

A Message From the Commissioner—Diversity at DEP



I would like to take this opportunity to emphasize to all DEP employees that discriminatory behavior in the workplace is illegal, and wholly contrary to the Equal Employment Opportunity Policy (EEOP) of the City of New York.

The EEOP is a Citywide policy. The DEP, like all City agencies, is therefore mandated to uphold the EEOP and to create a working environment that is welcoming to all, where each employee feels encouraged to contribute his or her best effort.

The EEOP describes discriminatory conduct that is prohibited in the workplace, outlines the procedures for making a complaint of discrimination, and

provides specific protections for individuals who may have experienced sexual harassment or similar inappropriate behavior, as well as for individuals with disabilities. It also prohibits retaliation, and outlines the procedures for requesting reasonable accommodations.

Additionally, the EEOP outlines accountability standards for agency heads, general counsels, personnel officers, managers and supervisors; and requires that each agency develop an annual "agency specific" EEO Plan.

The Department of Environmental Protection is an equal opportunity employer committed to compliance with

federal, state, and local laws prohibiting employment discrimination. Employment decisions at DEP will be made on the basis of merit, fitness, and equality of opportunity and without unlawful discrimination based on the following protected categories defined by the EEO Laws:

Age, Alienage, Color, Creed, Disability, Gender, Gender Identity, Predisposing Genetic Characteristic, Marital Status, National Origin, Prior Record of Arrest or Conviction (unless directly related to job function) Race, Religion, Sexual Orientation, Status as Victim of Do-

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Women's History Month at DEP

WOMEN: Builders of Communities & Dreams

The 2006 theme for Women's History month, Women: Builders of Communities and Dreams, honors the spirit of possibility and hope set in motion by generations of women in their creation of communities and their encouragement of dreams.

The theme honors women for bringing communities together and restoring hope in the face of impossible odds. Community comes in many forms, and dreams change, expand, and sometimes fulfill.

Schedule of Events:

Display of Famous Women

Available for viewing in the following floors:

High Rise: 20, 19, 18, 13 and 6
Low Rise: 5, 3, and 2

Showcase of DEP Women

3rd Floor Corridor

Short Films

18th Floor—Reception Area

Lunch Time Movies

Place: 3rd Floor Cafeteria
Dates: 3/8; 3/15; 3/22; and 3/29
Time: 12 noon to 2 pm

The Women's History Month Committee Members include:

Zoe Ann Campbell, Assistant Commissioner, HRM

Carol Fenves, Agency Chief Contracting Officer

Martha Osenni, Agency EEO Officer

Michael Bartlett, Director, Training and Development

James Cuggy, Deputy Director, Human Resources

Grace Pigott, Director, Planning & Recruitment

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Emily Lloyd
Commissioner

Martha Osenni
EEO Officer

Edie Kantrowitz
Deputy EEO Officer





DIVERSITY AWARENESS



Celebrating Black History Month—Coretta Scott King



April 27, 1927—January 30, 2006

Coretta Scott King was one of the most influential women leaders in our world today. Prepared by her family, education, and personality for a life committed to social justice and peace, she entered the world stage in 1955 as wife to Dr. Martin Luther King, Jr. and as a leading participant in the American Civil Rights Movement. Mrs. King traveled throughout our nation and

world speaking out on behalf of racial and economic justice, women's and children's rights, gay and lesbian dignity, religious freedom, the needs of the poor and homeless, full-employment, health care, educational opportunities, nuclear disarmament and ecological sanity. In her distinguished and productive career, she lent her support to democracy movements world wide and served as a consultant to many world leaders.

Born and raised in Marion, Alabama, Mrs. King graduated valedictorian from Lincoln High School. She then received a B.A. in music and education from Antioch College, in Ohio and then went on to study concert singing in Boston. While in Boston she met Martin Luther King, Jr. who was then studying for his doctorate in systematic theology at Boston University. They were married in June 18, 1953, and in September 1954 took up residence in Montgomery, Alabama with Coretta Scott King assuming the many functions of pastor's wife at Dexter Avenue Baptist Church.

During Dr. King's career, Mrs. King devoted most of her time to raising their four children. In 1957, she and Dr. King journeyed to Ghana to mark that country's independence. In 1958, they spent a belated honeymoon in Mexico, where they observed first hand the immense gulf between extreme wealth and poverty. In 1959, Dr. King and Mrs. King spent nearly a month in India on a pilgrimage

with the Mahatma Gandhi.

Since her husband's assassination in 1968, Mrs. King devoted much of her energy and attention to developing programs and building the Atlanta-based Martin Luther King, Jr. Center for Nonviolent Social Change as a living memorial to her husband's life and dream. For 27 years (1968—1995), Mrs. King devoted her life to developing The King Center, the first institution built in memory of an African American leader. As founding President, Chairman and Chief Executive Officer, she dedicated herself to providing local, national and international programs that have trained tens of thousands of people in Dr. King's philosophy and methods; she guided the creation and housing of the largest archives of documents from the Civil Rights Movement; and, perhaps her greatest legacy after establishing The King Center itself, Mrs. King spearheaded the massive educational and lobbying campaign to establish Dr. King's birthday as a national holiday. In 1983, an act of Congress instituted the Martin Luther King, Jr. Federal Holiday Commission, which she chaired for its duration. In January 1986, Mrs. King oversaw the first legal holiday in honor of her husband—a holiday which has come to be celebrated by millions of people world-wide, in some form, in over 100 countries.

