



Newslink



A Monthly Publication of CSOSA

Volume 1, Issue 5

August 15, 2001

Special Points of Interest:

- CSOSA's Hallmark Anniversary Celebration
- CSOSA's efforts to address the needs of the mentally ill offender
- Is it hot enough for you? Learn how to beat the summer heat
- Up for a challenge? Check out the Office of Security Cross Word Puzzle

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Voice of the Interim Director

The Court Services and Offender Supervision Agency marked its one-year anniversary on August 4, 2001. The passing of this milestone bears witness to the hard work and dedication of many people, dating as far back as 1997. Between 1997 and 2000, staff labored to prepare us for the rigorous federal certification process. Since last year's certification, CSOSA has worked to establish itself as the premier offender supervision agency in the nation. In our short existence, we have demonstrated a commitment to excellence that keeps us on the cutting edge of offender supervision techniques and technology.

As the newest Agency in the Executive Branch, members of Congress closely monitor our progress. Academics within the criminal justice arena, district citizens, and local government agencies increasingly notice CSOSA's accomplishments. To date we have met this scrutiny with measurable success. There has been a 70 percent decrease in parolee re-arrests since May of 1998 and a 50 percent drop in positive drug tests among offenders who completed treatment in the first months of fiscal year 2001. Also, CSOSA is the first offender supervision agency to begin collection of DNA samples as required by the DNA Analysis Backlog Elimination Act of 2000.

During a recent hearing on Capitol Hill Congresswoman Eleanor Holmes Norton praised CSOSA's efforts to reduce recidivism as well as our leadership in the area of reentry for offenders returning to the district from incarceration. Her praise speaks directly to your daily efforts and dedication to the performance of your duties.

During these long hot days of summer and beyond, we must remain motivated and focused on our mission. Increasing offender accountability, ensuring treatment for all offenders that exhibit a need, increasing our community partnerships, and developing re-entry programs for returning offenders are just some of the areas that need constant attention and improvement. I have complete confidence in your continued excellence in accomplishing our agency's mission.



I look forward to working with you in our continued success.

Jasper Ormond

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

AUGUST 2001 *Newslink* CALENDAR



National Back to School Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4  CSOSA'S 1-YEAR ANNIVERSARY
5	6	7	8	9	10	11
12 NBPA 29th Annual Training Conference Miami, Florida	13 ACA 131st CONGRESS OF CORRECTIONS / Phil, PA 8/13/01 - 8/15/01	14	15	16  Brown Bag Luncheon <i>Secretaries & CSAs</i>	17	18
19 <i>NBPA Conference Ends</i>	20	21	22	23	24	25
26	27	28	29 Senior Health Expo	30	31	
APPA 26th Annual Training Institute / St. Paul, Minnesota 8/26/01 - 8/29/01						

Thursday, **August 16th** - Brown Bag Luncheon Training Session
1230 Taylor Street 10:00AM to 1:00PM

Topics :

Accountability Tours
Cross Border Initiative

Canadian Initiative
DNA Testing

Attendance is Mandatory for all CSAs

Wednesday, **August 29th** - Senior Health Expo 2001
10:00AM at 1327 Van Buren Street, NW DC
(Newly Renovated Ft. Stevens Senior Center)

*Sponsored by DC Department of Parks & Recreation
Special Programs Administration / Senior Svcs. Branch*
For more information contact: **Ms. Brown 202-576-8677**

CSOSA CELEBRATES IT'S ONE YEAR ANNIVERSARY!!

Thursday, August 9th, staff from the Director's Office, Community Supervision Services and the D.C. Pretrial Services Agency gathered together at headquarters to celebrate CSOSA's one year anniversary as a federal agency. Interim Director Jasper Ormond and Associate Director of CSS Thomas Williams extended their congratulations to the CSOSA family and praised the Agency for its remarkable success. Pre-Trial Services Director, Susan Shaffer also offered congratulatory remarks, praising the collaborative efforts that have assisted in the Agency's achievements.

Congratulations CSOSA!



*Interim Director
Jasper Ormond was all smiles!*



*PSA Director, Susan Shaffer
Congratulates CSOSA*



Cake, Cake & More Cake!!



