

Our Mission

The Department of Correction shall strive to be a global leader in progressive correctional practices and partnered re-entry initiatives to support responsive evidence-based practices aligned to law-abiding and accountable behaviors. Safety and security shall be a priority component of this responsibility as it pertains to staff, victims, citizens, and offenders.

From the Commissioner



I learned firsthand recently that the old saying, “good things come to those who wait,” is true.

Roughly two and a half years after Governor Lamont first appointed me as Commissioner of the Department of Correction (and later reappointing me in 2022), I found myself standing on the stage of the Welte Auditorium on the campus of Central Connecticut State University swearing in the Agency’s leadership. From Wardens and Directors, to Deputy Wardens and Deputy Directors, to members of the Executive Team, it was my great honor to officially administer the Department’s Oath to all the invaluable members of our Department’s leadership.

I strongly believe that it was important to come together publicly to acknowledge what we have been through and to set our collective sites on the future. With each successive group that was sworn in, my feelings of pride increased.

see [Looking Forward /page 5](#)

April 21, 2023
through
July 14, 2023

Distributed bimonthly
to 5,500 staff
and via the Internet
throughout Connecticut
and the nation
by the
Department of Correction
24 Wolcott Hill Road
Wethersfield, CT 06109

A Pledge of Allegiance

Carrying on a tradition that was established by former Department of Correction Commissioner, Leo Arnone, our current Commissioner, Angel Quiros, officially swore in many of the Agency’s top administrators during a ceremony held inside the Welte Auditorium on the campus of Central Connecticut State University on May 23, 2023.

With family and friends in attendance, Commissioner Quiros presided over the ceremony in which the Agency’s Deputy Commissioners, District Administrators, Directors, Wardens, Deputy Directors, and Deputy Wardens took the oath of office. For some, it was the first time being sworn in, for other – longtime veterans of the Department, it was a chance to reavow their commitment and dedication to the Department of Correction.

After the Department’s Honor Guard and Pipe Band led the Commissioner and the two Deputy Commissioners into the auditorium, Deputy Commissioner Sharonda Carlos welcomed all those gathered for the ceremony.

see [Leadership Gets Sworn In /page 2](#)

Ned Lamont
Governor

Angel Quiros
Commissioner

Web address:
www.ct.gov/doc

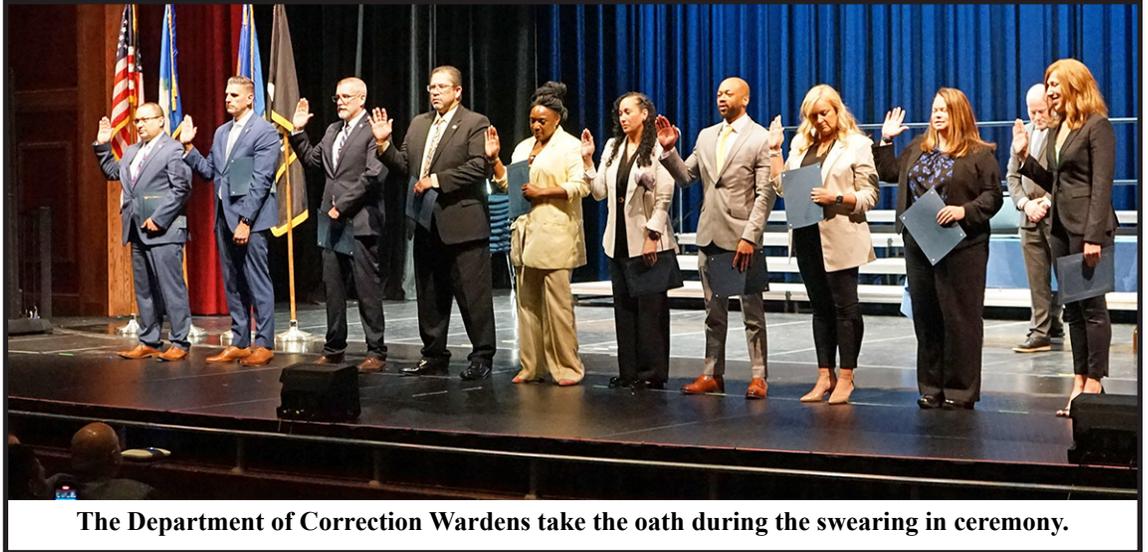
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The Agency's Leadership Gets Sworn In from page 1

