

OFFICIAL NEWSLETTER OF THE NEW YORK CITY DEPARTMENT OF CORRECTION

BOLD PRINT

JANUARY/FEBRUARY 2019



DOC Celebrates **BLACK HISTORY MONTH**



Energy at DOC / Meet The Mentors / Planting "CEEDS" at DOC
Honoring Jacqueline McMickens / Fire Safety Unit / Employee Spotlight

DOC honored the legacy of Dr. Martin Luther King Jr. by volunteering for various community projects around the city, including meal prep for seniors, reading to special needs children, and creating care packages for kids in foster care.



Energy at DOC



By Fabrice Armand

Global climate change has been named by many leaders as the challenge of our generation. In 2014, Mayor De Blasio launched “One City Built to Last,” New York City’s commitment to reduce emissions by 80% to 2005 levels by 2050.

As you can imagine, this task can be extra challenging for the Department of Correction because some of our buildings were built in the 70’s/80s. In its 7 years of existence, the Energy Management and Sustainability Unit (EMSU) has conducted various energy audits to identify Energy Conservation Measures (EMS) and Retro Commission Measures (RCM) for all facilities over 50,000 square feet. These audits lead to better lighting, less maintenance, lowers costs and increased security for our staff and people in our custody.

The three focuses of the EMSU are: tracking and reporting, operations and maintenance, and training and outreach. Energy data tracking provides real-time power monitoring, which allows station engineers to watch energy levels and make adjustments to air handling units so that each building experiences the same amount of heating and cooling during the coldest/hottest days.



LEDs in DOC Transportation Unit

The unit has worked with the Facility Maintenance and Repair Division (FMRD) in order to replace over 10,000 T12 fluorescents with LEDs at all DOC facilities. That is equivalent to reducing carbon emission by 470 tons annually, or removing 100 cars from the roads every day.

According to Assistant Deputy Warden Perillo,

“The Energy Management unit has been a great asset to FMRD. It has assisted with procurements, energy-related repairs, contracting vendors for much-needed work. This unit’s work has greatly benefited the agency.”

Because of the EMSU, Station Engineers and Oilers have participated in various training courses offered by the City Wide Training Center, including Building Operators Certification and Certified Energy Manager. It has also brought tailored training courses to Rikers Island to address specific needs. As a result, our steamfitters are now able to test and replace steam traps on a rolling basis to cut down on heating losses during the winter months.

Moreover, they have improved EMTC inmates’ trades training, which already included carpentry, plumbing, and electrical by adding Solar Panel Technology and Installation courses for inmates. This training gives graduates of the program additional in-demand skills when re-entering the workforce.



MEET YOUR MENTORS



By Malika L. Granville

For over 20 years, DOC's Mentor Program has been in existence. This year, it's gotten a reboot and we are pleased to welcome a new class of captains to the program.

This group of captains, carefully selected from throughout the agency, is tasked with helping MOS further enhance and develop the skills and knowledge taught at the Correction Academy, through coaching and behavior modeling. These captains will wear multiple hats; not only will they provide much needed support to officers, other captains, and assistant deputy wardens, but they will also serve as counselors, thought leaders and teachers to those in need of assistance.

"I've been with the department for over two decades, and I'm thrilled to see this initiative continue to thrive," says Assistant Deputy Warden Mitton, who oversees the Mentor Captain Program. The Members of Service that will participate in this program will set the tone for this agency in the years to come. Mentorship and professional development go hand in hand and will

be a vital component in building DOC of the future. In order to apply for this program, we require applicants to have at least 3 years on the job as a captain, so we know for a fact that they're bringing significant institutional knowledge to the role.

"My participation as a new Mentor Captain has been an extremely rewarding one," says new Mentor Captain Stewart-Small. "This initiative has given me the ability and opportunity to use my training skills and job experience to encourage, develop and enhance our officer's knowledge of the department. Whether in a group or individually, I mentor officers on the policies and procedures of NYC Department of Correction. I also try to locate staff that appear to be struggling with certain topics such as infractions, use of force reports, sanitation, mass movement, etc. This initiative helps to keep our team of officers strong and current on policy, which ultimately will keep our jails safe."

