



# Newslink



A MONTHLY PUBLICATION OF CSOSA

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## Voice of the Director



Paul A. Quander, Jr.

A new study from the Centers for Disease Control (CDC) predicts that obesity will become the leading cause of preventable death in the United States by 2005.

Official statistics published in the Journal of the American Medical Association on March 10, 2004 indicated that poor diet and inactivity killed 400,000 Americans in 2000 (the most recent year for which data are available), only slightly less than the number who died from tobacco-related illnesses.

The numbers should not have surprised me. A flip through the cable channels at any time day or night will yield at least one infomercial for a new exercise machine, diet pill or fitness program. Bookstores have devoted entire sections to weight loss programs, fitness magazines and low fat/low carb cookbooks. Hundreds of people have attempted to sue fast food companies for causing their weight gain and there is now a "Cheeseburger Bill" being debated in Congress to ban "obesity lawsuits" against food producers and sellers. With nearly one in six American deaths resulting from excessive weight, it is no wonder that the issue has consumed our national consciousness.

Walking around the Agency, however, I have been pleased to note that as a group we are in fairly good shape. We all know that stress, and particularly work place stress, can lead to

overeating and a slow, insidious weight gain that can seem to hit us overnight. The many hours we spend at work can make it feel nearly impossible to squeeze in time to exercise. But it is critical that we take seriously the warnings from the CDC, our doctors' advice and the urgings of our families to eat better and less and to exercise more.

The CSOSA/PSA Recreation Association has planned a series of activities to help us to incorporate more physical activity into our lives. Many of you participated in the Basketball Tournament last winter and I understand that re-matches are being scheduled for this year's Agency picnic. A CSOSA/PSA tennis party is being planned for this spring as well as an effort to field an Agency softball team. If you haven't already done so, I encourage you to become a member of the CSOSA/PSA Recreation Association so that they can continue to present activities that not only allow us to socialize together, but will support us in becoming healthier people.

I'm doing my best to take the stairs instead of the elevator a few times a week, schedule regular exercise into my day and be more careful about what I eat. It is not an easy process, but I realize that small changes can make a huge difference. I invite you to join me.

- Director Paul A. Quander, Jr.

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### Special Points of Interest:

- *CSOSA welcomes local students on "Job Shadowing Day"*
- *How safe is CSOSA's soft body armor? M&A eases some of your fears.*
- *As the country's political climate heats up, OGC provides details on appropriate political activity.*
- *Read how one CSO helped an offender confront alcoholism.*
- *Do people trust you? Learn how to maintain the trust of others.*
- *Newslink Bulletin Board*

## CSOSA's Mission Statement

The mission of the Court Services and Offender Supervision Agency for the District of Columbia is to increase public safety, prevent crime, reduce recidivism, and support the fair administration of justice in close collaboration with the community. The Agency will enhance decision-making and provide effective community supervision, thereby ensuring public confidence in the criminal justice system.

## CSOSA Events

### CSOSA PROUDLY CELEBRATES



Pictured above: D.C. Youth Ensemble  
Pictured below: Artist JoJo Fekwa

On **February 26, 2004**, the CSOSA/PSA Special Observances Committee hosted the Agency's annual Black History Month program. Once again, the committee put together an event that allowed CSOSA staff to come together in collective reflection and celebration of African American culture and contribution to our country.

We were honored this year to have U.S. Congressman John Conyers Jr., ranking member of the House Judiciary Committee and Dean of the Congressional Black Caucus, as our special guest speaker. Commemorating the 50th anniversary of *Brown v. Board of Education of Topeka, Kansas*, Congressman Conyers spoke about the importance of knowing the laws that have directly effected African Americans and how important it is that we teach our children about the struggles black people have endured just to be afforded their basic civil rights. "We want our young people to be interested in law and government. If they are aware of their history, they will believe that they too can effect important change in this country", he said. Just one day before his appearance at CSOSA, Congressman Conyers and other members of the Congressional Black Caucus demanded a meeting with President Bush regarding civil unrest in Haiti, a country where 95% of the citizens are Black.



U.S. Congressman  
John Conyers Jr.

As an added treat, staff were entertained by the D.C. Youth Ensemble and were invited to enjoy delicious soul food samplings while perusing artwork courtesy of local artist JoJo Fekwa, a native of Camaroon, Africa.

Special thanks to all the committee members and the Office of Equal Employment Opportunity (EEO) for making this event possible.

*To learn more about Black history, go online and visit <http://www.blackfacts.com>.*

### NATIONAL WOMEN'S HISTORY MONTH

*(Adapted from The National Women's History Month Project)*

The 2004 theme, "Women Inspiring Hope and Possibility" celebrates the hope and sense of possibility that comes to our lives from the inspirational work of women. Hope comes in many forms from laws challenged and changed, new medical research, stories of compassion and courage, and watching women stand tall against great odds. During the month of **March 2004**, CSOSA joined the National Women's History Project (NWHF) and the rest of the nation in recognizing the accomplishments of American women. The NWHF 2004 National Women's History Month Honorees are:



**SARAH BUEL**

*Domestic Violence Activist and Attorney*

**MAXINE HONG KINGSTON**

*Writer, Educator, Peace Activist*

**EDNA CAMPBELL**

*Professional Athlete, Spokesperson for Breast Cancer Awareness*

**DR. SUSAN B. LOVE**

*Women's Health and Breast Cancer Research Expert*

**JILL KER CONWAY**

*Educator, Writer, Historian*

**VILMA MARTINEZ**

*Civil Rights Attorney, Community Activist*

**MARIAN WRIGHT EDELMAN**

*Children Rights Advocate and Civil Rights Activist*

**LESLIE MARMON SILKO**

*Writer, Poet, Educator*

## JOB SHADOWING DAY

By Nikkie Wilson (11<sup>th</sup> Grade) and Rickkia Palmer (12<sup>th</sup> Grade)  
Anacostia Senior High School



What is Job Shadowing Day? Job Shadowing Day is an opportunity for businesses and organizations to provide high school students with knowledge about the workforce. On **February 25, 2004**, students from Anacostia Senior High School were invited to shadow employees at the Court Services and Offender Supervision Agency (CSOSA) for a day.

