



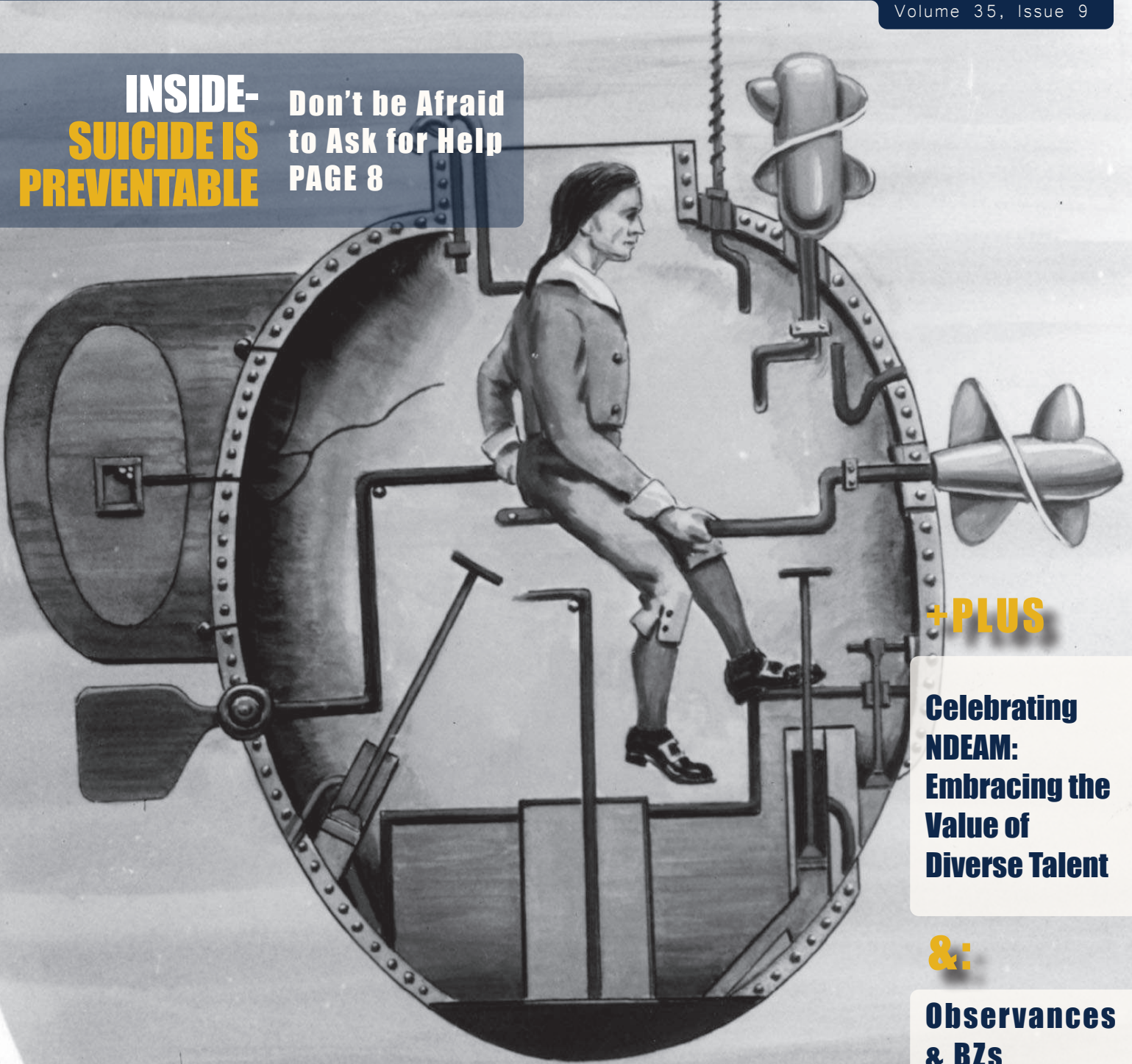
2024

Trident Refit Facility, Bangor Refit Review

Volume 35, Issue 9

**INSIDE-
SUICIDE IS
PREVENTABLE**

**Don't be Afraid
to Ask for Help
PAGE 8**



+PLUS

**Celebrating
NDEAM:
Embracing the
Value of
Diverse Talent**

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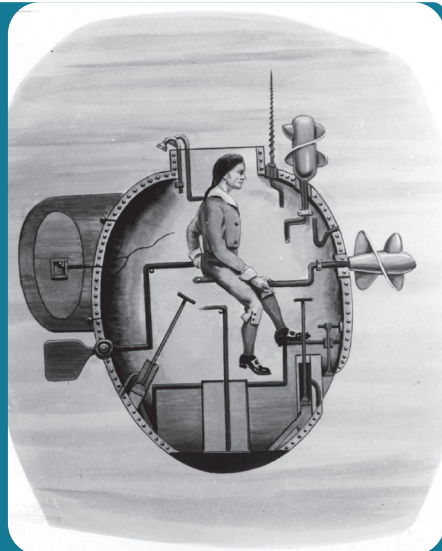
**Observances
& BZs**