Congratulations to this class of mentors. Because at DOC, mentorship and support go hand in hand!



Never
Stop
Learning

IS PROFESSIONAL DEVELOPMENT ONE OF YOUR 2019 GOALS?

Take advantage of the new
training courses available
at DOC.

SEE ALL COURSE OFFERINGS AND REGISTER AT:
DOC INTRANET > USEFUL LINKS > COURSE OFFERINGS



Celebration of Black Excellence: How Jacqueline McMickens Helped Shape DOC

By Shaleem Thompson-Bush

Jacqueline McMickens broke barriers in 1984, when she became the Department of Correction's first black female Commissioner. Thirty-five years later, almost 80% of senior leaders

at the Department of Correction are African American, a far cry from how things were back in the day.

According to McMickens minorities did not hold key positions anywhere in the Department and had few to no positions of authority. This was something she set out to change.

"In the Academy, I began to train everybody equally. Everyone had an equal shot at all the information," she added.

This was just one of the many changes she would make during her tenure with the Department.

"I brought in the dogs. I brought cameras into the facilities. I let inmates work with inmates. I brought in a newspaper. I brought in a co-educational school where officers and inmates could go to college together," McMickens said.

McMickens also believed that an Agency is only as good as the people who believe in its management system. So she gave staff opportunities to attend trainings and workshops to develop their talents and skills. For her, it was important that staff believed this wasn't just a job, but a career.



Jacqueline McMickens, Commissioner Brann, and Chief of Department Jennings at the Annual Sisters in Blue Dinner

"There's lots of talent in the Department. When we were looking for cameras, I sent our officers to do it. I sent them to DCAS so they were out learning and coming back and people see that," she added.

The role McMickens played in shaping the Department is indelible. In 2018, Commissioner Brann and Chief of Department Jennings honored her at the Sisters in Blue Annual Memorial and Living Legend Dinner.

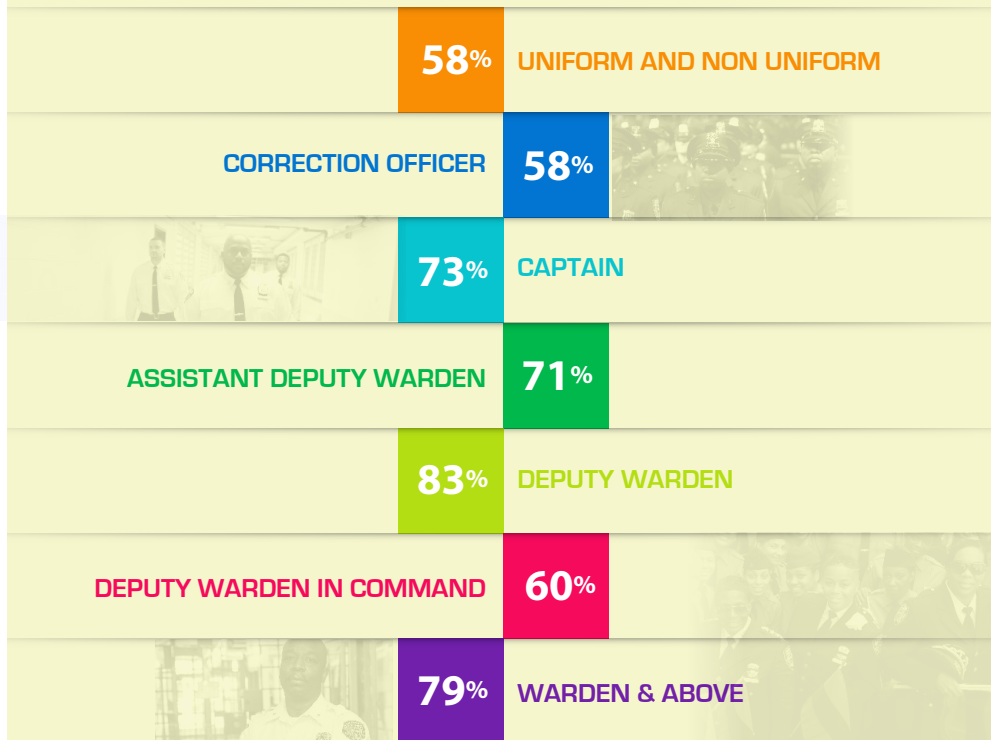
This DOC legend offered her words of advice to officers.

