

BOLD PRINT

MAR/APR 2017

Warden Brantley

**COACHING
FOR SUCCESS**

Officer Mayo Tells

HERSTORY

**MEET YOUR
COLLEAGUES**

**EMPLOYEES
OF THE MONTH**

WHAT'S UP DOC?

A look at what's happening at DOC

AND MUCH MORE



Message from the Commissioner



An old proverb states, “No matter how long the winter, spring is sure to follow.”

As we enter the spring season, I’d like to acknowledge the challenging work that you have accomplished and thank you for your continued commitment to creating a culture of safety for your colleagues and inmates in our facilities.

With respect to the latest Federal Monitor’s report, which looks at a six month period from August through December of last year, we acknowledge that there is much left to do. But we have made great strides, specifically, at **GMDC** and

RNDC, the facilities that house our youngest inmates. Through March 2017, uses of force are the lowest they have been in years and we are moving quickly to address the issues the Monitor identified.

A major part of this change is ensuring the safety of our staff. I am pleased to announce that the New York State legislature has introduced bills that will, if passed, give the Department the ability to use SecurPass body scanners which we already own. These have been proven to effectively detect contraband that can cause harm to our employees.

Also, in the news recently, the Mayor announced his support for a plan that calls for the closing of Rikers Island in the next ten years and the building of facilities elsewhere in the city if certain benchmarks are met. While this is ten or more years off, I remain committed to supporting each and every one of you and ensuring that you have the tools you need to be successful. As correction officers, we remain devoted to making New York a safer place, no matter the location.

Regardless of what challenges we face, we will continue to work together to implement our anti-violence reforms and to ensure that you are safe at work..

Happy Spring!

BOLDPRINT

Managing Editor: Shaleem Thompson-Bush,

Copy Editor: Jack Ryan Graphic Design: Dane Chong & Willy De Los Santos

Photography: Dane Chong, Diego Romero, CO McCall & CO Stevens

Email: BoldPrint@doc.nyc.gov



WARDEN BRANTLEY COACHING *For Success*

Shaleem Thompson-Bush



"She taught me to excel at what I do, work towards my goals and she makes sure we all work together as a team," said DW Hallett.

GMDC **Warden Brantley** has been with the Department for 33 years and has made a tremendous impact on her staff and the Department as a whole.

DW of Security Hallett, who has been working with the Warden for over a year, believes she is a great mentor and respects and admires her.

"She is a team player for all the right reasons," Hallett said.

Brantley loves sports and sport analogies and this has spread to her staff.

The Warden has been striving to establish a team at GMDC and has made tackling inmate idle time a priority along with the implementation of mentorship, schooling and enhanced programs.

"The best part is when you see your staff gets it and you see their results. You can see it and feel it when it all comes together," Brantley said.

Her love for teaching and the desire to make a difference are what drew her to the Department.

"I wanted to be a positive influence on young adults' lives. When I graduated from college, I worked part time in an alternative school for kids who were kicked out of regular school and I noticed a lot of these young men and women were going in and out of group homes and correctional institutions and were being released without the tools they needed to succeed," Brantley said.

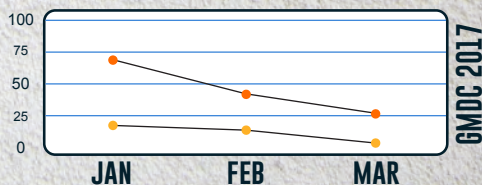
"When I began my career at DOC, I worked with sentenced adolescents to ensure that they all went to school every day and, at the end of the school year, quite a few passed the GED exam and went on to college," she added.

When asked what she would be doing if she wasn't working at Correction, it was no surprise the Warden replied with a smile, "teaching and coaching basketball."

But for this Warden her journey is far from over.

"This job is not easy but it is fulfilling. I am pleased that I continue to have the opportunity to influence young adult inmates and motivate my colleagues to move up through the ranks like me."

■ Assaults on Staff
■ Use of Force



OFFICER MAYO TELLS *Herstory*

Malika L. Granville

Every March, we celebrate Women's History Month. For 31 days we recognize women who have become the gold standard of success, both in the workplace and beyond. Women like author-turned-Correction Officer **Mayo** are living examples of what it means to be BEYOND BOLD.

