

# THE ROLL CALL



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The Boldest Football team's 2024 season is in full swing. On Friday, March 29th, the team took home the win against the Chicago Police Department. To watch game highlights and stay informed about upcoming games, follow @nycd\_boldest\_football. Photo Credit: NYCD Boldest Football.

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## BOLD THOUGHTS



As correctional professionals, we know that safety comes first. We do our jobs to the best of our abilities to maintain safe and humane environments for those in our care, and for ourselves. The bedrock of jail safety is practicing and maintaining sound correctional practice. As your Commissioner, there is nothing more important to me than ensuring that you safely return home to your loved ones each and every day. For that reason, I want to open this edition of Roll Call with a reminder about the small things you can do every day to keep yourself and those around you safe. Sound correctional practice is our bread and butter, but it's easy to forget how important these small yet mighty practices can be! Properly locking doors, removing obstructions as soon as they're spotted, putting in a ticket for the repair of sprinklers and fire suppression systems, and conducting regular searches are all actions that every single officer in facilities can take to drastically increase overall safety. Similarly, we know that managing efficient clinic and court production is crucial to reducing tension and increasing trust among those in our care. When people feel they are treated fairly, they are much less likely to instigate violence. For my part, I'm doing everything in my power to increase our ability to meet the minimum standards and to return programming to our facilities because I firmly believe that both are a part of upholding good correctional practices. If you want to expand your knowledge or get a refresher on our practices and standards, I encourage you to reach out to the training division. My leadership and I will continue to regularly tour the jails so we can support you in real time. If you feel that there are any barriers in place preventing you or your colleagues from upholding core safety practices, I urge you to talk to us when we're in your facility or reach out directly to us. We are here to help. In the last four months, we have made significant strides in increasing safety, decreasing violence, and remembering why we signed up for this job in the first place. None of this would be possible without your outstanding efforts. By performing the core fundamentals of this job, you are making a difference. Thank you for what you do today and every day. #Let'sDoThis!

# Heroes Work Here

**April is Dog Appreciation Month, so this issue is celebrating two of our Correction Officers and their four-legged hero partners.**



Every day, Officers in DOC's K-9 Unit work relentlessly to help stop contraband smuggling in facilities on Rikers Island. A great job goes to Officer Nicholas Barrett, K-9 Beau, Officer Jose Villodas and K-9 Chief for recovering multiple sheets of paper soaked in Spice during an incoming mail search last month.

On Feb. 23, the bold team discovered 25 sheets of paper infused with the dangerous synthetic designer drug in a legal envelope in the mail trailer. Their due diligence prevented the contraband from reaching the hands of the intended person in custody at the Robert N. Davoren Center (RNDC) on Rikers.



"When we bring the K-9s here, they search everything individually and they will indicate immediately whether there is contraband inside any boxes or letters and we work together as partners every day to help keep this Department safe," explained Officer Villodas, a nearly 16-year DOC veteran.



On April 6, members of DOC's Recruitment, K-9 and Emergency Service units helped to inspire New Yorkers to join The Boldest during the New York International Auto Show at the Jacob Javits Convention Center in Manhattan.

## TRAINING

Dale Carnegie, the 20th century best-selling author and speaker, began his path to fame teaching business education classes at YMCAs across New York City. His insights were compiled into a book titled *How to Win Friends and Influence People* which became one of the most widely read non-fiction books ever published. Today, Mr. Carnegie's legacy lives on through [Dale Carnegie Training](#) which provides individuals and companies with instruction on employee engagement, leadership, management skills, and public speaking. The Department of Correction has a longstanding partnership with Dale Carnegie Training to deliver courses for non-uniform members of service enrolled in the LEAD Program. In addition, DOC is offering standalone Dale Carnegie courses to uniform and non-uniform staff of any rank in a variety of topics including leadership, communication, listening, presenting, and adjusting to change. Members of service can register for these opportunities through DOC's [Learning Management System](#) (LMS).

April is Sexual Assault Awareness and Prevention Month (SAAPM). Do your part by completing the city's required annual Sexual Harassment Prevention Training. Use the QR code to access training any city computer.



# Boldest Spotlight

Deputy Warden Lisa Barnaby, an 18-year veteran of the department, always looks for the positive in any situation, and strives to be a leader. A recurrent theme during a recent conversation with Deputy Warden Barnaby was the desire to actively seek out situations where she can provide leadership, be a mentor, and continually improve.

