



### LOOKING BACK AT 2016 AND MOVING FORWARD IN 2017

When we look back at 2016, we see a number of accomplishments in diversity and inclusion at the Fire Department. We planted many seeds that help us attain and maintain this core Department value. The Department will not only reap benefits from these seeds in 2017 but also in years to come. Just months after I began serving as Chief Diversity and Inclusion Officer (CDIO) and Don Nguyen began serving as Equal Employment Opportunity (EEO) Commissioner, we have already reaped the benefits of a number of new initiatives, including but not limited to:

- reaffirmation of our commitment to diversity and inclusion with the release and distribution of a Vision, Mission and Goals Statement;
- dissemination of a new EEO Policy and Investigations Manual;
- improvement of resources, data management, messaging, and accountability of the EEO Office;
- development of a new EEO Counselors program;



*CDIO Cecilia Loving and her team visiting Captain Anthony Catalanotto and members of Engine 274*

- creation of a new Diversity and Inclusion Training Unit;
- the training of over 13,000 members of the Department in EEO and unconscious bias;
- addition of Deputy Chiefs dedicated to diversity and inclusion for both Fire and EMS;
- initiation of a new LGBTQ training module in conjunction with Firefighter Brooke Guinan;
- addition of tools for creative conflict resolution, including mediation;
- hiring of new staff devoted to establishing best practices for diversity and inclusion;
- launch of an electronic platform to highlight accomplishments, provide supplemental training and announce events; and
- publication of this quarterly newsletter.

These efforts were enhanced by the hard work and diligence of FDNY's Office of Recruitment and Development,

*(Continued on back page)*



### REAFFIRMING FDNY'S COMMITMENT

This new policy compliments all of the other goals and accomplishments that fall under the broader mandate of the Office of Diversity and Inclusion.

For example, the new EEO Policy stipulates the legal rights and responsibilities for all employees in the workplace; highlights the functions and benefits of the EEO Office; and details the process and steps for making an inquiry, filing a complaint, or engaging in alternative workplace resolution options, such as mediation.

One of our most important priorities is to ensure that the Fire Department draws from all segments of our City. Every employee has an equal opportunity to contribute diverse perspectives and talents to our Department and our city, and we are committed to ensuring a workplace where all people feel that they are appreciated, valued and respected.

An important part of diversity and inclusion is education about proper conduct. Thus, field-based EEO Counselors

and Trainers will receive specialized training in EEO laws, regulations and policies. The EEO Counselors' primary function will be to provide guidance, information and other resources on behalf of the EEO Office to:

- assist all employees with questions;
- provide information on the FDNY EEO Policy, processes and procedures; and
- offer guidance on alternative ways to resolve disputes, such as mediation.

Trainers will be part of the new Diversity and Inclusion Training Unit, which will not only train in EEO policy but also in general diversity and inclusion awareness and best practices. All of these initiatives reaffirm FDNY's commitment to this essential core value—the importance of making sure everyone has an equal opportunity to contribute to our success.

At the end of 2016, I, along with Mayor Bill de Blasio, announced the issuance of a new Equal Employment Opportunity (EEO) Policy in order to reaffirm and strengthen FDNY's commitment to the principles of equal opportunity, diversity and inclusion throughout the Department.

**Daniel A. Nigro**  
Fire Commissioner

## Diversity Advocate David Obiesie: Proud to Give Even More



**O**n July 28, 2002, Lt. David Obiesie was appointed to firefighter, and twelve years later on the same day—July 28, 2014—he was promoted to lieutenant. This past July, he was appointed as Diversity Advocate. When asked why he became a firefighter, Lt. Obiesie reflected that it was a divine calling to the profession, which opened the necessary doors. While in

college studying to become an electrical engineer, he attended a Career Fair where he learned about the FDNY Cadet Program. He signed up and was accepted into the program where he was trained how to conduct fire safety education presentations to the public, including sharing critically important messages such as having working smoke and CO detectors in homes or apartments, having an escape plan in the event of a fire or emergency, and proper handling and usage of fire extinguishers. After Obiesie finished college, he joined the Department as an EMT in 2000. In 2002, he was called off the open-competitive list and was appointed to firefighter.

