

THE ROLL CALL



THIS INFORMATION COMES TO YOU FROM THE OFFICE OF PUBLIC INFORMATION



On Saturday March 16, the Correction Department Emerald Society, the NYC DOC Pipe Band, and many more DOC members marched up Fifth Avenue to the cheers of their fellow New Yorkers in the 263rd St. Patrick's Day Parade.

Heroes Work Here



Page 2

Boldest Spotlight



Page 3

BOLD THOUGHTS

Happy Women's History Month, Boldest Family! Every March, we honor heroic women in history and the heroic women in our own lives. As you undoubtedly know, nearly 50% of DOC's uniform staff are women, and nearly 58% of those in uniform leadership positions are women. The women of our boldest family are among the strongest, bravest, and most compassionate civil servants in New York City. I'm honored to work beside you and promise to continue celebrating your accomplishments all year long. I was so pleased to see so many of you at two of our annual events: the second annual DOC Women's

Conference and the inaugural RMSC Women's Conference. Both events celebrated the commitment of DOC's female staff and the shared humanity among all of us, regardless of where we are in our lives including people who are justice-involved. At both events, I was inspired by the discussions with former Commissioner Jacqueline McMickens and Assistant Chief Sherrie Ann Rembert and the panel discussion involving Assistant Commissioner Antoinette Cort. I hope to see even more of you at these events next year. Finally, you may have noticed uniformed and non-uniformed leadership have been spending more time touring the facilities. This is part of my new initiative to ensure that anyone tasked with making decisions on how to run the jails understands the actual realities of working or living in the jails. I am holding myself to this same standard and I will continue to regularly tour our facilities. When you see any member of senior leadership in your facilities, please take the time to share your ideas, problems, questions, and concerns. Hearing from you will help us create better and safer jails for all. Thank you for all of your hard work. I hope you enjoy this edition of The Roll Call!

Heroes Work Here



We are sending a heartfelt thank you for your service to Correction Officer Colina for courageously helping a fellow Officer who was recently attacked by a person in custody at the Otis Bantum Correctional Center (OBCC). On Jan. 15, right after the cell door was opened, the person in custody punched the Officer in the face, which immediately broke her nose. Colina instantly utilized his training to come to her aid and try to stop the violent individual from further harming the Officer and potentially others.

Colina and the injured Officer then worked together to subdue the person in custody and control the situation until additional help arrived. "I was locking in the house and she was upstairs doing her security inspection and I heard her scream. I ran upstairs, saw that she had a broken nose and was bleeding and still fighting him and I grabbed him and we started going at it," explained Colina, who has been on the job for 7 1/2 years.

DOC offers a variety of professional development opportunities for staff throughout the year. A teletype earlier this month advertised the Advanced Certificate in Corrections Management (ACCM) program. ACCM is arguably the best-kept secret at DOC. If free college credit and time off from work don't interest you, stop reading.

ACCM is a two-year graduate certificate program at John Jay College which is open to uniformed members of service holding the rank of captain and above. Participants receive time off to attend classes and complete coursework, and upon completion, earn a graduate certificate and nine (9) credits that can be applied towards a masters degree at John Jay. There are only 25 seats available for the fall, 2024 cohort; applications are due by May 10, 2024.

Sign up here: [Correction Officer - Join the Boldest \(nyc.gov\)](https://www.nyc.gov/correction-officer-join-the-boldest).



I then swept his legs and wrestled him to the ground and we were fighting on the ground. She did her part to let the control room know what was going on and that we needed help and then she came back to help me. In that moment, I was so proud to work with an Officer like her. She had my back and I had hers and we used the appropriate force and did what we're supposed to do to stop what was happening."

DOC WELCOMES NEW CORRECTION OFFICER RECRUITS



On Thursday March 7, the department swore-in a new class of 82 recruits. Thank you to Training and Development, the staff at the Academy, Human Resources, and the Applicant Investigation Unit for their work preparing the new class. Over 13 weeks, the new recruits will receive rigorous training from nationally recognized training staff in topics including de-escalation tactics and techniques, conflict resolution, suicide prevention, physical training and conditioning, law, jail procedure, firearms, and lifesaving topics such as CPR, Narcan, and fire safety.

TRAINING



The most recent graduates of the Advanced Certificate in Corrections Management at John Jay College

JoinTheBoldest



Commissioner Maginley-Liddie, the Asian Jade Society Executive Board and many others joined Mayor Adams February 22nd at the Surrogate's Courthouse in Celebration of Lunar New Year!



