

BOLD PRINT

THE OFFICIAL NEWSLETTER OF THE NEW YORK CITY DEPARTMENT OF CORRECTION

2020 YEAR IN REVIEW

HEROES WORK HERE EDITION





MESSAGE FROM THE COMMISSIONER

This year has been unlike anything we've ever seen. The COVID pandemic has changed life as we know it. But it has brought out our strength and

determination for correctional excellence. Your collective achievements have and will continue to be an example to our communities and families. The devastation of 2020 has forced us to dig a little deeper, be a little BOLDER and push through in many ways. We realized anew the power of connectedness and the impact of working collaboratively. From working with other city agencies like CHS in the fight against COVID, to volunteering in our community providing meals to those who needed them most, it was your unmovable will to do your very best, even in the most difficult situations, that should be a reminder to all that we are and will always be New York City's BOLDEST.

When the city and this agency needed you the most, you stepped up. We thank you and we will never forget the impact you made. Your legacy will echo throughout our department forever.

Cynthia Brann,
Commissioner



MESSAGE FROM CHIEF JENNINGS

As Chief of Department, I can honestly say that 2020 has been a defining year for our agency. No matter what was thrown our way,

I've watched as we have risen to every challenge and done so in a manner that continuously exceeds expectation. With each passing day, I'm not only proud, but encouraged by your resilience and commitment to service.

As 2020 swiftly comes to a close, I'd like to encourage each of you to find a moment of stillness. In that space, reflect on the year that was. Challenge yourself to find the silver lining even when days look especially difficult. What are some things you were proud of? What are some areas in your life that encouraged you to spread your wings? Know that today and every day, you continue to make your city, your community and your families proud by the work you do.

With the new year on the way, I implore you to be intentional, be strong, but most of all be BOLD in all that you do. No one knows what 2021 has in store, but knowing that the load is made lighter through camaraderie and support should be motivation for a better and brighter tomorrow.

A handwritten signature in blue ink that reads "Hazel Jennings".

Hazel Jennings,
Chief of Department





Vision

TRANSFORM LIVES AND BUILD SAFER COMMUNITIES.

Mission

WE CREATE A SAFE AND SUPPORTIVE ENVIRONMENT WHERE WE ACT WITH INTEGRITY AND PROFESSIONALISM WHILE PROVIDING INDIVIDUALS IN OUR CARE WITH A PATH TO SUCCESSFUL COMMUNITY REINTEGRATION.

Values

AS STEWARDS OF PUBLIC SAFETY, WE ARE COMMITTED TO:

- **RECOGNIZING THE HUMANITY IN EVERYBODY;**
- **ACTING WITH INTEGRITY BY ALWAYS DOING THE RIGHT THING FOR THE RIGHT REASONS;**
- **INVESTING IN STAFF THROUGH WELLNESS AND PROFESSIONAL DEVELOPMENT;**
- **PROVIDING INDIVIDUALIZED PROGRAMS AND REHABILITATIVE SERVICES TO THOSE IN OUR CARE;**
- **ACHIEVING EXCELLENCE IN CORRECTIONAL PRACTICES.**

WE ARE **MORE THAN CARE, CUSTODY AND CONTROL**



DID YOU KNOW?



The New York City Department of Correction was the first in the United States to establish a Correction Officer Training School. It began training correction officers back in 1927.

*Courtesy of correctionhistory.org

#BOLD125



THANK YOU NYC'S BOLDEST

DID YOU GET A COVID TEST YET?



FREE COVID TESTING IS AVAILABLE NOW AT GMDC!

EVERY WEDNESDAY AND THURSDAY
0600-2100 HOURS

REGISTER: WWW.APSCHEDULE.COM/NYSDOH

USERNAME: **NYSDOH** | PASSWORD: **WELCOME**

OR CALL: **(866) 481-4391**

WALK-INS ACCEPTED

THIS INFORMATION HAS BEEN BROUGHT TO YOU BY THE



THE NEW YORK CITY DEPARTMENT OF CORRECTION

Prevent the spread of **COVID-19**

WEAR YOUR MASK!