A CSOSA SUCCESS STORY

The Memorable Offender

BY GREGORY BACON | CSO, BRANCH V, TEAM 23

(To protect the rights of the offender, names have been changed)

During my tenure with this Agency, I have always talked with my colleagues about how we are almost ministering to those in need. Through processing offenders for Interstate transfer, I have come in contact with so many individuals with testimonies they want to share. I often find myself discussing and listening to concerns from offenders in their attempt to explain "their side" of the story, which brings me to Offender Smith. Offender Smith reported consistently late for office visits, wouldn't take drug tests as scheduled and he would often plea for "just one more chance". On one visit, Offender Smith and I removed all of the conventional barriers to actually size one another up. We had what some would call a "heart to heart" talk.

As Offender Smith and I looked over his criminal history in the case file, I informed him that he was just not good at being a criminal. We laughed until I started to see tears forming in his eyes. I attempted to get a napkin but instead I realized that the tears must be allowed to flow. As Offender Smith continued to express his pain through the tears, he acknowledged that he had never been allowed to share his feelings, wants or desires with another black man. Offender Smith constantly repeated that I was not someone he had robbed, stolen from or beat up, nor did I make him feel those acts would be reciprocated. As Offender Smith and I talked and established his game plan for life, I admitted that many have sat before me with similar stories and promises to change behavioral patterns. I assured him that the proof was in his actions. Offender Smith stared at me and stated, "Well then, I'll just show you."

Offender Smith was subsequently transferred to another state and his case later expired successfully. So like many cases, they come and go. But one day while riding the subway, I felt someone approaching. I looked upward and smiled as I noticed the clean-shaven individual come nearer. Then I heard a recognizable voice say, "Hello Mr. Bacon", and I knew that it was Offender Smith. Bearing the widest grin, he began telling me about all that he'd accomplished since we last met. He had so much to tell, I didn't have time to hear it all before the train conductor announced my stop. As I exited the train I looked back at Offender Smith. With that same familiar stare he said, "Thanks, Mr. Bacon." I replied humbly that he had only allowed me to drive the bus.



It should be known that not only has Offender Smith gained the trust of his family and the community, he has also received three salary increases at his full time job while remaining arrest and drug-free!

The NEWSLINK would like to continue featuring articles from staff who, through their efforts, have assisted offenders in re-directing their lives. If you have a story to tell, please contact us via e-mail with your suggested submission.

Office Updates

Life Skills Training

BY GENERAL SUPERVISION UNIT VII, TEAM 4



On July 11, 2001, several offenders assigned to the NEFU reported around the clock with excitement, high hopes and lots of questions to participate in the Life Skills Training sessions conducted by Team 4 staff members. Offenders received assistance and information on preparing resumes; a skill often viewed by employers as "an essential marketing tool".

During the session entitled "Dressing Successfully for Job Interviews and a New Job", offenders were given tips on the do's and don'ts with respect to fashion and what should appropriately make up the job seekers wardrobe. The "Interviewing / Role Play" session appeared to make participants particularly anxious. During that session, the offenders were provided an opportunity to fine tune the interpersonal skills they currently possess. In addition, members of staff shared information on how to respond to the most frequently asked questions in a job interview.

The open forum allowed the participants to benefit from each other's previous experiences as well. Staff members were professional and open with sharing their own "old war stories" and techniques in the session entitled "How to Handle a Tough or Non-Productive Interview".

Providing this seminar has certainly confirmed a need for an expanded CSOSA employment component, but it has also assured us that our offenders are ready and willing to work!



Members of the Team:

SCSO, Melody Bynum Piper

CSOs

Lisa Adams-Robinson

Marie Asike

Rodney Barnes

Mari Lynn Douglas

Darrell Gomes

Aaron Hall

Edna Lawson

Kisha Patterson

Rasheed Tahir

Tosha Trotter

CSA, Debra Gaskin

The Proper Disposal Procedures of Government Property

BY DEVIN BASSETT | BUILDING MANAGEMENT
SPECIALIST, FACILITIES MANAGEMENT DIVISION

A major project within the Office of Facilities Management is upgrading old conventional furniture to new ergonomic modular and systems furniture workstations throughout the agency. The new furnishings are aesthetically pleasing and enable the occupant to use their computer, telephone, and work surfaces without placing unnecessary physical strain or stress to the their body.

The Office of Facilities Management has established the following procedures to dispose of excess furniture and equipment in a timely manner:

First, identify the items for excess within your office. Next, submit a detailed description of the items to the Facilities Helpdesk. Remember, if you are a CSS staff member, you must submit your request to the CSS Helpdesk in the Administrative Office. All other CSOSA staff members should notify their supervisor who will contact the Facilities Helpdesk. All requests must include the building, room number and the point of contact name and phone number.