Follow Us:

- JoinTheBoldest
- JoinTheBoldest
- JoinTheBoldest
- CorrectionNYC
- NYC Department of Correction



Capt. Omar Guerra who is assigned to the SRT unit was honored for his distinguished public service as a Dominican Officer as part of the 2024 Dominican Independence Day Celebration.

CONGRATULATIONS C.O. NELSON



Correction Officer Nelson was honored on Staten Island for 50 years of service to the Department by Assembly Member Sam Pirozzolo, representatives of Congresswoman Nicole Malliotakis, NYS Senator Andrew Lanza, and NYC Council Member Joe Borelli. The ceremony was held at the district office of NYS Assembly Member Sam Pirozzolo. He was also joined by Commissioner Lynelle Maginley-Liddie. Congratulations Officer Nelson!

C.A.R.E

• Treasure Thursdays (occurs every 1st Thursday of each month)

April 4th - 12:30 & 3:30 p.m. with Financial wellness coaches retired DOC Assistant Deputy Warden Odessa Ford and retired DOC Captain Ruth Bush. Topics include but are not limited to: Education and retirement savings; The importance of a living will; Last will and testaments; Power of attorney and so much more!

• Medical Mondays (occurs every 2nd Monday of each month)

April 8th - 12:30 & 3:30 p.m. with Lincoln Hospital. Topics include but are not limited to:

Lower the pressure, Staying Strong, Healthy Choices and much more!

• Wellness Wednesdays (occurs every 3rd Wednesday of each month)

April 17th - 12:30 & 3:30 p.m. with Dr. Rebecca Robbins. Topics include but are not limited to: The epidemic of insufficient and Poor quality sleep; The science behind our sleep. Tips and strategies for improving our sleep health.

• Fitness Fridays (occurs every 4th Friday of each month)

April 26th - 12:30 & 3:30 p.m. Get moving! Topics and services provided: Lean proper posture while exercising; Breathing techniques to maximize your workout!

HR NEWS

Unmasking Hidden Hate

Language is a wonderful way to communicate, but when it harkens back to the hidden hate in certain words and phrases, it loses its luster and becomes something else. Here are some words and phrases that should be dropped from the lexicon:

- Indian Giver
- Master Bedroom (use Primary Bedroom)
- Blacklist/Whitelist/Blackball
- Basket Case (originally used to describe soldiers who had lost their limbs)
- Gypped (suggests that Romani people are deceitful)
- Eenie Meenie Miney Mo (its original version used a racial slur)
- No Can Do (mocks non-English speaking people)
- Rule of Thumb (an old legal doctrine allowing a man to beat his wife with a stick no wider than his thumb)

-Deputy Commissioner Lynn Grubiak

Boldest Spotlight

Level II Dietitians Nilam Srivastava and Kelly Schmid both possess decades of experience working with persons in custody in the jails as part of Nutritional Services Division (NSD). Both dietitians started at DOC in the 1990s. Srivastava has been at OBCC for almost the entirety of her career, while Schmid spent almost all her career at DOC in VCBC before it closed and she was assigned to West Facility. Srivastava began working with the agency in 1996, leveraging a graduate degree she earned in India in Childhood Development with a minor in Nutrition into a job at DOC after working and volunteering as a dietitian in different types of facilities, including a hospital and a nursing home. Srivastava said that often persons in custody will come into custody and tell the dietitians that they were previously told that they should avoid certain foods due to a medical condition.

She said that one of the most rewarding parts of her job is to explain to people in custody what they should be eating and why, oftentimes in a more comprehensive and detailed way than they have ever heard before. "We try to help and educate," said Srivastava about their work with persons in custody. "Education is basically what we do here," said Schmid, during a conversation with both dietitians recently in the NSD trailer on Rikers Island. Schmid began working at DOC in 1999 after graduating from college.

Schmid says she takes pride in explaining to persons in custody what they should be doing to avoid common pitfalls that lead to medical conditions such as diabetes, renal disease, and high blood pressure. As a role model for her work, Srivastava credits an 8th grade science teacher who taught her how to teach by modeling successful instruction techniques, which she uses in her job. She said that had she not been a dietitian, she would be a teacher. Before immigrating to the U.S. from India, Srivastava was a college lecturer. She puts her educational skills to use by providing nutritional education to persons in custody and also by helping train cooks about what to provide to individuals who have specific dietary restrictions due to health conditions. It is challenging work. To decompress from busy tours, Srivastava said that she does not take her work home with her, or onto her next task. "In the office, I do what I do," said Srivastava. "And as soon as I move on, I totally forget what happened." She also said that she listens to stand-up comedy while commuting and meditates for five minutes around sleep time. Schmid says that she listens to romance books on Audible to de-stress. Doctors refer those in custody to the dietitians once they determine they may have special needs when it comes to food. Persons in custody are treated as and called 'patients.'