Coretta Scott King carried the message of nonviolence and the dream of the beloved community to almost every corner of our nation and globe. In 1987, she helped lead a national Mobilization Against Fear and Intimidation rally in Forsyth County, Georgia. In preparation for the Reagan-Gorbachev talks, in 1988 she served as head of the U.S. delegation of Women for a Meaningful Summit in Athens, Greece.

One of the most influential African American leaders of our time, Mrs. King received honorary doctorates from over 60 colleges and universities. A woman of wisdom, compassion and vision, Coretta Scott King tried to make ours a better world and, in the process, made history.

Taken from: thekingcenter.org

March is Women's History Month

In the early nineteenth century, women were considered second class citizens whose existence was limited to the interior life of the home and care of the children. Women were considered sub-sets of their husbands, and after marriage they did not have the right to own property, maintain their wages, or sign a contract, much less to vote. It was expected that women be obedient wives, and never to hold a thought or opinion independent of their husbands. It was considered improper for women to travel alone or to speak in public.

Since 1910, March 8th has been observed as International Women's Day by people around the World. That is why March was chosen to be National Women's History Month in the United States, declared as such by a biennial Joint Resolution of the U.S. Congress since 1987.

Before 1970, women's history was rarely the subject of serious study. Since then, however, the field has undergone a metamorphosis. Today almost every college offers women's history courses and most

major graduate programs offer doctoral degrees in the field.

Two significant factors contributed to the emergence of women's history. The women's movement of the sixties caused women to question their invisibility in traditional American history texts. The movement also raised the aspirations as well as the opportunities of women, and produced a growing number of female historians.

Women's history was also part of a larger movement that transformed the study of history in the United States. "History" had traditionally meant political history—a chronicle of the key political events and of the leaders, primarily men, who influenced them. But by the 1970's "the new social history" began replacing the older style. Emphasis shifted to a broader spectrum of American life, including such topics as the history of urban life, public health, ethnicity, the media, and poverty.

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Women's History Timeline

- 1822** Former slave, abolitionist, and feminist Isabella Wagener is freed and takes the name Sojourner Truth. She begins to preach against slavery throughout New York and New England.
- 1838** Mount Holyoke College is established in Massachusetts as the first college for women.
- 1848** This first Women's Rights Convention is held in Seneca Falls, NY.
- 1866** The American Equal Rights Association is founded by Susan B. Anthony, Elizabeth Stanton, Martha Pelham Wright, and Ernestine Rose.
- 1868** The 14th Amendment denying women the right to vote is ratified.
- 1869** The National Women's Suffrage Association (NWSA) and the American Women's Suffrage Association (AWSA) are formed.
- 1872** Susan B. Anthony is arrested for attempting to vote.
- 1890** Wyoming is first state to allow women to vote.
- 1903** The Women's Trade Union League of New York is formed to unionize working women.
- 1915** A petition with 500,000 signatures in support of the women's suffrage amendment is given to President Woodrow Wilson.
- 1934** Florence Ellinwood Allen becomes the first woman on US Court of Appeals.
- 1966** The National Organization for Women (NOW) is founded by Betty Goldstein Friedan.
- 1970** 50,000 people march in New York City for the first Women's Strike for Equality.
- 1971** U.S. Supreme Court rule ends sex discrimination in hiring.
- 1972** U.S. Congress passes the Equal Employment Opportunity Act.
- 1977** 3,000 women march in Washington, D.C. on Women's Equality Day to support the E.R.A.
- 1981** Sandra Day O'Connor becomes the first woman appointed to the U.S. Supreme Court.
- 1997** Madeleine K. Albright becomes the first woman U.S. Secretary of State.
- 2000** Hillary Rodham Clinton becomes the only First Lady ever elected to the U.S. Senate.
- 2005** Condoleezza Rice becomes the first African American woman to be appointed Secretary of State.

RECIPE

BREAD PUDDING

- 3 medium eggs
- ½ cup sugar
- ½ tsp salt
- ½ tbs vanilla
- ½ qt of milk
- 5 slices of white bread
- ½ stick butter
- 1 pan and larger square pan of water

Using a whisk, mix eggs, sugar, salt, and vanilla in bowl then add milk and continue mixing.

Melt butter on low flame. Line bottom of square pan with bread cut up into cubes. Pour melted butter over bread and let soak in. Pour custard mixture over bread. Place square pan in larger pan of water and bake for 40 minutes at 350°.

Before placing in oven I sprinkle a little cinnamon on top.

This is very simple to do and very tasty.