Nikkie and I were among ten Anacostia students who participated in this special event. We were assigned to shadow Ms. Erika Evans, Special Assistant for Communications in the Office of the Associate Director for Community Supervision Services (CSS). During our experience, we learned about the mission and goals of the Agency and the important work CSOSA is doing in our community. Ms. Evans introduced us to her work environment and some of the duties she has in the Office of the Associate Director for CSS. She talked to us about our own career goals and she explained how good writing, research and information gathering skills can be good skills to have for almost any job. Having explained that, she gave us an assignment to find out more about CSOSA, by interviewing our fellow students about their job shadowing experiences and by browsing the Agency's web page. Like the rest of the student participants, we had to make a presentation on our assignment at the end of the day.



Anacostia Students  
Nikkie Wilson & Rickkia Palmer

We learned that CSOSA's Community Supervision Services, where we had our shadowing assignments, is the largest function within the Agency, however there are several different offices that operate to support the work being done. CSS is where all the Community Supervision Officers (CSOs) work to supervise offenders who are on parole or probation. In addition to supervising these adult men and women, the CSOs work hard to help the offenders have better lives, drug and crime free. We learned that the CSOs conduct interviews with the offenders to gather information that will help identify the offenders' specific needs. The CSOs meet with offenders regularly, in the office and in the community where the offenders live, and they keep track of the offenders' activities. To make sure the offenders have good opportunities to turn their lives around, the CSOs also refer the offenders to special programs within the Agency where they can obtain services like drug treatment, anger management classes, and vocational training.

Nzinga Lawrence, a Junior at Anacostia Senior High School, shadowed Intake Manager Morgan Massey. "I now have more knowledge about the work force and information on legal services", she said. Samantha Gross, who is also a junior, shadowed Management Analyst Alex Grammer. Her goal was to "gain knowledge about everyday work life at CSOSA and to gain work experience". Our History Teacher, Ms. Fran Doyle said, "I was amazed at all different parts of this large agency and all the opportunities for our students. I thought everyone was doing such interesting work".

Overall, the job shadowing experience for Nikkie and I was beneficial. We learned a lot about the work performed and skills needed to succeed in this type of job and we were happy to learn that our assignment would be published in the Agency's newsletter. On behalf of all the students that participated in this experience, we would like to thank Deputy Director Adrienne Poteat, Associate Director Thomas H. Williams, and all the CSOSA employees we shadowed for taking time out of their busy day to give us glimpse into the workforce.



Job Shadowing Day participants from  
Anacostia Senior High School

**CSOs HOST PRE-VALENTINE'S DAY  
HEALTH AWARENESS SEMINAR  
FOR OFFENDERS & THEIR FAMILIES**



Aspiring to be a real change agent toward improving the lives of others and realizing that many of the offenders on supervision, their families, and friends are in need of quality health care, Community Supervision Officer JoAnne Curry (General Supervision Branch IIB,

Team 32) was inspired to coordinate a "Pre-Valentines Day Health Awareness Seminar", held on **February 12, 2004**.

CSO Curry initially mentioned the idea of hosting a Valentine's Day health fair to promote "self-love" to her team members, CSOs Jerrilyn Ball and Teesha King. They both thought the idea was fantastic and would be well received by the offenders. CSO Ball commented, "We all have to learn how to hug ourselves". Word spread fast throughout the office and eventually, the entire team wanted to be involved.

The offenders supervised by Team 32 reside primarily in the Southeast area of the city, near the St. Elizabeth's Hospital, specifically PSA 701, 703, & 708. Many of the offenders are unemployed, lack health care insurance, and/or need information regarding low cost health care. The team began to make the necessary contacts with several agencies, including the American Cancer Society, the American Red Cross, the Diabetes Association, the Howard University Cancer Association, the George Washington University Hospital, the National Black Church Initiative in collaboration with the Georgetown University Hospital, the Children's Hospital National Medical Center, and more. Health educators quickly began confirming their availabil-

ity, and the team planning coordinators began receiving literature and other materials to be disseminated to event attendees. The organizational tasks were challenging, as the CSOs were simultaneously balancing their supervision responsibilities, however they found the reward of knowing that valuable information would soon be made available to the offenders was well worth it.

When all the planning was complete and the event date had finally arrived, several invited offenders, health educators and guests arrived at the South Capitol Street Field Unit to find the office decorated with banners and balloons in traditional "valentine" red and white. Attendees were given programs and folders expressing the chosen theme "*Give Yourself a Hug*". Deputy Director, Adrienne Poteat and Branch Chief Jody Tracey were also in attendance to help welcome participants.