"It is great that we are able to gather together in public to celebrate the accomplishments of our peers," said Deputy Commissioner Carlos. "I think you will all agree when I say, it's been too long - but, it was worth the wait."

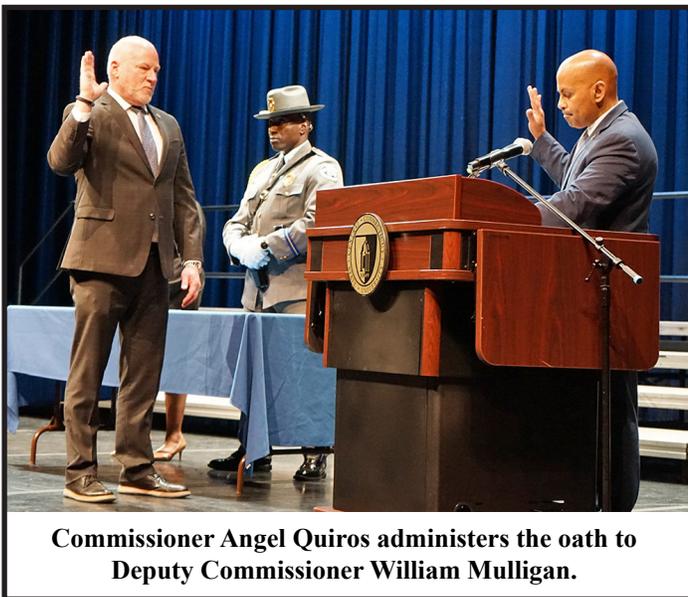
She then introduced Commissioner Quiros who took to the podium to congratulate, as well as thank those about to take the oath.

"The pride I feel standing here is difficult to articulate. Each one of you play a



The Department of Correction Wardens take the oath during the swearing in ceremony.

vital role on my team and were selected based on your unique abilities," Commissioner Quiros said. "It is not often, a Commissioner gets to pick so many members of their team and trust me, the competition was tight. However, through your deliberate actions and concerted efforts a balanced team was cultivated." After the Commissioner's remarks, it was time for the actual swearing-in portion of the ceremony. First up were the Deputy Wardens, who were called to the stage one-by-one and once all took their places, they each raised their right hand and took the oath as one cohesive group. The process was then repeated for the Departments Wardens, Directors and Deputy Directors.



Commissioner Angel Quiros administers the oath to Deputy Commissioner William Mulligan.

Among the final three individuals to be sworn in was District Administrator Eulalia Garcia. Deputy Commissioner Carlos introduced her and read a list of her accomplishments before turning it over to the Commissioner to administer the oath.

The only two remaining individuals needing to be sworn in were the Deputy Commissioners Sharonda Carlos, and William Mulligan. One at a time, in a show of deep and abiding respect for their commitment to the Agency, Commissioner Quiros showered each with effusive praise before administering the oath.

Following a rousing round of applause for all those sworn in, the ceremony came to a close with a benediction from Director of Religious Services David Santiago. Once the Honor Guard retired the

colors, everyone filed out of the auditorium for a chance to catch up with colleagues and friends on a beautiful Spring afternoon. For all involved, the ceremony was an important opportunity to put the pandemic in the rearview mirror and turn our attentions to the future.

Honoring Fallen Heroes

The Department's Honor Guard Participates in Project 2000

Representatives from correction agencies from across the country gathered in St. Louis Missouri last month to honor fellow officers and their families as part of the Correctional Peace Officers Foundation's, Project 2000. Among those in attendance were members of the Connecticut Department of Correction's (DoC) very own Honor Guard.

