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The Recruiter

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FDNY Office of Recruitment and Diversity Deputy Director Nafeesah Noonan, third from right, was one of five honorees at the celebration.

Led by FDNY Commissioner Daniel A. Nigro, the Department celebrated the legacy of Dr. Martin Luther King Jr. on Jan. 20 at its Headquarters in Brooklyn. At this event, five current and retired FDNY members and personnel were honored for their hard work, dedication and commitment to public service. In addition, former New York City Mayor David N. Dinkins and New York City Public Advocate Leticia James served as guest speakers.

"Dr. King was a true champion of diversity and inclusion – he fought for it, peacefully, but with

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tremendous conviction and unbridled determination," said Commissioner Nigro. "As we build a more inclusive department, we must ensure that young men and women in every community know that if they have the drive, integrity and the bravery required to do this job then there is a place for them with FDNY."

"When you ask whether or not Dr. King's dream has been realized – no, it has not. Things are not yet where they need to be – thank god they are not where they used to be," said former New York City Mayor David N. Dinkins. The Department's

Former New York City Mayor David N. Dinkins served as a guest speaker during the celebration.

first recruitment and diversity unit was established during Dinkins' term as Mayor.

"Just last week, I celebrated my ninth year working for the FDNY. I didn't know what to expect when I arrived here, so in true "Probie" fashion – I observed, paid attention to my colleagues and jumped in to help out," said Nafeesah Noonan, Deputy Director of the Office of Recruitment and Diversity and one of the evening's honorees. "It hasn't been easy, but every second we spend recruiting in communities of color and strategizing daily about taking action towards being the most diverse, inclusive and strongest fire department we can be – is worth it."

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The FDNY's Dr. Martin Luther King, Jr. Celebration also featured several performances by the Vy Higginsen Harlem Sings Gospel Ensemble.

Deputy Commissioner Douglas H. White, Administration and Human Resources; Deputy Assistant Chief Roger J. Ahee, EMS Training; retired Fire Marshal Carl Havens; and retired Firefighter and former Vulcan Society President Elbert Washington were also honored at the event for their service and contributions to the Department.

"I can recall that there used to be a supermarket not too far from where I live, and when the Firefighters would march into the supermarket to go shopping – particularly the firefighters of color – all in their suits, their armor, I would see a line of little boys – they were all little boys of color with stars in their eyes – and they would all stop and look at these men like they were superheroes," said Public Advocate Leticia James. "And I know that Dr. King would particularly have been proud of all of you who fought to renew the Zadroga Act, because after 9/11 we were all covered with toxic dust, we could not distinguish between who we were, we could not tell who was black and who was white – at that time we were all Americans."

A New Family Tradition Begins

When FDNY Probationary Firefighter Karim Menard graduated from the Fire Academy in May 2015, he celebrated not only becoming one of New York's Bravest, but also the start of a new tradition in his family. Upon his completion of the challenging 18-week training, Menard joined his brother-in-law, FDNY Lieutenant Loycent Gordon, in serving in the best job in the world.

FDNY Probationary Firefighter Karim Menard, left, and his brother-in-law FDNY Lieutenant Loycent Gordon were all smiles during Menard's graduation from the Fire Academy on May 5, 2015. That special day also marked the official start of a new FDNY tradition in their family.

"Joining my brother-in-law on this job has been a great experience for me, because he's someone that I look up to," Menard said. "It's great that we have this work tradition in our family now."

During his journey as a Firefighter Candidate, Menard trained in the Department's Fitness Awareness Program (FAP), which is offered to Firefighter Candidates shortly before they enter Probationary Firefighter School. While attending the sessions, he noted, that he learned more about the FDNY's para-military culture.

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While he was a FDNY Firefighter Candidate in 2014, Probationary Firefighter Karim Menard participated in the FDNY's Fitness Awareness Program (FAP) at the Fire Academy in New York City.

"In FAP, you learn about the physical training at the Academy and how these exercises are completed according to a cadence," he explained. "FAP gave me a stronger foundation when it came to preparing for the Academy."

And on May 5, 2015, Menard, 31, became one of 305 new "Probies" in the Department. He celebrated this remarkable achievement with his loved ones, including his sister, Aïsha, Gordon's wife, as well as Gordon.

The lieutenant, who currently serves as a HazMat Operations Instructor at the Fire Academy, said it's a blessing to see his brother-in-law choose the same public service career as him.

"I'm very excited that Karim became a New York City Firefighter, because it's such a good feeling to know that I have a family member working with me on this great job," said Gordon, who recently celebrated his 11th year of service. "Something special like this just makes our bond even stronger."

Menard is currently helping to keep New York City safe as a member of Ladder 110 in Brooklyn.

Reminders from Join FDNY

As our Firefighter Candidates get ready to complete their Candidate Physical Ability Test (CPAT) at the Department of Citywide Administrative Services (DCAS), please remember the following:

- DCAS will send Firefighter Candidates three different dates to complete the CPAT and all Candidates must remember that they have to attend their first scheduled exam date.

- If your list number was recently called and you have not registered for our free CPAT Training Program at the Fire Academy, please check your e-mail and register for that important training.

The winter season is upon us and the FDNY needs your help with keeping fire hydrants cleared. In case of a fire, our Firefighters need to be able to access hydrants quickly to protect the people and property of New York City. If you live near a hydrant, please keep snow and ice at least three feet away from that hydrant and ensure that there is a clear path to that hydrant.

Firefighter 101:

Fire vs. Combustion

Fire is actually a by-product of a larger process called combustion. Fire and combustion are two words used interchangeably by most people. However, all FDNY Firefighters must understand the difference. Combustion is the self-sustaining process of rapid oxidation of a fuel, which produces heat and light. Fire is the result of a rapid combustion reaction. Want to learn more about this topic? Visit our website: **http: on.nyc.gov/1Kea0tF.**

Don't Procrastinate! Start studying the "Probie" Manual today to get ready for the *F*ire Academy!

UWF to Host Training for Candidates

The United Women Firefighters (UWF) is scheduled to host physical fitness training for women Firefighter Candidates in February 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 women-recruitsfdny@yahoogroups.com. ***Please note that all new candidates must arrive to the training sessions early.**

February 2016 UWF Training Schedule

February 7, 14, 21 and 28 at 12 p.m.

February 9, 16 and 23 at 7:30 p.m.

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YWDI Students Complete Winter Leadership Academy

Members of the FDNY's Youth Workforce Development Initiative (YWDI) continued their efforts to become New York State certified Emergency Medical Technicians in January by training at the FDNY EMS Academy.

As part of the initiative, the students participated in a Winter Leadership Academy from Jan. 4-9, which featured challenging physical and academic training. The students are now completing the EMT-Basic Certification Course at the EMS Academy.

This latest group of aspiring EMTs includes alumni from the FDNY High School for Fire and

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Life Safety and the FDNY Fire and Emergency Medical Service Exploring Program.

The YWDI is largely funded by the FDNY Foundation, the official non-profit organization of the FDNY. To learn more about this initiative, please visit: **http://on.nyc.gov/1fztKww.**