Although you may envision that the property to be disposed will no longer be needed in an office area, please **do not place items in the hallways**, as this action often results in fire hazards. After the Facilities Helpdesk receives your excess request, it will be given a tracking number. All furniture and equipment should remain in the office area until a member of the Office of Facilities Management staff contacts you. An on-site survey of the excess furniture and equipment may be required. Typically, you will receive further instructions as to what will happen upon completion of the site survey.

Always remember that **we can't just throw away Federal Government Property.**

Thank you for your cooperation.





Addressing the Needs of the Mentally Ill Offender

BY JOHN W. MILAM,
BRANCH CHIEF | SUBSTANCE ABUSE &
TREATMENT BRANCH III

Did you know that it is estimated that between 6 to 15 percent of offenders in city and county jails and 10 to 15 percent of those in state prisons have severe mental illnesses? Also, it is reported that nearly 53% of mentally ill inmates were in prison for a violent offense, compared to 46% of other inmates. Nearly 6 in 10 mentally ill offenders reported they were under the influence of alcohol or drugs at the time of their current offense. These are staggering but authentic realizations about an often neglected special population of offenders who are ordered to community based supervision – mentally ill offenders.

I recently had the honored privilege, along with our Associate Director Tom Williams, to attend the National Corrections Conference on Mental Illness in Boston, Massachusetts. This conference was sponsored by the U.S. Department of Justice, Office of Justice Programs/Corrections Programs Office (OJP/CPO), and brought together practitioners, legislators, service providers, criminal justice professions and the scientific community to develop strategies and policies to combat the ever rising complexities of the mentally ill offender. The conference organizers had the unenviable task of assembling major stakeholders from each state including Puerto Rico and the U.S. Virgin Islands together in state teams to collaborate and find effective ways of intervening and supervising offenders with mental illness. These ideas were formulated for the basis of ongoing dialogue with state representatives for a collaborative implementation process.

The format of the conference was dynamic. Noted experts from the scientific and psychiatric communities provided baseline scientific data on diagnosis and identification of the affected population. Legislators provided interpretation of laws and enactments on the federal and state levels that assist mentally ill offenders. Service providers gave their insights; the complexities in dealing with this special needs population, and discussed “what works” strategies on services delivery. Criminal justice proponents discussed the complexity of managing the behaviors and developing effective re-entry plans for mentally ill offenders. It was clear that no one had an absolute solution for this population, but that through continued collaboration, dialogue and partnerships a seamless system of efficiency and effectiveness can be built.

Community Supervision Services has begun to address this issue. Transitional Intervention for Parole Supervision (TIPS) teams are providing appropriate assessment and screening batteries to identify offenders re-entering the community that require mental health services and supervision. CSS has two teams comprised of officers who are specially trained to supervise offenders with severe mental illnesses. CSS has recently acquired the consultative services of Dr. Abudabbah to provide screening and assessment services for offenders within the community and post releases that exhibit signs of mental distress. CSS, in conjunction with Community Justice Programs, has just completed a comprehensive focus group report to provide theory, application and implementation guideline recommendations for CSOs who are assigned offenders that are diagnosed with severe mental illness.

We now have the beginning framework to implement an integrated service delivery network to address the needs of the mentally challenged populations. However, CSOSA must utilize the expertise and knowledge that is available to approach re-entry, monitoring and stabilization as a multi-disciplinary team.

The Office of Justice Programs, upon request, will provide consultation and resource materials on dealing with mentally ill offenders. Contents and summaries from this conference are available in my office.

Sources:

Mental Health Issues Today, Volume Number 1. “Diversion Strategies and Re-entry Programs for Offenders with Mental Illness”.

Bureau of Justice Statistic Special Report, “Mental Health and Treatment of Inmates and Probationers.”

SATB Employee Updates

Congratulations to our new **Supervisory Treatment Specialist Michael Nias**. Michael was born and raised in New York City, and has used the sum of his experiences to continuously expand his perspective. He has traveled the world extensively, visiting four continents. Professionally, his career has included time as a lawyer, college administrator, and managing partner of a firm representing professional athletes and entertainers.

Mr. Nias attended Cornell University and received his Bachelor of Arts degree from Fordham University. He holds a Juris Doctorate degree from the Benjamin N. Cardozo School of Law at Yeshiva University where he was a member to the Criminal Law Clinic and was mentored by Barry Scheck, a member of the O. J. Simpson’s legal dream team. He received his Master of Social Work degree from Smith College School for Social Work and completed post-graduate clinical study at Georgetown University.