The Correctional Peace Officers Foundation (CPOF) is a national, non-profit charitable organization dedicated to supporting the surviving families of Correctional Officers who lose their lives in pursuit of their chosen profession.

Since 1990, the CPOF has hosted Project 2000, an annual four-day gathering for correctional officers and families. Each gathering recognizes those men and women in the corrections profession who lost their lives in the line of duty the preceding year. This year's event took place from June 15 through the 18, in St. Louis, Missouri, and marked the 34th time the ceremony was held.

Those attending from the Connecticut DoC included: Honor Guard Commander, Captain Sergio Perez; Correctional Lieutenants Agnes Kloskowska, Edwin Santiago, Nikitas Venoutsos, Matthew Wilson, and Correction Officers Rafaela Alvarez and Katherine Carlson.

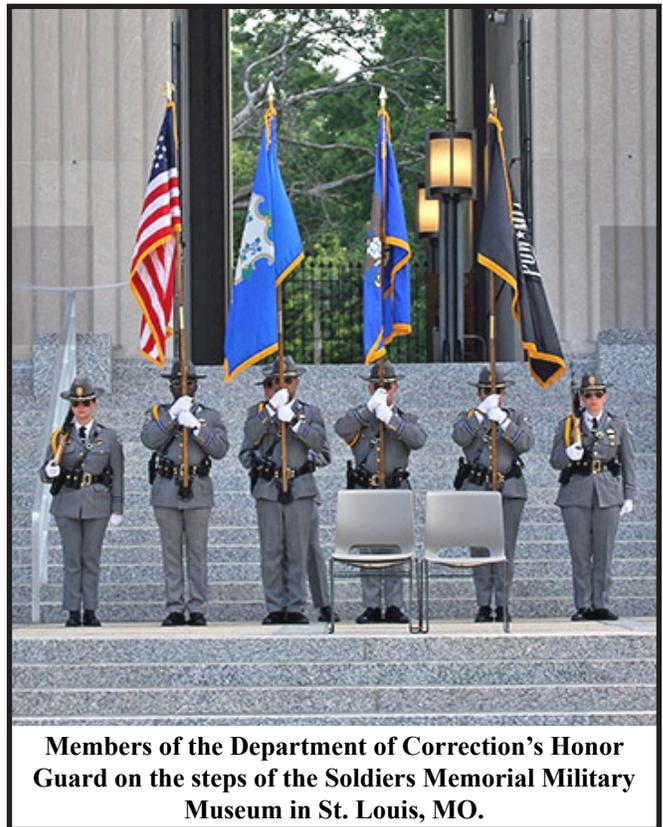
Some of the events activities included a welcome dinner, memorial service, memorial luncheon, survivor's luncheon, and farewell breakfast. In conjuncture with the event, the DoC's Honor Guard donated \$1,500 to the CPOF, which they were able to raise through various fundraising efforts such as tee shirts and challenge coin sales. All tolled, according to Commander Perez, the Department's Honor Guard has donated approximately \$15,000 to the CPOF over the years.

A first-time participant in a Project 2000 event, Lt. Edwin Santiago was deeply moved by the experience. In a letter to Director of Operations Ronald Cotta, Santiago wrote the following:

"Listening to the stories of assault survivors and witnessing the Correctional Peace Officers Foundation's mission unfold before me was nothing short of extraordinary. The dedication shown by the foundation to support and honor those affected by these tragic incidents is commendable."

He went on to add, "I am committed to spreading the mission of CPOF to all Connecticut DoC staff members, ensuring they are aware of the foundation's invaluable services. Moreover, I consider myself fortunate to know that if ever in need, the foundation would be there to support me."

