



Newslink



A Monthly Publication of CSOSA

Volume 2, Issue 9

September 27, 2002

Special Points of Interest:

- CSOSA Celebrates National Hispanic Heritage Month
- Office of Facilities announces National Fire Prevention Week
- Join the Substance Abuse and Treatment Branch in Observing "Recovery Month": Motivation for Change
- OGC Offers Guidelines on Use of the Agency E-mail System
- Health & Fitness: September Spotlight on Prostate Cancer

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Voice of the Director

On September 18, 2002 the Special Observances Committee and the Bilingual Task Force of the Community Supervision Services Division presented CSOSA's second annual Hispanic Heritage Month Celebration. A special thanks to everyone who participated in the planning of this year's observance. Not only do I commend you for showcasing the rich history and culture of Hispanic people from different parts of the world, but I also commend you for poignantly reminding us of the past and present struggles of Hispanic people, both in their native lands and in this country.

This year's theme, 'A Celebration of Diversity', reflects my belief that all of our lives are made richer for the differences among us. Hispanic Heritage Month presents an opportunity for us as an agency to take a close look at our efforts toward promoting diversity within our ranks and to consider the degree to which we have embraced diversity in our personal lives.

America has been quite successful in integrating many aspects of Hispanic culture into the fabric of everyday life. We find Hispanic restaurants of all kinds in every major city and many smaller ones. Large chain record stores have Latin music sections and stock Marc Anthony CDs right along with Ashanti. Carlos Santana has a line of women's shoes at Hecht's and other department stores. PBS airs American Family, starring Mexican American Edward James Olmos, on Wednesday and Sunday. That, however, has been the easy part.

What America has been less successful in doing, and where I hope that we at CSOSA will excel, is fully integrating Hispanic Americans in all aspects of our daily lives.

Because we are a customer-driven agency, it is critical that our workforce reflect our client base. While the agency has made a real effort to attract more Hispanic employees and has had some success, we still have quite a way to go before our workforce is truly representative of our client population.

As of today more than 90% of CSOSA's Hispanic employees work in Community Supervision Services. It is my belief, however, that we will not have fundamentally embraced diversity until Hispanic employees are as well represented in the Director's Office, Budget and Finance, Information Technology, the General Counsel's Office, Training, Facilities Management and all other areas of the Agency. We will have achieved diversity when it is just as likely to be a Hispanic employee who develops the software program to provide CSS with electronic notification when an offender has been arrested in Virginia or who manages the opening of a new community services center in Northeast for facility management. We will have achieved success when diversity truly describes who we are and not something we do.

If approved as submitted, the Agency's FY 2003 budget will include over one hundred new positions. The Office of Human Resources is working on a plan to recruit more Hispanic applicants as well as potential employees from other ethnic groups. I look forward to the day in the not so distant future when the CSOSA workforce is a microcosm of the city, if not the world. We will all benefit immensely from it.

Paul A. Quander, Jr.

CSOSA Events

THE UNITED STATES PAROLE COMMISSION HOSTS ITS SECOND ANNUAL PUBLIC FORUM ON PAROLE POLICIES

On September 11, 2002 Edward F. Reilly, Jr., Chairman of the United States Parole Commission, invited CSOSA and the Federal Bureau of Prisons to participate in the USPC's second annual Public Forum on parole policies affecting District of Columbia prisoners. The forum was held at the Martin Luther King, Jr. Memorial Library in Northwest, Washington, D.C. and as with last years event, the public was given an opportunity to learn how the parole system operates in the District. The forum also served the purpose of giving attendants a chance to ask questions about Parole Commission practices and procedures. The audience ranged from ex-offenders to families of offenders currently incarcerated to members of the press and representatives from community based organizations. Our own Associate Director of Community Supervision Services, Thomas H. Williams was among the panel members on hand to provide detailed information on the parole process. Other panel members included Stewart Rowles, Community Corrections Branch Administrator, Federal Bureau of Prisons; Dierdre Jackson, USPC Case Analyst; and Tom Hutchinson, USPC Chief of Staff. "Our goal is to ensure the correctional system for the District of Columbia operates fairly and efficiently to return inmates to the community at the earliest possible time consistent with public safety", Chairman Reilly stated. CSOSA's presentation was an integral part of this year's public forum, making the cooperative effort a highly informative session for members of the D.C. Community.



