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JAN/FEB 2017

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HONORING BLACK HISTORY

It's more than a month.



Message from the Commissioner



We recently lost a true pioneer, fighter and leader in women's corrections, and in Black history.

New York State Commission of Corrections Commissioner Phyllis Harrison-Ross, MD died on Jan. 15, 2017. She was 81. For some 40 years, Dr. Harrison-Ross served our city and state as a leading reformer and advocate for improving corrections. She championed the underserved, including children, the poor and those with mental health issues.

She also stood against institutions that manufactured injustice, inequality, oppression and mistreatment. Phyllis was also critical of the NYC DOC at one point. Even though that was before I became Commissioner, I took heed of her words and wisdom. And to this day, I appreciate her input and advice on how to improve DOC. In fact--and as a partial result of Phyllis' work--we developed our 14-Point Antiviolence Reform Agenda to aggressively combat violence and promote a culture of safety throughout our jails.

Harrison-Ross was a person who commanded a room and made you want to do better. She was also a change-agent and humanitarian whose work impacted countless lives throughout the country. And she did it all despite tremendous odds. In 1936--when she was born--there were few female doctors. Yet, Phyllis lived a life that demonstrated how courage and passion cannot be limited by the societal barriers. She changed history with her life's work and inspired a movement that has worked for equal rights for all.

As a Department, we hope to embrace her legacy. And we are making strides as more than 60 percent of our entire DOC family identify as Black; of that 54 percent are female. Of our nearly 1,000 Black uniformed supervisors, close to 75 percent are Captains and above. In fact, DOC more than doubles the rate of employment of Black employees compared to the general City government workforce. It's evident, we are building leaders to follow in Commissioner Dr. Harrison-Ross' footsteps. We are inspired by her compassion and commitment to diversity.

Happy Black History Month!

A handwritten signature in cursive script that reads "Joseph Ponte".

BOLDPRINT

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HEARTHEALTH

Heart disease is the leading cause of death for women in the United States. Although heart disease is sometimes thought of as a "man's disease," around the same number of women and men die each year of heart disease in the United States.

Learn how to lower your chance for heart disease by visiting heart.org



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It's more than a month.





All in the Family **THE LINDSAY LEGACY**

Malika L. Granville

Day in and day out, the New York City Department of Correction's Recruitment Unit is out pounding the pavement in hopes of recruiting the best of the best. They tell stories of triumphs, trials, tribulations, and pride, all in hopes that these testimonies will resonate with a perspective candidate who is interested in making our city a better place.

Recruitment Officer Lindsay-Motes has been with the Department for five years and has served as a member of the Recruitment Unit since its inception. She had no idea that in the midst of her outreach, the next applicant she would recruit would be her dad, Recruit Officer Michael Lindsay. As a self-proclaimed "daddy's girl" Officer Lindsay-Motes was

thrilled when her dad, a retired US Airforce member, took the bold step toward following in her footsteps to become a NYC Correction Officer. "I cried when he called me and told me that he'd be starting the academy. This is the first man that I ever looked up to. He was my inspiration and now I'm his role model," said Officer Lindsay-Motes.

"When it comes to my daughter, I am amazed by her willingness to do for others. Her selflessness and kindness has always been something I admired. She faces all challenges head on and handles every obstacle gracefully. I am proud to join her as one of New York's boldest," said Recruit Officer Lindsay.



WHEN IT BREAKS

Armando Chabran

Let's be honest, things break. And whether large or small, here at the Department of Correction, things break often. Luckily for us, we have the Facility Maintenance Repair Division (FMRD) to keep DOC running as efficiently as possible.

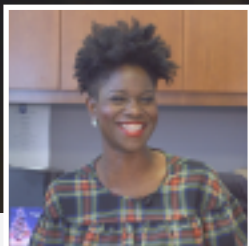
Like a stage manager for a Broadway production, FMRD—led by Assistant Deputy Warden Vincent Perillo—is a division that may operate in the background but is vital to DOC's everyday operation. FMRD, formerly SSD, has been the “fighter of fires” for the Agency long before its name change. No matter the name, the work done by the men and women in the division, covers every aspect of life (and death) in DOC.