To learn more about the CPOF, become a member, or to donate to the cause, you can go to their website at: <https://cpof.org/>



Members of the Department of Correction's Honor Guard on the steps of the Soldiers Memorial Military Museum in St. Louis, MO.

Healthcare Happenings

Celebrating one year with the DoC

Licensed Practical Nurse (LPN) Tasha Young, Outpatient Specialty Case Manager, recently celebrated her first anniversary of her Department of Correction employment. She has been an incredible asset to the York Correctional Institution’s Health Services team.

Congratulations on reaching the one-year milestone, and best of wishes for continued success.



L-R: Phlebotomist Elaine Moore, LPN Tasha Young, and RN Supervisor Justine Haroian

Dental Recruitment Efforts

As part of the Department’s ongoing effort to employ the best healthcare available, members of the Health Services Unit recently attended the Connecticut State Dental Association, the 156th Annual Charter Oak Dental Meeting as part of the Health Service Unit’s recruitment efforts. The conference was held May 10–12, at the Mohegan Sun Resort Casino. Dental Director Maher Kasjabi along with Lead Dentists Dr. Leslie



Dental Director Maher Kasjabi (L) with Lead Dentists Leslie Bumpus and Stephanie Katz.

the DoC booth during the conference, to gather information about working for the Department’s Health Services Unit.

Around the Cell Block

NEW YORK - The New York City DoC is beefing up its arsenal, plunking down more than \$90,000 for 30 submachine guns for Rikers Island — on the heels of spending \$100,000 to buy sniper rifles for the lockup last year.

PENNSYLVANIA - The Pennsylvania Senate has unanimously confirmed Dr. Laurel R. Harry as secretary of the Pennsylvania DoC. Harry, who had been serving as acting secretary since her initial appointment in January, officially became the first woman to lead the agency after the recent vote.

NEW JERSEY - A fugitive wanted for fraud was busted when she walked into a New Jersey sheriff’s office and asked to be hired. A former Postal Service worker was on the run for the crime in Monroe County, Pennsylvania, when she applied to work at the Hudson County Sheriff’s Office. She sent in paperwork to be a security guard. She was called into the station under the guise of a job interview and was arrested.

Total CT DOC Supervised Population on July 14, 2023
13,129
 On July 14, 2022 the population was 13,068

Looking Forward to the Future from page 1

It was a great time to celebrate the recently promoted (in front of family and friends), as well as for others to rededicate themselves to the future of the Agency.

And although the swearing in ceremony was geared toward the Agency’s leadership, I want to take this opportunity to thank all of you – from the frontline officers, to our health services staff, teachers and everyone else who is part of the Department of Correction team – for your continued commitment to our mission.

Over the course of the past few years, you all have demonstrated your resilience and resolve. I simply cannot thank you enough.

As we look to the future, it is critical that we not forget the lessons we have learned from the past. When the pandemic first hit, no one had a clear reference to compare it to — we had to navigate our paths without a roadmap. Never before was it more important to adapt, improvise, and overcome.

Now, as we emerge into a post-pandemic reality, one thing is certain: to treat the pandemic like it was a “once in a lifetime” event is shortsighted and unwise. We must remain ever vigilant, in order to be ready for the next challenge, when and whatever that may be.

Regardless of what unknowns the future may hold, one thing will always be certain - safety and security will always be the Department’s top priority. In particular, the safety of our correctional staff will always be of paramount concern.

During the course of my more than 33-year career, I spent a great deal of time inside of correctional facilities. As a result, I am unable to forget the risks and hazards our correctional staff face on a daily basis. My experiences within correctional settings, are quite frankly a significant part of who I am, and they are the basis for essentially every decision I make as Commissioner.

Now that the team has been sworn in, let us learn from the past, and work together to build an even better future for ourselves, each other and those under our care.

Corrigan Correctional Center Facility Awards

On a beautiful spring day (May 10) staff members from the Corrigan Correctional Center gathered outside for a cookout and to acknowledge their peers during the facility’s Annual Awards Ceremony.