**Be BOLD
and
Mask up!**



AGENCY ACCOMPLISHMENTS

FINANCIAL, FACILITIES, AND FLEET ADMINISTRATION DIVISION

Sourced and Distributed COVID-19 Supplies

The Central Warehouse Operations Division worked and continues to work around the clock to ensure staff and people in custody are equipped with adequate personal protective equipment and it continues to provide essential food supplies and materials for the Department and the facilities.

Actively Maintained and Enhanced DOC's Fleet

The Fleet Maintenance and Operations Unit continued to maintain vehicles and achieve record low out-of-service (OOS) rates. Its commitment to bringing a safe and clean fleet to the Department was recognized and named #30 out of 50 on 100 the Best Fleets Green Fleet Awards. Additionally, the transport buses were redesigned to incorporate transom windows.

Retrofitted Facilities

The Facility Maintenance and Repair Division rapidly re-opened and retrofitted housing areas at EMTC and WF-CDU to support the Department's COVID response. The team has now begun retrofitting the facility visit houses, central visits and the former Academy Annex to support the reopening of in-person visits for persons in custody.



COVID-19 supplies



Redesigned transport bus



AGENCY ACCOMPLISHMENTS

HUMAN RESOURCES DIVISION

Created and Implemented Teleworking and Pandemic-Responsive Policies

The Human Resources Division created and implemented, within days, a temporary teleworking policy that enabled staff providing non-essential services to telework. It has since developed several pandemic-responsive policies and procedures, including COVID-19 Safety Compliance, Clean Desk Mandate and others.

Electronic Onboarding

Since the pandemic started, the Division has onboarded 31 employees electronically for the first time, including essential roles such as Assistant Commissioners, Agency Attorneys, and Investigators.

Joined the City's Social Distancing Ambassador Program

The Division coordinated and executed DOC's participation in the City's Social Distancing Ambassador Program from May to September. Five DOC employees volunteered to participate in the program which aimed to reduce the spread of COVID-19. They were assigned to various parks throughout the five boroughs and distributed 7,605 face masks and 611 educational cards to the public.





AGENCY ACCOMPLISHMENTS

INVESTIGATION AND TRIALS DIVISION

Intake Squad

In February 2020, the Investigation Division spearheaded the new “Intake Squad.” This unit is the front line in investigating every Use of Force, and is tasked with making investigative conclusions within 25 business days of an incident. As a result, the Division was able to close thousands of open Use of Force investigations in mere months, bringing the Department closer to its goal of full Nunez compliance.

Reached Full PREA Compliance

In 2020, the Investigation Division’s PREA Unit reached full PREA compliance for the first time in the Department’s history, maintained compliance, and improved the quality of its investigations.



Remote OATH Conferences and Trials

The Trials Division prepared for and conducted OATH conferences and trials remotely, making OATH one of the first “courtrooms” to resume business within NYC.

LEGAL DIVISION

Targeting Substantial Compliance with the Nunez Consent Judgment

The Legal Division has worked hard to support the implementation of the Nunez Consent Judgment over the past five years. Recently the Department’s efforts resulted in the termination of 16 provisions based on sustained substantial compliance. An additional 19 provisions were placed in inactive monitoring, and 2 were placed in abeyance. While significant work remains, the Department has now achieved substantial or partial compliance with approximately 90% of the terms of the Nunez Consent Judgment.

Managing Legal-Related Matters

The Legal Division continued providing legal counsel and review of Department directives, training materials and contracts, and managed thousands of legal-related matters such as lawsuits, complaints, discovery, Freedom of Information Law Requests, subpoenas and notices of claims.



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SALUTE TO NEW YORK'S BOLDEST





AGENCY ACCOMPLISHMENTS

K-9 UNIT

Prevented an Attempted Escape

K-9 Officers McArdle and Braska helped apprehend a detainee who attempted to escape from a facility in June 2020. The two officers swam into the water to get the detainee and prevented his escape.

