on Fun Nights we often use challenging games focused on TV's Jeopardy, basic trivia, plus a cadet favourite is our regular and our themed Kahoot games (Space Exploration, Seamanship, Women's Day, Disney,

Leadership, Sports, etc...). They also play Taboo, Pictionary, Charades, and the 5 Second Game. We constantly ask cadets for feedback on what they like and if they want to contribute by leading the games.

Our unit staff ensure there is time between games for the cadets to chat together, often about their lives outside cadets and school. The funny moments that happen during the games provide a great opportunity for cadet bonding. These games provide a much-needed break from our regular cadet parade nights.

The cadets' reactions to these scheduled Virtual Cadet Fun Nights have been very positive and it has accomplished many of our intended goals. These activities have most certainly boosted cadet esprit de corps, as well as teamwork. With the non-formal format 'front and centre', our cadets have really

been able to embrace the social aspect of these activities, something that has really been missed, since we have not been parading in person for over a year now.

I must say personally this has been the most uniquely challenging time, of my 20 years as a cadet instructor. I think we can all see a light at the end of the tunnel with the beginnings of the vaccine roll out. If we all stay the course, we can move through these trying times safely. And by ensuring we are providing a well-rounded program, that embraces time for 'informal socializing', we can also try to encourage better mental health for all participants.



ALTERNATIVE TRAINING GETS A TASTY TWIST

MBdr Maggie Pareis, 2072 Army, Dryden, ON

As we near the one-year mark of alternative training, due to the COVID-19 Virus, corps and squadrons are coming up with some creative ways to keep their cadets engaged.

2072 Army Corps in Dryden, ON did just that on 25 Jan 21, hosting an optional virtual cooking class for their cadets. On the menu was stuffed peppers and rice.



Led by 2Lt Kennedy Ponton, cadets signed on and were given step by step instructions on how to make the meal, a recipe she created herself. Those who took part gave positive feedback, liking both the experience and the meal.

Stuffed Peppers with Rice (makes 4 peppers):

- 4 large Bell Peppers (any colour)
- 450g (1lb) ground meat of choice
- 1 med tomato, diced
- 1 clove garlic, crushed
- 1 sm onion, diced
- 1 cup shredded cheese of choice
- Instant Rice

Directions:

Preheat oven to 350 C. Wash peppers, then cut off the tops, just below the stem, save for capping later carefully remove the seeds and white membrane from inside the peppers, discard.

Over med-high heat, brown the meat, until cooked through. Drain off any fat. Add onion and cook until translucent. Add tomato and garlic & cook for 2 minutes.

Transfer the mixture into the peppers, topping with cheese. Place in a baking dish & cook for 45 minutes or until peppers look soft and wrinkly. For rice, cook desired amount as per directions on the box.



NORTHERN STARS LIGHT UP “SPACE NIGHT”

By Lt(N) Gillian Metcalfe, UPAR SEOA

For millennia, the night sky has filled people with wonder – What’s out there? Why does the moon change? How does the earth fit among the stars? Through studying patterns found in the sky, knowledge about the world increased and mysteries started to unravel. Planets, stars, galaxies, and many of their properties were discovered and that discovery continues today. With a constant curiosity about the secrets of outer space, scientists have pushed limits in an effort to expand our understanding of the universe.

Cadets in Northern Ontario expanded their own understanding of space during a recent “Space Night”, a virtual event that brought together over 100 cadets for an evening of space exploration. A highlight for FSgt Patrick Proulx, member of the planning and instructing team, was how well all the staff and seniors of 70 squadron came together to help create one big event. He said, “The night would not have been the success that it was if it weren’t for the dedication and

effort each instructor put into their lesson, as well as the organization and planning that went into the operations behind the scenes.” Through virtual and hands-on activities, participants learned about the history of space exploration, including Canada’s role and the relatively recent commercialization.

In addition to learning about space-related topics, cadets transferred their knowledge to real world applications including the importance of setting priorities and maintaining a budget. They built and launched their own rockets at home, gaining first-hand knowledge of the components that make up all rockets, from simple to complex.