Concerned citizens were eager to have their questions answered.

CSOSA CELEBRATES NATIONAL HISPANIC HERITAGE MONTH

September 15th through October 15th is National Hispanic Heritage Month. To honor and celebrate this 14-year-old national observance, CSOSA's Special Observances Committee in conjunction with the Community Supervision Services' Bilingual Task Force presented a program entitled "A Celebration of Diversity" on September 18, 2002. Delighting attendants with spoken word, dance, food, music and art reflective of the rich and diverse Hispanic culture, the event was a huge success.



Staff enjoy viewing the Hispanic Heritage art & culture display, which included books, pottery and tapestry



CSO Alex Duran recites Poema de Amor - El Salvador



CSO Julieta Attridge offered a heart-felt depiction of her immigrant experience from Nicaragua



Treatment Specialist Laura Colon-Marrero accepted a certificate for her representation of Puerto Rico with Salsa Dance



Ballet Folclórico Dominicano represented the Dominican Republic



Ms. Echevaria accepted a certificate in recognition of Lincoln Middle School and their participation in the program

**FIRE PREVENTION WEEK
TEAM UP FOR SAFETY
OCTOBER 6TH - OCTOBER 12TH**

Submitted by Keith Spicer, Office of Facilities

The history of National Fire Prevention Week has its roots in the Great Chicago Fire, which occurred on October 9, 1871. This tragic fire killed some 300 people, left 100,000 homeless and destroyed more than 17,000 structures. The city of Chicago quickly rebuilt, and within a couple of years residents began celebrating their successful restoration to memorialize the anniversary of the fire with festivities.

Intending to observe the fire's anniversary with a more serious commemoration, the Fire Marshals Association of North America (FMANA), the oldest membership section of the National Fire Protection Association (NFPA), decided that the 40th anniversary of the Great Chicago Fire should be observed not with festivities, but in a way that would keep the public informed about the importance of fire prevention.

When President Calvin Coolidge proclaimed the first National Fire Prevention Week, October 4 - 10 1925, he noted that in the previous year some 15,000 lives were lost to fire in the United States. Calling the loss "startling", President Coolidge's proclamation stated, "This waste results from the conditions which justify a sense of shame and horror; for the greater part of it could and ought to be prevented... It is highly desirable that every effort be made to reform the conditions which have made possible so vast a destruction of the national wealth".

Effective fire safety depends on teamwork. That's why the theme for this year's Fire Prevention Week (FPW) is titled "Team Up for Fire Safety™."

Have you volunteered for your building's Emergency Evacuation Team? If not, please do. Your participation can ensure all of us are better prepared during an actual emergency.

So Lets Team Up for Fire Safety™.



For more information, contact Keith Spicer in the Office of Facilities at (202) 220-5737.

**UPCOMING CONFERENCES &
TRAINING OPPORTUNITIES**

*Submitted by Patrice A. Richardson
Office of the Executive Assistant*



**2002 Homeland Security
Summit**

October 28-30, 2002

Wyndham City Center Hotel
Washington, D.C.

Event URL: www.performanceweb.org

The Women's Conference

Richmond, VA - November 20, 2002

Washington, D.C. - November 20, 2002

Baltimore, MD - November 21, 2002

Event URL: www.careertrack.com

Additional Training Opportunities:

- ☛ **Finance & Accounting for Non-Financial People**
- ☛ **Business Writing for Results Seminar**
- ☛ **Management Problems of the Technical in Leadership Role**

For more information on these seminars visit:
www.pryor.com.

The staff of Training and Career Development Center wishes to thank all who came out to the **Adjunct Appreciation Day** on August 7, 2002. We would also like to congratulate **McKinley Rush** and **Lorenzo Harris** who were awarded the Outstanding Adjunct Appreciation Award for 2002 and **Michael Pegues** and **Neville Campbell Adams** who were awarded the Most Valuable Subject Matter Expert Award for 2002. These four colleagues made a significant accumulative contribution to the programs in the Training and Career Development Center and they made a positive impact in the training and development of their fellow employees. In addition, they received excellent evaluations from students and trainers alike. Thanks for a job well done!

All colleagues who were invited to attend Adjunct Appreciation Day but were unable to do so, please stop by the Training Center and pick up your plaque and token of appreciation.