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ABOVE: On the Cover:

An 1875 illustration of Turtle drawn by Lt. Francis Barber. Turtle was the world's first submersible vessel with a documented record of use in combat. It was built in 1775 by American David Bushnell as a means of attaching explosive charges to ships in a harbor, for use against the Royal Navy during the American Revolutionary War.

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REFIT REVIEW

Commanding Officer.....Capt. Michael D. Eberlein
Executive Director.....Mr. Edgar Benson
Executive Officer.....Cmdr. Brent Dillow
Command Master Chief.....CMDCM Chase M. Krause
Public Affairs Officer.....Mr. Lonnie Collier



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Public Affairs Office. All photos are property of the U.S. Navy unless otherwise credited.

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Public Affairs SpecialistMr. Nicholas Scott
Public Affairs SpecialistMr. John Wayne Liston
Mass Communication Specialist 1st Class Adora Okafor
Mass Communication Specialist 2nd Class Sarah Christoph

CAPTAIN'S CORNER

Team TRF Bangor,

Happy October, fall is here! Thankfully we are seeing cooler temperatures and getting ready for the holiday season, kicking it off with Halloween at the end of October.

I urge everyone to stay safe this Halloween. Please continue to practice good ORM and remember that if this is a party holiday for you, as it is for many, that even one drink means you should not be behind the wheel of a car. There have been too many cases of promising careers permanently affected by a poor choice – please take the time to have a plan. You should also ensure your family is safe, particularly if you have children “trick or treating.”

During the last CO's Call, I heard your concerns on drones loud and clear, so I sent out an all hands message, but I wanted to reiterate here as well. NBK and SWFPAC operated drones last month to test some of our systems, and these tests were directly observed by senior Navy Leaders. While I can't share the details of our defensive measures, I am comfortable that we are well defended here in Bangor.

I also wanted to address the closed off parking spots around Building 7000. If you didn't catch it in the-all hands email, contractors are conducting multiple bore sights in the 7000 parking lot. This will go until the end of October. Cones will mark off the 24 parking spots that should not be used until complete. Please do not park in closed off areas. This is for the military construction project P-788, a new DLA warehouse that will allow material to be shifted out of Building 7000 to make room for COLUMBIA. It also includes a multi-level parking garage for the TRFB workforce.

This project marks the first of many changes we will have at TRFB to get ready for COLUMBIA – although you may have read about delays in the lead ship, the follow-on schedule – and requirement for Bangor to be ready for maintenance in 2032 – still stands. We are now actively planning for 3 major projects that will transform the Bangor waterfront – especially around Building 7000. Within the next 3 years, there will be significant construction that will set our infrastructure for the next 60 years. I cannot overstate the importance of getting this right from the beginning, and appreciate the hard work we are now investing.

I want to thank everyone for all the hard work and for remaining flexible. We've had two significant changes in executive leadership this summer. As many of you know we



have a new executive director, Edgar Benson, and a new executive officer, Cmdr. Brent Dillow. I encourage everyone to welcome them both if you have not already. Edgar is a long-time team member and Cmdr. Dillow was here as operations officer previously, so they are already familiar with our mission and how hard everyone here works.

In a little bit of submarine history, on October 12, 1900, USS Holland became the first submarine officially commissioned by the U.S. Navy. Built in 1898, the 54-footer took its name from its inventor, John Philip Holland, an Irish-born engineer who was one of the most prolific submarine pioneers of the late-19th and early 20th centuries.

It's important to look back to see how far we have come in this unique community.

As usual please continue to exercise the good decision-making skills I have come to expect from such an exceptional team, stay safe and I'll see you on the “deckplates”!

V/R,

CAPT Mike Eberlein
Commanding Officer
Trident Refit Facility Bangor

Celebrating NDEAM: Embracing the Value of Diverse Talent

Article by Joe Maute, TRFB OSHE Office, photos courtesy of DVIDS



Attendees listen to guest speakers during a National Disability Employment Awareness Month special observance.