"I became a Correction Officer in August 2007, but I penned my first book, *Deceived*, back in 2003. Writing was therapy for me because I never wanted to share my story. It was my outlet."

With a degree in Economics, she never considered a career as a writer or even a correction officer. "I actually thought I would be a professional background singer, but God chose another path for me," says Officer Mayo, who attributes much of her success both on and off the job to her strong faith and spirit of determination. "My inspiration comes from God. I have a heart for people that are hurting silently. My desire is to reach as many women as well as men through my true life stories. I want to reach the world with my message." And she's doing just that as a highly respected member of service and as a writer.

"It has only been by the mercy and grace of God that I am able to balance both and accomplish all that I have accomplished. If you want something bad enough, you will do what you have to do to make things happen. While I am at work, I do what I have to do and when I leave, I am pushing to become a best selling author. I have been in Barnes & Noble going on 25 times, I've done radio, television, etc."

And C.O. Mayo just wrote the screenplay and stage play for her book. We salute Officer Mayo and the countless women at the Department who are modern day history makers.



THE ART OF CREATING CHANGE



ADOLESCENT RESPONSE TEAM

Shaleem Thompson-Bush

In September 2016, while attempting to consolidate housing areas by educational levels at the Robert N. Davoren Center (RNDC), the **Adolescent Response Team (ART)** which began operating in February 2016, has been integral in making the change a smooth transition.

DWIC Soares who started the team said the idea to create this unit, which has a different approach to managing adolescents, came about in 2015 as the Department embarked on a culture change and replaced punitive segregation for adolescents with other alternatives.

"The team interacts with inmates differently; just talking with them and finding out what their issues are makes a difference," said DWIC Soares, a 17-year DOC veteran.

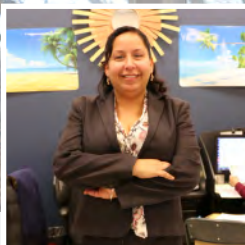
"Through continuous engagement, positive reinforcement and accountability we have successfully been able to lower incidents at RNDC," Soares said.

The team, which is already making a difference, is made up of nine officers, seven in the field and two administrative. Each day the officers tour their assigned housing area and assist staff on post. They also engage with inmates.

"We talk about their lives and really try to mentor them. When there are school breaks we run basketball programs and tournaments, career day, mock interviews to help them build their way back to society," said Officer Cummings who is part of the team.

The members of this team have over 50 years of correctional experience combined and were chosen because of their work ethic and the way they interact with inmates. While DWIC Soares admits that it's not always "cookies and cream", they have great days.

"Watching officers unite for the same end result, and then sharing their experience with staff and bringing it to the adolescents has been amazing," Soares said.



Kammae Owens

Assistant Commissioner, EEO

When and why did you decide to become an attorney?

I was always interested in being a lawyer. Prior to joining DOC, I was fortunate enough to work with the NYC Law Department, Special Federal Litigation Division for 13 years working primarily on DOC cases, so it was a natural transition to DOC. The area of EEO is certainly a passion of mine. In EEO you get a chance to do something positive for the workforce, wear all hats, and potentially impact someone's life.

What are your hobbies outside of work?

I love to read, watch TV, and travel. I also like to collect various things including books and toys from my childhood as well as Corrections memorabilia. Also, I enjoy collecting and drinking tea. I have a big collection and I like sharing it with people that visit the EEO office.

What do you want to be remembered for?

I want to be remembered for effecting positive change. I want to restore faith in the process and for people to know the office of EEO is a resource which can consistently be relied upon. I want people to feel welcome and comfortable to come to us as a place for help. I also want people to know what an amazing team there is in EEO.

What was the best advice you have ever received?

The best advice I ever received was from my mom. I remember as a kid, if I ever argued that something was unfair or unjust my mom would respond "Kammae, who told you life is fair? If you get knocked down, pull yourself up by the bootstraps and keep it moving." This is what motivated me to be a person that seeks justice, fairness and equity.

One thing people may not know about you

I guess that I speak German. I lived as an exchange student in Germany for a little over a year, and I continued going back during my college years. Most people don't think that I would speak German and I sometimes catch tourists by surprise.