"Not every inmate is adaptable, but most are going to go back to their community. So why not talk to them. We are not guards, we are correction officers,"

– McMickens said.



AFRICAN AMERICANS IN THE DEPARTMENT



* Stats Per EEO Date 1/7/19



Gear Up, Let's Roll

By Alice See Kee Du



This is not FDNY. But DOC's very own Fire Safety Unit (FSU). FSU staff work all shifts 24 hours a day, 7 days a week, and are committed to ensuring fire safety at all DOC facilities.

The Fire Safety Command Center on Rikers Island is where the action begins. The FSU monitors and responds to every fire alarm activation, and conducts annual fire safety inspections and regular trainings. The unit consists of 21 staff members, with 14 officers and 7 non-uniformed personnel. All officers assigned to FSU have completed New York State Firefighter Level 1 certification. The training provides an understanding of basic fire science and behavior, fire fighting skills, suppression and rescue protocol.

With the installation of fire alarms at all facilities, FSU has been tasked to ensure the system is regularly tested, inspected and repaired in compliance with FDNY. All DOC fire alarm activations automatically report to the control room panels, and simultaneously to the Command Center. FSU officers are then immediately dispatched to the affected areas. As for the activations at outer-borough facilities, FSU Fire Safety Specialists, assigned to the Command Center, immediately notify the control room about the status of the alarm,

resulting in a comprehensive report generated for every fire alarm activation.

FSU officers responded to 1,006 fire alarm activations in 2018. Compared with the first half of the same year, the total number of cell fires decreased by 47% for the third and fourth quarter. The decline is attributed to the arrests of inmates who deliberately start fires.

“FSU works closely with the Correction Intelligence Bureau and FDNY Fire Marshals. Our officers carry out investigations including crime scene preservation, evidence collection, and prepare the case for prosecution. As a result of this impeccable team work, an inmate was recently given a 25-year consecutive sentence for starting a cell fire at GRVC,”

– Director Currenti, of the Fire Safety Unit.



On top of that, FSU teams up with FDNY Battalions to conduct annual walk-through familiarization inspections at all jail facilities. Together, they review entrance procedures, emergency evacuations plans and fire protection systems, enabling both agencies to work together in unison during an emergency.





Follow these eight heart-healthy diet steps to prevent heart disease today.

1. CONTROL YOUR PORTION SIZE

How much you eat is just as important as what you eat. Overloading your plate, taking seconds and eating until you feel stuffed can lead to eating more calories than you should.

2. EAT MORE VEGETABLES AND FRUITS

Vegetables and fruits are good sources of vitamins and minerals. Vegetables and fruits are also low in calories, rich in dietary fiber and contain substances that may help prevent cardiovascular disease.

3. SELECT WHOLE GRAINS

Whole grains are good sources of fiber and other nutrients that play a role in regulating blood pressure and heart health. You can increase the amount of whole grains in a heart-healthy diet by making simple substitutions for refined grain products. Or be adventurous and try a new whole grain, such as whole-grain farro, quinoa or barley.

4. LIMIT UNHEALTHY FATS

Limiting how much saturated and trans fats you eat is an important step to reduce your blood cholesterol and lower your risk of coronary artery disease. A high blood cholesterol level can lead to a buildup of plaque in your arteries, called atherosclerosis, which can increase your risk of heart attack and stroke.

5. CHOOSE LOW-FAT PROTEIN SOURCES

Lean meat, poultry and fish, low-fat dairy products, and eggs are some of your best sources of protein. But be careful to choose lower fat options, such as skim milk rather than whole milk and skinless chicken breasts rather than fried chicken.

6. REDUCE THE SODIUM IN YOUR FOOD

Eating a lot of sodium (salt) can contribute to high blood pressure, a risk factor for cardiovascular disease. Reducing sodium is an important part of a heart-healthy diet.

