

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

**Martha Osenni**  
EEO Director

**Natalie Venegas**  
EEO Views Editor

**Winter 2016**  
Vol. 12 | Issue 4



**Diversity Day at Newtown Creek**

**IN THIS ISSUE:**

**COMMUNITY**

**NEWS**

- November/December Awareness
- Upcoming DEP Events
- Diversity Corner

**The Gift of Giving**

*Learn about how to give back to your community this holiday season. (Pg. 2)*

**New Bureau Liaison**

*Meet our new EEO Bureau Liaison, Joanne Nurse. (Pg. 2)*

## November/December Awareness

## Diversity Day at Valhalla

**NOVEMBER**

**National Caregivers Appreciation Month**  
2016 Theme: "Take Care to Give Care"  
<http://tinyurl.com/htx7a9j>

**Transgender Awareness Month**  
Transgender Awareness Week was November 14-20  
Transgender Day of Remembrance was November 20<sup>th</sup>  
<http://www.glaad.org/transweek>

**National Native American Heritage Month**  
Take a virtual tour of the Sitka National Historical Park  
here: <http://tinyurl.com/gp3u8lk>

**DECEMBER**

**Human Rights Awareness Month**  
Human Rights day is December 10<sup>th</sup>  
What are human rights? To learn more visit : <http://www.humanrights.com/what-are-human-rights/>

## Upcoming DEP Events

**4th Annual Diversity Celebration**  
*Chronicles of Change: Diversity at DEP*  
Date and Time: TBD  
Location: Remsen Repair Yard  
855 Remsen Avenue, Brooklyn, NY

**DEP's 2016 Holiday Party**  
Wednesday, December 21, 2016  
At Russo's On the Bay at 6:30pm-11:00PM

*\*For more information please email [QWL\\_Events@dep.nyc.gov](mailto:QWL_Events@dep.nyc.gov) or call Renee M. Alfieri at (718) 595-5827\**

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



**“I**’ve spent a lot of time thinking about diversity and the great tapestry of people who’ve built, operated and protected our water supply over the years. When you think about it, our bureau is impressively diverse. When you think about racial, ethnic and cultural diversity, our employees come from many different backgrounds. We have employees who’ve come here from East Asia, Africa, the Middle East and many parts of Europe. And we have employees who speak many languages, from Spanish and Portuguese, to Gujarati and German. When you think about skills, I don’t think there’s another sector of City government that is more diverse than us. We have engineers, biologists, chemists, geologists, planners, accountants, lawyers, land managers, purchasing experts, police, emergency managers, hydrologists, construction workers, administrative assistants, and people who expertly perform many other tasks. Looking back at history, we should remember that New York City’s construction and operation of its water supply played a major role in diversifying the population of the Hudson Valley and the Catskills. About half the laborers who built the system were Italian, but many hailed from Austria, Poland, Russia, Sweden, Finland and Germany. And I would be remiss not to mention that Nora Stanton Blatch Barney was the first woman in United States history to receive a college degree in civil engineering. And we are very proud that one of her first jobs—perhaps her very first—was as a draftsman working on the Catskill Aqueduct. In fact, she earned the highest salary of anyone with that job at her post. Look around. For us to be successful as a bureau and a department, we need a wide breadth of skills and we need people who come from different backgrounds, who have different perspectives and ideas that can push us to innovate well into the next century. It’s important to know where we’ve been in the past, where we are in the present, so that we can think about where we are headed. So as we celebrate diversity, I hope we will all think about where we’ve been, celebrate the great colleagues who surround us now, and think hard about where we’re going and who is going to lead us there.”

*Opening Remarks by  
Deputy Commissioner/Administrative Engineer of BWS, Paul Rush*

**Holiday and Beyond Food Bank**

This year DEP has partnered with the NYC Food Bank in order to commence the Holiday and Beyond Food Bank. Donated items can be brought to the 19th floor until December 16th, between 8am-3:30pm.

**Smiles of Love Holiday Toy Drive**

This year DEP is also partnering with the Department of Youth and Community Development (DYCD), for the Smiles of Love Holiday Toy Drive. Donate new and unwrapped toys and drop them off with your bureau coordinators by December 6, 2016.

**28<sup>th</sup> Annual New York Cares Coat Drive**

Help our fellow New Yorkers keep warm during the severe winter months ahead. Donate gently-used and freshly laundered coats for men, women, and children now through December 30<sup>th</sup> !