Post



Officer Oliver

Programs Unit, RNDC

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

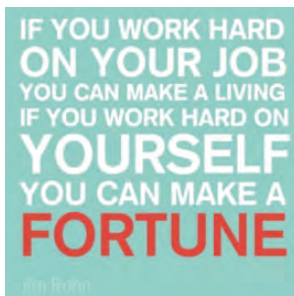
A friend of mine told me about the test over 20 years ago. I took it and found my niche. I am a programs officer and it's very rewarding work.

What are your hobbies outside of work?

My hobbies are sports, music, concerts, movies, life as a whole.

What is the best advice you have ever received?

The best advice I ever received was: "Make this job work for you. Don't work for them, make it work for you."



What do you want to be remembered for?

As a person that made a difference and as an officer that brought laughter and joy to everyone he worked with.



One thing people may not know about you.

I am a licensed practical nurse in my off time. I was in the US Army for 23 years and that's where I learned the trade.



Like Comment Share

Like Comment Share



Post



ONE DOC TEACHER WHO HAS MADE A DIFFERENCE

Shaleem Thompson-Bush

Her classroom buzzes with activity as students begin their afternoon lessons. They look intently at their teacher as they work on grammar. The brightly painted walls lined with inspirational quotes and lesson plans may look like a typical classroom but this is no ordinary class and the woman who runs it is no ordinary teacher.

Ms. Morales, as she is fondly called by her students and fellow staffers, is a TASC (formerly known as GED) teacher at the Robert N. Davoren Center (RNDC) on Rikers.

Morales ensures her students have programs that they like and will propel them into the future.

"I'm dedicated to seeing the kids achieve. I was here from the beginning of schooling in the facilities so I got to see kids and officers change and I'm really glad that I got to experience both,"

said Morales who has worked with the Department of Correction for 25 years.

For the first time in history, students were able to apply for college while incarcerated and were allowed to take the SAT in April for free.

"The kids now see there is an importance to education and a light beyond these walls," Morales said.

RNDC Warden Ada Pressley believes Ms. Morales, who is always there for the kids, played a major role in introducing education at the jails.

"I have known Ms. Morales since 1997 when I was an officer. She has a 98% pass rate at TASC. All the staff love her. She engages with students and their parents.

I consider her a part of my DOC family and I am not ever going to let her go," Pressley said.



A group of men in police uniforms are playing bagpipes. They are wearing black uniforms with red and white stripes on the sleeves. The background is a blurred indoor setting with warm lighting. The title "IRELAND GOES BOLD" is written in large, bold, yellow letters across the middle of the image.

IRELAND GOES BOLD

Armando Chabran

It's that time of year again: St. Patrick's Day. A day to celebrate Irish heritage and all the contributions that Irish Americans have made to this country, city, and this Department.

The Department of Correction's Emerald Society is the second oldest law enforcement Emerald society in the country. Founded in 1955 by James Mulvey to honor and celebrate the history and culture of all that is Irish, it has been a place to gather and foster a sense of belonging and solidarity, as well as a place to do charitable events and give back.

In a conversation we recently had with Kathleen "Kate" Mulvey, daughter of the founding member and current Board of Trustees member, we talked about what it was like to have membership meetings in the basement of her home when she was a child, the dances, and how times have changed from then 'til now. She stated that she would like to see more women become involved in the Emerald Society. She and Sister Margaret McCabe have been two longstanding members, but

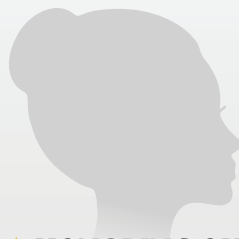
there's plenty of room for more.

Ms. Mulvey further says that she wants the Emerald Society to be known for keeping Irish heritage alive and well in the department and society.

When asked what her fondest memory of the society is, she said that winning the James W. Mulvey Award in 2011 is. The James W. Mulvey Award originally named after her father and awarded to a member of the society who best embodies its core principles. The Department of Correction's Emerald Society has been around for over 50 years and will, we hope, continue to celebrate Irish history for another 50, because what started out in the basement of a little girl's home in 1955 has become more than anything she could have imagined. And around this time of year, when the bagpipes on 5th Avenue are screaming with Irish pride, it is clear as day that Irish culture will be celebrated for many years to come. May the road rise to meet you.