October is National Disability Employment Awareness Month (NDEAM), a time to honor and celebrate the contributions of workers with disabilities and to promote a more inclusive workforce. This year's theme, "Access to Good Jobs for All," highlights the importance of ensuring that everyone, regardless of ability, has the opportunity to secure meaningful and fulfilling employment. As we reflect on this theme, it is essential to recognize that valuing and hiring individuals with disabilities not only fosters a more equitable workplace but also drives innovation and organizational success.

The Importance of Inclusivity in the Workforce:
In today's dynamic job market, diversity is a key driver of organizational success.

Embracing a diverse workforce, including individuals with disabilities, can significantly enhance creativity, problem-solving, and overall performance. Employees with disabilities bring unique perspectives and experiences that can enrich a team's approach to challenges and opportunities.

Despite the clear advantages, many organizations still face barriers to fully integrating individuals with disabilities into their workforce. These barriers often include misconceptions about disability, lack of accessible accommodations, and insufficient training for management on how to support diverse employees effectively.

The Value of Hiring Individuals with Disabilities:

Hiring individuals with disabilities is not merely a matter of fulfilling legal obligations or meeting diversity quotas; it's about recognizing and tapping into a valuable pool of talent. People with disabilities possess a wide range of skills and abilities that are crucial for various roles across different industries. They often demonstrate resilience, adaptability, and problem-solving skills honed through navigating a world not always designed with their needs in mind.

Moreover, organizations that prioritize inclusivity benefit from increased employee satisfaction, improved morale, and enhanced company reputation. Customers and clients increasingly expect businesses to reflect and support diversity, and inclusive hiring practices can strengthen brand loyalty and attract top talent.

Enhancing Organizational Support through Windmills Training:

To fully realize the benefits of a diverse workforce, it is essential for organizations to invest in training that

equips managers and supervisors with the skills to support and advocate for employees with disabilities. This is where the Windmills training program can play a pivotal role.

Windmills training is specifically designed to raise awareness about disability issues and provide practical strategies for fostering an inclusive work environment. By participating in Windmills training, command supervisors and managers gain:

- **Enhanced Understanding:** A deeper insight into different types of disabilities and the challenges faced by individuals, leading to more effective support and accommodation.
- **Improved Communication Skills:** Techniques for engaging with employees with disabilities in a respectful and empowering manner.
- **Strategic Inclusivity Practices:** Practical approaches for creating accessible workplaces and developing inclusive policies that support all employees.

The training emphasizes the importance of breaking down stereotypes and addressing barriers to employment. It provides actionable steps for supervisors to implement within their teams, ensuring that all employees have equal opportunities to succeed and contribute.

To enroll in the TRFB Windmills training, follow these steps:

1. Go to Waypoints and search for the course titled "24-BANG - Windmills: Changing the Perception of Disabilities," or simply search for "windmill" to find the course easily.
2. Choose a session that fits your schedule. If no sessions are currently available, click on "Notify Me of New Sessions" to receive an email alert when the next course is scheduled.

This will ensure you stay updated and don't miss out on the opportunity to participate.

Conclusion:
National Disability Employment Awareness Month is a reminder of the importance of inclusivity and equal access in the workplace. By committing to hiring individuals with disabilities and investing in comprehensive training programs like Windmills, organizations can create a more equitable and thriving work environment.

Embracing this year's theme, "Access to Good Jobs for All," not only benefits individuals with disabilities but also enriches the entire organization, driving innovation and excellence across all levels.

Let's begin this month by reaffirming our commitment to inclusivity and taking meaningful steps to create a more accessible and supportive workplace. Moving forward, we will continue to enhance awareness and foster an inclusive environment for everyone.

ACCESS
TO GOOD
JOBS
FOR ALL

NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH



Tiffany Morris, Joint Munitions Command, signs "I love you" during an American Sign Language Lunch & Learn session at Rock Island Arsenal.

THROUGH THE LENS

U.S. Navy Photos by MC2 Adora Okafor and Lonnie Collier, TRFB Public Affairs.



U.S. Navy Lt. Jimmy Carter stands in the control room of submarine USS K-1 in 1952.



TRFB's newest Chief Petty Officers pose for a photo after their pinning ceremony.



Adm. Stephen Koehler, Commander, U.S. Pacific Fleet, visits TRFB for an operations update and tour of our facilities to better understand the importance of our strategic mission.



TRFB team members volunteer at the Metallica concert. By volunteering, they were able to raise funds to support TRFB's Welfare and Recreation Committee (WRC).