FMRD manages many of the Department's day-to-day activities,

including the maintenance of all heating, electricity, water mains and facility upkeep. Along with those responsibilities, FMRD operates and maintains the City Cemetery on Hart Island, burying an average 1,800 unclaimed bodies/indigent people annually.

The Facility Maintenance Repair Division also ensures the Department's compliance with numerous rules, regulations and standards. They install and maintain security devices that keep DOC employees safe in the facilities; work with areas throughout the Department to facilitate expansion; and still make time to construct ballot boxes for the newly-launched Employee Recognition Program. No matter where you look, FMRD staff are continuously working to beautify DOC.

Pictured from left to right: Captain Matthew Cimato, CO Tania Serrano, CO Reynald Routier, Captain Paul Idlett, CO Willie Devis, Thomas Lee, CO Sabrina Boy, Joseph Kufi, Commanding Officer Vincent Perillo, Ronald Bixby, CO Jeffrey Obrenski, Captain Jason Reed & Captain Rod Marcel



Nadene Pinnock

Deputy Commissioner, Human Resources

When and why did you decide to become an attorney?

When I was younger, I used to talk a lot – and argue a lot (laughs) – so since I was a kid, I've always wanted to be an attorney. Throughout my education, I just took courses that led me more along that path.

What are your hobbies outside of work?

I love to shop! (laughs) I am a big family person, so I spend the majority of time when I'm not working with my family. That's either my husband, my mom, my cousins, my sister, my niece...I'm a very big family person. I love to shop, I'm a huge fan of fashion and I truly enjoy running.

What do you want to be remembered for?

At work, I want to be remembered as someone who was fair and was able to accomplish the goals of this division. So, for instance, if someone had an issue and approached me or my staff about it, that it was resolved. In my personal life, I just want to be remembered as a good person.

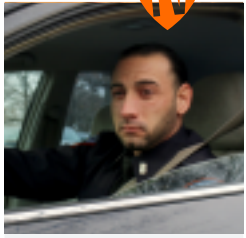


What was the best advice you have ever received?

My parents have given me great advice that has stuck with me throughout life. My father once told me, "Don't judge someone if you haven't walked in their shoes." He gave me that advice because I came home once from college on break and told him about a fellow student who had reacted to a situation in a way that everyone, including me, thought was silly. He dismissed the situation, which was a surprising reaction from a parent, then gave me that piece of advice and it's always stuck with me.

One thing people may not know about you

I'm funny! (laughs)
In all seriousness, I want the staff to know that I have a lot of sleepless nights trying to think of ways to improve this division.



Thomas Difiore

Officer, ICAN Programming

When and why did you decide to become a Correction Officer?

I decided to become an officer several years ago, when I ran into this guy who was an officer. He mentioned the perks and the financial security for my family that came with the job. I have been on the job now for three years and do not regret this decision.

What are your hobbies outside of work?

I enjoy running, cooking and most importantly, I enjoy traveling to different places. We work hard and it can be mentally difficult, so traveling and experiencing other cultures can be exciting. I recently traveled to St Maarten. What an awesome and friendly island!



What is the best advice you have ever received?

The best advice I received was "YOU CAN'T DO THAT." My competitive nature made me say to myself: "OKAY! Watch this!" That advice has helped me a lot throughout life.

One thing people may not know about you.

In late October while driving, I witnessed a car crash against a highway wall. I was shocked that other drivers refused to stop and assist. I pulled over and dragged the unconscious man from the smoke-filled vehicle. The driver suffered a broken arm from the impact. Although I was yelled at by other drivers for blocking the lane, I did what any other Correction Officer would've done when there's an issue.

What do you want to be remembered as?

As an inspiring and very giving person. Remember me as that person that would give my last dollar to anyone in a situation.



Post

FIRE SAFETY UNIT



SAFETY DOESN'T HAPPEN BY ACCIDENT

Armando Chabran

The Fire Safety Unit (FSU) at DOC is a 24-7 operation whose sole purpose is to ensure the safety of all staff, inmates and visitors at every DOC facility.

No easy feat, but, with the installation of a new \$100 million dollar fire alarm system, this daunting task can be accomplished. But truth be told it's not just the alarm systems, it's the men and women who work those unending hours to ensure fire safety for the Department.