**PEREUNA JOHNSON, DIRECTOR
TRAINING AND CAREER DEVELOPMENT**

Office Updates

TREATMENT UPDATE: MOTIVATION FOR CHANGE

Submitted by Kim Barry, MSW, LICSW
Treatment Specialist, Central Intervention Team



Since we are in the process of observing 'Recovery Month', I would like to take this opportunity to share with my colleagues in treatment, as well as CSOs who are treatment oriented, results of research focused on ways to better motivate substance-using offenders to initiate and continue substance abuse treatment.

A series of motivational approaches has been developed to elicit and enhance a substance-using offender's motivation to change. These approaches are based on the assumptions about the nature of motivation:

- Motivation is a key to change.
- Motivation is multidimensional.
- Motivation is a dynamic and fluctuating state.
- Motivation is interactive.
- Motivation can be modified.
- The clinician's style influences client motivation.

To incorporate these assumptions about motivation while encouraging a offender to change substance-using behavior, the clinician can use the following strategies:

Focus on the offender's strengths rather than his/her weaknesses.

- Respect the offender's autonomy and decisions
- Make treatment individualized and client centered.
- Do not depersonalize the client by using labels like "addict" or "alcoholic".
- Develop a therapeutic partnership.
- Use empathy, not authority or power.
- Recognize that substance abuse disorders exist along a continuum.
- Recognize that many offenders have other coexisting disorders that affect all stages of the change process
- Integrate substance abuse treatment with other disciplines.

Motivational approaches build on these ideas, and they shift control to the offender as an individual. They also recognize that treating substance abuse is a cyclical rather than a linear process and that recurrence of use does not necessarily signal failure.

This article was adapted from SAMHSA Treatment Improvement Protocol (TIP) series 35.

A CSOSA Success Story

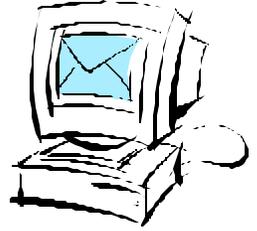
Submitted by Community Supervision Officer Della R. Burrus
TAP, Team #15

Policies and Procedures are effective! A sixty-seven year old offender who had consistently reported to Probation for his office visits, failed to report as scheduled one day. Per agency policy, I immediately began loss of contact procedures. I called the offender's residence, only to learn that his telephone number had been disconnected. Subsequently, I identified and began contacting the offender's collateral contacts. In my continued efforts to make contact with the offender, I located his daughter and left a telephone message for her to call me. I then began the process of attempting to locate the offender via agency related data systems, NCIC/WALES, JACCS, which all met with negative results.

Soon after, I received a telephone call from the offender's daughter. She wanted to thank me for leaving the message regarding her father. She stated that she routinely visited her father on the weekends, since she lived in a different state. Acutely aware of her father's habits, she became concerned that he missed a scheduled appointment. Upon her arrival to her father's home, she found the him lying in bed, immobile and unable to contact anyone for help. He was rushed to the hospital by ambulance and was admitted to the Washington Hospital Center. Unfortunately, I was later advised that due to complications, the offender passed on September 10, 2002. But his daughter made a point to call and thank me again for my timely communication, which enabled her to spend precious moments with her father before his unexpected demise.

AGENCY GUIDELINES ON USE OF THE E-MAIL SYSTEM

Submitted by James G. Smith, Director
Office of Professional Responsibility



A recent newspaper article reports the suspension of twenty-four District police officers for using squad car computers to send offensive or threatening e-mails, following an 18-month investigation conducted by the department's Office of Professional Responsibility. The article indicated that 450 of the department's 3,600 officers might be implicated, alleging that these officers may have sent inappropriate e-mail messages ranging from a single swear word to messages with racist, sexist or homophobic language. The U.S. Attorney's Office is also reviewing five of the cases for possible prosecution on civil rights charges.