“As an instructor, I think the most exciting part of the night was that so many people were able to participate! It was such a privilege to teach cadets all around Northern Ontario,” said WO2 Ailiin Snell. WO2 Snell led the “build a quadrant” activity and was particularly excited that Cmdre Kurtz

participated by building a quadrant of her own. Quadrants, in use since at least 150 AD, have been instrumental in taking accurate measurements of celestial bodies. As a navigator, celestial navigation was a critical aspect of Cmdre Kurtz’s training and she regularly used a sextant, a close relative of the quadrant.

The organizing staff was encouraged by the interest shown by NOA staff and cadets as well as the regions command team, LCol Leonard and CWO Godbout. Capt Kate Yap, organizer of the event said, “We felt motivated and supported by their participation in our event. It was a big boost to the morale of my staff and seniors to be able to exercise their skills in providing a large scale event like this. It was also very valuable in helping to develop their leadership and teamwork skills to see how we can create a very successful event with effective collaboration.”

Now the question that remains is, what will they explore next?

S1 SEVIGNY CORPS VISIT

By PO1 Kimberly Sequeira

On Wednesday February 2, 2021, RCSCC Haida was very excited as they had a special guest who visited us from HMCS Star, a Naval Reserve Unit, in Hamilton, Ontario. His name is S1 Robert Sevigny. He came out to speak to us about the Naval Reserves and how there are many opportunities which are available in case we are interested. He shared his story on how he joined the Reserves where he started as a musician and moved on and currently works as a recruiter for HMCS Star.

There are two reasons that drove S1 Sevigny to join the reserves. The 1st is the cadet program and continued interest in the Canadian Armed Forces. The 2nd is the service within his family. He spent 6 years of his childhood from age 13 to 18 as a member of the Cadet Program.

The program helped him as a young adult and gave him the ongoing drive to seek serving the country in the most meaningful way he knew how. Additionally, his grandfather and great-grandfather on his father's side of the family had served in both the Army and Navy. His grandfather spent many years serving in the Royal Canadian Navy and the stories told to him by his parents helped him decide that the Canadian Armed Forces was the right path for him. He joined the Royal Canadian Naval Reserves back in October of 2015.

He made the decision to apply to HMCS STAR while attending McMaster University in Hamilton, Ontario for an Honours Bachelor of Music. He knew after leaving the cadet program he wanted to continue his service and while he was in his 2nd

year of university, he submitted an application. His cadet journey began back in his hometown of Georgetown, Ontario. He remembered as a 12 year old boy he was drawn to a booth advertising the cadet program.

up leaving at 18 to pursue his post-secondary education. He continued to support the program by working as a Civilian Instructor at Blackdown CTC as an Administration Officer.

The one recommendation he always conveys is the use of the forces.ca website. This website is a great tool to further explore what careers the Canadian Armed Forces has to offer. You can view occupations in both a full-time or part-time capacity and even submit your application through the website. A lot of information and resources are provided on the website and is a great starting point for anyone interested in the Canadian Armed Forces.

Additionally, you can always contact your local recruiter and book an appointment with them. Through this avenue, you can discuss in a 1 on 1 setting your interests and aspirations within the organization. From there you will be informed of occupations that would best suit you and the way forward from there. If you are looking to join the Canadian Armed Forces there is one website anyone interested should look into. That is the forces.ca website. If there is any specific information that they require, they can always contact their local recruiter and ask those targeted questions.



S1 Sevigny working at HMCS STAR

At the time, he did not know too much about the program or what he would be getting himself into. After some convincing from his parents, he ended up joining the 676 Lorne Scots RCACC. He ended up spending 6 years with the program and ended

RCSCC Haida was very fortunate to have S1 Sevigny join us to discuss the avenues of the Naval Reserve, and we were extremely grateful for his time with us. S1 Sevigny now continues to work at HMCS Star as a recruiter.



ATIKOKAN (ONT.) PROGRESS MONDAY, MARCH 8, 2021



Branwyn Minor



McKenna Davis



Kaleb Bates



JJ Young

Cadet survival exercise

M. McKinnon

It's been a challenging year for Atikokan's Starfighter Air Cadet Squadron, as the pandemic has greatly constrained, if not completely prevented, most of their usual activities.

But they and their leaders are a determined bunch, and they got the go-ahead from the Department of Defense to hold a modified survival exercise on February 28.

"The Department has very strict COVID guidelines, so this was the first exercise we were able to do," said training officer Tyler Herbert. "Mostly we have been doing virtual sessions on Google Meets, so it was great to be able to get outdoors for this activity."