Dep. Barnaby takes great pride in the fact that many of the people she works with in the jails approach her for advice and support. She actively seeks ways to find solutions in the jails.

Barnaby is currently the Administrative and Security Deputy Warden at EMTC, and in the past has worked as a Deputy Warden in OBCC, GRVC, RMSC, and VCBC since 2017, she said. As an Administrative and Security Deputy Warden at EMTC, Barnaby is responsible for both keeping the facility safe and secure, and for staffing and command discipline, among additional responsibilities. Barnaby prides herself on being a good example to the officers who work under her command.

"The most rewarding part, I would like to say, is I am a role model," she said, adding that she takes pride in the fact that others trust her judgement, and that when officers are promoted, they are often eager to tell her about their rise in rank. It is very flattering," Barnaby said of the being a role model. She enjoys mentoring everyone - Correction Officers, Captains and ADWs - and bringing out the best in the team, and Barnaby said that she finds this very fulfilling. It makes her feel like she is making a difference in her work at DOC, she said. "I get the opportunity to teach and train," Barnaby said of her role as a Deputy Warden of Administration. If she were not working in Correction, Barnaby said she'd be an elementary school teacher. In some cases, Barnaby added, she provides practical advice for persons in custody. Advice for persons in custody should be relatable, Barnaby said. For example, in a story Barnaby related, recently some persons in custody were complaining that they were having difficulty sleeping after lights in the facility went on at 5 a.m. She spoke to the persons and asked if any of them had ever dozed off on the subway or bus, and they said they had. She then noted for them it was bright with light on the bus or train, and yet they were able to sleep. Dep. Barnaby said that she sees Chief Sherrie Rembert as a role model, remembering that Rembert was her Deputy Warden when she was moving up in the ranks.

"She is definitely an inspiration," said Barnaby, speaking of Chief Rembert. "She was the first Deputy Warden that I worked with and she showed me how to do administration, and ever since, I have always admired her." Barnaby urged Members of Service within the agency who are interested in growing in their careers to not get too comfortable in their present rank. Deputy Barnaby is a spouse and the mother of 3 children, the oldest of which will soon enter a Ph.D. program in Psychology at Fordham University, Barnaby said. Barnaby, a proud daughter of Brooklyn who now lives in the suburbs, said that when she was pregnant with her first child, she worked hard to complete a degree at Borough of Manhattan Community College (BMCC). This is something she is quite proud of. She urges every parent on the job to work to achieve a proper work-life balance, even with the challenging demands of being a uniformed Member of Service.



**"THE MOST REWARDING PART, I WOULD LIKE TO SAY, IS I AM A ROLE MODEL."**

## PROGRAMS



On March 27th, the LGBTQ+ Affairs Unit hosted an impactful LGBTQ+ Resource Fair at RMSC. People in custody had the opportunity to connect one-on-one with 15 different LGBTQ+ Community Providers, ranging from healthcare organizations to LGBTQ+ specific shelters and legal services. LGBTQ+ Project Coordinator Mr. Sazo prepared a toolkit with information on each organization and common questions for people in custody, and RMSC staff members were able to connect with the providers to build up their referral networks. The LGBTQ+ Affairs team thanks the entire RMSC Leadership and Programs staff, with special shout outs to Dep. Morales for her creativity regarding movement, and to Captain Edwards and the Program Officers for their seamless escorting. The LGBTQ+ Resource Fair was a triumph for the LGBTQ+ people in custody and for RMSC as a whole. In another wonderful event, on Good Friday, Reverend Barnett hosted a Baptism of 11 persons in custody, joined by Mayor Adams who recommitted himself by being baptized alongside the detainees.

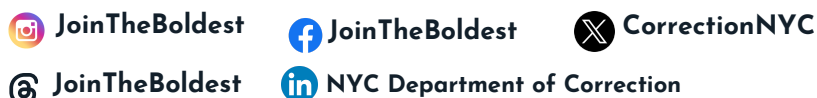
JoinTheBoldest



To help give back to the next generation of leaders and pay tribute to DOC 9/11 hero Captain Jerry Cariello, members of the DOC Disaster Relief Association hosted a Sneaker Giveaway at P.S. 380 on March 25.



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On April 7, DOC members proudly marched with New Yorkers in the 36th Annual Phagwah Parade in Richmond Hill.