Lt. Obiesie said the best part about being a firefighter is interacting with the community, talking to school children when they come to the firehouse, cooking and eating meals with his fellow firefighters, as well as staying current on new procedures and training initiatives.

Lt. Obiesie says that being Diversity Advocate is a great opportunity that allows him to help a number of people at once: firefighter candidates, probationary firefighters, affinity groups and firefighters. Among other tasks, Lt. Obiesie helps candidates navigate the application process, reminds them about important dates and deadlines, explains to them what is required for points/credits for residency and/or military service, assists probationary firefighters with any questions or concerns while at the fire academy and at their assigned firehouses, and assists affinity groups with concerns they may have.

Lt. Obiesie is proud to help promote diversity and inclusion at the Fire Department. As the Diversity Advocate, "Candidates and Probies know that I am available to help them with any issue or problem they may have," he said. "Candidates and Probies know that they are not alone." They have an advocate.

## EEO: A Center of Resources and Resolutions

**T**he FDNY's Equal Employment Opportunity (EEO) Office continues to make substantial progress in the area of EEO compliance, and looks forward to the challenges, goals, and accomplishments in 2017.

This past year saw the EEO Office release a revised EEO Policy. The new EEO Policy reflects the FDNY's exciting shift towards proactive education, counsel and prevention as primary tools to ensure an inclusive and operationally effective environment that is in compliance with the law. The EEO Policy includes information on the process of mediation, which is a voluntary and confidential process that allows employees to come to a mutual agreement on how a workplace conflict should be resolved, rather than having the issue addressed by a complaint investigation. In appropriate cases, this alternative to the complaint investigation process allows employees to not only address and resolve past issues, but also discuss solutions and expectations for productive workplace relationships in the future.

Now, EEO Counselors will provide

guidance, information and other resources on behalf of the EEO Office, and may be the first point of contact for any employee seeking the guidance in the oftentimes difficult area of workplace issues. The Counselors, who range in title from Fire Chiefs to Lieutenants to EMTs, will soon undergo specialized training in the areas of equal opportunity and workplace disputes, and will be made available as resources to all employees in the upcoming months.

Last year also witnessed EEO Trainers volunteering from the ranks of all bureaus to train their peers on their rights and responsibilities in the work



place. This year, the new generation of trainers will be instructing the workforce with updated training material to employees that is more concise, interactive and educational, to ensure that we all have the tools to fairly and effectively contribute to the mission of the FDNY.

We look forward to further steps that the EEO Office will take in 2017 to be a center of resources and resolutions. We continue to invite your input on how the EEO Office can assist you both now and in the future, via email at [eeo@fdny.nyc.gov](mailto:eeo@fdny.nyc.gov), and telephone at 718-999-1446 (Monday through Friday 9 a.m. to 5 p.m.) or 718-999-7900 (After Hours).

"I am positive that we will continue to make strides in 2017 for diversity and inclusion."

— John Sudnik,  
Chief of Fire Operations



# Affinity Groups Highlight their 2016 Accomplishments

## FIREFLAG

In 2016, FireFlag assisted the FDNY in creating its first FDNY LGBTQ Pride Event. FireFlag is the FDNY affinity group for Lesbian, Gay, Bisexual, Transgender, and Queer identified first responder members. Its goal is to provide a safe space for members to socialize, organize, and create a more understanding and effective FDNY for the communities we serve.