Earned Top Places at Competition

In October 2020, Officers Stephen and Tebbens finished in the 2nd and 4th places respectively out of 11 canine teams in the United States Police Canine Associations (USPCA) Region 7 PD1 Trials. The trials included canine team evaluations on obedience, agility, and searches for evidence.

New K-9 Compound

Construction to create a new K-9 Unit compound has commenced and the anticipated completion is in 2021. The new compound will be located at the same location as the current compound. It will consist of state-of-the-art kennels, K-9 obstacle course, office and locker-room spaces.



CHEWIE



FRENCHY



SIMBA



AGENCY ACCOMPLISHMENTS

NUTRITIONAL SERVICES DIVISION

Reopened EMTC Kitchen during the Pandemic

Nutritional Services Division has and continues to provide approximately 20,000 meals per day – efficiently, and without any disruption during the pandemic. NSD was asked to reopen the EMTC kitchen for quarantined COVID-19 detainees and did so within 24 hours of the request.

Surpassed the Nutrient Goals Set by the Mayor's Office

The Clinical Nutritional staff performed its annual menu review and analysis, assuring compliance with the NYC Mayoral Office of Food Standards and Metrics. The Division met those standards and even surpassed necessary nutrient goals set by the Mayor's Office.

New Menu for Staff

The Division strived to enhance staff meals and be imaginative in creating new menus such as adding Meatless Mondays, soup, salad, and sandwiches. It is looking at adding more plant-based items such as cauliflower curry.



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AGENCY ACCOMPLISHMENTS

PROGRAMS AND COMMUNITY PARTNERSHIPS DIVISION

Implementation of Unit Management Practices

Selected counselors and recreation staff are assigned to designated housing areas in RNDC, where they have regular contact with people in custody. Together, they complete a needs assessment that determines what programs would be most beneficial for the detainees.

PAWS of Purpose Program

This program brought together a selected group of detainees with rescued dogs for a two-month cycle at RNDC in February. During that time, the participants learned to live with, care for, and train their dogs for adoption opportunities or for additional training as service dogs. A second PAWS' house at RNDC was opened in October.

Relaunched the Tablet Program in March

The distribution and assignment of tablets to adults and young adults has allowed the department to target idleness, but more importantly, to provide individuals with the opportunity to have access to a menu of options that include but are not limited to cognitive behavioral therapy and education.



13 PAWS of Purpose Program



Tablet Program



AGENCY ACCOMPLISHMENTS

QUALITY ASSURANCE AND INTEGRITY DIVISION

Successfully Completed the Agency's Directive 1 Response

The Internal Audit and Review Unit has completed the Directive 1 response mandated by the NYC Comptroller's Office. The Directive is an internal control checklist intended to help agencies and managers determine with reasonable assurance whether their internal controls are adequate and to identify weakness that should be corrected.

Assessments and Inspections Done by the Office of Policy Compliance

The Office of Policy Compliance conducted risk assessments of facility recreation yards to ensure structural continuity and address any deficiencies. Additionally, it was tasked with completing a comprehensive security inspection of the Horizon and Crossroads Specialized Secure Detention Centers.

Abatement of Fire Safety Violations

The Fire Safety Unit confirmed the abatement of 1,190 fire safety violations in 2020 and monitored over 2,000 fire alarm activations. It ensures that facilities are compliant with DOC Directives, the State Commission of Correction and the New York City Fire code.



Fire Safety Unit



AGENCY ACCOMPLISHMENTS

INFORMATION TECHNOLOGY AND DATA ANALYTICS AND RESEARCH DIVISION

Set Up Remote Work Systems

Since March 2020, the Division provided over 1,000 employees with remote capabilities, expanded the GoToMeeting video conferencing platform and led the agency's first virtual TEAMS meetings - all of which supported the Department's productivity during the pandemic.