*For more information on how to participate in these agency initiatives please call Joe Sokolowski at ext. 6168 or*



**Upcoming Holidays & Observances**

- 11/24/16: Thanksgiving Day
- 11/27/16: First Sunday of Advent
- 12/6/16: St. Nicholas' Day
- 12/7/16: Pearl Harbor Remembrance Day
- 12/8/16: Feast of the Immaculate Conception
- 12/12/16: The Prophet's Birthday
- 12/24/16-01/01/17: Chanukah/Hanukkah
- 12/25/16: Christmas Day
- 12/26/16-01/01/17: Kwanzaa
- 01/01/17: New Year's Day
- 01/06/17: Three Kings Day
- 01/07/17: Orthodox Christmas Day



*Wishing you a happy holiday season and a prosperous New Year from the EEO Staff!*



**Going the Extra Mile**



Anthony Butler ran his first TCS Marathon on November 6, 2016. Mr. Butler is a Bronx native who lost his eyesight in 2008. He became visually impaired after being shot in the head during an altercation on the street on his way home from work. After his recovery period he visited Achilles International, a non profit organization that trains people with all types of disabilities to participate in mainstream running events in order to promote personal achievement. This non-profit paired Mr. Butler and 60 other visually impaired runners with guides in order to prepare for the race. The purpose for these guides is to constantly describe their surroundings to the runner. According to Mr. Butler "running has made me realize that I could travel, do things on my own, and gave me the confidence to do what I want with my life. Congratulations to all who ran in this year's TCS Marathon!

Achilles International. Retrieved from: <http://www.achillesinternational.org/>  
New York Today: Revving up for the Marathon. Retrieved from <http://tinyurl.com/jujsnx4>

**Kwanzaa and Chanukah**

**Kwanzaa** is an African American and Pan-African holiday which celebrates family, community and culture. The name Kwanzaa is derived from the phrase "matunda ya kwanza" which means "first fruits" in Swahili, a Pan-African language which is the most widely spoken African language. Kwanzaa is celebrated from December 26<sup>th</sup> thru January 1<sup>st</sup>.

**Chanukah**, or Festival of Lights, commemorates the triumph of light over darkness and the rededication of the Holy Temple in Jerusalem. This Jewish holiday is observed for eight days and nights, starting on the 25<sup>th</sup> day of Kislev according to the Hebrew calendar. This year Chanukah is on December 24<sup>th</sup> thru January 1<sup>st</sup>.

**Nguzo Saba: The Seven Principles of Kwanzaa**

- Day 1: Umoja (unity)**
- Day 2: Kujichagulia (self-determination)**
- Day 3: Ujima (working together)**
- Day 4: Ujamaa (supporting each other)**
- Day 5: Nia (purpose)**
- Day 6: Kuumba (creativity)**
- Day 7: Imani (faith; faith in ourselves)**

Kwanzaa. Retrieved from: <http://tinyurl.com/9wseye>  
Chanukah (Hannukah). Retrieved from: <http://tinyurl.com/23t3hv>

**New EEO Bureau Liaison!**



**Joanne Nurse**  
*Deputy Director of Right to Know Program & Administration | BPS*

Joanne began her career with the Department of Environmental Protection (DEP) in September, 1986 as an Office Associate in the Bureau of Science and Technology, Division of Hazardous Materials Management. Currently, she is serving in the Bureau of Police and Security's Division of Emergency Response and Technical Assessment (DERTA) as the Deputy Director responsible for the Right to Know Program (RTK) and Administration Section. Under the RTK Program, Joanne oversees the daily operations of the unit. The Right-to-Know Program manages the reporting and storage of hazardous substances by requiring businesses and facilities to annually file a report detailing the quantity, location and chemical nature of every hazardous substance stored within their facilities throughout the five boroughs. In addition to managing the RTK Program, Joanne is responsible for managing/coordinating all DERTA's administrative tasks.

**Gingerbread Cookies with Royal Icing DIY**

**INGREDIENTS:**



**Gingerbread cookies:**

- ⇒ 1 package sugar cookie mix
- ⇒ 1 egg
- ⇒ 1/2 cup all-purpose flour
- ⇒ 1/4 cup melted butter
- ⇒ 2 tablespoons pumpkin pie spice
- ⇒ 1/2 teaspoon ground ginger
- ⇒ 1/4 cup dark molasses
- ⇒ 1 teaspoon vanilla extract

**Royal Icing:**

- ⇒ 2 large egg whites or 5 tablespoons meringue powder
- ⇒ 2 teaspoons fresh lemon juice or 1 teaspoon vanilla extract
- ⇒ 3 cups confectioners' sugar, sifted
- ⇒ Food coloring, if desired
- ⇒ For instructions, visit <http://tinyurl.com/mxju9uo>



Thank you to all DEP employees who have participated in this year's EEO events and initiatives to promote diversity and inclusion.



Diversity Day at Newtown Creek



Diversity Day at Lefrak



Domestic Violence Awareness Day



Diversity Day at Sutton Park



*"I know there is strength in the differences between us. I know there is comfort, where we overlap."* -Ani Di Franco