7. PLAN AHEAD: CREATE DAILY MENUS

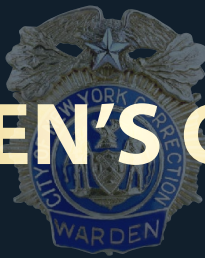
You know what foods to feature in your heart-healthy diet and which ones to limit. Now it's time to put your plans into action. Create daily menus using the six strategies listed above. When selecting foods for each meal and snack, emphasize vegetables, fruits and whole grains. Choose lean protein sources and healthy fats, and limit salty foods. Watch your portion sizes and add variety to your menu choices.

8. ALLOW YOURSELF AN OCCASIONAL TREAT

Allow yourself an indulgence every now and then. A candy bar or handful of potato chips won't derail your heart-healthy diet. But don't let it turn into an excuse for giving up on your healthy-eating plan.

Source: www.mayoclinic.org

WARDEN'S CORNER



BKDC Warden Matthews



The start of a new year is a time for reflection and a time of endless possibilities. In the beginning months, we reflect on a year gone by, hard times we've overcome, and blessings we've received. It also brings forth possibilities. I have given up on making New Year's resolutions. I see every day, as an opportunity to be better than the day before, to continue to strive for my definition of greatness.

It has been 1 year since I have been assigned to BKDC and while I recognize this facility's challenges, I also believe success is attainable for all who walk through those gates and the gates of any of our facilities. From the lessons learned in 2018, we now have the opportunity to make better choices, to become better facilities in 2019.

Success cannot and will not be achieved if everyone is waiting for someone else to do it. It can't be accomplished by just one person. It

takes a team of individuals to bring forth the success we all desire. Every day, we must recommit ourselves to control the things we can, and to work together to restore the Department to the leading Correctional Agency in the nation.

We can do that by assisting one another, communicating with one another, coaching one another, looking sharp in our uniforms, making meaningful tours and security inspections, holding inmates accountable for violating institutional rules, assisting those that need guidance and not being too proud to ask for help when you need it.

The one thing we all have in common is that we've all had a 'Day One.' It is our responsibility to ensure those just starting out reach year 20 and beyond. So, lend an ear, encourage good work performance, and leave the negative energy outside. If we all pitch in, 2019 will be a great year for DOC.

HOW DOC IS SOLVING CRIMES WITH DNA

By Alice See Kee Du

You can alter your physical appearance, hide your fingerprints, you can change your name—but the one thing you can never change is your unique DNA pattern. With just a swab of saliva, the true identity of anyone can be revealed. And when it comes to identifying inmates accused of crimes, it falls on DOC's DNA Unit to conduct the important task of gathering and screening the genetic data that can tip the scales of justice—in either direction.

Falling under the Department's Criminal Justice Bureau (CJB) and established in 2008, the unit uses an advanced DNA testing and tracking system. In 2018, the unit successfully linked 173 offenders with DNA evidence from crime scenes.



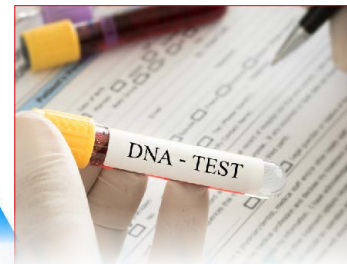
DNA samples are collected from offenders who are convicted and sentenced for a crime. The samples can determine identification

characteristics that are subsequently included in a state DNA database.

The sampling process follows rigorous protocols, and takes place in six steps:

1. Each day, a list is generated from the CSENPR (City Sentenced Prior Day) screen print out containing a list of inmates who were sentenced the day prior.
2. An officer determines which inmates are required to participate in the DNA sampling. By law, defendants convicted of state felony offenses and Penal Law misdemeanors on or after

August 1, 2012 shall be included. The law, however, does not apply to children involved in Family Court matters, to youthful offenders or to first-time offenders convicted of a specific subsection of fifth-degree marijuana possession.



3. A teletype is generated stating the DNA sampling details.
4. An officer from the Donald Cranston Judicial Center (DCJC) prepares all required documents and makes sure that the medical equipment and procedures are consistent with accurately performing Saliva Swab DNA Sampling.
5. DCJC's officer or the facility's assigned DNA officer obtains saliva swab DNA samples from the inmate. A second officer is stationed in close proximity during the process to observe.
6. Once the DNA samples are collected, they are packaged and shipped the same day with tracking ability. The shipping and handling procedures are consistent with those followed by the NY State Police Lab Proper Chain of Custody .