CSOSA Policy Statement 2000.1 ("Internet and Electronic Mail Use") provides useful guidance on the use of the Agency's e-mail system. It provides that accessing, soliciting or disseminating any material that is offensive or harassing in nature using the CSOSA or the Pretrial Services Agency e-mail system is prohibited. E-mail messages that contain material that is disparaging towards others based on race, religion, sex, national origin, color, ethnicity, gender, sexual orientation, age or disability are examples of material that is considered offensive or harassing in nature and may be subject to discipline and possible prosecution. In addition, employees may not:

- (1) Transmit any controlled information, including computer software and data, information protected by the Privacy Act, copyrighted, trademarked or material with other intellectual property rights (beyond fair use), or proprietary data, without authorization;
- (2) Utilize the e-mail system for purposes of advertising items for sale, or promoting the interests of private groups or associations;
- (3) Conduct personal activities that generate or are intended to generate income, including, but not limited to, access to electronic day-trading and gambling activities via the Internet;
- (4) Transmit by e-mail trade secrets, business-sensitive information or classified information;
- (5) Conduct any activity that could create the perception that the communication was made in one's official capacity as a Federal Government employee;
- (6) Create, copy, transmit, or re-transmit unauthorized mass mailings, regardless of the subject matter; or
- (7) Perform any action that would otherwise violate CSOSA's Standards of Employee Conduct or the Standards of Ethical Conduct for Employees of the Executive Branch.

If you have knowledge of any violations of standards of conduct, please contact James Smith in the Office of Professional Responsibility at 220-5364. For additional information about proper and improper use of the Agency's e-mail system, refer to Policy Statement 2000.1 and the Agency's Standards of Employee Conduct, both available on the Agency's Intranet. You may also contact any attorney in the Office of the General Counsel at 220-5355 for further guidance.



**Feeling stressed,
burned out, at the end
of your rope?**

We hear you.

COMING SOON TO AN OFFICE NEAR YOU!

*- Basic Spanish -
- Tae Kwon Do / Basic Self Defense -
- Basic Cardio Aerobics / Body Sculpting -*

The Office of the Director is announcing **free** evening classes for CSS staff beginning in October 2002. All classes are provided on a first come, first-served basis. Attendance is limited, so watch your email for announcements

ILLEGAL SUBSTANCE COLLECTION UNIT UPDATE

NEW ATTEMPTS TO EVADE DRUG USE DETECTION : THE WHIZZINATOR

Submitted by Mark Collins, Drug Testing Technician



While water loading and Visine bottles filled with urine and other liquids have typically been the means of choice for offenders attempting to “beat the system’s” drug testing at the Illegal Substance Collection Unit (ISCU) and other field locations, in 2002 offenders are attempting to advance their schemes to pass drug tests while still using illegal substances.

Earlier this summer, Drug Testing Technicians (DTTs) at the ISCU experienced a rash of attempts to submit bogus samples by male offenders using a the Whizzinator, a urinating device with a prosthetic penis. The apparatus, which can be purchased on the internet for \$149.95, plus a shipping and handling fee of \$12.95, is advertised on the website Whizzinator.com as undetectable and fool proof. But as evidenced by the number of incidents reported, this is clearly not the case. Although the manufacturers of the device did a good job creating a realistic looking apparatus, a properly trained DTT can detect otherwise.

Offenders using the device often times try to increase conversation which is intended to obtain face-to-face contact, thus diverting the DTTs attention away from looking at the submission of a sample. In addition, offenders using the device often ask for the water to be turned on when submitting samples. While a good percentage of offenders use the “turn the water on” method as a means of psychological motivation, an offender using the Whizzinator simply wants to use the running water to distract attention from fidgeting and pressing on the device’s abdominal cord. Other warning signs may include total coverage with the hands, turning away from the convex mirrors, and not completely exposing one’s self.

DTTs first became aware of the artificial device being used when they noticed that the color of the apparatus was different than the skin tone of the offender. In time, use of the artificial penis became more difficult to detect because offenders used newer models that were more skin tone appropriate (white, tan, black, or brown), but with the attentiveness of our DTTs, offenders were still being caught in the act.

According to an article published by the Associated Press in June of this year, Nadine Wallace, a Community Corrections Officer, confiscated such a device in the home of Jason Smith, 24, of Pacific, Washington. Snickering arose in a Washington court room when Wallace told Judge Stephen L. Rochon about confiscating the contraption, which comes complete and ready for testing with a fully adjustable latex-free elastic belt, a 4 oz. vinyl bag, prosthesis, one sample of dehydrated toxin free urine and four organic heat pads. Evidently the judge in this case did not find the matter funny because he ordered Smith to serve five months in jail for possessing the contraption, illegal drugs and drug paraphernalia.