Prior to coming to CSOSA, Mr. Nias worked for the Superior Court of the District of Columbia as a Treatment Case Manager with the Juvenile Drug Court program. He has worked with several social service providers in the Washington area including Providence Hospital as well as Child and Family Services. He is a psychotherapist in private practice and is a licensed independent clinical social worker.

Mr. Nias is active in the community and has been on numerous boards. Presently he is Vice Chair of the Legal Defense Fund for the National Association of Social Workers. He is also on the Board of Directors at Hillcrest Children’s Center, the oldest agency providing clinical services to children and families. Please extend to Michael your support and full cooperation as we continue to design and redefine the our treatment intervention services.

Congratulations to **Treatment Specialist Trudy Mithcell – Gilkey**. Trudy left the agency on August 10, 2001 to accept a promotional position with the D.C. Pretrial Service Agency. Trudy has been an integral team member in the development of CSS’s treatment initiative. She won’t be far – keep in touch!

Quality Assurance: Enhancing Client Care

BY UYEN PHAM, PROGRAM ANALYST | COMMUNITY JUSTICE PROGRAMS (CJP)

How do we ensure our offenders receive quality services? The answer is Quality Assurance. The Quality Assurance Program (QA) is an integral unit of Community Justice Programs. QA is run by both Elmira Gwynn (who has a background in health care administration, focusing on education of special needs population) and Raquel Martinez (who specializes in public administration with an emphasis in Human Resource Management). The QA program enhances offender care through ongoing objective assessment of all treatment and service delivery programs. Programs include in- and out-patient drug and/or alcohol treatment, acupuncture, sex offenders, domestic violence, criminality, educational, job placement, mental health, anger management, community service programs, and mentoring. Quality of treatment and care is defined as that which is acceptable, accessible, available, appropriate, timely, cost effective, and consistent with local and Federal standards. So how is this all done?



Raquel Martinez and Elmira Gwynn

First, potential organizations that want to work with CSOSA must be categorized in one of three ways: 1) community service (any non-profit, D.C. organization, and/or neighborhood organization in need of volunteers), 2) contractor/vendor (any organization in which services rendered are paid by CSOSA), and 3) others (any service organization that does not fit the prior two categories). Each of these sites will be visited annually.

For a community service vendor, no formal application is needed. However, basic information such as the organization's name, phone number, contact person, and area of service is needed. A site visit is then conducted. Once the site is approved, a Memorandum of Understanding (MOU) is drawn up between CSOSA and the community service vendor. To date, there are 28 community service sites. The QA unit is constantly recruiting additional sites on an ongoing basis.

For a contracted vendor there is a four step process. First, the potential vendors must fill out a Request for Proposal (RFP) which includes a five page facility and treatment provider credentialing application. Second, a thorough site visit is conducted. Third, after receiving approval, an award of contract is granted. Lastly, the contract requires the vendor to undergo a comprehensive and intense annual compliance review usually lasting a minimum of two days. The contracts also enable QA to make unannounced site visits based on complaints filed by offenders or CSS. To date, QA has conducted 10 compliance reviews and 33 unannounced site visits of substance abuse contracted vendors.

For all other potential organizations, the organization must submit an application and undergo a site visit.

If you know of an organization that is not listed in the Resource Directory, but think it should be, contact Raquel via email - raquel.martinez@csosa.gov. Please have the name of the agency and phone number, email, and/or website address on hand.

Remember to check next month's article and learn how to obtain your copy of a CJP Resource Directory or Police Service Area (PSA) maps produced by Community Justice Programs.

Freedom of Information and Privacy Acts

BY RENEE BARLEY | FOIA OFFICER, OGC



Two federal statutes govern the release of documents or information maintained by federal agencies. The Freedom of Information Act (FOIA) was created in 1966 to allow the public access to information regarding the Executive Branch of the federal government. The Privacy Act was created in 1974 to restrict the disclosure of information contained by the federal government on individuals contained in government files. It was also created to allow individuals to have increased rights of access to agency records maintained on them and to allow amendments to records that are not accurate, relevant, timely or complete. While anyone can make a FOIA request, only U.S. citizens or an alien lawfully admitted for permanent residence can make a request under the Privacy Act.

You may not know this but, as a federal employee, certain information about you is publicly available. Your name, position title (present and past), grade (present and past), salary (present and past), duty station (present and past) and duty station address (present and past) can and will be released, if requested, without your authorization. Anyone can gain access to this information. Although information may have been regularly shared with other non-federal entities before CSOSA was certified as a federal agency, the same information may not now be available to them. As a federal agency, the Privacy Act is now applicable and you can share offender information *but* only under certain circumstances (which will be published in our System of Records in the Federal Register.)