“DNA testing is proven to be the most effective way to accurately identify a particular individual. The DNA collected is placed in a DNA bank and is used to assist other law enforcement agencies in solving complex cases,”

—Executive Director of the Criminal Justice Bureau James.



EMPLOYEE SPOTLIGHT

By Fabrice Armand



Budget Analyst Conyers-Harrington has been with the Department of Correction for almost 30 years. She is currently assigned to the Expense Budget Unit. She is a very dedicated and hardworking individual and works diligently to accomplish her work. According to Assistant Commissioner Joseph Antonelli, "Her unwavering level of support for her co-workers warrants recognition. She is one of a kind."



Support Specialist McBride has been at the Department of Correction since 2002. Her role at the Department has evolved over the years. She started as a Commissary Manager, became a Timekeeper then a Personnel Manager and is currently a Citytime Support Specialist. Director Barreto describes her as the consummate customer service representative. As Citytime trainer (amongst other things), she is clear and patient. When her managers need her to step outside of her comfort zone or assist another unit, she is ready to take on the challenge without any hesitation.



ADW Payne Jr., described by his peers as a "natural leader," has been at the Department of Correction for 12 years. He is currently assigned as a Tour Commander at VCBC. According to his colleague Ms. Johnson, "He has taken on the task of two tour commanders and the staff at VCBC rely on him heavily in order to make sure that investigations are done. He delegates and makes sure tasks are prioritized and completed in an efficient manner. He always works extra hard and never leaves until all of his duties have been fulfilled."



Correction Officer Perez has been with the Department of Correction for 2 years and is currently assigned at EMTC. He originally joined the Department as an ICAN Associate Correctional Counselor before becoming an officer. According to his colleague Vidal, "He does his job with his head held high no matter what is thrown his way. His positive outlook on DOC is great and is contagious. He is a blessing to the EMTC staff."



HR Manager Perez has been at the Department of Correction for 3 years. Mrs. Perez provides a wealth of knowledge on operational functions as they pertain to employee selection. Prior to her promotion as Manager of Employee Services, she coordinated with the recruitment unit and played a key role in providing information about staff selection, substantiating the agency's efforts to address the challenges of diversity in their underutilized roles. According to her colleague Ms. Gayle, "Mrs. Perez is always willing to provide assistance, maintaining a consistently cheerful disposition."



Captain Williams is currently assigned at RNDC and has been at the Department of Correction for over 14 years. According to Officer Lopez, "Captain Williams is a great mentoring captain who gave her the knowledge to be confident in her abilities as an officer. She has pushed her to be better and made her aware of her responsibilities as an officer."



Planting “CEEDS” at DOC

By Deborah Stewart

It's a cold Friday morning in January, and although the Correction Academy is awaiting its new class of recruits, there is still a chorus of “Yes, Sir!” echoing through the hallways.

It's the C.E.E.D.S. (Cadet Education, Empowerment & Development for Success) Cadets, on Day 5 of their 3-week training program. On this day, the cadets are receiving CPR training, and all 36 students are paying close attention to the instructor's demonstration, some calling out the next step in the process.

Sitting in the classroom in their uniforms, each with a big black duffle bag at their feet, it is easy to understand why C.E.E.D.S. Cadets often get mistaken for recruit officers. But there is one major difference: the cadets are still in college.

A partnership between DOC and John Jay College of Criminal Justice, the C.E.E.D.S. Program prepares juniors and seniors at the college to become future Correction Officers.

Because of the long-term commitment the C.E.E.D.S. Program requires, students undergo a rigorous application process before being accepted. Like prospective Correction Officers, Cadets must successfully complete an interview; Applicant Investigation Unit medical/psychological/agility exams; and a background investigation – all while maintaining high academic standards.

“It was an opportunity I couldn't pass up,” says Cadet Robinson, whose uncle retired from DOC several years ago.