A panel of health educators representing the Capital Breast Care Center, Howard University Hospital, D.C. Health Alliance and D.C. Healthy Families were on hand to provide much needed information and general advice to the seminar attendees. Offenders asked questions about prostate health and care, obtaining eyeglasses, mammograms, diabetes, and about problems they were having with their current health care provider. The D.C. Alliance staff made themselves available for individual interviews and they provided "on the spot" health insurance applications.

Special thanks to everyone who helped to plan this special event. Team 32 is planning to host a similar event in August when the George Washington University Hospital "Mammography Van" is scheduled to be available. Information and invitations will be forwarded to CSOSA staff in advance.



A celebration of

**NATIONAL ADMINISTRATIVE PROFESSIONALS WEEK  
APRIL 18-24, 2004**

CSOSA is proud to announce a conference for all Secretaries, Administrative Assistants, and Support Staff:

*"Making it Happen"*

**Monday, April 19, 2004  
633 Indiana Ave., NW, 6th Floor  
8:00 a.m. - 4:30 p.m.**

For more information, contact Branch IIA Secretary  
Kimberly McCrae @ (202)-585-7751.

In honor of

**NATIONAL CRIME VICTIMS' RIGHTS WEEK  
APRIL 18 - 24, 2004**

CSOSA's Victim Services Program (VSP)  
sponsors a workshop series entitled

*"What About Victimization:  
Being a victim of crime is not a pretty picture"*

**Thursday, April 22, 2004  
9:00 a.m. - 1:00 p.m.  
300 Indiana Ave., NW, Room 2066**

For more information contact VSP Manager  
Bonnie Andrews @ (202) 585-7360.

## Office Updates

### OGC UPDATE:

#### “POLITICALLY CORRECT”

*By Kenya M. Gregory, Assistant General Counsel*

Unfortunately or fortunately, we are living in an intense political climate in our country where there are major issues in dispute. It is impossible to turn on the television, read a newspaper, or sit in a hair salon or barbershop and not see or hear discussion about the impending November presidential election. Without a doubt this upcoming presidential election promises to be very interesting and have a great impact on the direction of our country as it relates to the many hot issues in dispute.

While I know we are barely into 2004, November is fast approaching and as such, it is appropriate to review the do's and don'ts for federal employees with regard to our involvement with partisan political activity. In other words, now is the time for us as federal employees to get “politically correct” with what is and is not permissible during this upcoming election season.

Some of the issues in dispute will have a direct effect on many of us and while it may be tempting to jump into this political foray, we need to know just what our involvement as federal employees can entail. Political activity has been defined by the Office of Personnel Management's Regulations as “an activity directed toward the success or failure of a political party, candidate for partisan political office, or partisan political group.” 5 C.F.R. § 734.101. The Hatch Act sets forth guidance for federal employees as to what is permissible partisan political activity.

Federal employees **may**:

- be candidates for public office in nonpartisan elections
- register and vote as they choose
- assist in voter registration drives
- express opinions about candidates and issues
- contribute money to political organizations
- attend political fundraising functions
- attend and be active at political rallies and meetings
- join and be an active member of a political party or club
- sign nominating petitions

- campaign for or against referendum questions, constitutional amendments, municipal ordinances
- campaign for or against candidates in partisan elections
- make campaign speeches for candidates in partisan elections
- distribute campaign literature in partisan elections
- hold office in political clubs or parties

While we as federal employees may get involved in the above listed partisan political activities, we **may not**:

- use official authority or influence to interfere with an election
- solicit or discourage political activity of anyone with business before the agency
- solicit or receive political contributions (may be done in certain limited situations by federal labor or other employee organizations)
- be candidates for public office in partisan elections
- engage in political activity while:
  - on duty
  - in a government office
  - wearing an official uniform
  - using a government vehicle
- wear partisan political buttons on duty

These are some of the general guidelines that we as federal employees must follow in order to stay in conformance with the Hatch Act. If you would like further information on the Hatch Act please see the Office of Special Counsel website at [www.osc.gov](http://www.osc.gov). It is my hope that during this election season we will all exercise our right to vote; be vigilant in our support of the electoral process; and of course, be “politically correct” in our adherence to the Hatch Act.



## COMMUNITY SUPPORT FOR FIELD OFFICES CONTINUES

By Leonard Sipes & Cedric Hendricks  
Office of Legislative, Intergovernmental  
and Public Affairs (OLIPA)

The last issue of “Newslink” carried an article on the temporary placement of 27 offenders at 1301 Clifton St., NW, in the community of South Columbia Heights while the renovation of Karrick Hall on the D.C. Hospital campus is ongoing. The opening of the Interim Assessment and Orientation Center (AOC) on Clifton Street, with the blessing of Advisory Neighborhood Commission 1B, illustrates how the siting of corrections facilities can be a positive event when the community is involved in the process and feels that its concerns are met with response, not resistance.

CSOSA’s skillful practice of the “sweet science” of community relations is continuing to deliver substantial benefit to the Agency. During the past month, two more Advisory Neighborhood Commissions (ANC) have expressed support for the opening of CSOSA facilities within their neighborhoods.



CSOSA is seeking to build a new field office at the Benning Rd. and East Capitol St. Metro station. The Marshal Heights Community Development Corporation, and local developer Marvin Jawar are partners in this project. In early February, Associate Directors Cedric Hendricks and Jim Williams delivered a persuasive presentation about the field office to ANC 7D. They were aided by the exemplary groundwork performed by Community Relations Specialist Lawrence Jordan, which generated a very supportive atmosphere.