To their colleagues in DOC, Srivastava and Schmid offered their advice on health and eating that many may know, but sometimes and in certain cases must hear again and again before putting into practice. She said that it is a simple rule that if individual eats less and exercises more, they lose weight, and vice versa. Schmid encouraged colleagues to eat more vegetables and fruits, and to increase exercise. March is National Nutritional Month. A celebration of healthy eating and nutrition for staff will be held at the GMDC Wellness Center for both civilian employees and uniformed officers on Thursday, March 28th between 11 a.m. and 3 p.m.



"EAT A BALANCED MEAL; EAT EVERYTHING IN PROPORTION," SAID SRIVASTAVA, ADDING "IF YOU EAT FRUITS, EAT A DIFFERENT KIND EACH DAY. ALSO, EXERCISE."

PROGRAMS



On March 20th, the Division of Programs and Community Partnerships hosted the inaugural Women's History Conference in RMSC, bringing together staff and persons in custody for an inspiring event that celebrated women's growth and empowerment.

The Division of Programs and Community Partnerships is thrilled to share that it has been approved to receive \$14 million to increase programming initiatives for the individuals in its care. DPCP conducted an analysis to identify gaps in current programming and identified five key areas for attention: transition planning, substance misuse programming, supplemental educational programming, trauma-informed programming, and transportation for released individuals.

Read more [here](#) about this significant investment in the Department's efforts:



2ND ANNUAL Women's CONFERENCE 2024



"Stepping boldly into the future, by leading the way" was the theme of the 2nd annual Women's Conference held on March 14. Hundreds of DOC staff attended the successful event that honored DOC trailblazers and current heroes and provided educational discussions.



Former DOC Commissioner Jacqueline McMickens, who rose through the ranks starting as a Correction Officer and became commissioner in 1984, spoke to Commissioner Lynelle Maginley-Liddie at DOC's Women's Conference on Thursday, March 14 about her journey to the agency and what made her stay.

McMickens said that the ability to make a difference in people's lives - something that is not part of any official job description - was what made her stay at the agency, and turned what was a job into a great career.

A recurring theme in her talk at the women's conference with Maginley-Liddie was teamwork and pulling together with colleagues not just to manage jails but for the betterment of everyone's lives. McMickens, who was the first Member of Service to rise through every uniformed rank to become Commissioner, the first woman to serve as the highest-ranking uniformed officer in any municipal agency, and the first woman of color to be Department of Correction Commissioner, as Commissioner Maginley-Liddie said to open the conversation, ironically described her decision to join the DOC as a "fluke." A Correction

Officer she met at a card game signed her up to take the CO exam. She got a notice in the mail and took the exam, she explained. When offered the job, she initially took the job to because

it would give her and her husband the opportunity to buy a car. Shortly after she came to the Department of Correction, after a stint in teaching, she realized that the job could be a lot fun and a place to make both a difference and some money.

"I decided I was going to make a difference, and that is how I decided to stay. I did not believe I would be a commissioner when I was an officer," McMickens said, adding in her conversation that her career at DOC was something she could do to make her professional life worthwhile.

When McMickens started, women could only work in one jail, a women's house of detention, or in specialized post such as visits, and she gradually tried to inch her way into male facilities. She was soon working in ARDC. "It was a matter of fairness for me, not just because I didn't want to work in the women's house for the rest of my life," McMickens said. McMickens told Maginley-Liddie that she was also able to bring female Correction Officers and Uniform Staff into male jails, over the objections of some of the unions at the time. She also said that she fought to racially integrate certain units that in the 1980s were still segregated. McMickens' first order of business was to increase the number of beds available. At the time there was 1 bed available for every 1.5 people in custody. With the support of the mayor, Ed Koch, she was able to expand capacity by bringing in the first floating jail ship to NYC. The basis of her ability to be successful was the value of every employee working at DOC, McMickens said.

They enabled her to accomplish what she did when she was the Commissioner and during her entire career at DOC. McMickens said that as commissioner, she would frequently tour the jails, because she really wanted to know what Correction Officers were doing and what they needed. By having Correction Officers and Uniformed Staff helping her succeed, they succeed as well. When asked by Maginley-Liddie what advice she would offer to women who are in the first years of her career, McMickens encouraged the women present to persevere. "Just go ahead and do it," she said. "If you fail, so you fail, you pick yourself back up, you get another chance. You pick yourself back up." She said that she was fortunate to have bosses, first Commissioner Benjamin Ward when she was Chief of Operations and later Mayor Ed Koch, who enabled her to take risks that allowed the agency to thrive. At the end of the program, McMickens was hailed by Maginley-Liddie as an innovator, a creator, and someone who made a difference, and presented with an award.