**For questions about membership, ways to be involved or further information about FireFlag, please email [fireflagnyc@gmail.com](mailto:fireflagnyc@gmail.com).**

## HISPANIC SOCIETY



For the first time in FDNY history, Hispanic Heritage Month was celebrated at FDNY headquarters in October 2016, with full participation by the Fire Department. The Society had a 50th anniversary of the 23rd Street fire, the greatest loss of firefighter deaths (12) before 9/11. Founding member Manuel Fernandez was the lone survivor of that fire and the Society's first President. Throughout 2016, the Society has participated in many community outreach and recruitment events, and marched in eight different Hispanic cultural parades. Looking forward in 2017, the Hispanic Society wants to increase its membership of FDNY EMS and civilian employees.

The Hispanic Society was formed in 1962 with the purpose of uniting and improving the quality of life of its members, as well as to contribute to the civic and cultural endeavors of Hispanic community at large. Today, its duty to fulfill that mission is stronger and more vital than ever.

**For questions about membership, ways to be involved or further information about the Hispanic Society, please visit its website at [www.hispanicsocietyfdny.com](http://www.hispanicsocietyfdny.com).**

## NER TAMID



In 2016, Ner Tamid represented the FDNY at the Salute to Israel Parade on Fifth Ave and had its first public Menorah lighting ceremony during Chanukah at Fire Headquarters. Ner Tamid was founded as a fraternal organization in 1925 to promote the spirit of Judaism among members of the Department and their families to foster understanding, friendship and cooperation among members of the Fire Department of all faiths and beliefs. Ner Tamid includes Fire, EMS and civilian members of the Department, both active and retired.

**For questions about membership, ways to be involved or further information about Ner Tamid, please visit its website at [www.fdnynets.org](http://www.fdnynets.org) or email at [fdnynets@gmail.com](mailto:fdnynets@gmail.com).**

## PHOENIX SOCIETY

2016 highlights for the Phoenix Society include: participating in the Lunar New Year, Filipino Independence and Indian Independence parades; teaching Mandarin classes to Department members at Friends of Firefighters; winning first place in the Puerto Rico's Major Champion Division Dragon Boat Race for FDNY; conducting Fire Safety Education workshops; and



enhancing recruitment outreach to Asian communities.

The Phoenix Society seeks to enhance the Asian American community and FDNY by networking among those interested in professional and personal development, while emphasizing the preservation of Asian American identity. The society provides resources and guidance that inspires, empowers, develops, and supports professionalism within FDNY to become community-oriented leaders. The Phoenix Society strives to promote community relations, career growth, leadership, networking, public service, and most importantly family oriented events.

**For questions about membership, ways to be involved or further information about the Phoenix Society, please email [fdnyphoenixsociety@gmail.com](mailto:fdnyphoenixsociety@gmail.com).**

## UNITED WOMEN FIREFIGHTERS

The United Women Firefighters Association of New York City, Inc. (UWF) celebrates the inclusion of more women firefighters in 2016: the largest number of women firefighters in its history, and the last graduating class with the most women successfully graduating from a single class since 1982. UWF members consist of women firefighters and women fire officers who work for FDNY.

The UWF's purpose includes performing community service in educating and training the public in fire safety and fire safety issues, and in educating the public concerning the demonstrated abilities of women firefighters and women fire officers; aiding the Department's efforts to recruit, hire, train, and retain women firefighters and women fire officers; promoting firefighting as a career for women, and promoting the welfare of women firefighters and women fire officers employed by the City of New York; and coordinating with other groups, both civilian and firefighter.

**For questions about membership, ways to be involved or further information about the UWF, please visit its website at [www.unitedwomenfirefighters.org](http://www.unitedwomenfirefighters.org) or email at [UnitedWomenFirefighters@gmail.com](mailto:UnitedWomenFirefighters@gmail.com).**

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# Affinity Groups

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## VULCAN SOCIETY

The Vulcan Society was established in 1940 by a group of Black firefighters who were bound by their skin color, heroism, and opposition to the segregation practices of the early FDNY. Regina Wilson, the current president, is also the first woman elected President of the Vulcan Society, which consists of members in both Fire and EMS Operations. In 2016, Firefighter Wilson provided the Department with a number of ideas to help move its diversity and inclusion efforts forward, including the importance of messaging these goals throughout the entire agency—through posters, cards, and other forms of communication.