Casey & Reed Rogoza



Hannah Young



Teagen Goliquier



Ella Lesperance

Nine cadets worked solo (Branwyn Minor, McKenna Davis, Hannah Young, Julian Vos, Alannah Kim, JJ Young, Teagen Gouliquer, Ella Lesperance, and Kaleb Bates), and veteran cadet Casey Rogoza teamed with her brother, cadet Reed Rogoza. The training officers assigned them each a bushy spot on the edge of town ("We found

places where we knew they could gather pine boughs") and tasked them with building a shelter and campfire during a six-hour outing.

They did very well, requiring only a little help and or direction during the day from their leaders, training officers Herbert, Dorinda Kora, Debbie Douglass, and Chris Strom.

COMMENTARY AND PERSPECTIVES

LEADERSHIP 101 – PART 7 ETHICAL LEADERSHIP ... OR LEADING THE RIGHT WAY

By Maj Lee Wendell, RCSU-Central COS



You may have heard terms like 'leadership and ethics', 'ethical leadership' or even 'leading ethically'. What can we learn from this phrase? In this article I will step away from the standard theory currently presented and enter into a discussion on ethical leadership and how it can improve your leadership style and presence. First, a bit of background and then on to the discussion.

Ethics comes from the root word 'ethos', meaning character. Having ethics is rooted in our upbringing, our education and experiences. Experience and education are what build our character – builds our ethos. Combine our character with leadership and we may see a bit of conflict in getting the job done. Admittedly, there may appear to be little ethos in the 'authoritarian' style, the conduct of the leader and the team must still adhere to a code of conduct – more formally referred to as Rules of Engagement (ROE). Let look at some components that make up our ROEs.

Components of ethical leadership include Gratitude, Humility, Justice, Mercy and Compassion, Prudence and Objectivity, Magnanimity, and Integrity and Resilience. Gratitude is offering thanks for the work the team accomplished. Humility is accepting that we have limits, accept the errors and take responsibility for them, and are modest in our accomplishments. Justice applies equality to the work performed and is seen to be measured against others on the team – equal distribution of work and acclaim. Mercy and compassion relate to knowing and understanding your subordinates, and that they have limitations and difficulties. Prudence and objectivity speaks to analyzing the situation and deciding accordingly – make

an informed decision from the information. Magnanimity is leading by example – show the behaviour you expect from your team. Lastly, integrity and resilience implies doing the right thing, even though nobody is watching.

If you take any recent world leader and apply these components, how do they fair? Do they appreciate their teams' contributions and successes? Do they accept responsibility for shortfalls and errors? Are they humble and sensible? You can run through the remainder of the questions and evaluate the ethical component of their leadership. I would like to illustrate one leader in particular (in a fictional country Statemenisburg). They hire their children and appointed them in key positions without qualification, experience or understanding of that impact. Integrity in action and determination will provide a demonstrable measure of ethical leadership, or lack thereof.

Demonstration of 'what not to do' is as good a training tool as learning the right way to do it. Sometimes that demonstration is more effective, assaulting our sense of right and wrong, allowing us to measure the leader in a more active manner. The demonstration of ethical behaviour is subtle and sometimes lost in active environments. Learning how to be ethical takes time and once applied, becomes a matter of our character.

The fundamentals of Canadian Defence Ethics describes the CAF approach and therefore it is the foundation of Cadet Corps and Squadron leadership in both COATS and Cadet organizational structures. A flight commander or instructor must be ethical always and is expected to maintain a standard of behaviour that, in the easiest terms, is the way you would expect to be treated. There is no room for stubbornness, corruption, favouritism and bias in decision-making at any level. Be ethical always.

* Article submitted in January 2021

*Ethical Leadership. Pg 2. http://www.ef.uni-lj.si/docs/osebnestrani/Mihelc_Lipicnik_Tekavcic_2010_clute.pdf
Components of Ethical Leadership and Their Importance in Sustaining Organizations Over the Long Term.
<https://scholar.valpo.edu/cgi/viewcontent.cgi?article=1199&context=jvb1>*

ANTI-BLACK RACISM IN THE CCO – AN INFORMED PERSPECTIVE

By Maj Kevin Vieneer



The events of the summer of 2020 saw a number of significant human rights issues come to the forefront. Since then, we have seen frequent examples, statistics or testimonies of events, studies and experiences surrounding the issue of anti-Black racism.

According to the Ministry of Canadian Heritage and Multi-Culturalism, anti-Black racism is the “Prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement.

Anti-Black racism is

deeply entrenched in Canadian institutions, policies and practices, such that anti-Black racism is either functionally normalized or rendered invisible to the larger white society. Anti-Black racism is manifested in the legacy of the current social, economic, and political marginalization of African Canadians in society such as the lack of opportunities, lower socio-economic status, higher unemployment, significant poverty rates and over-representation in the criminal justice system.”

Because the Cadet Program is community based, we, too – like Canadians across the country – are affected by these issues. The Government of Ontario has a strategy and action plan that I highly encourage leadership at all levels to read and understand. Despite the fact that military members have clear orders, regulations and expectations, our internal biases do not completely come off when we put our uniform on.

In the Canadian Cadet Organization (CCO) and the Canadian Armed Forces (CAF), our ethical principals are clear:

1. Respect the Dignity of all persons;
2. Serve Canada Before Self; and
3. Obey and Support Lawful Authority

When looking through the lens of anti-Black racism, which is experienced by many CAF members, civilian stakeholders, parents and cadets of African descent, reconciling these issues from a personal standpoint may continue to be a challenge for us. Concurrently, addressing these issues when they happen in our program will continue to be a unique and difficult leadership challenge, because our training is limited when compared to other trades in the CAF, and the context in which the majority of us serve can create the opportunity for us to default to our personal biases.

This leadership challenge exists partly because many members of the CAF – like most Canadians – lack the life experiences necessary to fully understand or relate to the adverse experiences of black people in Canadian society, the statistics that support them and how they factor into comparisons to our experiences within the CCO. Those comparisons are a key factor in the choice people will make with regards to our program, including attraction, methods of conflict resolution and, perhaps, most importantly, retention.

On the next page are a few real life examples, an explanation of what makes it racist and suggestions on how to make things better.

Consider the impact of these examples on the program in terms of:

- Team cohesion
- Engagement and Retention
- Community Support
- Credibility of the Institution

Our program does not exist in a bubble. Anti-Black racism that happens while not working with the Cadet Program impacts our well-being and comes with us underneath the uniform to some degree. Despite all that has happened, it presents us all with an immense opportunity. The way forward must include a desire for people to have open and honest communication to learn about the uniqueness of our experiences, and to have the courage and professionalism to make things right when we fall short of our values. Everyone wins in the end.

Illuminate Viam.

*Maj Kevin Vieneer is a former cadet and a CIC officer of African descent with more than 21 years of service in the CAF. He has worked in various diversity and inclusion roles in his civilian career, and is currently a member of the Anti-Black Racism Task Force, which was recently commissioned by the Town of Ajax, Ont.

<https://www.canada.ca/en/canadian-heritage/campaigns/anti-racism-engagement/anti-racism-strategy.html#a8>

Example	What Makes This Racist	How to Make Things Better
<p>On a DP1 CIC training course during a parade practice one weekend, two members of the directing staff attempt to make a joke in the presence of all the students, regarding the only black member on course, who was the right marker for the course graduation parade. One stated that “I hope he can maintain a proper cadence”. The other responds by saying “<i>well look at his nationality, they are the only ones who got rhythm anyway</i>”. When concerns were brought forward through the chain of command about the incident, the directing staff in question (on the next weekend of training) refused to apologize to either the member or the students stating: “<i>I didn’t intend to offend anyone, so I have nothing to apologize for.</i>” The student in question completed the course in spite of the incident.</p>	<p>Making an assessment of a student’s ability (or inability) based solely on their ethnic or cultural background shows they were unable to see the other qualities or experiences they have that are the real basis for that skill or ability. In this example, the student could maintain a proper cadence because they were a member of both band and drill team as a cadet for five years. How can anyone develop a student or subordinate if they are unable to see the full spectrum of their abilities, regardless of how they attained them? The fact this specific comment was explicitly listed in the course reference material, as an example of a racist statement, makes this even more egregious. It also implies that this trait is more valued than the other skills and qualities the member was on the course to develop in the first place.</p>	<p><i>Have the courage to be vulnerable about your own biases and knowledge gaps</i> – This is important to better understand others who wear the same uniform, but have very different life experiences. There is immense value in being tactful and curious. Your willingness to seek out answers to questions that make you uncomfortable will earn the respect of your colleagues and stakeholders over time.</p>
<p>When explaining the meaning behind the design of a new unit badge, the commanding officer states the colour red represents the blood that has been shed in that community throughout its history. This community has a large racialized population with challenging socio-economic conditions and an unfortunate history of significant gang activity and related violence. The badge was changed five years later.</p>	<p>Symbolism throughout the institution’s history does include references to violence, loss and bloodshed, but in the name of defence of our nation or the freedom of another, not in the name of gang activity in a local population. Associating a crest in this way may reinforce an attitude of lower potential for success for the community’s youth. Cadet units’ badge should be symbolic of the hope of future success of youth, rather than a symbol to relive historic community violence.</p>	<p><i>Diversify your inner circle and consider your audience when you speak</i> - Depending on your position, take a look around the room and determine if those people all think and look like you. If the answer is yes, make a concerted effort to change that if you have the authority to do so. This is especially true if you serve at a unit with a predominant background different from your own. Tactfully ask questions about the community and learn about their challenges. You will gain the respect of the community because of your willingness to learn and everyone will benefit.</p>
<p>A unit commanding officer interrupts a period of instruction and singles out a second-year black cadet for having her hair in a single braid, loudly stating “I want a bun”, despite the fact cadets from other backgrounds had the same hairstyle and it was allowed by the regulations of the day. The cadet who was singled out quits the program that night.</p>	<p>Many members of African descent have unique challenges regarding standards of hair while in uniform, which traditionally have been euro-centric (i.e. straight hair). Our hair comes in a variety of textures, requiring us at times to put in much more effort to meet the standard, which is also a major prerequisite of being accepted by the group.</p> <p>Openly scolding the only black cadet in the class about something she and other cadets were allowed to do per regulations, combined with being a source of anxiety for any adolescent is racist and deeply triggering.</p>	<p><i>Maintain a proper balance of “what” versus “why”</i> - Dress regulations and uniform standards for cadets support the outcomes of instilling self-confidence in youth, which for many of them is critical to their ever-evolving sense of self. Placing most emphasis on the need to conform causes many cadets additional stress, when it should be seen as an opportunity for additional coaching and mentorship.</p> <p>Hint – google search <i>professional</i> hairstyles, then <i>unprofessional</i> hairstyles, and take note of the majority of faces you see and the related articles on this subject.</p>

* The common actions in each of these examples contravene the first principle of Defence Ethics: to respect the dignity of all people

RACC UPDATE

WHAT CAN YOUR RACC DO FOR YOU?

By Maj Lisa LaCombe, CD

REGIONAL
ADVISORY



COUNCIL
COATS

Did you know that it is unique to Central Region to have a Regional Advisory Council COATS (RACC)? We are an advisory body with the mandate of identifying and discussing professional concerns impacting CIC/COATS members, and to provide advice to the CO RCSU. The Council also acknowledges and promotes CAF special recognition programs, such as the Honours and Recognition Program and Depart with Dignity.

We are here to support you as a member of the CIC/COATS, and to provide support for Branch related issues. CIC/COAT members are often referred to as “unsung heroes”. Together, we can work towards a culture of recognition by helping you with submitting nominations for awards and recognition. We know that there are many members

doing outstanding work by taking creative measures to overcome the challenges of the pandemic. Now is the time to nominate our peers in order to acknowledge their efforts. Your RACC, in partnership with J1 has created an “Aide-Memoire” explaining the various awards. Reach out to a RACC representative in your area for guidance, or you can find it on our link in the H&R section of the RACC Share Point Page.

To our fellow comrades who have retired from the CAF we salute you. Thank you for your service to the youth of Canada, and to the Canadian Armed Forces as a CIC/COATS member. Your RACC representatives can guide you through the Depart with Dignity process, or you can find more information on our link on the RACC Sharepoint page.

We are also excited to celebrate the one-year anniversary of the reactivation of our Facebook Group. Not only will you find daily positive and informative posts, but it is also a means for you to share and highlight the accomplishments of our members. Given we cannot interact in traditional methods at various in person events, we are still here for you. Check us out by visiting RACC in Central Region

Thank you to all RACC members for your unwavering support and commitment. Your efforts to stay engaged are greatly appreciated.