ANC 7D Chairperson Christine M. Tolson (Chair, ANC 7D) subsequently sent a letter to CSOSA Director Paul A. Quander, Jr. stating “The Commission lauds your organization’s continued relationship with community members and leaders in the ANC. Your staff was better able to re-educate our Commission on the need for support in the pursuit to build a CSOSA field office in the far northeastern quadrant in the District of Columbia.” Commissioner Tolson went on to say “We unanimously support this location. It is good for the community, the ANC, the Ward and the District.”

The second new field office being planned will be located at 900 Rhode Island Ave., across the street from the Rhode Island Avenue Metro station. This site is located within ANC 5B; the very same Commission which fought the opening of the Bannum Community Corrections Center. To gain support for our facility,

Community Relations Specialist Alice Harper arranged for ANC Commissioner Rayseen Woodland to tour our South Capitol Street field office and meet with two ANC Commissioners from that neighborhood. What the Commissioner learned from ANC 8C Commissioners Mary Cuthbert and Barbara Kemp was that CSOSA has been a good neighbor and an asset to the community. This experience persuaded Commissioner Woodland to throw her support behind CSOSA’s proposal.

The very next evening, Associate Directors Hendricks and Williams presented CSOSA’s case for the field unit at ANC 5B’s monthly meeting. They were joined in this effort by CSOSA’s Deputy Director, Adrienne Poteat. Commissioner Woodland urged her colleagues to support the agency’s effort. She succeeded. Now, a letter is on the way to Director Quander from ANC 5B expressing approval for the opening of the new field office.

The strong support CSOSA enjoys from these and other ANCs across the District of Columbia has been hard earned. It results from the good work that all of us do, each and every day. CSOSA has built a reservoir of goodwill, trust and confidence that opens up communities to our presence, fosters the development of successful partnerships, and supports the accomplishment of our mission. Everyone deserves credit for these accomplishments.

## A SPECIAL “THANK YOU”

Submitted by Quentin F. Miner & Winifred Staats  
Illegal Substance Collection Unit, 1230 Taylor Street, NW

We would like to thank our co-workers in the Illegal Substance Collection Unit (ISCU), whose hard work and sacrifice at the office made it possible for us to venture to Reno, Nevada this past February for a wonderful experience at the American Probation and Parole Association (APPA) Winter Training Conference. This conference offered a plethora of courses and information related to the work that we perform. Topics included everything from communicating with offenders to understanding an offenders’ behavior. We attended as many sessions as possible and we are grateful to our managers and the Agency’s executive staff members for approving and funding such a learning opportunity. Our skills, now enhanced, have already proven to be useful in our day-to-day operations in the ISCU and critical in our constant pursuit of the Agency’s mission.



**SAFETY OF CSOSA BODY ARMOR**

*By Arla Scott, Management Analyst, Office of Management and Administration*

Some of you may have seen or heard of a news broadcast about the effectiveness of bulletproof vests and have concerns regarding the body armor purchased and used by CSOSA. This article is to address your concerns regarding the safety and effectiveness of the bulletproof vests used by CSOSA staff and Community Supervision Officers.



On September 15, 2003, Second Chance Body Armor, Inc (Second Chance) issued a statement to it's customers and distributors announcing the removal of it's Zylon-based bulletproof vests, models Ultima and Ultimax; and offered free upgrades or credits to replace those vests. Zylon is a high performance fiber created for ballistic applications and is widely used in law enforcement protection gear. The announcement by Second Chance followed their testing of more the 200 Ultima/Ultimax Zylon-based vests. The results indicated Zylon-based vests appear to wear out faster than expected creating a potential officer safety issue.

Subsequent to the announcement by Second Chance, and at the direction of the Attorney General John Ashcroft, the National Institute of Justice (NIJ) issued a statement announcing the Body Armor Reliability Initiative. This initiative was created to address the reliability of body armor used by law enforcement personnel and to report its findings on both new and used Zylon-based bullet-resistant vests. As part of the new initiative, NIJ will develop a testing program for used armor and accelerate research into the effects of aging on the ballistic performance of body armor.

The CSOSA Office of Management and Administration investigated this information in relationship to the vests currently used by staff. CSOSA vests are made by Second Chance and purchased from The Cop Shop in Baltimore Maryland.

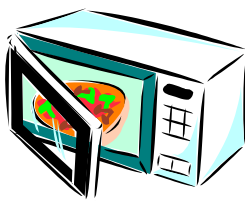
The vests purchased and used by CSOSA are not the Ultima/Ultimax vests in question. Based on the data for commonly used firearms in this area, CSOSA purchases and uses Second Chance models SC229 and 322z, Level II, made from Twaron. Twaron is a lightweight super strong synthetic microfilament fiber made from aramid polymer. This type of vest is rated Level II by NIJ. This rating is based on testing results for 9mm and 357 magnum bullet weight, velocity, depth maximum, angle of incidence, shots per panel, and shots per sample. For more information on the NIJ Standard 0101.04, Ballistic Resistance of Personal Body Armor and the Performance Test Summary, please visit their website at [www.ojp.usdoj.gov/nij/pubs-sum/183651.htm](http://www.ojp.usdoj.gov/nij/pubs-sum/183651.htm).

The effectiveness and viability of Twaron-based products are not in question and are **not** involved in the NIJ's Initiative. The bullet-proof vests models SC229 and 322z, used by CSOSA Community Supervision Officers are safe, effective and compliant with the National Institute of Justice Standard 0101.03 Compliant Body Armors.