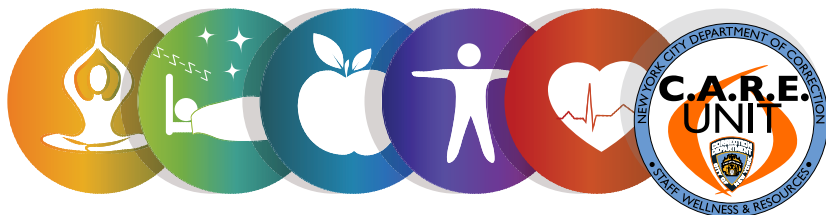
Cadet Dinapoli agrees. “When I got to John Jay, I wasn't sure what I wanted to do. But after looking at a few programs, this one stood out to me.”

For Squad Leader Reyes, C.E.E.D.S. represents much more. “I'm a first-generation US citizen, and the first one in my family to go to college. I'm very family-oriented and this program feels like a family,” says Reyes.

The program's success supports Reyes' declaration. The 15 Cadets-turned-Correction Officers often return for special events, and provide support to those currently in the program. One such individual is Correction Officer Fernandez, who graduated from the first C.E.E.D.S. cohort in 2017, and occasionally checks in with Squad Leader Calderon.

“Officer Fernandez has been very supportive,” says Calderon. “It has been great to get her perspective as someone who has been through C.E.E.D.S. and is now working as a correction officer.”

The C.E.E.D.S. Program is administered through the Training & Development division. Cohort 3 began their internship in the facilities on February 8.



DOC Puts Health First With New Wellness Center

By Fabrice Armand

Since the beginning of time, human beings have tried to find the right balance for living a healthy life-in mind, body and spirit. This balance has been historically tougher for law enforcement professionals due to their non-standard working hours, their demanding duties, and the stress that comes from working in a hard and sometimes dangerous profession. In order to help our staff live their best, healthy lives, the Department is repurposing the GMDC visit house and transforming it into the first-ever, state-of-the-art staff wellness center.



The NYC DOC Wellness Center is slated to open this spring and will provide staff with holistic and comprehensive support. This includes gym facilities,

space to gather, a library, computer lab, a juice bar, and also private space to meet with the wellness support staff.

The Wellness Center will house two psychologists, three social workers, the CARE staff and a number of uniformed peer counselors who are available in a safe and confidential environment to help with a wide range of issues often faced by uniform and non-uniform staff. Additionally, the Wellness Center will house space for spiritual care through a multi-faith chapel and dedicated mosque space.

The Wellness Center will also provide stress reduction and resiliency training, including mindfulness meditation and other techniques. According to Executive Director of Chaplaincy and Staff Wellness VonBujdoss, "My team's goal is to ensure that DOC officers and staff are supported in a professional way that offers caring support for New York's Boldest as they do some of the most important work in New York City."

EVERYTHING YOU NEED TO KNOW ABOUT THE DONALD CRANSTON JUDICIAL CENTER

By Malika L. Granville and Director Carole James

It's said that Rikers Island is a fully self-sustaining community, but did you know that the Island also has its own judicial center where DOC works collaboratively with a host of other agencies to provide a fair and local legal process to those in our custody? Here's everything you need to know about the DCJC:

What is it?

The Donald Cranston Judicial Center (DCJC), named after former Captain Donald Cranston, is a fully functioning Judicial Center that opened on the island in 1992. We produce inmates to DCJC for New York State Department of Corrections and Community Services (DOCCS) Parole Revocation Hearings. On Wednesdays, DCJC hosts Bronx Supreme Writ Court (Writs of Habeas Corpus) hearings by video teleconferencing.



What Makes This Space So Unique?

The on-island courthouse eliminates the transporting of those in custody from the various facilities to the five borough Parole Revocation Hearing locations, thus increasing the number of hearings held per day.

How is the DCJC Staffed?

Staffing in DCJC is comprised of both uniform and non-uniform DOC staff, and includes Board of Parole Administrative Law Judges, Preliminary Hearing Officers, a DOCCS Community



Supervision Bureau Chief, Parole Officers, Parole Revocation Specialists, Court Interpreters, Legal Aid Society Attorneys and Social Workers as well as clerical and administrative staff.

How Does it Work?

While many may assume that most individuals on parole return to prison because they have committed a new offense, the vast majority are actually sentenced to a term of prison due to a violation of the conditions of their parole. This is referred to as a "technical violation."