FSU, led by Director Chris Currenti, works day and night to ensure compliance with the New York City Fire Code. The unit conducts, per facility, four large scale drills a month in order to strive towards the goal of communication, which is key in fire safety.

They partner with the Correction Academy to train uniform staff to monitor all alarm activity throughout every facility and inspect all DOC facilities diligently. This led to over 900 fire safety violations being abated in 2016. FSU has maintained a working relationship with the FDNY that has fostered mutual respect between the two agencies. A respect that has led to working together to investigate fires that have been started by inmates, ultimately resulting in prosecutions.

The Fire Safety Unit works tirelessly in the background of DOC's day-to-day operation with the goal of fire prevention. Their hard work keeps us, not only safe from fires, but informed and prepared to handle any fire alarm that may occur. It is their mission to monitor, respond, inspect and train, in order to prevent; so far so good.

Pictured from left to right: C.O. Tatum Sheehan, Renee Walker, Captain Robert Scurry, Director Chris Currenti, C.O. Randolph Niesz, Ray Dolci & C.O. Timothy Williams



A Cut Above the Rest

Shaleem Thompson-Bush



HOW CO FINNIE CHANGED AN INMATE'S LIFE AT RIKERS

"Cutting hair saved me. When my friends were out getting in trouble and being arrested, I was in the barbershop cutting hair and making money."

His father taught him to cut hair. Now CO Finn timer, a 12-year veteran at RND, is using barbering as a tool to help change inmates' lives at Rikers.

"A lot of adolescents are misguided. I started a program under the guidance of Warden Pressley to mentor them and teach them to cut hair," said Finn timer.

The program "Barbershop Training," which started in July 2016, run by CO Finn timer and the Master barber Jase, teaches inmates every Saturday how to cut hair, grooms inmates for court cases and, most importantly, guides and talks to them about life and choices.

One of his students, has excelled beyond what anyone expected. He can complete any type of haircut and upon his release he will be working at CO Finn timer's private

barbershop where they will help him get his own barber license.

"Makes me feel excellent to see people grow because I know how it made me feel. He is eager to be released and start working and I can't wait too," Finn timer said.

This excited barber apprentice says cutting hair has become a passion for him -- he loves meeting people and interacting with different personalities as he cuts their hair. The opportunity, to learn this trade and get a real job after release came as a blessing.

"This program is the best thing that I ever did. It's not for everybody but if you have a love for this you can take it as far as you could go," the inmate said.

"To be honest I didn't grow up with my father and Officer Finn timer has become a father figure to me and my hero," he added.

With success stories like this one. This barbershop program is making an impact on Rikers youth.

Guardians Association



CREATING A LEGACY

Deborah Stewart

In 1939, there were only thirty African-American employees in the NYC Department of Correction, none of whom were at the supervisory level. Today, 61% of DOC employees identify as African-American, and African-Americans comprise 73% of uniformed supervisors – thanks, in part, to the efforts of the Correction Guardians Association.

Founded in 1939 by Department dentist Dr. Lawrence Irvin and Correction Officer James Harrison – who became the organization's first President and, later, the first African-American Provisional Warden in the Department – the Correction Guardians Association is first correctional fraternal organization in the country.

In the 78 years since the association's inception, the Guardians have been at the forefront of African American issues within the Department and in the community at large. They organize study groups to help correction officers prepare for the Captain's Exam. They hold "survival courses" where new officers can learn about the Department's directives and how to apply them in their daily work. They established a scholarship fund for deserving African American students and donated gifts at Christmas to hospitalized children.

"Every time you saw the Guardians, they





F GREATNESS AT DOC

were always in the media,” says Investigator Vincent Capers of his motivation to join the organization, which he now leads. “They were always addressing racial injustice...they were mentoring in the schools...they blocked the pipeline to jail and prevented kids from coming here.”

Toi Washington-Simon, a counselor in GRVC and chairperson of the Guardians Civilian Liaison Committee, grew up in the Guardians Association and readily acknowledges the impact it has had on her life. The daughter of two retired correction officers, she says some of her best memories were attending events with her

parents, particularly one in 2000. “I remember walking into the room full of well-dressed people...to hear Mayor David Dinkins speak. He spoke about hope and purpose and unity...it re-instilled a sense of empowerment [in me]. It was a pivotal moment just to see people who look like you, assembled together, just enjoying each other’s company...He captivated everyone.”