**OFFICE OF FACILITIES UPDATE:  
CSOSA BREAKROOMS & PANTRIES**

*By Keith Spicer, Facilities Engineer*

Employee break rooms and/or pantries are provided at most CSOSA sites. Each is equipped with storage cabinets, counters, sink, a refrigerator and a microwave. Pantries are for the convenience and use by all CSOSA staff.



The Office of Facilities conducts routine inspections of each site and randomly checks the refrigerators and microwaves as part of our inspections. Often we find a variety of microorganisms growing from food left in the refrigerators and microwaves with a build up of food particles.

Pantry floors are cleaned routinely as part of the building services contract. However, the cleaning of refrigerators and other appliances is the responsibility of the staff that

occupy the floor. It is recommended that this task be shared amongst the various teams in the unit so no one person/group is saddled exclusively with the job.

We ask that all staff be professional and courteous, and take it upon yourself to clean up after each use. We also ask staff members use the refrigerator for storing food or beverages that will be consumed within a day or two and avoid bringing in large quantities that would require a longer storage time. Remember, we are a team and CSOSA effectively uses teamwork to accomplish our goals and objectives. Let's use teamwork to maintain the same professional environment in these areas that we are accustomed to working in.

*Thank you for your continued cooperation.*



## GENERAL SUPERVISION UNIT UPDATE: CRIME PREVENTION EDUCATION

In late December 2003, Ms. Sheila Gill, a counselor at Thurgood Marshall Extended Elementary School located in Northeast Washington, D.C., requested to have CSOSA's Community Supervision Officers (CSOs) participate in helping provide information to 7<sup>th</sup> and 8<sup>th</sup> graders regarding crime and its effects on their community. After speaking with Ms. Gill, CSO Edna Lawson (Branch IIB, Team #4) learned that the students who attend Thurgood Marshall reside in PSAs 503, 505 and 506. From these diverse neighborhoods a number of "gangs" have developed, causing serious concern among community residents and school officials.



During their initial visit, CSO Lawson and CSO Virgil Oliver listened to the concerns of 6<sup>th</sup> and 7<sup>th</sup> grade students and responded to some of their questions. After the success of the first visit, the counselor created a school calendar that would allow the CSOs to conduct additional sessions on Mondays from 10-10:45 a.m. until the close of the school year. So far, CSOs Lawson and Oliver have conducted these regular sessions with the students on topics ranging from how CSOSA works to increase public safety to what to do if you know someone who has a gun.

On Wednesday, January 18<sup>th</sup>, Ms. Gill invited Deputy Associate Director of Community Supervision Services McKinley Rush to be the Keynote Speaker for the school's Perfect Attendance/Honor Roll Award Ceremony and their Black History Month Program. Mr. Rush shared with the students the goals he had early in his life and how he became a Correctional Officer; Parole Officer; Supervisory Parole Officer; Branch Chief and now "the D.A.D." of Community Supervision Services. The younger students were most impressed that Mr. Rush could be the DAD (like father) of CSOSA's Community Supervision Services Division; especially since they thought CSO Lawson was older than Mr. Rush.

CSO Lawson and CSO Oliver report that the partnership they've developed with Thurgood Marshall Elementary is has been quite rewarding for all involved. They hope to increase the effort to helping the community's elementary students stay clear of violence and crime by including other CSOSA representatives, MPD Officers from the 5<sup>th</sup> District, and volunteer Ex-Offenders who have been off of Probation or Parole for at least five years.

## DOMESTIC VIOLENCE UNIT UPDATE: "WE MUST NEVER FORGET"

*By CSO Avis Clinton & CSO Mark Collins  
Special Supervision Branch IV, Team 38*

Americans have recognized Black history annually since 1926, first as "Negro History Week" and later as Black History Month. For that reason, the members of Team 38, Domestic Violence Unit felt compelled to celebrate the legacy of African-Americans who have contributed to our nation. Each day during the month of February, we celebrated the accomplishments of one distinguished African-American by displaying a picture and bibliography about their life. Those honored during the month included Black actors, athletes, activists, politicians, civil rights leaders, astronauts, entrepreneurs, inventors, Noble Peace Prize recipients, writers, singers and more. Some of the honorees included: Ralph Bunche, Joe Black, Madame C. J. Walker, George Washington Carver, Emmitt Till, Paul Robeson, Harriett Tubman and Thurgood Marshall.

This educational project not only prompted dialogue between CSOSA staff, but offenders as well. As offenders seated in the waiting area, they took the opportunity to read and learn about many African-Americans who not only made significant contributions to our society, but who also suffered for the rights that we enjoy today.

CSO Freda Savage, a member of Team 38, stated that she engaged conversations with the younger offenders reporting to the unit. Most were intrigued by the story of Emmett Till, who was murdered near Money, Mississippi in 1955 at the young age of 14. Some asked for more information and a copy of the article that was displayed in the office receptionist area.

In addition, we witnessed older offenders engaging in conversation with the younger officers about prominent black athletes like Jesse Owens, who in 1936 was the first American to capture four gold medals in a single Olympics. These discussions not only afforded an opportunity to break the monotony of the day-to-day business of supervision, but also created a warm environment that removed barriers or friction between the reporting offenders and the CSOs.

This project exemplified the true essence of teamwork and team building, as each member contributed in some way, by either researching, copying, typing or designing the displays.