## C.A.R.E

- On April 17, Sleep Health Expert Dr. Rebecca Robbins, an Assistant Professor of Medicine at Harvard Medical School, conducted a workshop on sleep challenges and how to improve your sleep routine, despite a busy professional and personal schedule. In her research, Dr. Robbins designs behavioral interventions to navigate individuals toward better sleep health and sleep disorders awareness, and focuses on identifying the small changes that can improve the ability to sleep and maintain daytime alertness. Dr. Robbins has worked with shift workers and safety critical occupational groups and has authored more than 70 peer-reviewed scientific papers in addition to appearing on numerous national television programs. The event was well attended by DOC members. Dr. Robbins will be returning to the Department soon for more discussion. Please stay tuned for updates regarding upcoming events and programs hosted by the C.A.R.E. Unit.
- C.A.R.E. and HMD's Health Fair is tentatively scheduled for Tuesday, June 11th. Further details are forthcoming.

## HR NEWS Healthy Pessimism?

Experts say pessimism is a lack of hope or confidence about the future. Sometimes it's actually healthy to have a somewhat pessimistic view, as pessimism can help fuel change and provide clarity. But, like fear, an unhealthy amount of pessimism can damage a person in their personal and work lives. Generally, in the U.S., pessimism is on the rise due to financial insecurities, political tensions and the workplace itself. It's normal to be somewhat pessimistic given the chaotic events of recent years, including the COVID-19 pandemic, climate change, social justice challenges in the U.S. and world conflicts; and social media algorithms are amplifying this negativity, with social contagion. We strive every day to create and foster a more positive workplace, by training emotionally intelligent leaders, leaders that can help us create a culture that fosters fairness and wellness, where employees are encouraged to talk about what they are experiencing in the workplace and how it is affecting them. The first point of contact is a supportive manager or supervisor and that is where our focus is at present, through training, and by listening to our employees.

Deputy Commissioner Lynn Grubiak



# 24 WELLNESS TIPS FOR CORRECTION OFFICERS IN 2024

*It can be challenging for CO's to set time aside to keep a healthy mind and body; here's our top 24 wellness tips for you to concentrate on this year.*

Dedicating time to focus on your health and wellness is important, but it can also be challenging for corrections officers to set time aside to keep a healthy mind and body. Our top wellness tip? Start small and stay consistent.

But we know you'll need more as you continue to strive to ensure you're always at your best – both on and off duty. Below, we've rounded up 24 wellness tips for you to concentrate on this year.

## *FAMILY & HOME*

**1. Connect with your family.** You spend long shifts away from your family. Instead of going to the gym to workout, go home and exercise with your family. Get creative in the activities you do together – like completing a yoga challenge or even playing a dancing video game.



**2. Spend time in nature.** On your next day off, take that hike you've been wanting to tackle with a friend, neighbor, spouse, family member or dog. Being outside not only boosts your mood and mental health, but it also reduces stress, anxiety and depression.

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**3. Practice daily meditation.** Regular practice can help improve symptoms of stress-related conditions, lower blood pressure and prevent heart disease, and can improve sleep quality. Bonus points if you include a spouse or significant other in your meditation practice.

**4. Start journaling.** This could be as simple as writing down three things you're grateful for each day. Be specific and write them down at night. Or you could even journal in the morning to start the day off right

**5. Connect with your spouse, children or family members.** Maybe this looks like a regularly scheduled date night where you don't talk about work or the kids. Or perhaps grilling or cooking your favorite meal for your loved ones helps ease the stress from the day. After all, there's nothing like a summer BBQ with good friends and family.

## COMMUNICATION

**6. Talk about your day, your stresses and your feelings.** Don't bottle them up. Talking things out – whether that's with a mental health professional, spouse, family member, friend or colleague – helps your body and mind release tension. This isn't a sign of weakness. Rather, it's a sign of strength to take charge of your wellbeing.

**7. Listen to a friend.** If you open up, it could encourage others to do the same. You may have similar problems and can help each other come up with ideas on how to tackle certain difficulties. This makes others feel more supported and less alone.

**8. Check in on your strong friends.** We all have that one person in our life who seems to have it all together and is ready at a moment's notice to lend a listening ear. But is their emotional wellness being forgotten or overlooked? Ask your strongest friends, family members or colleagues how they're doing and really listen to their answer. Don't forget to check in on the people who support you. They likely need you just as much as you need them.