Recipe by: Ann Marie Porto
Staten Island BCS
Borough Office



Recipe

Escabeche

This is a distinctive and popular Puerto Rican sauce that is used to marinate fish or chicken or cooked vegetables. Prepare the sauce as follows:

- | | | | |
|-----|---------------------|-----|---------------------------------------|
| ½ c | White vinegar * | ½ c | Diced red or sweet peppers (Morrones) |
| ½ c | Green olives | ½ c | Capers (Acaparras) |
| 1 t | Black peppercorns | 1 c | Olive oil |
| 1-2 | Large onion, sliced | 3 | Garlic cloves, chopped |

*White vinegar is traditional, but other types may be used.

Fry the fish or chicken (it may be breaded if desired), or cook vegetables in salted water (do not overcook. Vegetables should be firm and hold together). Place fish, chicken or vegetables in a large jar or covered bowl.

Mix the above ingredients and pour over fish, chicken or vegetables and refrigerate overnight. Serve alone, or with rice.

Buen Provecho!!!



SUPERVISORY TIPS

- Punishing a complainant because he/she brought a complaint of harassment is expressly prohibited.
- Sexually oriented behavior in the workplace is offensive, inappropriate and **Illegal**.

(Message from Commissioner—continued from page 1)

mestic Violence/Stalking/Sexual Assault

Harassment, including sexual harassment, based on a person's actual or perceived protected status is also prohibited; and such behavior will not be tolerated. Additionally, it is unlawful to retaliate against or harass any person for filing an EEO complaint; seeking a reasonable accommodation for a disability, for religious observance, or because of one's status as a victim of do-

mestic violence/stalking/sexual assault; or for cooperating in the investigation of an EEO complaint. This Agency will not tolerate such retaliation.

In keeping with the Agency's commitment to upholding the EEO Laws, we will also continue to provide EEO/Diversity Training for all DEP Bureaus and Offices, including refresher training at periodic intervals.

One of this Agency's greatest strengths is its diversity, and like the City we serve, we are

indeed fortunate to have in our ranks professional people from all kinds of backgrounds. We are asking all DEP employees to honor this diversity by treating all fellow DEP employees with professionalism and respect. If you believe that you have been a victim of discrimination or retaliation at work, or if you have witnessed or have knowledge of acts of discrimination or retaliation at DEP, you should reach out directly to the EEO Office, headed by Martha Osenni, at 718-595-3400.

55-a Program

Section 55-a of the New York State Civil Service Law permits the City to convert as many as 700 competitive civil service lines to non-competitive civil service positions for people who can perform the job in question as needed by the DEP, but who are certified as having a disability. The City encourages conversion of lines to 55-a status where agency needs permit. Applications for such consideration may be obtained from:



55-a Coordinator
59-17 Junction Blvd., 20th Floor
Flushing, N.Y. 11373-5108
(718) 595-5742
(718) 595-5747 (TTY)

(Women's History Month—continued from page 2)

Since women rarely held leadership positions and still until recently had only a marginal influence on politics, the new history, with its emphasis on the sociological and the ordinary, was an ideal vehicle for presenting women's history. It has covered such subjects as the history of women's education, birth control, housework, marriage, sexuality, and child rearing. As the field has grown, women's historians realized that their definition of history needed to expand as well—it focused primarily on the white middle class experience and neglected the full racial and socio-economic spectrum of women.

The public celebration of women's history in this country began in 1978 as "Women's History Week" in Sonoma County, California. The week including March 8, International Women's Day, was selected. In 1987, Congress expanded the celebration to a month, and March was declared Women's History Month.

Taken from: historychannel.com

EEO BUREAU LIAISONS

Name	Bureau	Phone #
Aimee Edwards	Engineering Design & Construction	(718) 595-5917
Alan Wasserman	ACCO	(718) 595-3211
Jean Pompy	Customer Services	(718) 595-6283
Denise Dyce	Legal Affairs/HRM	(718) 595-3401
Paulette Barnes	Wastewater Treatment	(718) 595-6855
Elestene Houston	Environmental Compliance	(718) 595-4429
Helaine Balsam	Environmental Control Board	(212) 361-1594
Mary Grannum	Environmental Planning & Assessment	(718) 595-4411
Maureen Mair	Environmental Control Board	(212) 361-1594
Naomi Hamer	Water & Sewer Operations	(718) 595-5372
Sarah Simpson	Management Information Services	(718) 595-4038
Sherri Roth	Water Supply	(914) 742-2029
Doreen Bader-Johann	Environmental Health & Safety	(718) 595-6715

EEO STAFF

Martha Osenni
EEO Officer/Reasonable Accommodation Coordinator

Edie Kantrowitz
Deputy EEO Officer

Jason Hryckowian
EEO Investigator/55-A Coordinator/
Assistant Reasonable Accommodation Coordinator

Michael Walczyszyn
EEO Investigator

Cavita Lewis
Administrative Assistant/EEO Views Editor

Support Staff
Patricia Cuccinella
Henrietta Lutterodt
Shuaneal Thompson

EEO Office Main Number:
(718)595-3400

IDEAS? ARTICLES?

Tell us what you think or what you would like to see in the next issue.

Send submissions to:
NYC Department of Environmental Protection
Equal Employment Opportunity
59-17 Junction Blvd. - 20th Floor
Flushing, NY 11373
Attn: Newsletter