DV Team 38  
Pays tribute to Black History



## Success Story

### PROBATIONER CONFRONTS ALCOHOLISM

Denise Thomas, CSO  
General Supervision Branch IIA, Team #30



We often sit back and wonder why alcohol, although legal, negatively affects so many lives. Well, here's a caseload story about an offender, whom I'll call "Remy Vodka", that shows there is hope for offenders who are combating this serious problem.

I received this particular probation case two years ago in a normal intake procedure. Little did I know, this case would be an eye-opener within itself. After reviewing the offender's history, I learned he was an alcoholic. He began drinking at the age of fifteen and he never received any suitable treatment for his alcohol abuse issues. There was no special condition on the judgment and commitment order to have this offender placed in a drug treatment program.

One day during a regular scheduled visit, Mr. Vodka reported to my office under the influence of alcohol. His words were slurred, he giggled to himself when no one was speaking, and he stumbled about through the hallways nearly falling on the floor. As a suitable need (What Works), I identified the problem and referred the offender for an assessment with the Central Intervention Team (CIT). But Mr. Vodka attempted to hide his problem by failing to appear for drug surveillance and by water loading. Even after signing a performance contract with CIT, he refused to report for in-patient treatment.

Mr. Vodka's presenting issues of non-compliance were immediately reported to the sentencing judge and an emergency Show Cause Hearing was scheduled. The offender was stepped-back to wait in jail until he would be released to an inpatient drug treatment program. He entered and completed an in-patient treatment program at Phoenix House, but refused to complete the 54 sessions of outpatient treatment. He argued that he was "cured" and had all the tools he needed not to relapse.

We battled on every office visit about the importance of following through with his treatment assessment, which was designed specifically to his needs. Subsequently, another memo was written to the judge and the offender was then *ordered* to complete the aftercare component of his treatment modality.

Mr. Vodka completed aftercare groups with CIT on February 11, 2004. He has not tested positive for any drugs since his release from Phoenix House and he continues to attend NA/AA groups on a regular basis. Mr. Vodka is now fully employed and is currently a student working on getting his certification to pursue a career in the mechanical engineer field.

Sometimes, I felt like I was too hard on Mr. Vodka, but I also felt like once I identified his need, I had to follow through to help the him change his life.

### MORE WORK LEADS TO LESS STRESS

Submitted by General Supervision Team #49

Are you your brother's keeper? The precarious responsibility that is General Supervision can at times force officers to ask this question. One could explore the extent to which an officer is or feels personally obligated to ensure their offenders make positive life changes; transcending compliant urine surveillance, satisfaction of court fines, etc. Branch VII's Team 49 has chosen to go outside and beyond the norm to procure a more rooted, tangible, and intimate approach to supervision.

We call it a "sanction meeting", but it could also be called peer editing, a rap session, compliance review, or even detention. Nevertheless, these weekly meetings are aimed at targeting success factors, promoting accountability, and encouraging positive and permanent life change. Our ultimate goals are guided through focusing on very simple, yet unabashedly cynical questions, like 1) "How can I get you off my caseload avoiding revocation or giving up on you?", and 2) "How can I help you stay on the street without losing my paycheck?".

Team 49, led by SCSO Elizabeth Estrill and supported by Lisa Adams-Robinson, Kalaveeta Dean, Darrell Gomes, Terassa Johnson, Kelly Jones, Corey Lynch, Renee Storey and Debra Bean, has chosen to take this road to ensure a meaningful, smooth adjustment to a situation that is often restrictive, discouraging, and inconvenient for offenders. We want to give our offenders every opportunity to succeed. We want them to better understand and internalize what is required of them. We do this simply because we are tired of writing reports, requesting warrants, and recommending revocation to the Court or USPC. We do this because we genuinely enjoy watching our people walk out the *front* door and not the *back* door.

There's a personal and professional sense of reward felt in knowing that the offenders have succeeded - not with beguilement or pity, but rather with a sense of honor, dignity and promise.



## Employee Focus

The John A. Carver Training and Career Development Center proudly congratulates participants in the Graduate School, USDA's Washington Executive Seminar (WES). The WES is a 2-week non-residential program that focuses on the Executive Core Qualifications (ECQs) of Leading Change and Building Coalitions/Communication. While the WES focuses on Leading Change, and Building Coalitions/Communication, it touches on the other ECQ's as well (Leading People, Results Driven, and Business Acumen). Seminar topics change to reflect current administration initiatives and recent similar developments.



### WES PARTICIPANTS

*(pictured left to right)*

Branch Chief Catherine Terry-Crusor (CSS),  
 Director of Service Development Frank Lu (IT),  
 Chief of Staff Beverly Hill (Office of the Director),  
 Deputy Associate Director McKinley Rush (CSS),  
 Deputy Director Victoria Person (TCDC),  
 Service Delivery Director Jennifer Epps (IT), and  
 Branch Chief John Milam (CSS)

### CONGRATULATIONS TO LAJUAN HUNTER COMMUNITY SUPERVISION ASSISTANT

On February 26, 2004, CSA LaJuan Hunter received the distinguished (CTM) Certification from the Toastmasters Communication and Leadership Program. CSA Hunter participated in the CSOSA sponsored program with the Toastmasters representatives on August 5, 2003. She then followed up with the invitation extended to the CSOSA staff by Toastmasters representatives to visit their club meeting. Mrs. Hunter went to the meeting and joined the club on August 14, 2003.