For questions about membership, ways to be involved or further informa-

tion about the Vulcan Society, please visit its website at <https://www.vulcansocietyfdny.org/contact.html>.

## WOMEN'S BENEVOLENT ASSOCIATION

In 2016, the Women's Benevolent Association (WBA) introduced itself as a new organization to FDNY members. It held its first meeting last August, instituted a WBA-only online information group, and hosted a member social mixer in December. The WBA seeks to empower all women at FDNY through fellowship, education, mentoring, networking, and celebrating its creation.

For questions about membership, ways to get involved or further information about the WBA, please email

[fdnywomen@gmail.com](mailto:fdnywomen@gmail.com), or follow us on Twitter at @FDNYWomen.

NOTE: For this issue, the CDIO Office highlighted just a few of FDNY's numerous affinity groups. The Office will continue to feature the other groups in upcoming newsletters. All affinity groups are welcome to provide information for future publication by email: [Diversity.Inclusion@fdny.nyc.gov](mailto:Diversity.Inclusion@fdny.nyc.gov).



# FDNY's Newest Affinity Group is called "AFFINITY"

AFFINITY, founded by Joyce Vitalis, has the powerful potential for providing all FDNY civilian employees the opportunity in an open forum setting to address workplace concerns such as job advancement opportunities, performance enhancement job training and resolution of workplace conflicts through mediation.

For questions about membership, ways to be involved or further information about AFFINITY, please contact Joyce Vitalis at 718-999-2810 or [vitalij@fdny.nyc.gov](mailto:vitalij@fdny.nyc.gov).



AFFINITY  
EVERYONE IS  
WELCOME

- A-ASSISTING IN POSITIVE SOLUTIONS
- F-FINDING LASTING RESOLUTIONS
- F-FREEDOM TO VOICE YOUR OPINIONS
- I- INNOVATIVE COMMUNICATION
- N-NETWORKING NEW IDEAS
- I- INITIATE AND MOTIVATE CHANGE
- T-TOGETHER-STRONGER THAN APART
- Y-YOUR PARTICIPATION IS VALUED

"I am pleased with our accomplishments in diversity and inclusion for 2016 and I look forward to continuing to provide assistance in 2017."  
— Deputy Chief Joseph Donlevy





# The Academy Just Keeps Getting Better: Developing Knowledge and Skills via Advanced Technology in 2016

Under the leadership of Chief James Hodgens, the Training Academy, which has always produced the best first responders in the world, just keeps getting better. For example, the Academy instituted significant technological improvements in 2016, which provided greater efficiency and increased education for both firefighters and EMS trainees. Trainees in Fire Operations tested out Turning Points' polling software, an electronic device that is used as an interactive tool to enhance participation in the classrooms and provide instantaneous feedback to instructors on class effectiveness. Last year, probationary firefighters could choose from approximately 42 training videos on their iPads, allowing them to increase their knowledge and skills while on break or at home. In 2017, EMS paramedic trainees will also be issued iPads to view training skills videos.

Another use of technology that is helping train new Fire and EMS members is audio recordings of actual emergency responses and interviews of members involved. "This is an excellent teaching method that uses real-life scenarios and follow-up com-



mentary by the members involved to highlight proper and effective procedures and tactics in an interesting and engaging way," said Chief Hodgens.

The Academy also improved field training for existing members, introduced active shooter training for both Fire and EMS taskforces and units in each borough, and improved Fire and EMS training on the use of tourniquets.

Chief Hodgens said that "FDNY's commitment to excellence means that every single member of the Department receives the best training they could possibly receive in the world. We are proud to have a diverse team as every Probie has the physical and mental discipline, tenacity and determination to contribute to its success because of their different backgrounds, views and perspectives."