DOC CELEBRAT



★★★★ HONORING OUR ★★★★★
BOLD WOMEN





ATES WOMEN'S HISTORY MONTH

FACILITY	HONOREES
EMTC	Captain M.Marshall, Ms. Rosmarie Ieda-Gargano
GMDC	Deputy Warden M. Hallett, Ms. Cozetta Proffitt
OBCC	CO V. James, CO M. Wilson-Kendall, Ms. Nilam Srivastava
RMSC	Deputy Warden G. Turnbull, Ms. Elma Reeves
AMKC	CO R. Acosta
GRVC	CO M. Love, Ms. Baljit Kahlon
RNDC	Captain S. Blow, CO S. Simon; CO T. Gibson, DWIC B. Soares, Ms. Mindy Morales
BKDC	Captain Y. Richardson and Ms. Alba Garcia
VCBC	Captain J. Santos, ADW L. Benbow, Ms. Jasmine Johnson

BODY SCANNERS

We are pleased to announce that the New York State legislature recently introduced bills that would, if passed, give our department the ability to renew the use of SecurPass body scanners, which can effectively detect contraband that can cause harm to our staff.

As many of you recall, the department used these SecurPass body scanners from 2012-2014 but had to stop using them when we were notified that use of this technology for security purposes was not in compliance with a section of state law. The bills that were recently introduced would change that section of the law.

If passed, the legislation would allow us to use the body-imaging scanners that we

already own, which are similar to those used by the federal prison system.

Although there are still several steps to go before anything is final, this development was directly influenced by your efforts to improve safety standards and stand up anti-violence reforms throughout our department.



WHAT BODY SCANNERS WOULD MEAN FOR YOU:

- The discovery of dangerous contraband before it comes into DOC facilities
- The ability to more thoroughly search inmates and recover weapons following a violent incident
- Better tools to reduce violent incidents across the board

The department will remain vigilant and continue to advocate for your safety as these bills move through the legislature. There are more steps to take, but we are making progress. We will keep you updated.

"We're more than just coworkers, we are family."

BOLD HEARTS *United*

Malika L. Granville

The job of a NYC Correction officer is no easy feat. It can be a thankless job, complete with long hours and arduous work. And while most people are at home with loved ones, our staffers foster a second family with their brothers and sisters in blue.

"The smallest acts of kindness go a long way. Even if it's a smile or words of encouragement," says school-teacher-turned-**Correction-Officer Harvin**. Early on in her life, Officer Harvin realized that a kind heart and congenial spirit make the world a better place. It was with this in mind that she set up shop at the Samuel L. Perry Center and encouraged her fellow members of service to write encouraging letters to their colleagues. In return, they not only received the intrinsic

reward of making someone's day, but additionally Harvin would show her gratitude by rewarding them with snacks and treats she purchased with funds completely out of her own pocket.

"I just like to bring that old feeling back to DOC and I'm committed to doing that in everything I do. Whether it's with a smile or a warm embrace, it's important for the staff to know they are supported on all fronts, especially by their peers," says Officer Harvin.

"I've been a Correction Officer for four years and when my time at the Agency is done, I want to be remembered as someone that played an active role in boosting the morale of both uniform and non-uniform staffers. We're more than just coworkers, we are family."



FAMILY

TODAY'S LITTLE MOMENTS BECOME TOMORROW'S PRECIOUS MEMORIES



**FEATURING A KIDDIE RUN
AT THE END OF THE RACE**

NO REGISTRATION REQUIRED

SAT, JUNE 3RD 2017

1000 Hours (Sharp)

**Francis R. Buono
Memorial Bridge**

Music | Food | Family Activities

REGISTER NOW

www.completerace.com/060317

FOR MORE INFORMATION CONTACT: DOC5KRUN@DOC.NYC.GOV

HAPPY I SAID YES!



DWIC Matthews, Transportation

I'll be the first to tell you, I was reluctant about accepting the assignment as project manager at the AMKC model facility project. I didn't know much about it and, to be honest, I just wasn't interested.

After some persuasion, I joined a group of people committed to the success of this project and a team was formed.

We took on the transformation of AMKC one housing unit at a time, building steady staff teams and assigning Unit Managers. To date, we have restarted 25 housing areas with varying classifications of inmates and in those units we have some of the most dedicated men and women. They work to provide consistent enforcement of DOC policy, while addressing the needs of inmates. They achieve this with the support and mentoring of their supervisors, peer-on-peer coaching and weekly meetings with their unit management supervisors.