Here in our Community Supervision Services Division the rash of allegations prompted new language to be added to the Offender Orientation Contract and new sanctions to be imposed for conduct violations. DTTs complete incident reports stating the allegations and submit copies to their supervisor, the Community Supervision Officer and the Supervisory Community Supervision Officer. Computer notations are also logged in PRISM within twenty-four hours.

Comments by the ISCU Branch Chief, Michael Gunn...

“CSOSA maintains a zero tolerance policy for substance abuse by offenders. Any attempts to circumvent the drug testing process through bribes, attempts to bribe, jokes, or obstruction of justice is prohibited. We hope to send a clear message that certain types of conduct will not be tolerated. If proven guilty, the following consequences may occur: increased sanctions and drug testing, probation/parole revocation, or criminal prosecution. While our objective is not to be punitive, our mission is to provide accurate and timely information to our partners for the fair administration of justice,” said Branch Chief Michael Gunn. “On behalf of CSS, I would like to thank all of ISCU for once again proving that you are the best at what you do.”

Employee Focus

INTRODUCING CSOSA'S NEW CHIEF OF STAFF: BEVERLY HILL

By Erika N. Evans, Office of the Associate Director



When I first met CSOSA's new Director, Paul Quander, Jr., he assured me that when his new Chief of Staff arrived, she would be able to assist me with whatever I needed in my capacity as editor of the agency's newsletter. Immediately, my mind began to buzz with natural curiosity. Who was this new person and would she be as wonderful as our former Chief of Staff, LeeAnn Hall? I couldn't help but wonder. Anxious to meet her, and even more excited about the opportunity to introduce her in this edition of the Newslink, I called to reserve a slot on her schedule. Somewhat reserved and admittedly camera shy, Beverly let me know that I was welcome to come by her office at any time. That initial reception from her was certainly a clear indication of the extremely pleasant and helpful person I found her to be.

Mother of a 15-year-old high school sophomore, at 42 years of age Beverly Hill has had an impressive public service record. She received her B.A. and M.A. in Urban Studies at the University of Maryland College Park with a focus on Public Administration. Upon finishing her studies, she became a member of the first class of Mayors Urban Fellows under D.C. Mayor Marion Barry – a two-year program modeled after the White House internship program. Beverly says she always knew her calling was to work as a public servant. But when one considers her skills and abilities, it's hard to tell if she chose this line of work or if this line of work chose her.

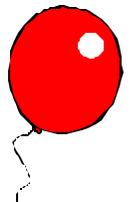
Beverly Hill has been in her new position as Chief of Staff since September 3, 2002. For two years prior to her arrival in the Office of the Director, she served as the Deputy Director for Administration in the Office of

the Chief Medical Examiner. In that position she managed a wide range of responsibilities in areas including budget, procurement, risk management and human resources. From 1994 to 2000 she served as Health Services Administrator at the D.C. Jail. In 1998 she was Special Assistant for Public Safety in the Office of the City Administrator under the leadership of Carol B. Thompson, who coincidentally was the first black female C.A. in the District of Columbia. Carol Thompson became her professional mentor and was influential in helping Beverly develop the work ethic she would carry with her throughout her career. It was during that period that her path crossed with that of Paul Quander, Jr. (at the time he was the Deputy Director of the Department of Corrections, an agency that reported to the City Administrator). In 1991 Beverly accepted a position as an Executive Assistant at the D.O.C., where she and Paul Quander, Jr. would develop a successful working relationship. When Mr. Quander made the call to have her come join him as Chief of Staff at CSOSA, Beverly says she answered without hesitation.

As Chief of Staff, as well as a second-generation Washingtonian, Beverly says she is very excited about being involved in an agency with such an important role in the D.C. Community. She thinks CSOSA's efforts are innovative and she says she is very impressed with the level of competency and extreme dedication among staff. Although she is still honing in on all her responsibilities at CSOSA, she is committed to being a reliable, goal oriented facilitator in the Director's Office.

Beverly also shared with me that she has had fortunate the opportunity to travel the world. She's made trips to the Gambia and the Ivory Coast in West Africa and to her "favorite place world", Dakar, Senegal, where she has made annual visits since 1997 to assist in educational and community development. She says she's looking forward to traveling to Mali and Ghana in the near future. We're just glad that she made the journey to CSOSA and we truly hope that when she gets settled in, CSOSA will become another one of her favorite places in the world.

Welcome aboard Beverly Hill!