## Vision, Mission and Goals for Diversity and Inclusion

### VISION

The excellence of the New York City Fire Department is enhanced by the ability to recruit, hire, retain and promote highly skilled, talented, and motivated members from diverse backgrounds. FDNY prides itself in attracting candidates who are of diverse gender, age, culture, race, religious preference and sexual orientation because the expression of unique ideas provides for better productivity, efficiency and service to a diverse and multi-faceted community.

### MISSION

FDNY's mission is to maintain our high standard of excellence while accomplishing our recruitment, retention and inclusion goals.

### GOALS

FDNY's goals are to uphold all federal, state, and local laws, and the FDNY rules and regulations regarding employment; to attract and retain qualified individuals from diverse backgrounds who are committed to the continued excellence of FDNY; to achieve and accept a diverse work force in terms of age, culture, ethnicity, gender, race, religious preference, sexual orientation, and the expression of unique philosophies and ideas; to provide all employees the opportunity for development and growth at every rank in FDNY; and to expect that all employees will treat each other with dignity and respect regardless of perceived differences.

## WE WANT TO HEAR FROM YOU

Submissions? Feedback? Email us at [Diversity.Inclusion@fdny.nyc.gov](mailto:Diversity.Inclusion@fdny.nyc.gov)

"The progressive approach to diversity and inclusion within FDNY over this past year, has been like a stone tossed into still waters. It has created immediate ripples of positivity.

Well done, I look forward to 2017!"

— Chief Lillian Bonsignore

## MARK YOUR CALENDAR

- ❑ **February 5, 2017:** Lunar New Year Parade with FDNY Phoenix Society, Mott Street b/t Hester and Canal Streets, New York, NY (12-2pm)
- ❑ **February 7, 2017:** FDNY African Heritage Society's African American History Month event, HQ Auditorium (12:30-2pm)
- ❑ **February 9, 2017:** FDNY Interfaith Breakfast, 9 MetroTech Center, Brooklyn, NY 11201 (8:30-10am)

## Nafeesah Noonan Shines a New Light in Recruitment

**A**s the Assistant Commissioner for Recruitment and Retention, Nafeesah Noonan brought new leadership to 2016. After Deputy Commissioner Laura Kavanagh was appointed in 2016, Kavanagh promoted Noonan to Assistant Commissioner to further the agency's strategic goals and legislative mandates in recruitment and retention. Noonan plays a primary role in the development of relevant policies and procedures that support recruitment, retention and workforce diversity strategies to source and retain candidates who seek employment as Firefighters, Paramedics, Emergency Medical Technicians, Fire Protection Inspectors, and other titles.

Prior to joining the FDNY in 2007, Noonan served as the Assistant Director for Human Resources at the New York City Housing Authority. There, she developed her love for giving back to the underserved population in NYC by implementing NYCHA's Summer Youth Employment Program sourcing work locations and hiring thousands



*Assistant Commissioner Nafeesah Noonan (center) leading a group discussion*

of inner-city youth each year. Prior to Commissioner Noonan's NYC tenure, she worked for JP Morgan as an HR Generalist and spent two years as an IT Recruiter for various financial institutions.

"I absolutely love working for the Fire Department! Having the ability

to be a diversity change agent for one of the largest fire departments in the world is important work and I am honored to have been trusted with this responsibility. I also have the most hard working and dedicated team anyone could ask for," Commissioner Noonan said.

## CELEBRATING OUR DIVERSE WORKPLACE

**T**he accomplishments of 2016 in diversity and inclusion cannot be accounted for without mentioning the FDNY Community Affairs Unit (CAU). Under the leadership of Fabricio Caro, CAU is tasked with improving community ties that strengthen communication between the Fire Department and the diverse populations it serves.