Implemented Solutions While Partnering with Other Divisions

The Division implemented a video visits solution which supports remote visits between persons in custody and their loved ones, expanded the video courts solutions, and implemented the body scanner platform. It also partnered with the Training and Development Division for the implementation of the Learning Management System and collaborated with the Health Management Division on the implementation of a modern web-based HMD system.

Created Advanced Technologies

Interactive dashboards were created to provide real-time, on-demand information to the leadership team and members of service in operational areas spanning facility risk, population census, and drug testing, among others. The Department's email system and network connectivity platform were also upgraded.





AGENCY ACCOMPLISHMENTS

TRAINING AND DEVELOPMENT DIVISION

“Outward Mindset” Course

In January 2020, the Division rolled out a 2-day “Outward Mindset” course to support culture change initiatives and to enhance collaboration across the Agency. The course was first offered to senior leadership, and later to all other members of staff.

Learning Management System (LMS)

A new online learning platform, Learning Management System (LMS), which was launched in June, enables the Department to introduce learning content more efficiently to all levels of personnel. Compliance courses such as Workplace Violence Prevention will now be taken online, along with a range of other topics.

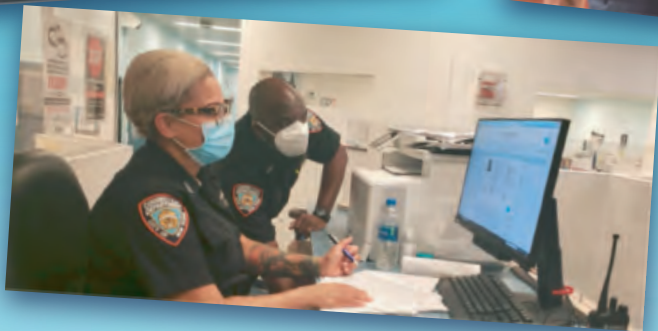
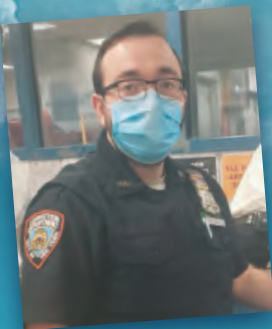
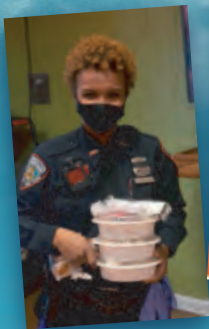


Re-designed ADW Pre-Promotional Program

A re-designed ADW Pre-Promotional Program was introduced in June to effectively prepare newly appointed Assistant Deputy Wardens for their challenging and critical work within the facilities. The new program features expanded on-the-job training sessions, leadership courses and presentations.



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YEAR IN REVIEW



FEB • NYPD/DOC ESU SPECIALIZED TRAINING SCHOOL GRADUATION

On February 7th, 2020, after 9 months of intense training, two members of the ESU team (Officers Joshua and Del Rosario) graduated from the NYPD's specialized training school.



FEB • USPCA K-9 TRAINING EVENT

On February 18, 2020, the New York City Department of Correction's K-9 Unit hosted the United States Police Canine Association (USPCA) Region 7 meeting at GMDC. Close to 30 canine law enforcement professionals attended and exchanged ideas on best practices.

FEB • DOC YOUTH EXPLORER ANTI-BULLYING EVENT

DOC Youth Explorers hosted an anti-bullying event at the Correction Academy on Metropolitan Avenue. The event featured an interactive virtual reality simulator, in which the attendees were able to simulate multiple scenarios. DOC Youth Explorers co-hosted guest speakers from NYPD Community Affairs. The event was attended by NYPD Explorers, FDNY Explorers, MTA Explorers, and School Safety Explorers. A total of 42 individuals attended the successful event.



YEAR IN REVIEW



MAR • WOMEN'S HISTORY BRUNCH

(Women's Awareness Celebration)
On March 6th, 2020 at GMDC, the C.A.R.E unit held their first Women's History Brunch. Over 150 women attended the joyous event, and attendees celebrated and recognized the numerous contributions of women in the Department.