Employee Milestones

NEW EMPLOYEES FOR THE MONTH OF AUGUST

Office of the Director
Paul Quander, Jr.

Office of the General Counsel
Brittany Wilson

Office of Community Justice Programs
Alton Byrd

Office of Financial Management
Arvind Lamba

Office of Human Resources
Patricia Ford-Redd
Socheata Sain

Office of Community Supervision Services
Carolyn Austin
Angela McKenzie
Vincent Swann

1 YEAR ANNIVERSARY WITH CSOSA AS OF 08/31/02

Beverly Hamilton
Norman Hurwitz
Cassandra Whitaker

5 YEARS OF GOVERNMENT SERVICE

Angela Davis
Emesha James
Andrea Mosee
Phil Simpson

10 YEARS OF GOVERNMENT SERVICE

Ignatius Asoegwu
Teresa Jones

20 YEARS OF GOVERNMENT SERVICE

Carolyn Austin
Jackie Moore

25 YEARS OF GOVERNMENT SERVICE

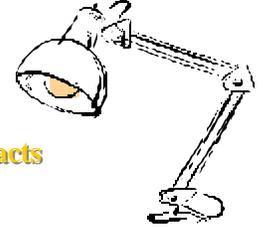
Raynard Sessoms

Congratulations to you all !

Health & Fitness

SEPTEMBER SPOTLIGHT ON PROSTATE CANCER

(Adapted for the Centers for Disease Control and Prevention)



Prostate Cancer Facts

DID YOU KNOW?

- Prostate cancer is the seventh leading cause of death, a leading cause of death for men, and the second leading cancer cause of death, after lung cancer in the United States. The lifetime risk of dying of prostate cancer is about 3%, about 1/10th the risk of dying of heart disease (32%). About 1 in 30 men will die of prostate cancer.¹
- In the United States, about 189,000 men will be diagnosed with prostate cancer and 30,200 men will die of prostate cancer in 2002.²
- The risk of dying of prostate cancer differs among racial and ethnic populations. In the United States, African American men have prostate cancer mortality rates twice as high as those of Caucasian and Hispanic men, 3 times higher than those of Asian/Pacific Islanders, and 5 times higher than Native American men.³
- More than 80 percent of all prostate cancers are diagnosed in men aged 65 years or older.²

¹National Center for Health Statistics

²Cancer Facts and Figures 2002, American Cancer Society

³Cancer Statistics Review, National Cancer Institute

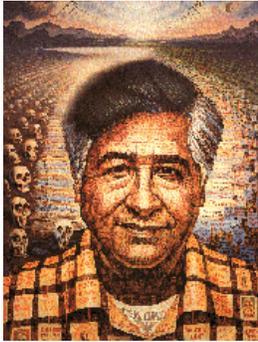


In fiscal year 2002, Congress appropriated approximately \$14 million for CDC's prostate cancer prevention and control activities. For more information on prostate cancer, including screening and insurance coverage legislation,

visit the Centers for Disease Control and Prevention online at <http://www.cdc.gov>.

Variety Pages

HISPANIC HERITAGE



CESAR E. CHAVEZ
(1927-1993)

"One of the most heroic figures of our time."
- Senator Robert F. Kennedy

**Recipient of the Presidential Medal of Freedom
& the Aguila Azteca**

Cesar Estrada Chavez founded and led the first successful farm workers' union in U.S. history. When he passed away on 23 April 1993, he was president of the United Farm Workers of America, AFL-CIO

Cesar was born March 31, 1927, on the small farm near Yuma, Arizona that his grandfather homesteaded during the 1880's. At age 10, life began as a migrant farm worker when his father lost the land during the Depression. These were bitterly poor years for Cesar, his parents, brothers and sisters. Together with thousands of other displaced families, the Chavez family migrated throughout the Southwest, laboring in fields and vineyards. Cesar left school after the eighth grade to help support his family.

He joined the U.S. Navy in 1945, and served in the western Pacific during the end of World War II. In 1948, he married Helen Fabela, who he met while working in Delano vineyards. The Chavez family settled in the East San Jose barrio of Sal Si Puedes (get out if you can).