Four breakout sessions for conference participants were held throughout the day, including presentations on restorative justice and emotional intelligence, and workshops on meditation, trauma, and resilience.

FDC Torres Hosts a Conversation with Chief Rembert at the 2024 2nd Annual DOC Women's Conference

At the NYC Department of Correction's Women's Conference on Thursday, March 14, First Deputy Commissioner Francis Torres hosted a conversation with Assistant Chief of Administration Sherrie Rembert as part of the day's programming and celebration of the contribution made by women to the New York City Department of Correction. The interview at the 2nd annual women's conference, before an auditorium of attendees from the Department of Correction at the New York City Police Department Academy in College Point, was an opportunity for Chief Rembert to offer advice and insight from her 26+ years with the Department to a group of uniform and non-uniform staff. When FDC Torres asked, Chief Rembert recalled her path to joining the Department of Correction as a Member of Service, joining DOC because she wanted to go into an environment with a great deal of structure.

"I needed structure in my life," said Chief Rembert, adding about joining the DOC: "It is like in football. You throw a 'hail mary' and hope you catch the football for a touchdown."

Chief Rembert joined the department as a Correction Officer in 1997, after beginning service in the armed forces. With 22 years of military service in the U.S. Army in total, and six years of those years on active duty, she took away many lessons from her experiences in the military, Chief Rembert said. These included how to be a leader, and how to have discipline and structure. "I learned team building and to never leave anyone behind, and that you have to build a team around you to be successful," said Chief Rembert. Before the conclusion of her military career, Chief Rembert served her country in the U.S. Army in Iraq, Bosnia, and during Desert Storm. FDC Torres asked Chief Rembert why after so many years of service, does she still continue in her role as a uniformed Chief as many



uniformed leadership roles have been civilianized. To answer this question, Rembert recalled at first an experience she had in 2021 where she was told by Commissioner Lynelle Maginley-Liddie, who was then the First Deputy Commissioner, that it was key to her job to give hope to people, and that everyone was her 'client.' The FDC told her that if she could not see herself giving people hope, to put her shield and ID on the table. Rembert called that at first, she was a little hesitant to agree that everyone was her client, but that she soon changed her thinking. Three years later, Chief Rembert is still here and is hopeful. "I still have hope to give to the people, and that is why I stay," I said Chief Rembert. Chief Rembert went on to say that there is another reason she is staying on. She at first expressed concern that this reason might get her into some trouble.

"The second reason that I stay is that uniform staff is not in a good place right now. And I am going to hold onto this rank until one of you come and get it," said Chief Rembert.

This statement was met with huge cheers and a standing ovation by the attendees present. Chief Rembert also said that there is no blueprint for being a Chief and separately added that she is still growing in her role. Chief Rembert told FDC Torres in her conversation that she had made the most of her time at DOC - both by working and by going to school to obtain higher education. Chief Rembert shared with the crowd of mostly women present that at first, going to college while working was not possible because she did not have a steady tour, but then, by routinely accepting posts that no one else wanted, she was given a 3x11 tour. This gave Chief Rembert the opportunity to go back to school by attending school in the morning and working in the evening, earning an associate degree and a bachelor's degree in the process. FDC Torres also added that Chief Rembert will soon earn a graduate-level degree in cybersecurity.



The Boldest women in law enforcement work here.
45% of uniformed officers are women
58% of those holding the rank of Captain or higher are women.

Stepping Boldly in the Future by Leading the Way!



Officer Kenya Oliver received a special award for her work leading the Department's Ceremonial Unit which oversees important department events, including graduations and promotions, funerals and memorial services, and this conference as well.



Department Chaplain Sister Margaret McCabe was one of 10 women honored for their decades of service. She has served the Department for 38 years. In all, the honorees have more than 375 years of service.



Officer Jonecia Ferguson was one of two Officers honored for their life-saving actions while off-duty.



Keynote speaker Gloria J. Browne-Marshall, a professor of constitutional law and African Studies at John Jay College receives a award of appreciation for her rousing speech to kick off the event.



Assistant Commissioner Sonya Harvey, Captain Verdessa McPhaul, Captain Lamesha Davis, & Captain Pamela DeSousa, enjoying the festivities!



The Department's ceremonial unit leads the opening ceremony.