CSA Hunter worked very hard in the club achieving many tasks required to become eligible to receive the CTM (Certified Toastmaster) distinction. She attended the Toastmasters International Speakers Competition on October 17, 2003 in Bethesda, Maryland. On February 8, 2004 she was a registered participant in the Toastmasters District 36 "Leadership Institute" with other representatives from various agencies within the federal government, district government and the private sector. She attended full-day workshops on "Leadership Excellence" and the "Better Speakers Series".

In February, CSA Hunter competed at the club level in the Evaluation and International Speakers Contest. She was the second place winner in the contest for the Covington and Burling Toastmasters Club.



Mrs. LaJuan Hunter

*CSA LaJuan Hunter works at the Taylor Street, NW Field Unit with General Supervision Team 21.*

### CSOSA HONORS THE MEMORY OF COMMUNITY SUPERVISION ASSISTANT

*Traci L. Turner*

(1970 -2004)



*We are grateful for her life and her service.  
 May she rest in peace.*



# Employee Milestones



## **NEW EMPLOYEES FOR THE MONTHS OF JANUARY & FEBRUARY 2004**

*Office of Financial Management*

**Janice M. Davis  
Thomas M. Mettee**

*Office of Legislative, Intergovernmental  
& Legislative Affairs*

**Leonard A. Sipes, Jr.**

*Office of Human Resources*  
**Dorothy Hawkins**

*Office of Equal Employment Opportunity*  
**Donald D. Pettaway**

*Office of Facilities*  
**Reginald V. Hobes**

*Office of Community Supervision Services*

**Jeffrey R. Watson  
Tiffany E. Yantis  
Victor A. Richardson  
Quennel L. Deverteuil**

## **5 YEAR SERVICE ANNIVERSARY**

**McQuicio D. Moore**

## **10 YEAR SERVICE ANNIVERSARY**

**Shannon D. Gibson  
Yolanda S. Perry  
Neville C. Campbell-Adams**

## **20 YEAR SERVICE ANNIVERSARY**

**Cedric Hendricks  
Jeffrey A. Walker  
Debra A. Bean**

## **25 YEAR SERVICE ANNIVERSARY**

**George Pruden, II  
Linda V. Smith**

## **30 YEAR SERVICE ANNIVERSARY**

**Frances B. Hagan  
Levon Rice  
Glenda C. Lee**



*Congratulations to you all!*



## Variety Pages

CRIME & ACTIVITY STATISTICS  
FROM D.C. METROPOLITAN POLICE DEPARTMENT

### Citywide Preliminary Crime Statistics February 2004

Crime	Year-to-Date Comparison			Monthly Comparison		
	Thru 2/03	Thru 2/04	% Change	2/03	2/04	% Change
Homicide	35	30	-14.3	18	7	-61.1
Sexual Assault	61	45	-26.2	30	20	-33.3
Robbery	787	674	-14.4	313	256	-18.2
Aggravated Assault	471	460	-2.3	206	224	8.7
Burglary	774	659	-14.9	304	283	-6.9
Theft (not from auto)	1,144	1,152	0.7	509	548	7.7
Theft from Auto	1,204	1,144	-5.0	436	523	20.0
Stolen Auto	1,379	1,452	5.3	539	644	19.5
Arson	18	17	-5.6	9	10	11.1
<b>Total</b>	<b>5,873</b>	<b>5,633</b>	<b>-4.1</b>	<b>2,364</b>	<b>2,515</b>	<b>6.4</b>

This data is subject to change due to late reporting.

NC = No Change

Percentage changes involving small figures should be interpreted with caution.

Percentage changes with an karat (°) are incalculable because division by zero is not allowed.

The Index Crime "Larceny/Theft" includes both "Theft" and "Theft from Auto."

Data accurate as of March 11, 2004.

To receive regular email summaries of crime in your police district and Police Service Area (PSA), sign up for [CrimeReports.com](http://CrimeReports.com) on MPD's website.

### "I LOVE DADDY"

*An actual letter written by a recently released offender's Daughter*

The relationship I have with my father is so beautiful. I love my daddy so much. Me and my father look just alike, people say. Our love is eternal and that means it will never end. Nothing could ever keep us apart, not even death. And when death comes upon us he will still be in my heart.

When my father is home, we spend a lot of time together. We always have lots of fun. We've been to Atlanta, Georgia, the movies, and shopping together, and that's just to name a few of the places. few of the places. We have a lot of fun just hanging around too.

When my father is not around I feel sad. It is important for my father to be around to take care of me. I need my father to be here for me. I need my father to teach me things. If my father was not in my life I would be sad. Now that my father is home, I pray that he does the right thing.

I am thankful that God gave my father another chance so that he can be here with me.  
I love father very much!



## ADVENTURES IN RIDING THE METRO

By Thomas A. Walker, HR Specialist

I moved to the D.C. Metro Area about four years ago, not really realizing that public transportation was the norm and not the exception. At the risk of sounding vain, I always thought that public transportation was for people who couldn't afford a car, and thanks to some fine work by my credit union loan officer, I had a car. The thought of having to share a seat and guard my carry-ons while simultaneously breathing in contaminated air and other people's odors seemed very stressful to me. However, after observing the migration of the automobiles to the District each morning, reality quickly set in.