In 1952, Cesar was laboring in apricot orchards outside San Jose when he met Fred Ross, an organizer for the Community Service Organization, a barrio-based self-help group sponsored by Chicago-based Saul Alinsky's Industrial Areas Foundation. Within several months Cesar was a full-time organizer with CSO, coordinating voter registration drives, battling racial and economic discrimination against Chicano residents and organizing new CSO chapters across California and Arizona.

Cesar served as CSO national director in the late 1950's and early 1960's. But his dream was to create an organization to help farm workers whose suffering he had shared. In 1962, after failing to convince the CSO to commit itself to farm worker organizing, he resigned his paid CSO job, the first regular paying job he had. He moved his wife and

eight young children to Delano, California where he founded the National Farm Workers Association (NFWA).

In September 1965, Cesar's NFWA, with 1200 member families, joined an AFL-CIO sponsored union in a strike against major Delano area table and wine grape growers. Against great odds, Cesar led a successful five year strike-boycott that rallied millions of supporters to the United Farm Workers. He forged a national support coalition of unions, church groups, students, minorities and consumers. The two unions merged in 1966 to form the UFW, and it became affiliated with the AFL-CIO.

In 1991, Cesar received the Aguila Azteca (The Aztec Eagle), Mexico's highest award presented to people of Mexican heritage who have made major contributions outside of Mexico. On August 8, 1994, Cesar became the second Mexican American to receive the Presidential Medal of Freedom, the highest civilian honor in the United States.

Cesar Chavez passed away on April 23, 1993, at the age of 66. More than 40,000 people participated in Cesar's funeral at Delano. He was laid to rest at La Paz in a rose garden at the foot of the hill he often climbed to watch the sun rise.

In 1994, Cesar's family and the officers of the UFW created the Cesar E. Chavez Foundation to inspire current and future generations by promoting the ideals of Cesar's life, work and vision. The Foundation's headquarters is at La Paz, the future location of the Cesar E. Chavez Library and the Cesar E. Chavez Training and Education Center.

Biographical resource:

Goodwin, David. *Great Lives: Cesar Chavez, Hope for the people.* New York, NY: Fawcett Columbine, 1991.

Bulletin Board



Congratulations to McKinley Rush
on his promotion to
Deputy Associate Director of
Community Supervision Services

- From the Staff of the
Training and Career Development Center



**Congratulations to the Community Supervision Officer
Class of September 2000**



We did it again!!!! Although some of our classmates have moved on to other career paths, most of us have remained at CSOSA. I would like to wish each and every one of you continued success. Take care, be careful and God bless.

- Tiffany Hill, CSO

STAFF REMINDER:

CSOSA will observe
Columbus Day
October 14, 2002



- Office of Human Resources

September Birthdays



Happy Birthday to
Cheryl Hatcher (9/9)
&
Karen Wallace (9/16)

From the Office of Information Technology

Happy Birthday
LaJuan Drakford-Archible
(9/29)
From the entire Intake Staff

Happy Birthday
to our Friends in the

Training
&
Career Development Center



Therla Smith (9/2)
Michelle L. Gaskins (9/23)

Happy Birthday
Jermaine Cooper (9/16)

Thanks for being such
a great friend!



Happy Birthday Wishes to Procurement's
Sheryl Wallace (9/21)

From your dearest and loving friend,
Morgan Massey



Newslink **Quote of the Month**

“Every man has enough strength to complete those assignments that he is fully convinced are important.”

- *Johann Goethe*

Do you have an interesting quote you want to share? Contact the Newslink and spread the word!

A Note from the Editor:

This concludes yet another edition of the CSOSA NEWSLINK. I've always believed that when you usher in a new season, you should also usher in a new state of mind. I'm reminded of Director Paul Quander's inspiring remarks during this month's Hispanic Heritage celebration. He said, "All of our lives are made better because of the differences among us." In order that we may achieve a common goal, it is important that we learn to embrace diversity. Let us commit to learning from one another and respecting one another's backgrounds and viewpoints. Realizing that everyone has something valuable to bring to the table is the biggest step forward in any group effort and a great way to bring in the Fall season! If you would like to submit an article, have an announcement, or know of an event you would like to see covered in the next edition of the NEWSLINK, please feel free to contact me. Thank you for your continued efforts to lend ideas and support to our agency's newsletter.

With warmest regards,

Erika N. Evans

Editor & Coordinator

Office of the Associate Director, CSS

Tel: (202) 585-7356

Fax : (202) 585-7374

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.



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

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