Also, many people believe if information is made public at the courts or elsewhere, the same information is public within an Executive Branch agency. **This is not true.** Although information may be publicly available at the courts, that same information is protected by the Privacy Act within an Executive Branch agency such as CSOSA or the Department of Justice. The federal courts, the District of Columbia and the states are not subject to the federal Privacy Act.

Did you know?

Certain information on offenders is publicly available. The following information can be released without the consent of the offender: name, DCDC number, offense of current conviction, past and current places of incarceration, date(s) of parole and parole revocation hearings, and decision(s) rendered by the USPC following a parole or parole revocation proceeding, including dates of continuances and parole dates. **However, if the information has been sealed or expunged, staff are prohibited from releasing the information.**

Employee Focus



EARL FIELDS Portrait of Dedication

BY ERIKA EVANS | OFFICE OF THE
ASSOCIATE DIRECTOR, CSS

Mr. Earl Fields, Community Supervision Assistant for Branch I, Team 28, has dedicated almost 30 years of service to Information Resources. On any given day, you can find Mr. Fields maneuvering through the thousands of closed probation file folders neatly stacked away at 300 Indiana Ave. in room 2066. Previously a Postal Services worker, Mr. Fields came to Superior Court in 1972. During that time he worked in Building "B" as a staff person in the file room. When CSOSA was created, he made the journey with so many of his other colleagues from probation to the new integrated system of probation and parole. Over the years, Mr. Fields has seen office procedures created, evolved and even dismantled, but one thing remains constant; his commitment to his duties.

Mr. Fields is responsible for handling requests for closed probation cases in instances where offenders have picked up new charges and the CSO or Diagnostics writer needs information regarding the offender's supervision history. Mr. Fields also works with the Department of Corrections to help gather information for offenders who are trying to get released from jail.

Working in the file room appears to come natural to Mr. Fields. He may handle over one hundred closed probation files on an average day. This takes tremendous organizational skills and attention to detail, both of which Mr. Fields says he developed early in his career. Mr. Fields admits that the stacks of files may look overwhelming, but to him everything is in its place. It's not unusual for Mr. Fields to report to the office on week-ends to make sure the files don't get backed up. "At the end of the day, my reward comes in knowing that the file room is in order, and that I have helped people", Mr. Fields says with a patient smile. Helping people is what he says has kept him motivated to perform this type of work over the years. In fact, he confided, the only other thing that pleases him more is seeing the Washington Redskins lose to the Dallas Cowboys. Mr. Fields is also a serious football fan.

CSOSA commends Earl Fields for his hard work and dedicated service. His tireless devotion to providing staff with needed documentation exemplifies the Agency's goal to providing timely and accurate information and meaningful recommendations to criminal justice decision-makers.

Keep up the great work!

New Employees for the Month of July

Office of General Counsel

Justin G. Wharton

Office of Human Resources

Gwendolyn D. Holmes

Lisa K. Johnson

Joanne S. Martin

Office of Training

Charlene Brooks

Office of Information Technology

Jennifer Epps

Robert Kendall III

Peter Lee

Brian Lisle

Sheila Porcher

Yolanda Smith

Lanita Sparrow

Office of Financial Management

Bridget Wright

Community Supervision Services

Carmen Brevard

Keith Butler

Sean Clardy

Michael Craig

Toni Gore

Kristi Holmes

Sean Michael

Stanley Pixley

Ayana Rollins

One Year Anniversary with CSOSA as of 07/31/01

Kim Barry

Jeffrey Beal

Christopher Emery

Nana Kyea III

Uyen Pham

Deborah Pinchback-

Cook

David Stevenson

James Stutson

Towanna Thomas

Nea Thompson

Christine Thorowgood

Dawn Ward

Curtis Wheeler

Five Years of Federal Service

Karmilla C. Blackmon

Alexander Portillo

Ten Years of Federal Service

Debra Gaskin

Fifteen Years of Federal Service

Marigold K. Henderson

Joanne R. Hunter

Twenty Years of Federal Service

LeeAnn Flynn Hall

Rochelle A. Toyer

Twenty-Five Years of Federal Service

Karen M. Ferguson

HEALTH & FITNESS



Be Careful... Summer Heat and Humidity Are Here!