It is that spirit Capers hopes to bring back. “I would like to be remembered for re-unifying the organization – bringing uniform and non-uniform together – and restoring the professionalism of our occupation,” he says, with a smile.



THE AUTO MD

Taking Care of DOC's vehicles



Shaleem Thompson-Bush

"We had a bus once that was driving down the street and a manhole cover blew off and went right through the front windshield, tearing up the whole body and the interior of the bus. It took weeks, but we were able to repair the body and bring it back to the point that you couldn't tell what happened."

With almost 22 years under his belt, DOC Auto Mechanic and Shop Steward Edward Clas says repairs like this put his skills to the test and he likes that.

"I've done thousands of oil changes and routine work, but when you get a vehicle that might have been in an accident, or they ran something over that tore up the vehicle and you actually have to bring it back to life and fabricate stuff to repair it, that's what I enjoy most about this job," Clas said.

Clas is part of a team of skilled auto technicians that is responsible for the upkeep of over four hundred Department vehicles. From 0600 to 2400hrs, this multifaceted unit performs jobs such as vehicle diagnostics, automotive repairs, body work and tire work.

"I have worked with different mechanics over the years and not only do we have some highly skilled employees here with well over 30 years experience, they are some good guys," Clas said.

"We do what we have to do to get the job done. We always do," he added. Even though the work is sometimes challenging, it's a career Clas says he is blessed to have. "This job has been very good to me. I have been able to buy a home and put three kids through college because of this job."



Faith in Action



with **BISHOP ERIC BROWN**

Malika L. Granville

For those who have spent time working alongside him, he's known as Bishop Eric Brown, a highly decorated and well respected man of the cloth with quick wit, a warm heart, and a steadfast spirit. His commitment to service has extended from Rikers to the pulpit, thrusting him from a religious volunteer, to a distinguished member of the Department's liturgical staff.

"I have been employed with the New York City Department of Correction for nearly 22 years. I became a volunteer nine years prior, as soon as I left active duty from the Navy in 1986. That gives me over 30 years with this agency," says, Bishop Brown. "My faith has sustained me and propelled me to levels I couldn't imagine. Faith is the seed that has matured into the tree in which I dwell."

Being a man of faith, Bishop Brown cites retired DOC Chaplain Dr. Milton Rochford, and the late Nelson Mandela as two of the driving forces behind his ever-growing success. "My motto is Never Give Up, and it's those three words that have sustained me throughout the course of my career in the US Navy and as a chaplain at the Agency."

When he isn't tapping into the power of "limitless prayer," Bishop Brown is cultivating change through ministry and spiritual direction. Whether he's offering words of encouragement at a Department graduation and promotional ceremony, or speaking words of peace and resiliency at a memorial service, it is no doubt that Brown delivers hope and enlightenment through word and prayer.

THE AGENCY^{OF} OPPORTUNITY



Exciting things are happening at DOC and we wanted to let you know about them! For the first time in the agency's history, we are making an unprecedented investment in providing professional development opportunities for employees.

Here are just a few of the programs that will provide ongoing career opportunities for you, our valued employees, and also help to bring the best and brightest talent to work at DOC.

Cadet Education, Empowerment & Development for Success (CEEDS)



is a new cadet program, offered in conjunction with John Jay College for Criminal Justice, that will prepare students to become

correction officers. While in school, cadets will rotate through the facilities to learn all facets of the Department. A pilot is currently underway, with the full program expected to begin in Spring 2017, so if you know students who are interested in a career in Criminal Justice, we encourage you to help spread the word.

Corrections Idea Lab

is a partnership with a top-tier New York City university designed to provide leadership training opportunities to employees.

Eligible senior leaders throughout the organization (Captains/Executive Directors and above) can apply to participate in this integrated learning experience that will challenge staff to develop creative solutions for Departmental challenges. The program is anticipated in Fall 2017.



Captains' Leadership Initiative for Management & Beyond (CLIMB)

a new, intensive program that will prepare eligible Correction Officers for future leadership opportunities in the Department. The program, provided in partnership with John Jay College for Criminal Justice, is expected to begin in Fall 2017.

