

INSIDE THIS ISSUE:

New Chief
Diversity
and
Inclusion
Officer
Appointed

Meet
'Probie'
Giselle
King

FDNY High
School
Students
Host
Annual
Fair

New Chief of the Department Appointed



Fire Commissioner Daniel A. Nigro announced on Oct. 29 the appointment of James E. Leonard as Chief of Department - the highest ranking uniformed position in the FDNY.

Chief Leonard, a 35-year veteran and Brooklyn Borough Commander since 2010, will oversee the Department's 15,000 uni-

formed firefighters and EMS personnel and four major agency Bureaus: Fire Operations, EMS Operations, Training and Fire Prevention. Chief Leonard's appointment is effective Nov. 1, when he succeeds Chief Edward S. Kilduff, who is retiring.

“Chief Leonard's exemplary service as a firefighter and fire officer, along with his extensive field experience and leadership as a chief officer and incident comman-

**Story continues
on page 2**

New Chief of the Department Appointed

Story continued from previous page

der, makes him a great choice to serve as Chief of Department," said Commissioner Nigro. "I am confident he will work hard to improve our fire and EMS operations, while ensuring the safety of the brave men and women under his command who selflessly serve our city."

"It's a tremendous honor to have been selected to serve as Chief of Department in the world's greatest fire department," said Chief Leonard. "I feel lucky and privileged at having already had an incredible career with the FDNY, and I'm excited and eager to help the Commissioner and Mayor de Blasio achieve even greater success for the Department in the years to come."

Chief Leonard began his career in 1979, first assigned to Engine Company 310 then Ladder Company 174, housed together in Flatbush, Brooklyn.

In 1986, he was promoted to Fire Marshal and assigned to the "Red Cap" street patrol in East New York, Brooklyn, which was created to fight the arson blight that had plagued parts of the city at that time.

He returned to firefighting in 1987, serving on Staten Island with Ladder Company 85, and was promoted two years later, in 1989, to Lieutenant and assigned to Ladder Company 168. Following his promotion to Captain in 1993, he returned to Brooklyn to lead Engine 243 in Bensonhurst. Following his promotion to Battalion Chief in 1996, he served at Battalion 31 in Brooklyn, Battalion 22 in Staten Island and Battalion 2 in Manhattan. In 2002, he was promoted to Deputy Chief and worked in

Story continues on page 3

New Chief of the Department Appointed

Story continued from previous page

Division 8, which covers Staten Island and southern Brooklyn.

Chief Leonard was appointed Deputy Assistant Chief in 2010 and assigned as Brooklyn Borough Commander, with overall responsibility for the Department's largest field force by borough with more than 75 units and 2,000 firefighters and fire officers. He also responded citywide to all major emergencies while serving simultaneously as a Citywide Tour Commander, including as the Incident Commander at the March 12, 2014, explosion and collapse in East Harlem.

During Hurricane Sandy in October 2012, Chief Leonard supervised all fire operations and response in Brooklyn as Borough Commander.

He has been cited four times for bravery, including two unit citations and two acts of heroism in Brooklyn. In 1982, he saved three brothers from a fire on Kings Highway, and, in 1990, while off-duty, he saved a woman from a fire on Brooklyn Avenue. He is also credited with three pre-hospital saves of patients experiencing cardiac arrest.

Chief Leonard holds an associate's degree in Criminal Justice and a bachelors in Sociology, both from St. Francis College; and a MS degree in Fire Protection Management from John Jay College. He has participated in the FDNY Officers Management Institute (FOMI) and the Department's Advanced Leadership Course.

Born in Brooklyn, Chief Leonard is a lifelong resident of New York City and currently lives on Staten Island with his wife, Patricia. ■

Chief Diversity and Inclusion Officer Appointed

Fire Commissioner Daniel A. Nigro announced the appointment of Pamela M. Lassiter as FDNY's first Chief Diversity and Inclusion Officer (CDIO) on Oct. 1.