Hot weather can cause serious health problems. Be aware of the dangers and know what can be done to lower the risks for heat-related illness.

Persons most at risk?

- ☀ The very young
- ☀ The elderly
- ☀ Those who work or play outdoors.

Symptoms?

- ☀ Heatstroke may result in shivering, disorientation, irritability, convulsions and coma. Call 911 immediately!
- ☀ Heat exhaustion causes nausea, faintness and extreme weakness. For treatment, have the victim rest in a cool or shaded area and drink liquids. Call 911.

How can you stay healthy in the sun?

- ☀ Drink plenty of water and fruit juices. Avoid alcohol.
- ☀ Wear lightweight and light-colored clothing.
- ☀ Stay in shaded areas.
- ☀ Never leave young children or pets unattended in a car.
- ☀ Check often on elderly friends.
- ☀ Provide plenty of fluids to nursing babies and toddlers.
- ☀ Visit an air-conditioned mall or movie theater for recreation.
- ☀ If you're working outside, take breaks or change your schedule to avoid the hottest part of the day!



BREAKFAST BOOSTER!

(Reprinted from *thriveonline*)

If you are looking for a low-fat muffin, adding pumpkin to your mixing bowl is the low-calorie and low-fat baker's dream come true! Pumpkin is not only a calorie bargain at only 41 calories for half a cup of the canned variety, but it is extremely low in fat (<0.5 grams per half cup) and an excellent source of fiber, beta carotene, and vitamin A. Here's a nutritious muffin recipe:

Pumpkin Date Nut Muffins

1 cup bran cereal (nugget-type)	1 teaspoon pumpkin pie spice
1 cup apple juice	1/4 cup chopped walnuts
1 1/2 cup whole-wheat flour	1 tablespoon vegetable oil
1 tablespoon baking powder	2 egg whites
1/2 cup brown sugar, packed	1 cup canned pumpkin
	1 cup chopped dates

Preheat oven to 400 degrees. In a small mixing bowl, combine bran cereal and apple juice. Let stand. In a large mixing bowl, combine flour, baking powder, brown sugar, pumpkin pie spice, and walnuts. Stir to blend. Add oil, egg whites, and pumpkin to cereal mixture. Stir until well blended. Add cereal mixture to large mixing bowl. Stir until just blended. Add dates and stir. Spoon muffin mixture into 12 muffin tins that have been coated with vegetable oil spray. Bake for 18 minutes or until toothpick inserted in center is clean when removed. Makes 12 muffins.

Per muffin:
Calories: 180
Fat: 3.5 grams



WHAT YOU SHOULD KNOW ABOUT DIABETES

Occurring most often among older African Americans, Hispanics and Native Americans, diabetes is the seventh leading cause of death in the United States. According to the U.S. Department of Health and Human Services, African Americans of any age are twice as likely as Caucasians to have this disease, which interferes with the body's ability to use blood glucose (blood sugar) for energy.

SYMPTOMS

Diabetes often has no symptoms at all for as many as 8 to 10 years.

When warning signs do occur, they include:

- Excessive thirst
- Unexplained weight loss or gain
- Impotence
- Increased urination
- Fatigue

PREVENTION

Trade in your old habits for healthy new ones. Remember that it doesn't take much to make a major difference in your health.

- Exercise
- Maintain a healthy weight
- Avoid eating large meals or skipping meals
- Maintain a diet with fruits, vegetables and grains; low in fat and meat

For More Information:

The American Diabetes Association
(ADA)
1-800-342-2383 or
www.diabetes.org

The National Diabetes Education
Program
1-800-438-5383 or
<http://ndep.nih.gov>

VARIETY PAGES

Celebrating Back to School Month...

While some of us are preparing to send our children back to school this month, it may also be time to pursue our own educational goals. Are you looking to brush up on your professional skills, improve your job performance, or further your career? If so, you should consider the government's training institute.

The Graduate School, USDA is recognized as the premier institution of lifelong learning that provides high-quality training, development and education for organizations and individuals committed to public service. As an innovative institution for continuing education, Graduate School, USDA offers more than 1,500 courses to help you improve job performance and further your career.

For more information about courses being offered visit their website at www.grad.usda.gov or call (202) 314-3320.