When a Senior Parole Officer makes the determination to issue a warrant for an individual because he has violated the conditions of his release, he is taken into custody and entitled to two hearings. The first is a preliminary hearing, the second is a final hearing. The preliminary hearing is to determine whether the Division of Parole had

probable cause to issue a warrant for violating the conditions of his release. This preliminary hearing can be, and often is, waived. If the parolee decides to have the preliminary hearing, and the hearing officer determines that there was probable cause to issue the warrant, the parolee will remain in custody.



Upon completion of the preliminary hearing there is an arraignment process where the charges are taken into consideration and the parole violator may be offered a plea. If the parolee pleads guilty his parole will be revoked and he can be sent back to prison, or he may be "revoked and restored" and sentenced to a program in the community and continue on parole. Otherwise, he may have a contested hearing—a Parole Revocation Hearing where witnesses are produced to prove the charges and an attorney representing the parolee brings witnesses to dispute the charges.



IT'S OKAY

TO USE PERMISSIBLE / NECESSARY FORCE



- **TO PREVENT** an inmate from inflicting self-harm.
- **TO PREVENT OR STOP** the throwing or spitting of any liquid substance, including but not limited to saliva, blood, seminal fluid, urine and feces.
- **TO PREVENT** the destruction of property that raises a safety or security risk.
- **AS A LAST RESORT AND WHERE THERE ARE NO PRACTICAL ALTERNATIVES** to prevent physical harm to staff, visitors or other persons.
- **TO PREVENT OR STOP** the commission of crimes, including riot, assault, escape or hostage taking.

- **KEEP** a safe distance and consider distance to minimize confrontational position.
- The **BEST AND SAFEST** way to manage potential Use of Force situations is to prevent or resolve them without physical force.
- **ALL STAFF** who witness a clearly excessive Use of Force (e.g., force used for the sole purpose of causing harm) are required to attempt to stop or reduce the force being used where practical and consistent with safety and security.



WE APPROVE THIS MESSAGE

The Department is committed to applying force in the most responsible manner possible to minimize injuries to both Staff and Inmates.

YOU WILL NEVER SEE THEM COMING

By Alice See Kee Du

Conspiracy, attempted murder, assault, and promoting contraband—these are just some of the charges in the recent indictments of the 29 “Mac Balla” Bloods members in the first case of its kind emerging from Rikers Island.

DOC’s Correction Intelligence Bureau (CIB) was on the case from the beginning.



CIB is in the midst of a multiyear expansion to increase capabilities and improve their success rate. The NY/NJ HIDTA Fusion Center on Rikers Island, where CIB is based, is expected to double in size with additional trailers being added in 2019.

CIB has a mission to prevent acts of violence on staff through gathering, analyzing, and monitoring intelligence; interdicting contraband with advanced detection and making arrests; and disrupting smuggling networks and Security Risk Group (SRG) structures and organizations by collaborating with external agencies for case building and prosecution.

The Fusion Center brings together a group of veteran law enforcement professionals from numerous agencies taking a joint and interagency

approach to collaboration. Member agencies and units include, but are not limited to, the New York State Department of Corrections and Community Supervision, New York State Office of Court Administration, New York City Police Department Intelligence Bureau and Detective Bureau, and the New York City Department of Probation. All of them work in close proximity to the CIB correction officers, investigators and captains to increase interagency information sharing and improve outcomes.

Speaking for CIB, Acting Associate Commissioner Gomez explained that the team also works in partnership with the Bronx District Attorney’s Office, which maintains a designated Rikers Island Prosecution Bureau. The unit provides crucial intelligence for successful prosecutions in numerous adjacent jurisdictions.

“We are committed to the early identification and prevention of acts of violence and contraband introduction into our system. Our interagency approach helps us to stay ahead of the curve to increase safety inside our jails and on the streets,”

—Said Gomez.

NEW YORK CITY DEPARTMENT OF CORRECTION

Presents its 3rd Annual

MINORITY AND WOMEN-OWNED BUSINESS M/WBE ENTERPRISE VENDOR EVENT

Join NYCDOC and other City agencies to learn about
contracting opportunities with the City of New York.