Ms. Lassiter, who will serve as a member of the Commissioner's executive leadership team and will hold the in-house title of Deputy Commissioner, is responsible for creating, implementing, assessing and gaining support for diversity and inclusion efforts agency-wide. She will also oversee the agency's recruitment efforts and equal employment opportunity compliance.

She will report directly to Commissioner Nigro and will also be responsible for ensuring all new recruitment and diversity strategic initiatives comply with Department of Citywide Administrative Services (DCAS) and Law Department



guidelines. She also will serve as liaison to employee affinity and fraternal organizations.

Ms. Lassiter, a graduate of the University of Virginia Law School, has extensive experience in diversity and inclusion, Equal Employment Opportunity

Story continues on page 5

Chief Diversity and Inclusion Officer Appointed

Story continued from previous page

(EEO) and workforce development, in both the public and private sectors.

Her public service includes work as equal opportunity specialist for the U.S. Department of Labor (1988-1989); director of compliance and diversity programs for the City University of New York (1999-2000); and associate director of workforce diversity at UMDNJ (University of Medicine and Dentistry of New Jersey; 2005-2007).

She has also worked extensively in the private sector, as the senior EEO representative at Empire BlueCross Blue Shield (1989-1991); employment administrator at The CIT Group (1991-1995); human resources staff manager at AT&T; benefits consultant at PriceWaterhouseCoopers – HR Solutions (1998-1999); director of human resources at Navisys Inc. (2000-2001); and human resources consultant at Ajilon Professional Staffing (2005).

For the past year, Ms. Lassiter has been director of the office of diversity and equity programs at Southern Connecticut State University, where she was responsible for university compliance, complaint investigations and training for more than 11,000 employees and students.

She chaired the university President's Commission on Campus Climate and Inclusion, creating a respectful environment for all, with particular attention to programs and policies designed to increase inclusion and participation of traditionally

Story continues on page 6

Chief Diversity and Inclusion Officer Appointed

Story continued from previous page

underrepresented groups. She also investigated and responded to complaints of sexual discrimination, misconduct, or harassment.

Between 2008 and 2013, she was special assistant to the chancellor and director of equity and affirmative action at the University of Wisconsin Oshkosh, overseeing workplace compliance issues, complaint investigations, training and diversity reporting and monitoring for more than 15,000 employees and students. She led the Alliance for Equity and Diversity committee of affinity groups to provide strategic planning and monitoring progress; and wrote the campus' first Equity and Inclusivity Key Operational Plan and presented its achievements to the Board of Regents. For five years, Ms. Lassiter led Social Justice Week, a week of activities and speakers designed to enhance knowledge of and engagement in social justice and inclusivity issues.

Ms. Lassiter holds a Bachelors' degree in economics and sociology from Queens College, as well as advanced training and certifications from the National Employment Law Institute (NELI), Stop the Hate (bias incident training), and Gate Keeper (behavioral intervention training).

She has taught both undergraduate and graduate business courses in organizational behavior, business law, employment discrimination law, and negotiations at the University of Wisconsin – Oshkosh, New York Institute of Technology, William Paterson University, and Rutgers University. ■

Meet 'Probie' Giselle King



FDNY Probationary Firefighter Giselle King graduated from the Fire Academy in June 2014.

Probationary Firefighter Giselle King said she has always been the type of woman who is not afraid to get her hands dirty. In addition, she noted that she has always dared to be different. Therefore, it comes as no surprise that she chose to be an FDNY Firefighter, which is a very physical job that is viewed as a non-traditional one for women.

“I always knew that I wanted to work at a job where I wasn’t sitting at a desk and I really wanted a career where I was out being hands-on and helping people,” she explained. “Being an FDNY Firefighter is really a perfect fit for me, because I’m out each day serving the community.”