With guidance from FDNY Affinity organizations, CAU coordinated cultural events that helped bridge connections with community leaders/residents to strengthen community relations. These annual events coincide with months of cultural observance, and provided an opportunity to cele-

brate the accomplishments of FDNY personnel, and to educate the public on Department initiatives. Coordinated events included:

- Martin Luther King Jr. Celebration
- Women's History Month Celebration
- LGBTQ Pride Month Celebration
- Hispanic Heritage Month Celebration
- Chanukah Celebration

Throughout summer 2016, CAU coordinated public events to increase awareness of careers in fire suppression and build on community relations. Five firehouses were selected throughout New York City and served as locations for community-based block party events. Coordinated activities included entertainment and education with the goal of educating NYC communities on careers within firefighting and emergency medical response to support



Department diversity efforts, enhance fire safety and emergency preparedness education for youth, senior citizens, disabled and ethnically diverse communities; and create a platform for communities to connect with their local firehouses and its members.

Summer events included career exposure activities (geared for ages 16-28); Fire and Life Safety activities; and

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"The fact that the FDNY has placed such a high priority on diversity and inclusion speaks directly to its strength and fortitude as an institution."

— Chief Michael Fitton



## FDNY Celebration of the Legacy of Rev. Dr. Martin Luther King Jr.

On January 26, 2017, the FDNY celebrated the legacy of Dr. Martin Luther King Jr., honoring first responders and personnel for their commitment and dedication to public service. The honorees were: Rosharna Hazel, Esq. from the Bureau of Investigations and Trials; Captain Charles S. Morgan from EMS Operations, Retired Lieutenant Ormond Smith from Fire Operations, and Retired Lieutenant Ronald Greene from Fire Operations. The event included special performances from Vy and Noel Higginsen's Gospel for Teens Choir and the singing of the Black National Anthem by Firefighter Regina Wilson.



From left: Fire Commissioner Daniel A. Nigro, Retired Lieutenant Ormond Smith, Retired Firefighter Al Washington, and Chief of Department James E. Leonard

## DIVERSE WORKPLACE

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entertainment activities.

In working with Affinity organizations, officers and other department leaders alongside uniformed members participated by marching in parades. These efforts increased Department visibility within underrepresented communities, while celebrating diversity and inclusion among the uniformed ranks. Parades included the following:

- Puerto Rican Day Parade
- Dominican Day Parade
- African American Day Parade
- Hispanic Day Parade
- West Indian Day Parade
- Bronx Puerto Rican Parade
- Veteran's Day Parade
- Philippine Independence Day Parade
- India Day Parade
- Greek Independence Day Parade
- LGBTQ Pride Parade
- Brooklyn Pride Parade
- Queen Pride Parade
- Columbus Day Parade
- Israel Day Parade
- St. Pat's for All Parade
- Colombian Independence Day Parade
- Ecuadorian Independence Day Parade
- Pulaski Parade
- Lunar New Year Parade

CAU looks forward to coordinating even more events and parades in 2017.

## Firefighter Jackie-Michelle Martinez nominated New Yorker of the Year



At the end of December 2016, the *New York Times* published a profile on female firefighter Jackie-Michelle Martinez, who was nominated by the newspaper's readers as the New Yorker of the Year. Martinez joined the FDNY in 2006, where she was one of just 29 women in the Department. Last year, she became the Department's first Women's Outreach Coordinator, where she has worked extremely hard in this role to convince women across the City to join the ranks and be a part of the FDNY family. Martinez recruits at female institutions, community-based organizations, schools, and plans to recruit women this spring for a fire test. Read more about Jackie here: [https://www.nytimes.com/2016/12/29/nyregion/new-york-todays-new-yorkers-of-the-year-jackie-michelle-martinez.html?\\_r=0](https://www.nytimes.com/2016/12/29/nyregion/new-york-todays-new-yorkers-of-the-year-jackie-michelle-martinez.html?_r=0).

"I look forward to working with the CDIO office in our efforts to uphold the high standards of the FDNY..."

— James Hodgens, Chief of Training

## LOOKING BACK

(Continued from page 1)

Community Affairs, Training Academy, Legal Affairs, Labor Relations, Management Analysis and Planning, Human Resources, Technology and Information, Health Services and other bureaus working in unison.