APR • DOC FOOD DELIVERY TO FACILITIES

On April 20, 2020, the Disaster Relief Association, COBA, the Arc of Justice, Lu-Shawn & Kenneth P. Thompson Foundation, and the NYCD Guardians Association partnered in order to deliver food to the facilities. They provided hot meals to over 6000 officers at different commands.



MAY • DOC HONORING UNIFORM AND NON-UNIFORM PERSONNEL

During National Correction Officer and Employee Week (May 3rd-9th), DOC celebrated its Uniform and Non-Uniform staff. Each unit/division honored and recognized their employees who have gone above and beyond during the pandemic with a plaque.



MAY • SALUTE TO HEROES EVENT

On May 27th, 2020, 50 FDNY, NYPD, and Sanitation vehicles participated in a salute to heroes parade around Rikers Island. The event honored Department of Correction employees for their hard work during the COVID-19 pandemic.

YEAR IN REVIEW



JUN • REBELS BASKETBALL CHAMPIONSHIP

On June 10, 2020, the Rebels basketball team was crowned the first-ever Law Enforcement National Champions for the United States and Canada. They had a record of 20 wins with only 4 losses.



JUN-JUL • DOC FOOD DRIVE PACKING AND DELIVERY

The New York City Department of Correction, DOC fraternal organizations and unions came

together to collect canned foods and non-perishable items for New Yorkers who have been affected by the COVID-19 pandemic. Over 20,000 pounds of food were collected along with over 6,000 pounds of pet food.

In addition, they worked with City Harvest and Catholic Charities to distribute over 16,600 meals to New Yorkers.



SEP • 9/11 CEREMONY

On September 11, 2020, the Department held a 9/11 memorial ceremony. Commissioner Brann & Chief of Department Jennings were joined by the presidents of COBA, CCA and ADW/DW unions in laying wreaths in honor of those who passed away from complications from working at Ground Zero.



OCT • GMDC GRADUATION ACICM COHORT

In October, the Training and Development Division hosted the First Annual Award Ceremony for Cohort 1 of the Advanced Certificate in Corrections Management (ACICM) program. The original Cohort consisted of supervisors ranging from the ranks of Captain to Deputy Warden, who successfully completed the two-year graduate-level program in conjunction with John Jay College of Criminal Justice. The congratulatory ceremony was held in the George Motchan Detention Center auditorium.



YEAR IN REVIEW



NOV • DOC's fraternal organizations donated 350 turkeys and 400 boxes of fresh produce to members of the Harlem community.



DOC HELD A MEMORIAL SERVICE TO REMEMBER THOSE
MEMBERS OF THE BOLDEST FAMILY WHOM WE'VE LOST
THIS YEAR. THEY ARE FOREVER BOLD.



DOC REMEMBERS THOSE
WE HAVE LOST IN 2020

GONE BUT NOT
FORGOTTEN



SOCIAL MEDIA CORNER



1016 Likes

There is “sew” much creativity at DOC. CO Brunson (RNDC) flexed her creative muscle by generously sewing and donating masks for her BOLD brothers and sisters on the frontlines.

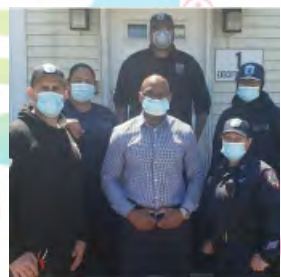
#BeyondBOLD



729 Likes

Positive. Strong. BOLD.

