

**Vincent Sapienza, P.E.**  
Acting Commissioner

**Spring 2017 Edition**  
**Natalie Venegas**  
EEO Views Editor

**Martha Osenni**  
Assistant Commissioner,  
EEO and Diversity



**IN THIS ISSUE:**

- April and May Awareness
- Diversity Corner

**NEWS**

**What's new in EEO?**  
*Learn more on page 2.*

**COMMUNITY**

**Executive Order No. 16 and 21**  
*What do you need to know?*

**APRIL**

**MAY**

**Arab-American Heritage Month**

Arab-Americans in Public Service

Upcoming Events

**Scottish-American Heritage Month**

Celebrating the contributions made

**Sexual Assault Awareness  
& Prevention Month**

Engaging New Voices

Check out our **2017 Diversity Calendar** [here!](#)

**Asian-American & Pacific  
Islander Heritage Month**

Commemorating the achievements

**Haitian Heritage Month**

Key dates to remember

**Jewish-American Heritage Month**

Theme: "American Jews in Medical Research"

**Military Appreciation Month**

Six key observances to remember

**DIVERSITY CORNER**



In the Islamic religion, Ramadan is a holy month of fasting, introspection and prayer. This year Ramadan starts on May 27<sup>th</sup> and ends on June 25<sup>th</sup>.

Fasting is one of the five fundamental principles of Islam. Each day during Ramadan, followers of Islam do not eat or drink from sunrise to sunset. Muslims break their daily fasts by sharing meals with family and friends.

The end of Ramadan is celebrated with a three-day festival known as Id al-Fitr (The Feast of Fast-Breaking) which occurs on June 26<sup>th</sup>, 2017. A great way to celebrate Ramadan this year is by preparing one of the traditional dishes called Baba Ganoush. *4Ramadan Mubarak!* ("May Ramadan bring us blessings.") ([Click here for the easy recipe.](#))

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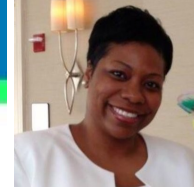
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**HAPPY EARTH DAY**

# MEET THE EEO TEAM

## Welcome New Bureau EEO Liaisons



**Oneika Duncan**  
*Housing Recovery,  
Build It Back*



**Bridget Kundmueller**  
*Bureau of  
Environmental Planning  
& Assessment*



**Stanley Hughes**  
*Bureau of Wastewater  
Treatment*



**Martha Osenni,**  
Assistant Commissioner,  
EEO & Diversity



**Tanika Thomas,**  
Diversity Director  
Disabilities Rights Coordinator  
Disabilities Service Facilitator



**Sean Hinds,**  
EEO Investigator Specialist  
Attorney



**Nicole Benjamin,**  
EEO Investigator Specialist  
Attorney



**Candice Clifford,**  
Office Manager  
55a Program Coordinator



**Gloria Rodriguez,**  
EEO Diversity Liaison



**Natalie Venegas,**  
EEO Support Specialist



**Zakaria Mohamed,**  
EEO Technical Liaison

## Want to be a part of our Diversity Committee?

For more information please contact Tanika Thomas at (718) 595-5742 or via email at [DEPDiversityCommittee@dep.nyc.gov](mailto:DEPDiversityCommittee@dep.nyc.gov)

To contact the EEO Office email: [EEOoffice@dep.nyc.gov](mailto:EEOoffice@dep.nyc.gov) or call: 718-595-3400

4/2017

## WHAT IS EEO? EQUAL EMPLOYMENT OPPORTUNITY

### WHAT WE DO?

- Comply with the NYC's EEO policy to ensure the workplace is free of illegal discrimination and harassment.
- Support the principles of equality and diversity.
- Provide EEO training for all agency's employees, managers and supervisors.
- Oversee Reasonable Accommodations for disabilities, religious observance, and victims of domestic violence, stalking and sexual offenses.
- Oversee the 55a Program and the Lactation Program.
- Collaborate in recruitment efforts; participate in civil service hiring pools, and discretionary employment interviews.
- Provide guidance and counsel to managers, supervisors and all employees regarding EEO matters.
- Promote diversity through initiatives such as EEO training, the EEO Views Newsletter and special events sponsored by the Diversity Committee.

Revised 4/17

To discuss EEO related concerns or learn about resources available through this office, contact the EEO Office at (718) 595-3400 or [EEOoffice@dep.nyc.gov](mailto:EEOoffice@dep.nyc.gov)



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## EXECUTIVE ORDER 21

### Restrictions of Inquiries Regarding Pay History



In an effort to promote pay equity, on November 4, 2016, Mayor DiBlasio signed Executive order 21. This order prohibits all NYC Agencies from inquiring about a job applicant's salary history before extending a conditional offer of employment.

For more information visit the full article [here](#).

## EXECUTIVE ORDER 16

### Access to Single-Sex City Facilities Consistent with Gender Identity and Expression.

On March 7, 2016, Mayor Bill DiBlasio signed [Executive Order 16](#), which ensures that transgender and gender non-conforming individuals can access single-sex facilities consistent with their gender identity and expression. Since this date the EEO Office at DEP has been diligently training supervisors and managers upstate and downstate. In the upcoming months we will be training our frontline employees. Further updates are to follow!

### A special thanks to all of our trainers!

Henry Baranczak, *Assistant Counsel, Legal*  
Nicole Benjamin, *EEO Investigator*  
Sean Hinds, *EEO Investigator*  
Tanika Thomas, *Diversity Director, EEO*  
Brenda Thompson, *Training Supervisor, BCS*  
Johnny Vasser, *Disciplinary Counsel, LR & ODC*