### 2016 Agency Accomplishments

- FDNY saw the highest number of women enter the Probationary Fire Academy.
- FDNY graduated the most diverse classes of Probationary Firefighters in its history.
- FDNY successfully lobbied New York State for the creation of a Cadet Program.
- FDNY launched the Department's largest firefighter recruitment campaign targeting underrepresented groups.
- FDNY formed an EMS Recruitment Unit.
- FDNY hosted a number of events and participated in parades throughout the year to celebrate diversity and inclusion, as well as block parties in underrepresented communities.

At the core of all of these accomplishments is a culture that has a lot to teach other industries about how to be more inclusive. In 2016, I attended a number of focus groups, met with more than 100 Fire Operations Chiefs, over 30 EMS Operations Chiefs, and all Academy trainers and instructors. I also had several meetings with the leadership of the affinity groups for underrepresented members of FDNY as well as civilians who expressed interest providing input, and began meeting with all 559 Company Commanders and all 57 female firefighters. The majority of the members of FDNY I met with—regardless of race, creed, gender expression, culture and any other



protected category—repeated the same two mantras: “I love FDNY,” and “working here is like a family.”

These mantras make one realize that not only do we have a work tradition that inspires inclusivity but that the seeds planted in our culture for inclusivity are so strong that they will also be beneficial to other organizations learning how they can be more inclusive.

FDNY Company Commanders provided the following tips for building a successful team in the workplace: “Don’t be judgmental. Treat others the way you want to be treated. View colleagues as ‘family’ and show them as much compassion as you would your own. Be approachable and accessible so that subordinates feel

“Make sure that everyone succeeds. Be fair and treat everyone consistently. Be a good listener. Provide positive feedback and reinforcement to make everyone feel like a valuable part of the team. Get to know everyone. Don’t exclude anyone.”

— Company Commanders

comfortable seeking advice on issues beyond the workplace. Make sure that everyone succeeds. Be fair and treat everyone consistently. Be a good listener. Provide positive feedback and reinforcement to make everyone feel like a valuable part of the team. Get to know everyone. Don’t exclude anyone. Utilize different techniques to create an environment where no one is afraid to contribute. Be open-minded. Realize that learning never ends. Get involved with the community surrounding your workplace. Do group projects to include everyone in order to develop greater pride as an organization. Share resources for increased learning and development, especially for those who do not have family on the job. Set a good example. Make everyone feel as though they are part of the team.”

These are core leadership principles of Fire and EMS Operations, principles that can improve any work environment.



So in 2017, when we look back over 152 years of “tradition,” we know that the power of tradition extends well beyond basic training and an impressive work ethic to a culture of commitment and dedication to the lives of others.

First Deputy Commissioner Robert Turner said, “The CDIO Office hit the ground running in 2016, and I look forward to supporting their efforts.”

Chief of Fire Operations John Sudnik said he is not just grateful for the accomplishments that the Department achieved last year in diversity and inclusion but also is “positive that we will continue to make strides in 2017.”

Assistant Chief of EMS Operations Michael Fitton said, “The fact that the FDNY has placed such a high priority on diversity and inclusion speaks directly to its strength and fortitude as an institution.”

Chief of Training James Hodgens said, “I look forward to working with the CDIO office in our efforts to uphold the high standards of the FDNY as we continue to train our Firefighters and EMTs for the many challenges we face.”

Deputy Chief Joseph Donlevy said he is “pleased with our accomplishments in diversity and inclusion for 2016” and looks “forward to continuing to provide assistance in 2017.”

Deputy Assistant Chief and Chief of EMS Training Lillian Bonsignore said, “The progressive approach to diversity and inclusion within FDNY over this past year has been like a stone tossed into still waters. It has created immediate ripples of positivity. Well done, I look forward to 2017!”

2017 is the year to affirm the good that we are doing both within and outside of the Department: to let everyone know that we not only save lives during emergencies and fires but we train, uplift and celebrate them in every aspect of our performance.

**Cecilia B. Loving,**  
Deputy Commissioner  
and Chief Diversity and Inclusion Officer