Now, maybe I watch too many movies, but I remember seeing one where roving gangs of thugs moved from subway car to subway car terrorizing commuters. I also have a vivid memory of some unsuspecting commuter being pushed in front of an arriving subway car. Therefore, from the beginning of my commuter days, my mission was set - I had to be vigilant to protect my life, liberty and property at all cost! However, after riding the Metro for 2 years now, I've come to another realization. D.C. Metro does not offer the type of dangerous excitement depicted in the movies. Actually, I've found that the Metro offers a fairly clean, sometimes comfortable ride to work each morning.

However, the Metro is not without its faults; try finding a parking lot space at 8:00 am. Also, I think the line running down the middle of each couple of seats should be more clearly defined as the 50% mark; meaning I sit on one half, and you, as my fellow commuter, sits on the other half of the two seats. This doesn't mean a 60/40 split in which either party is forced to sit with their legs crossed. So, in this edition of the Newslink, I thought it would be helpful to encourage other Metro riders to join me in observing:

### "The 7 Egregious Habits of Metro Riders"

1. Thou shall not stand in the doorway of the train, during loading/unloading
2. Play music for yourself only by adjusting the volume of your leaking headphones
3. Do not share your cell phone conversation with fellow riders
4. Apply cologne sparingly to insure it exits the train the same time you do
5. Remember loud profanity certifies ignorance
6. Allow people to exist the train without trying to run them over in route to your destination
7. On the escalators, walk on left, stand on right

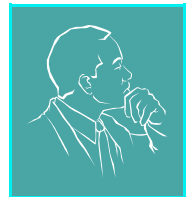


Despite my seemingly annoyance with what I have observed as "bad Metro manners", believe me, I am not angry. I recognize that this is the price one pays for not suffering daily road rage from attempting to drive and park in downtown D.C. So if you see me talking to myself on the Metro, be advised that I just trying to fit in.

So until we meet again my friends, may you always have "a dollar in your pocket, the wind at your back and Lady Luck as your best friend!"

## DO PEOPLE TRUST YOU?

(Adapted from *TipsForSuccess.org*)



You will not succeed if no one trusts you. People need to believe in you, have confidence in you and depend on you. Loosing trust is easy. You forget a promise you made. You fail to do what you said you would do. Once you break someone's trust, you can pretty much expect that they won't believe your promises will be kept and that can effect your personal as well as your professional relationships.

Here are a few recommendations from Tips for Success to help boost the trust others have in you:

- ❖ **Make firm promises.** Never promise anything that you are not positive you can deliver.
- ❖ **When keeping your word is difficult, do it anyway.** If going back on your word is absolutely necessary, don't make excuses. Ask to change the agreement instead.
- ❖ **Make other keep there promises to you.** Never take agreements you make with others lightly. When you surround yourself with people who you can depend on, their behavior tends to influence your own actions.

When people trust you, you can spend less time convincing others to do what you want them to do; you are selected for more opportunities because you are seen as dependable; and most importantly, you develop a sense of pride and trust in yourself.

# Bulletin Board



Congratulations to  
 Community Supervision Officer **Valerie Canady**  
 for being inducted into the  
 Ewing High School Hall of Fame

*- From General Supervision Team 48*

The Office of Facilities  
 would like to welcome aboard  
**Harry Furr**, Project Management Specialist &  
**D'Neen Ross**, Space Management Specialist

*Welcome to the Team!*

Read a good book lately???

All staff interested in joining the CSOSA/PSA Book Club,  
 please contact Rhonda Carter @ (202) 220-5632.

CSOSA extends sincere condolences to  
**Keniti Pinkett,**  
**Charles Butler,**  
**Sharron Barnes-Durbin,**  
 and all other staff members  
 who loss their loved ones during the months of  
 February and March.

Congratulations to **Stephanie Gray** (CSS)  
 from the Training and Career Development Center

Stephanie has been selected to participate in the  
 2004 USDA Graduate School's  
 New Leader Program - Session I  
 April 18th - October 1st



## Birthday Announcements



The Sex Offender Unit, Team 13 wishes  
**Stephanie Gray (2/7) & Ina Igbozuruike (2/12)**  
 Happy Birthday

Happy Birthday to  
**CSO Jefferson Williams**  
 (3/31)

Happy Birthday  
**Robert Kendall (2/12)**  
*- From IT Staff*

Happy Birthday from TAP to  
**Clarence Anderson (3/4)**  
**Angela Davis (3/20) &**  
**Rosmery Mejia (3/22)**

*Office of Facilities Birthdays*  
**Paul Kopyta (2/16)**  
**Bob Jannone (3/2)**  
**Pete Gomez (3/11)**  
**Kendra Gray (3/21)**  
**Ted Cooper (3/20)**

Birthday Wishes to  
**Angela Davis (3/20)**  
*-From Patricia Baucom-Dyson &*  
*LaStell Minor Creighton*

**NEWSLINK QUOTE OF THE MONTH**

**“People grow through experience if they meet life honestly and courageously.  
This is how character is built.”**

*- U.S. First Lady Eleanor Roosevelt*

**NOTE FROM THE EDITOR:**

Special thanks to all staff who contributed to this special dual-month edition of the CSOSA Newslink. So many wonderful things are taking place within the Agency every day, its becoming quite a challenge just keep up with them all. That's why we continue to rely on your input to maintain this source of CSOSA news and updates. Remember, your ideas and suggestions are always welcome. If you know of an event or program initiative taking place in your office, or if you have useful information you'd like to share with your colleagues, feel free to contact me via e-mail. Again, thank you for your continued support.

*Erika N. Evans*

*Newslink Editor & Coordinator*

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