

# Equity.

# Diversity.

# Inclusion.



**sanitation**

Kathryn Garcia Commissioner

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Colleagues,

Our Department maintains a robust and effective workforce by fostering an equitable, diverse and inclusive work environment. DSNY's workers are our greatest asset, and the Department is committed to recruiting, developing and retaining a diverse team that reflects our great City's population.

DSNY recognizes that placing a high value on our differences builds stronger teams, thus driving our best performance. This is one of my highest priorities, and I expect all managers and supervisors promote an environment that values equity, inclusion and respect for all. As Commissioner, I have full confidence that all DSNY employees – those with us today and our future colleagues – will help make our Department a model work environment.

The DSNY Office of Equity, Diversity and Inclusion provides equal opportunity for all workers to grow, strengthen skills and cultivate better communication among each other and between managers, supervisors and subordinates – bringing out the best in every member of this agency. Occasionally, conflicts among colleagues arise. When they do and when appropriate, EDI leads the employees to resolve their issues through mediation. This process has been proven effective – time and again – in resolving disputes and allowing everyone involved to resume working as a team.

Working together toward the above goals with an engaged workforce ensures that the Department of Sanitation will continue to provide courteous, reliable and professional service to the New Yorkers who depend on us.

Remember: We are one team, working together to do one thing – serve the citizens of New York with pride, excellence and **STRENGTH.**

After all, we are the City's **STRONGEST!**

Sincerely,

A handwritten signature in black ink that reads "Kathryn Garcia".