#CorrectionalWorkersWeek



408 Likes

“No group of Americans has a more difficult or less publicly visible job than the brave men and women who work in our correctional facilities.”- Ronald Reagan

#CorrectionalWorkersWeek

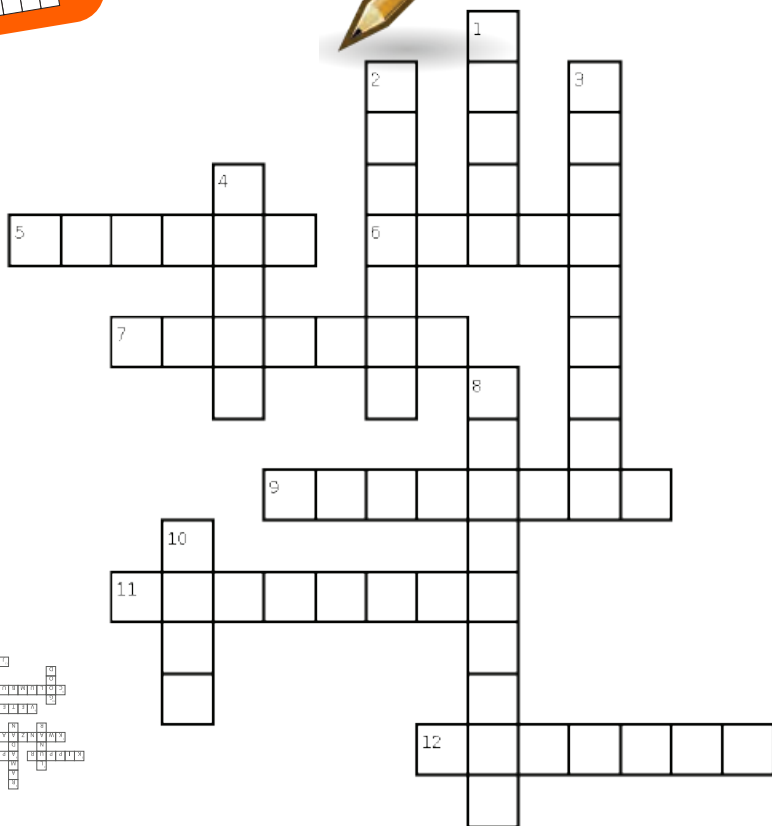


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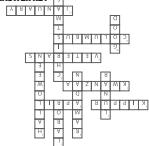




CROSSWORD PUZZLE



ANSWER KEY



DOWN

1. Celebrate the achievements of workers
2. The ninth month of the Islamic calendar
3. Trick or treat
4. Celebrated in China and other Asian countries and begins with the first new moon of the calendar
8. Celebration of the birth of Jesus Christ
10. Friday preceding Easter Sunday, first word

ACROSS

5. The Jewish Day of Atonement, second word
6. Commemorated by practical jokes and hoaxes, first word
7. Seven-day festival that celebrates African and African American culture and history
9. Honoring ex-military personnel, first word
11. Day to celebrate an Italian navigator's arrival in the Americas, first word
12. Month for Martin Luther King Jr. Day

Easy Christmas Tree Cupcakes Recipe

Source: Sugarandsoul.co

Prep time: 25 mins

Cook time: 22 mins

Total time: 47 mins

Servings: 18

INGREDIENTS

- 1 box white cake mix plus additional ingredients
- ¼ cup rainbow sprinkles
- 4 cups green frosting
- Green sugar sprinkles
- Nonpareils
- 18 white or silver Sixlets
- 36 Red Mini Starburst
- 4 tbsp classic vanilla buttercream frosting

INSTRUCTIONS

1. Preheat oven to 350°F and line cupcake pan.
2. Beat together cake mix ingredients and sprinkles until fully combined.
3. Fill cupcake liners halfway with batter and bake for 19 to 22 minutes.
4. Remove from oven and transfer cupcakes to a cooling rack to cool completely, bake the next batch.
5. Once the cupcakes have all cooled, add green frosting to a frosting bag fitted with a large star tip.
6. Pipe the frosting onto cupcakes starting in the middle and working around the starting point once and then begin working up to create your tree.
7. Sprinkle with green sprinkles and nonpareils.
8. Top frosted cupcakes with a Sixlet.
9. Add vanilla frosting to a frosting bag fitted with a small round writing tip.
10. Draw on ribbon lines on the starburst and gently press onto the frosted cupcakes.



TO ALL 2020 RETIREES

THANK
YOU FOR
YOUR
SERVICE.



Happy Holidays



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