Turtle (lower right) makes its way toward HMS Eagle in an attempt to attach an underwater mine to the British flagship. Painting by E. Tufnell.



TRFB Lifting and Handling team members test a new paint enclosure on Delta Pier at TRFB.



SUICIDE IS PREVENTABLE: Don't be Afraid to Ask for Help

Article by: MC1 Adora Okafor
Photo and graphics courtesy of the DoD.

Suicide is a serious issue that affects communities across the world, and the military is no exception. Each year, Suicide Awareness Month serves as a critical reminder of the mental health struggles faced by service members and veterans.

According to the Department of Defense (DoD), suicide rates within the military community have steadily risen over the past decade, with the most recent data showing that more than 500 service members died by suicide in 2022 alone. These losses deeply impact not only the individuals and their families but also the broader Navy and military community.

This month, the U.S. Navy joins the nationwide effort to bring attention to suicide prevention, aiming to foster open dialogue, provide resources, and emphasize the importance of mental well-being and peer support for all Sailors.

Fire Control Technician 1st Class Shae Vanzverden currently serves as the Command Suicide Prevention Coordinator at Trident Refit Facility, Bangor (TRFB). Vanzverden has a deeply personal and compelling reason for taking on this role.

"I was motivated to take on this role following the loss of my sister," said Vanzverden. "In 2022, my sister died by suicide. I had gone through a pretty arduous ordeal. I was the one who found her, called the cops,

there wasn't anything I could do. I felt helpless."

Vanzverden described this day as the worst day of his life, and felt like he had missed many signs. Instead of allowing this grief to immobilize him, he channeled his pain into action. The loss of his older sister moved him to learn as much as he could about suicide, and how to spread awareness, and recognize signs that may prevent it again in the future.

"I dove headfirst into learning everything I could," he explained. "I wanted to do everything and anything I could to learn so I could help prevent it again in the future. I wanted to help stop someone from going through what I went through or losing their own lives."

As the Suicide Prevention Coordinator, Vanzverden administers General Military Training (GMT) and provides resources to Sailors who may be going through a crisis. One of his personal goals for his role is to foster a deeper

connection among Sailors, promoting an environment where individuals can feel comfortable opening up. He believes that one of the most effective ways to combat suicidal ideation is by creating a culture of empathy, something that has to start at the individual level.

"It's not about just keeping people alive for the mission," Vanzverden emphasizes. "It's about caring for each other as human beings. As leaders, and as



Sailors, we've got to recognize that everyone's feelings are valid, and we need to empathize, not compare experiences. It's vital to take a step back and remember that everyone's experience is different."

Suicide does not discriminate. It can affect any race, gender, or socioeconomic status. Vanzverden highlights the importance of being able to recognize changes in behavior, such as withdrawal, unwarranted anger, a disheveled appearance or a general disconnect from life. He refers to these signs as "invitations," urging others to take them seriously and ask direct questions.

"Asking someone if they're contemplating suicide doesn't put the idea in their head," he said. "If they're already there, they're there, and if not, it could be a wake-up call for them to seek help."

In addition to the Suicide Prevention Coordinator, there are many other resources available for those who may

be experiencing suicidal ideation. Sailors can utilize Chaplains, Military OneSource, and the Veteran Affairs crisis line. For DoD Civilians, the Department of the Navy Civilian Employee Assistance Program (DONCEAP) is available to help 24 hours, 7 days a week. Vanzverden also mentioned the effectiveness of suicide prevention training programs like Safe Talk and Assist, which equip Sailors with the necessary skills to intervene and support those in need. Lastly, the 988 Suicide and Crisis Lifeline is available to everyone.

Reflecting on the unpredictability of suicide, Vanzverden reiterates a key takeaway: Suicide is not predictable, but it is preventable.

"We have to look out for each other," said Vanzverden. "You never know, something as small as a kind word might be the deciding factor that keeps someone around another day." 🌿

SEPTEMBER | NATIONAL

SUICIDE PREVENTION

AWARENESS MONTH

Warning Signs:

Talking about:

- Wanting to die
- Great guilt or shame
- Being a burden to others

Feeling:

- Empty, hopeless, trapped, or having no reason to live
- Extremely sad, more anxious, agitated, or full of rage
- Unbearable emotion or physical pain

Changing Behavior, such as:

- Making a plan or researching ways to die
- Withdrawing from friends, saying goodbye, giving away important items or making a will

- Taking dangerous risks such as driving extremely fast
- Displaying extreme mood swings
- Eating or sleeping more or less
- Using drugs or alcohol more often