Thursday 3pm-6pm

MARCH 28, 2019

Queens Borough Hall – Atrium
120-55 Queens Blvd.
Kew Gardens, NY 11415



Cynthia Brann
Commissioner,
NYCDOC



Ava B. Rice
Assistant Commissioner
Contracts & Procurement,
NYCDOC



Jonnel Doris
Senior Advisor &
Director, Mayor's
Office of M/WBEs



Gregg Bishop
Commissioner,
NYC Small
Business Services



To register visit:
docmbe19.eventbrite.com

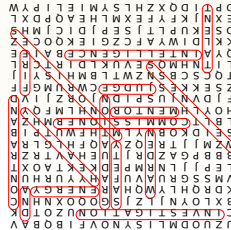
For more information contact NYCDOC M/WBE Compliance Officer,
LacyAnn Dunkley at Lacyann.dunkley@doc.nyc.gov by March 20, 2019

To request an accommodation, language interpretation, or to ask general accessibility questions about the event, please contact Willard Hunt at willard.hunt@doc.nyc.gov or (718) 546-3388.

CROSSWORD

U Z U O D M L I S Y N O V F I B Q B A V
C I N V E S T I G A T I O N U Z O T D K
B X L O Y N J L Z J S G O Q O X N H N C
K D R Q H L Y W Q H A R E N E R G Y A O
V M S S G R U A V U F A H Y Y U R H U N
L E P J J L N R M P E D K E K T A O X T
B B B P G A Z D R J T U E H A V T R Z R
W Z M J J T R E Q Z Y A Q F H L G L R A
S E I D K O B N Y L M T H F W U T P I B
L B L T C O M M I S S I O N E R M H Z A
H O Y L H M E N T O R O N H L M F Q Y N
F J D V N J U S P I D N J O R Z J I V D
Z S E K K E S J U D G E C W R U M G F F
T Q C S C B S N Z W T L B M H I S Y I J
L I T N H M Q S E V U K L D I R T C R L
Q Y A I N T E L L I G E N C E B A I E E
K K L D I W Y A F C Z G I E K Q O C E Z
D S E K U P L T J S E P J D I C J M H S
E X N J K F Y F E X M L H E A Q P D X L
D P T I D Q X Z H L S Y M I E L I P Y W

| | | | |
|---------------|--------------|--------------|------------|
| INVESTIGATION | COMMISSIONER | INTELLIGENCE | GRADUATION |
| MINORITIES | HEALTHY | WELLNESS | ENERGY |
| TALENT | WARDEN | JUDGE | MENTOR |
| CONTRABAND | SAFETY | FIRE | DNA |



@CorrectionNYC
@JoinTheBoldest



NYC DOC



NYCDOCTV



@JoinTheBoldest



NYC Department
of Correction

BOLDPRINT

Email: PUBLIC.INFORMATION@DOC.NYC.GOV

CREDITS

Managing Editor: Shaleem Bush

Copy Editor: Jason Kersten

Writers: Malika L. Granville, Alice See Kee Du,
Deborah Stewart, Fabrice Armand, Shaleem Bush

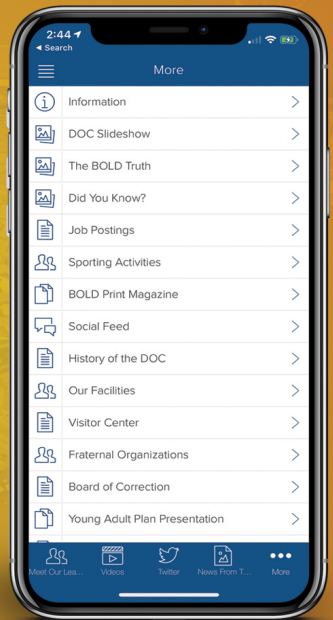
Photography: CO McCall, Dane Chong, CO Cange

Graphic Designer: Willy De Los Santos

DOC SMARTPHONE APP



**ALL THE DOC
INFORMATION YOU
NEED IN ONE PLACE**



DOWNLOAD TODAY: [HTTPS://MY.YAPP.US/NYCDoc](https://my.yapp.us/nycdoc)

BROUGHT TO YOU BY