I've become emotionally invested in the success of this project. I've formed relationships with the staff and I am proud of their accomplishments.

I constantly encourage them to do more, give more, think more, and be more.

The sustainable success of AMKC depends solely on the staff that work these housing areas every day. AMKC is not perfect and there will be no quick fixes once these units open. Yes, the inmates are challenging but what's most important is that staff are committed and successful.

I am honored that I had a role in the transformation at AMKC. They get it, and that makes me happy I said YES.



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.

WHAT'S UP DOC?



NYCDOC Desi Society celebrates at the annual Phagwah Parade in Richmond Hill.



NYCDOC Hellenic Society celebrates at the Greek Independence Day Parade.



NYCDOC Emerald Society celebrates at the St. Patrick's Day Parade.



Good eats and big smiles were served up at GRVC's Health Fair celebrating Healthy Nutrition Month.



To see the YouTube videos,

CHECK US OUT @ **NYCDOCTV**

A LOOK AT WHAT'S HAPPENING AT DOC



The Haiti Project was the first official act of the newly formed NYCDOC Disaster Relief Association.



NYCDOC staff along with the Youth Explorers packed 38 care packages for our colleagues deployed on military duty overseas.



NYCDOC hosted a Minority and Women-Owned Business vendor event at Queens Borough Hall.



DOC's Women in Correction celebrate Womens History Month at the Langston Hughes Library, Queens.





RECOGNIZE YOUR PEERS

Employee Recognition Program

FEBRUARY 2017 WINNERS

UNIFORMED

NON-UNIFORMED

ACADEMY

C. CRUZ

A.M.K.C.

A. PERRY

B.H.P.W.

R. CENTENO

B.K.D.C.

J. PARRILLA

BX.CT.

E. MIRANDA

WENDY REYNOSO

C.I.B.

M. CREGG

D.C.J.C.

A. PRICE

E.H.P.W.

D. CARCAMO

E.M.T.C.

C. REID-FIGARO

G.M.D.C.

S. BRYANT

G.R.V.C.

J. BROWN

H.Q./H.A.

T. MCFALL

KAYU SHIBATA

M.D.C.

C. PELZER

O.B.C.C.

C. HENRY

R.M.S.C

M. PEREZ

R.N.D.C.

L. CURRY

Q.D.C.

M. SMITH

T.D.

R. CROSSLAND

V.C.B.C.

D. FRAZIER

W.F.

M. KELLY

N.I.C.

RICHARD WILLIAMS

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

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

Employee Recognition Program

MARCH 2017 WINNERS

UNIFORMED

NON-UNIFORMED

ACADEMY	D. CRAWFORD	
A.M.K.C.	U. OLIVENCIA	
B.H.P.W.	J. KENNEDY	
B.K.D.C.	A. CORT	TIMOTHY SMITH
BX.CT.	R. CAINES	
E.S.U.	R. BURKE	
D.C.J.C.	D. GRIFFITH	
E.H.P.W.	J. GARCIA	
E.M.T.C.	M. ULYSSE	
G.M.D.C.	J. BLACK	SEAN CHURCHILL
G.R.V.C.	R. MIRANDA	
H.Q./H.A.	D. GOODWIN	LINDA EADDY
M.D.C.	A. GOMEZ	
O.B.C.C.	M. RAHMAN	
R.M.S.C	S. WILFRED	
R.N.D.C.	I. SAMPLE	
Q.D.C.	F. PIERCE	
T.D.	C. SCHOLZ	
V.C.B.C.	S. FREDERICK	
W.F.	V. GRINNAGE	
H.M.D.	K. NICKS	
S.O.D.	E. LEWIS	

TO NOMINATE ONLINE: DOC Homepage > "Employee Recognition Program" link

WE NEED MORE BOLD PEOPLE LIKE YOU! HELP US FIND THEM.

**Know someone who would make
a great Correction Officer?
Tell them to take the test.**

**CORRECTION OFFICER EXAM AVAILABLE
NOW THROUGH JUNE 30, 2017**



Visit nyc.gov/jointheboldest or contact the Recruitment Unit.