**9. Ditch the texts and make a phone call.** It's easier to text someone you're doing great than call them and let them hear your tone that indicates you're not OK. Maybe after shift, you go home to an empty house. It's quiet. You have a lot of time on your hands to think, analyze and pick apart your day. Pick up the phone and talk to someone. You don't have to talk for hours. You don't even have to talk about work. Touching base can help you feel more connected to others outside of law enforcement.

**10. Create and maintain healthy boundaries.** Do you have a difficult time saying "no" to things because you don't want to let people down? We get it. But it's vital for you to understand when too much is just simply too much. Setting boundaries and communicating this with others will save you added stress and allow you to spend your time the way you want to (especially off duty). It's OK to say no – with no guilt attached.

# HOBBIES & INTERESTS

**11. Pick one day each month to reconnect with your family or friends.** You probably find yourself missing a lot of important events like holidays, birthdays and anniversaries. While some of those things might be unavoidable given your schedule, it doesn't mean you have to miss out altogether. Did you miss family movie night last Friday? Look at your schedule, pick out another movie night and make sure the next one happens with you there.

**12. Pursue a hobby outside of corrections.** Give your mind and body a much-deserved breather. Some examples: cooking, baking, hunting, fishing, bird watching, painting, knitting, singing, playing instruments or dancing. The options are endless.

**13. Read a book.** Reading for just six minutes a day can improve your sleep quality and reduce stress. Reading can even relax your body enough to lower your heart rate and ease muscle tension. Mental health professionals even use books – recognized as bibliotherapy – to help support someone with mental health challenges such as anxiety, depression or complicated grief.

**14. Dance like nobody is watching.** When you dance, you release endorphins into your body that reduce your stress and improve your mood. It's also a great social activity and helps with emotional expression.



**15. Learn a new language.** This not only will help you communicate better with people as a corrections officer, but it will literally make your brain stronger. When you learn a new language, you're increasing the white matter of your brain. In turn, people who speak more than one language have better cognitive functions, leading to a greater ability to concentrate, multitask, manage conflict and recall events.



## SELF-CARE

**16. Plan and book a vacation.** We know you're busy, but we also know you probably have a lot of hoarded vacation time. Use it, especially if you're feeling burned out. Traveling has been linked to stress reduction and you're likely to experience a mood lift from the break in shift work.

**17. Schedule a massage.** A massage can help ease tension in your muscles, improve circulation in your body, reduce pain and even improve your sleep.

**18. Try acupuncture.** This is especially beneficial for officers since many deal with chronic stress. Acupuncture helps improve your mood, emotional regulation, blood pressure and heart rate.

**19. Unplug from social media.** Stop the doomscrolling – all it does is take a negative toll on your mind and emotions. In turn, this could lead to loss of sleep, appetite or motivation. You don't need to disconnect completely but consider turning on the "downtime" setting on your smartphone. With "downtime" turned on, only the apps you've selected and phone calls will be available. They will turn back on according to the scheduled time you've chosen in your phone's settings.

**20. Take care of your body by eating nourishing foods.** The food you consume directly affects your mood and ability to focus. Stick to a diet of nutrient-rich foods instead of processed foods.

## PHYSICAL ACTIVITY

**21. Start a workout routine.** You don't have to work out 30 minutes a day, five days a week. Focus on working out smarter, not harder. Try doing two 15-minute workouts or three 10-minute workouts. You don't need to do them consecutively; you can break them up throughout your day.

**22. Get involved in Jiu-Jitsu.** There's an obvious physical health element of Jiu-Jitsu training, but there's also a mental wellness aspect of this type of exercise. Don't be surprised if you notice your mind becomes clearer and your stress levels lessen while training on the mat.

**23. Try yoga.** Corrections officers are prone to tight hip and lower back muscles. Aside from the flexibility benefits, yoga can also increase your ability to focus and problem solve, as well as aid in your situational awareness while on duty. Here are five reasons to change your mind about yoga and take it seriously.

**24. Focus on functional fitness training.** This involves exercises that simulate real-life tasks and scenarios you might face on duty, such as sprinting, tackling or maneuvering in tight spaces. An example could be a drill that combines sprinting to a designated point, performing a series of bodyweight exercises (like push-ups or squats) and then executing a simulated arrest maneuver. This type of training helps improve the physical abilities needed for your duties, enhances agility and reduces the risk of injury.



For more tips scan here:

