

Office of Director RCEME
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Distribution List

DIRECTOR RCEME COMMUNIQUÉ
No 01/2023 – RCEME CULTURE ADVISORY
ORGANIZATION UPDATE AND ANNOUNCEMENT

Reference: [RCAO Regional Network – RCEME/GEMRC \(rcemecorpsgemrc.ca\)](https://rcemecorpsgemrc.ca)

1. The intent of this communiqué is to identify the new members of the RCEME Culture Advisory Organization (RCAO) National Committee, Regional Co-chairs, their contact information, and announce the updated group title. The RCAO remains a network of dedicated and passionate volunteers within the Corps who, through collaboration with RCEME members, are identifying solutions to systemic issues impacting the Corps. The RCAO committees will continue to advise, assist, and enable RCEME personnel and their Chains of Command (CoC) to better support members and assist in positive cultural transformation.

2. The RCAO name has been updated to remove the term “Change”. This update reflects that not all RCEME cultures and sub-cultures are negative and are requiring change. Furthermore, we must continue our efforts to identify and overcome systemic cultural issues impacting the Corps in order to build a long-standing positive culture for the well-being of our members.

3. The departing, organizing RCAO National Committee is as follows:

- a. Major Hilary Forbes, 2 Svc Bn;
- b. Major J.R. Fleury, DLEPS; and
- c. CWO Nicole Barrett, 2 Svc Bn.

4. The members of the RCAO National Committee and contact information are as follows:

- a. Email: RCEMECulture-CultureGEMRC@forces.gc.ca;
- b. Website: <https://rcemecorpsgemrc.ca/the-rcao-initiative/>; and
- c. Members:

- i. LCol Max Champagne, DGMPD(A&L);
 - ii. Maj Tony Nguyen, RCEME S;
 - iii. MWO Krista McKeough, ATL; and
 - iv. Lt Daniel Zhao, DSSPM.
5. The RCAO Regional Co-Chairs and contact information are as follows:
 - a. Atlantic: P-HFX.AtlRegionRCAO@intern.mil.ca
 - v. WO Joshua Clowe, 5 CDSG Grn St John's; and
 - vi. Sgt Melanie Marr, 4 ESR.
 - b. Central: P-GTA.4JT.RCCAOCentralRegion@intern.mil.ca
 - i. Capt Laurene Mazade, 4 Div HQ;
 - ii. Capt Nicholas Landry, 2 CER;
 - iii. Sgt Anthony Graves, 31 Svc Bn; and
 - iv. MCpl Robert Salsman, 2 Svc Bn.
 - c. NCR: RCAO_NCR_Kingston@forces.gc.ca
 - i. LCol Claudie Theriault, PMO ACSV; and
 - ii. Maj Max Hazledine, 6 CCSB HQ.
 - d. Quebec: Group contact will be available at ref A, when confirmed:
 - i. Sgt Veronique Dumont, 202 WD;
 - ii. Sgt Amelie Lavoie, 12 RBC;
 - iii. Sgt Nigel Gallant, 5 CER; and
 - iv. Sgt M.A. Quijano-Vargas, CFLRS.
 - e. Western: RCEMECultureWest-CultureGEMRCOuest@forces.gc.ca
 - i. MWO Leigh Joiner, 17 Wing;

- ii. WO Roxanne Caron, 1 Svc Bn; and
- iii. Sgt Jean-Michael Bedard-Theoret, 17 Wing.

5. To the departing National Co-Chairs, Maj Hilary Forbes, Maj J.R. Fleury, and CWO Nicole Barrett, thank you for your outstanding contributions towards establishing this essential capability.

Arte et Marte

E.J.R.C. Gauthier
Colonel
Director RCEME

K.S. Northorp
Chief Warrant Officer
RCEME Corps SM

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