Did you know DOC has a You Tube channel? Profiles on DOC staff, information about new DOC programs and projects are all a click away!



You **Tube** @NYC DOC TV



PLAY



LISTEN



WATCH

WHAT'S UP DOC?



NEW STAFF CHAPLAIN

The department welcomes **Chief Staff Chaplain Justin Von Bujdoss** of the new Chaplain Unit. In this capacity, Chaplain Von Bujdoss will provide pastoral care and ministerial services for department's uniform and non-uniform employees in order to promote employee health and wellness.



OVERTIME

To date, the november class alone has reduced daily **overtime** by nearly 3,200 hours. That means 400 members of staff get to go home to their families, and not be stuck.

A LOOK AT WHAT'S HAPPENING AT DOC



OBCC-THE NEW MODEL FACILITY

OBCC begins its transformation into a “**model facility**” fulfilling part of DOC’s 14 point Anti-Violence Reform Agenda.



MICRO-MARKET NOW OPEN AT MDC

MDC’s new **Micro-Mart** is a 24-hour secure, self-checkout kiosk that allows staff to have direct access to healthy food and beverage selections of their choice.



EACH ONE, TEACH ONE

Correction Officer Franklin Brown

Life does not come with an instruction manual. Auspiciously, the Department has an ample amount of manuals for new officers. As a Correction Officer for four years, it was natural for me to pull from the advice I received from senior officers when I began to write this column on advice I intend to pass on to new officers.

We can agree that mistakes are an integral part of any job. We all make them, learn from them and hope that we don't repeat them. Some may say the best lessons are learned through our own mistakes. I say the best lessons are learned through the mistakes of others. Thus, with great pride and brotherly adoration, I'd like to pass on some helpful advice given to me by fellow officers.

LEARN TO SAY NO: Officers who can't say no, can fall under an inmate's influence. Stand your ground.

LISTEN, DON'T TALK: Pay attention and respect veteran officers when they are training you.

ASK MANY QUESTIONS: You are not alone, don't assume you know everything. Don't be afraid to ask your fellow officers questions.

INMATES ARE NOT YOUR FRIENDS: Personal talk about you or co-workers is unacceptable. Also, inmates shouldn't tell you how to properly do your job or manage your housing area.

DOCUMENT EVERYTHING: Bottom line: if it's not written, it never happened.

DON'T QUIT: Give yourself time, the magic doesn't happen overnight. Embrace this promising career.

Have an extraordinary story to share? Want to discuss a trending topic or issue in your facility? Submit your 250 word article to GoodNews@doc.nyc.gov for a chance to have your story featured in an upcoming edition of Bold Print.





RECOGNIZE YOUR PEERS

The Employee Recognition Program is the acknowledgement of an individual's behavior, effort and accomplishments that support the DOC's goals and values.

Here are the names of your Employee Recognition Program winners for the month of January 2017.

	UNIFORMED	NON-UNIFORMED
ACADEMY	Capt. D. Crawford	
AMKC	C/O M. Calleja	M. Diprisco-Oiler
BKDC	Capt. Y. Richardson	
BXCTS	C/O E. Miranda	
Custody Management	Capt. J. Torres	K. Cox, PAA
EHPW	C/O T. Odwin	
EMTC	C/O J. Nelson	
GMDC	C/O H. Pennington	
GRVC	C/O G. Blyden	P. Wit-Maintenance
HQ	Capt. M. Elbourne	
MDC	ADW I. Guity	
OBCC	C/O. M. White	
QNCTS	Capt. D. Velez	
VCBC	C/O J. Green	
WEST	C/O P. Diaz	
TRANS	C/O A.Perez	

HOW TO NOMINATE:

IN PERSON: Submit a paper nomination in the orange or black ballot box at each command

ONLINE: DOC Homepage > "Employee Recognition Program" link

**KNOW SOMEONE WHO WOULD
MAKE A GREAT CORRECTION OFFICER?
TELL THEM TO TAKE THE TEST.**

**CORRECTION OFFICER EXAM 7322
NOW THROUGH FEBRUARY 28**



For more information, visit
nyc.gov/jointheboldest or contact the Recruitment Unit.

#jointheboldest