Fun Fact: The CIC was founded on May 1st 1910!

Illuminate Viam

http://www.forces.gc.ca/assets/FORCES_Internet/docs/en/about/fundamentals-fondements-eng.pdf

WRITING TIPS

By Capt Mark Giles, RCSU-Central PAO

The world of communications and journalism, and the way people write in the 21st century – especially for social media – has changed a lot since I entered the PA field more than 20 years ago. While we continue to adapt to ensure we are using today’s platforms effectively to communicate in reaching our various audiences, it is important to note that some things remain unchanged.

One of those things is the need for clarity and context, which is impacted by several factors – including punctuation. As per the “cooking” example, one comma

in a sentence changes everything. Therefore, this edition’s writing tip from the PAO: use commas, when needed, for clarity and context.

I like cooking my family and pets.

USE COMMAS!



While poorly written sentences will often still be understood despite their faults, it generally forces the reader to re-read the text several times to grasp the context and get an accurate sense of what the writer is actually trying to say.

Similar to writing with unnecessary capitalization or inadequate paragraph breaks (topics for future newsletters), the reader must give more thought and energy into comprehension – meaning a lower likelihood the person will continue reading and a less enjoyable experience for those that do.

CHAPLAIN'S CORNER

Small conversations and choices

By Capt (the Rev'd) Dave Fowler, RCSU-Central Padre



Beltway Rail switching yard just outside of Chicago is the largest such yard in North America. Over 8,000 rail cars a day leave that facility including a number of Canadian rail trains and cars. On their way out all of them pass over a single, unassuming almost overlooked switch. Yet that one switch, as insignificant as it looks begins rail cars on a trajectory that slowly widens and takes them to either the continental east coast

to destinations like Montreal, New York and Boston or to the west coast and Vancouver, Seattle or Los Angeles.

In leadership, decisions large and small are made every day. Seldom do we realize that what may seem at the time a small choice or decision can lead to such significant consequences, even in the lives of others. In my conversations with Cadet unit COs I constantly hear stories of Cadets who leaders thought might never even finish the program, yet years later not only did they complete the program they have moved on successfully in life. Many of those Cadets, now as adults, have shared with their former Commanding Officers how a simple unassuming conversation caused them to pause and think about life and then start to make at first small but increasingly significant life choices that led them to a trajectory of success.

For all in leadership, the wisdom to see the secondary and tertiary and even more distant impacts of our decisions is a gift. And who among us can ever see all the unknown impacts our decisions might have. In Jewish religious literature we

are introduced to King Solomon, reputedly the wisest King and leader who has ever lived. The records indicated that God spoke to him in a dream and said "Ask for whatever you wish." Solomon after some thought asks for a wise and discerning heart that he might lead well". The Lord responds with, "Because you asked for wisdom, I will grant this to you and many other good things you didn't ask for".

Today, in the era of COVID we are all faced with decisions. Our conversations and choices, even the small ones, say much about who we really are and where we are headed. We are constantly shaping our own lives and the lives of others in these ways.

May each of our conversations be flavored with grace and encouragement, may each decision be filled with thoughtful reflection, consideration and care. May we always hold out hope for a better tomorrow and our work and the lives of those we impact prosper as we serve our Queen and country, Canada from Sea to shining sea. D'un ocean a l'autre".

WE NEED A NEW COVER PHOTO FOR SOCIAL MEDIA!

The sun is out, plants are blooming, the birds are chirping, spring is in the air! As Mother Nature starts to refresh, Ontario Cadets is also looking to freshen up our cover photo – and we need your help!

If your cadets would like their picture/design/ideas featured on our social media platform cover photos,

please have them submit their picture to 2Lt Anthony Vukojevic (Anthony.Vukojevic@cadets.gc.ca)

Ensure that the cover photo is the required size (820 px by 360 px) and that the words “Ontario Cadets” can easily fit without blocking anything. You can check out our past cover photos for details.

*Size requirements for a good social media cover photo



Are you a cadet alumnus or alumna? How has cadets shaped you into the person you are today? Let us know for your chance to be our next [#CadetAlumni](#) story.

Send us a direct message to our page or email Anthony.Vukojevic@cadets.gc.ca and share your story with us of how you continue to be [#CadetProud!](#)



Ontario Cadets



@cadetsca