However, she noted, that the journey to becoming a New York City Firefighter was not an easy one. Before entering the Academy, she trained intensely

Story continues on page 8

'Probie' Featured in New York Magazine

Story continued from previous page

five to six days a week, and each workout session was dedicated to cardio, strength or calisthenics. In addition, she trained frequently wearing a weighted vest to help simulate the effect of wearing Fire-fighter bunker gear. In her opinion, the 18-week training at the Fire Academy can best be described as completing “boot camp, college and training for a marathon all at the same time.”

“Once I completed the written exam, I basically treated the preparation for the Fire Academy like a full-time job and everything else took a part-time status,” she recalled. “The Fire Academy is intense and grueling and every day there is all about working hard, training hard, staying humble and learning.”

And her dedication paid off on June 3 when she graduated from the Academy alongside 286 new “Probies.” On that special day, she also became one of four new female firefighters in the Department. Her exceptional achievement was also celebrated in the Aug. 11 issue of New York Magazine, which featured all of the female graduates from the latest “Probie” class. King added that her new job has given her role model responsibilities as well.

“It’s really cool when young girls see me when I’m working and they talk in the third person like ‘Hey, there is a female Firefighter,’ and they ask to take a picture with me,” she said. “Being an inspiration to young people comes along with this job and I think that also helps to make this job so important and special.”

King is serving as one of New York’s Bravest at Engine 15 in Manhattan. ■

Firefighter Featured in Global Campaign

NEVER BE AFRAID TO BE YOU!

shop.voice4equality.org

presented by **VOICE**

Brooke Guinan
FDNY Firefighter

**SO
TRANS
SO
WHAT**

The FDNY Office of Recruitment and Diversity congratulates Firefighter Brooke Guinan for joining the So Gay So What global campaign as a transgender model to raise awareness about LGBTQ rights. ■

**FOLLOW
JOIN FDNY**



Firefighter Brooke Guinan

UWF to Host Training for Candidates

The United Women Firefighters (UWF) is scheduled to host physical fitness training for women firefighter candidates in November at the New York Sports Club on Wall Street in New York City. The club is located at 30 Wall Street, New York, NY 10005. To be eligible to participate, every candidate must bring a gym lock, at least a



50 pound vest, fitness clothes and sneakers, water and a medical waiver. In addition, every candidate should attend the training properly hydrated and fueled and ready for an intense workout. Please note that these workout sessions are designed to prepare candidates for the physical training at the Fire Academy. To register for the sessions, please e-mail womenrecruitfdny-subscribe@yahoogroup.com.

November 2014 UWF Training Schedule

Nov. 13 and 20 at 7:30 p.m.

Nov. 16, 23 and 30 at 12 p.m.

RECRUITMENT CORNER

FDNY HS Students Host Community Fair



The FDNY High School for Fire and Life Safety held its Second Annual Community Health and Life Safety Fair in Brooklyn on Oct. 22.

The fair brought together the FDNY Fire Safety Education Unit and Mobile CPR Unit as well as the NYC Office of Emergency Management, the Bone Marrow Registry and other health organizations. Attendees were able to learn CPR, as well as obtain important health and safety information. Under the leadership of FDNYEMT Brandon Mahon, students in the school's FDNY Prep Class organized the outstanding community event.

"They are all working hard to improve the health and safety of the community they call home," said Fire Commissioner Daniel Nigro. "That's the Department's mission, and based on their work with this fair, these young students are clearly

Story continues on page 12

RECRUITMENT CORNER

FDNY HS Students Host Community Fair

Story continued from previous page



well on their way to successful careers as FDNY EMTs, Paramedics and Firefighters.”

The event was part of a project-based learning assignment in the school’s FDNY Prep Class, which required the students to plan, organize and execute the entire fair. During the process, the high schoolers learned about the importance of leadership, teamwork, networking, event planning, community outreach and more.

The high school, housed in Thomas Jefferson High School in Brooklyn, is a small thematic school that educates students from 9th to 12th grade while introducing them to careers as firefighters, paramedics and EMTs. It is largely funded by the FDNY Foundation, the official non-profit organization of the FDNY. ■