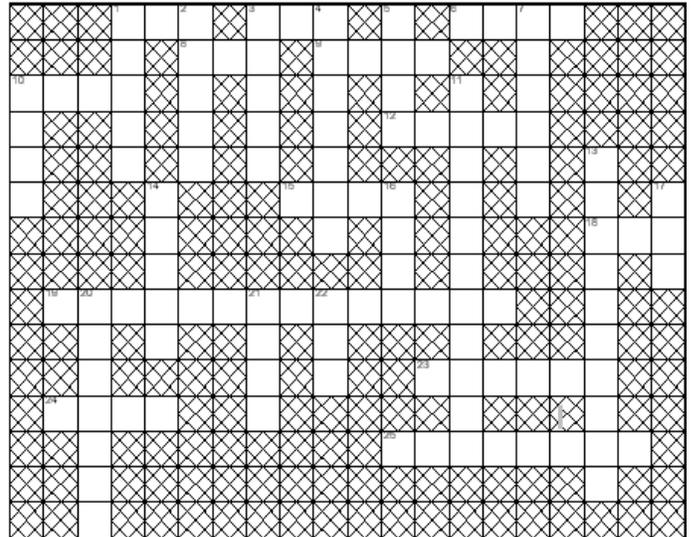
ATTENTION POTENTIAL MENTORS

Have you ever wanted to serve as a role model to at risk youth? Do you have an insurmountable urge to give back to the community by helping future generations? Or, perhaps you have had previous experience as a mentor? Well, you'll be thrilled to hear about our agency's efforts to mobilize a CSOSA Mentor Program! In an effort to strengthen community ties and assist students in establishing nurturing relationships with adult professionals, CSOSA is in the process of developing a mentoring program corresponding to the needs of the District's local public schools. Look for upcoming notices in the NEWSLINK from the Office of the Associate Director, CSS, as we strive to make this program a reality.



Security Cross Word Puzzle

CREATED BY DAVID LEVECK, DIRECTOR OF SECURITY



Across

1. Conducts Background Investigations
3. Provides Offender Services (Acronym)
6. Units of Digital Data
8. Office Coordinating Payroll Deductions
9. Minimum Investigation for Government Employees
10. Type of Investigation (Acronym)
12. Removal of Computer Data
15. Provides Assessment & Treatment Services (Acronym)
18. Office Where Community Relations Specialist Assigned
19. Agency's Lawyer (2 words)
23. Category of Classification
24. Storage Device (Computer)
25. Unauthorized Visitor

Down

1. Coordinates with Congress (Acronym)
2. Modulator-Demodulator (Computer)
3. Part of the Agency's Mission: Prevent _____
4. Falcon's Accomplice
5. Sex Offender Registration Office (Acronym)
7. Possible Danger
10. Security Container
11. Office Writing Contracts
13. Office Searching for Building Space
14. Method of Document Destruction
16. Another Method of Document Destruction
17. Commit Espionage
20. Credit Reporting Bureau
21. Physical Security Device
22. Office Preparing Agency Annual Budgets (Acronym)



THE "I SEE BOOK CLUB"

(Standing, Left to Right) Stephaine Johnson, Angela Davis, Denise Dean, Shelyv Davis, Kendra Jennings, Patricia Baucom
(Sitting, Left to Right), Chandra Green, Denetra Thompson-Frye, LaStell Minor-Creighton

The "I See Book Club" was created by a group of CSO's who discovered their common passion for reading. Some members did not read regularly, but wanted to become more avid readers. So, we decided to create a book club within the Interstate Compact Unit. We later extended an invitation to other CSOSA employees, and now our members are from Diagnostic, TAP, and General Supervision Units.

Our first book club meeting was November 2000. CSO Shelyv Davis selected the first book, "Kindred" by Octavia Butler. We meet once a month and since our existence, we have read several fiction and non-fiction books. The member who selects the "Book of the Month" is responsible for reserving a space for us to meet. We discuss our book while enjoying our lunch. At the end of the meeting, the next assigned member reveals the next month's selection. Some members have come up with very creative ways to introduce their book.

This book club has provided stress-relieving meetings during the day and recreation after work. It has prompted meaningful discussions on authors and other social topics. We encourage others to form common interest groups. The benefits will astound you!

Answers to the Security Crossword Puzzle:

Across

1. OPM (Office of Personnel Management)
3. CSS (Community Supervision Services)
6. Bits
8. OHR (Office of Human Resources)
9. NACI (National Agency Check with Written Inquiries)
10. SSB (Single Scope Background Investigation)
12. Purge
15. SATB (Substance Abuse and Treatment Branch)
18. CJP (Community Justice Programs)
19. General Counsel
23. Secret
24. Disk
25. Intruder

Down

1. OLIPA (Office of Legislative, Intergovernmental and Public Affairs)
2. Modem
3. Crime
4. Snowman
5. SCJP (Special Criminal Justice Projects)
7. Threat
10. Safe
11. Procurement
13. Facilities
14. Shred
16. Burn
17. Spy
20. Equifax
21. Lock
22. OFM (Office of Financial Management)



Become a Weight Watcher!