BRAVO ZULU & OBSERVANCES

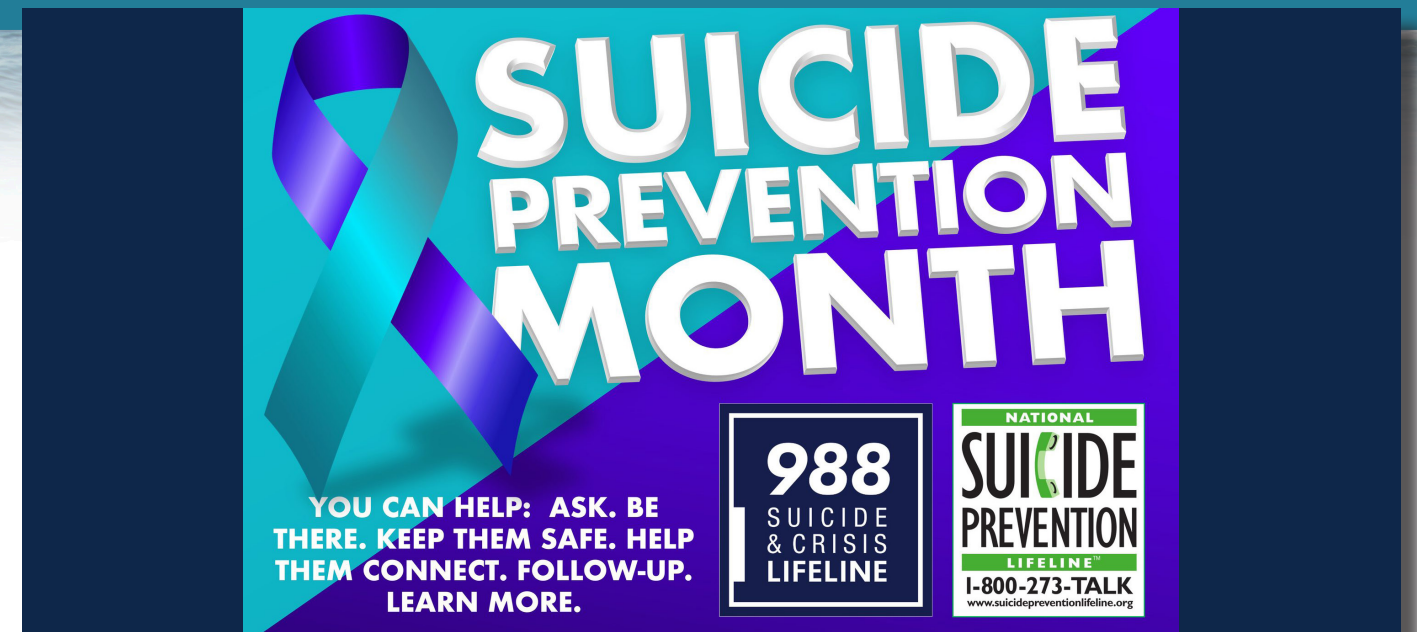
U.S. Navy Photos and graphics by MC1 Adora Okafor, MC2 Sarah Christoph and Lonnie Collier, TRFB Public Affairs



Hispanic Heritage Month is observed from September 15 to October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America.



Congratulations to Vinci Vidal, from the Non-Destructive Testing shop, on 40 incredible years of dedicated government service! Thank you for your continued hard work and dedication to our nation!



September is Suicide Prevention Month. In 2021, suicide was the 11th leading cause of death overall in the United States, claiming the lives of over 48,100 people. Suicide is complicated and tragic, but it is often preventable. Knowing the warning signs for suicide and how to get help can help save lives. If you or someone you know is in crisis, call or text the 988 Suicide & Crisis Lifeline at "988".

Labor Day

Labor Day is a federal holiday in the United States celebrated on the first Monday of September to honor and recognize the American labor movement and the works and contributions of laborers to the development and achievements in the United States.[]

Patriot Day (9/11 Remembrance)

In the United States, Patriot Day occurs on September 11 of each year in memory of the victims killed in the September 11 terrorist attacks in 2001.

National Service Dog Month

September is National Service Dog Month! Service dogs are incredible working dogs who help people with disabilities live more independently.

Looking for portrait or photo support, public affairs guidance, graphic or flyer design, or other command-related media requests? Stop by the Public Affairs office to make a request or appointment today!

Studio portrait walk-ins are held on Wednesdays from 0800-0900. Studio times may be adjusted to suit your schedule. Remember to bring the prescribed uniform, cover, and package instruction for the specific type of studio portrait requested.

WE REMEMBER
9-11-01