BY RHONDA LEWIS, EMPLOYEE
DEVELOPMENT SPECILIST | TRAINING &
CAREER DEVELOPMENT

Come join the **Weight Watchers at Work** and be a success like many others have been! The summer is coming to a close and what better way to get back into the swing of things...become a *Weight Watcher* and watch your weight disappear! The next class will begin Thursday, September 6th! Together we can get rid of those unwanted pounds gained over the summer enjoying the cookouts, ice-cream, funnel cakes and other delicious treats! You are guaranteed to lose weight if you follow this 12 week program. Ask people like Teresa Jones, Dan Taylor, Karmilla Blackmon, Tracey Carson, Billie Smith, Ellen Marshall, Melanie Weems and DeAndrea Peters, just to name a few! We have lost a total of 130 pounds collectively! If you are willing, you can be a successful *Weight Watcher* too.

TOP TEN REASONS TO JOIN WEIGHT WATCHERS:

10. It helps! As the holidays approach we are going to be tempted to over-eat. What better way to help us develop healthy eating habits before the holidays sneak up on us.
 9. It works! Some of your coworkers have lost over 20 pounds on the Weight Watcher's plan and have kept the weight off for more than a year.
 8. It's easy! We meet right here at CSOSA HQ once a week. Most people bring a bag lunch to the meetings.
 7. It's healthy! The WW plan encourages a diet that is low in fat and high in fiber. You can't help but eat more healthful foods like fruits and vegetables.
 6. It's fun! If you think we sit around at meetings and commiserate about how fat we all are, forget it. Our leader is a great motivator and she's funny. At the typical meeting, you'll hear lots of laughter. You'll also likely walk away with some good tips like the name of the best-tasting, low-fat frozen dessert in your grocer's freezer or a recipe for a delicious and easy low-fat lasagna.
 5. It's cheap! At just \$12.50 a meeting, the price for the 12-week session per person is a bargain. You probably spend at least that much on high-calorie lunches each week.
 4. You can eat whatever you want! Fergie isn't lying. There are no foods that are off limits on the WW plan. If you want that piece of chocolate cake, you can have it--and eat it too. You just have to make sure you don't go over your allotted points (each food is assigned points) for the day. So, if that piece of cake is 8 points and you still have 10 to use up for the day, you're home free.
 3. It's a brush with greatness! Hey, we may never walk down the aisle of Westminster Abbey in a wedding dress with a 20-foot train like the Duchess of York did, but we can at least belong to the same club she does.
 2. It's satisfying! Nothing tastes as good as thin feels.
- And the Number One reason to join Weight Watchers [drum roll, please] . . .
1. Fall begins September 22nd. Have you tried on your fall wardrobe lately?

For more information please contact:

Rhonda Lewis, Weight Watchers-at-Work Program Coordinator.
Voice: (202) 220-5632 Fax: (202) 220-5412
E-mail: rhonda.lewis@csosa.gov

Note from the Editor:

This concludes another edition of the CSOSA NEWSLINK. I hope you enjoyed this month's publication as much as I enjoyed putting it together. I am increasingly proud of the efforts CSOSA Staff have made in support of the agency's newsletter. Special thanks to Mary Anderson and Sheila Boyd in IT. Without their expertise I would surely lose my sanity. Also, a special thanks to Jermaine Cooper, Michelle Gaskins and Uyen Pham who continue to provide their much needed assistance on a constant basis. And of course, thanks to all those who submitted articles and offered their wonderful ideas, you ARE the NEWSLINK! As always, I look forward to hearing from more staff members in the future as we continue to make our agency's newsletter a great source for interoffice communication. If you are interested in submitting an article or have some suggestions for the September edition, please contact me. In the meantime, remember this:

"Obstacles are those things you see when you take your eyes off your goals." - Henry Ford

*Erika Evans
Acting Editor and Coordinator of the CSOSA NEWSLINK
Office of the Associate Director, CSS
(202) 585-7356*



**COURT SERVICES AND OFFENDER SUPERVISION
AGENCY FOR THE DISTRICT OF COLUMBIA**

**633 INDIANA AVENUE, NW
WASHINGTON, DC 20004-2902
(202) 220-5300**