Congratulations to all the deserving award winners.



L-R: Lt. Michael Pearson,
Deputy Warden Brian Perez
and Lt. Shannon Bowers

Corrigan CC Annual Facility Awards May 10, 2023

Supervisor of the Year:	Lt. Shannon Bowers
Office of the Year 1st Shift:	C.O. Nicholas Thibodeau
Officer of the Year 2nd Shift:	C.O. Phillip Bennett
Officer of the Year 3rd Shift:	C.O. Matthew Weeman
Counselor of the Year:	Counselor Michael Campbell
Support Sup. of the Year:	Food Serv. Supv. Thomas Winton
Facility Trainer of the Year:	Lt. Michael Pearson
Support Staff of the Year:	Record Specialist Sebastian Alicata
Wardens Award:	Correction Officer Jeff Howes

Research Bench: Gratitude

By Greg Morton M.S.

(Reprinted with permission from Correctional Oasis Vol: 20 Issue: 1 January 2023)

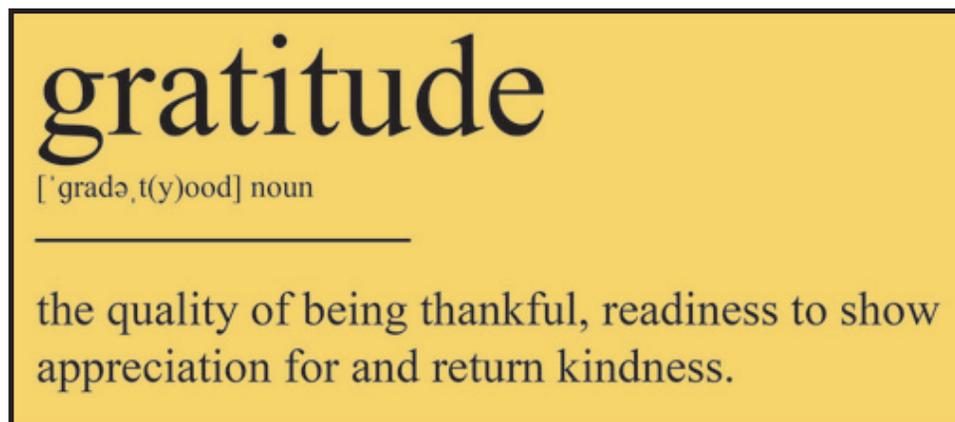
Gratitude. In a correctional setting. Or should I say: In a correctional setting, really? Hard to find? Easy to find if you're looking? Impossible to find no matter how hard you look?

At a GED graduation ceremony once, I told the incarcerated students that, besides thanking their teachers, which is mandatory of course, they should also thank the officers who kept the school and their housing units calm so that they could study and learn. Maybe I got a couple of grim-faced nods. No matter, I meant it then just like I mean it now.

Because we don't just find gratitude. We create gratitude. We show gratitude. We display gratitude. Gratitude is an active event, not a passive one. You may ask, "Yeah, but what do I get out of it?" I am glad you asked because that is what this Research Bench is all about. What, indeed, do you get out of expressing your gratitude to another person? It starts with research recently published from the University of California, San Diego.

This is how the study unfolded. Participant pairs were school acquaintances. Each pair was given a challenging

two-stage task to perform. Half of the participant teams (the non-gratitude teams) were allowed to proceed with the tasks after a neutral conversation about their school days. In the other team (the gratitude team) one member was given private instructions to thank his or her partner for something genuine that that person had done for them in the past, rather than



just talk about school life in general. They were then allowed to proceed with the tasks. The tasks were to (1) develop a sales presentation together, and then (2) each deliver the presentation separately. They were given a fixed amount of time to finalize their presentation and then were graded on its delivery.

One thing the researchers hoped to observe was the difference between a threat response and a challenge response. A threat response happens in people when we feel that our resources are inadequate for the task ahead, when we feel that we might fail. A challenge response is based on confidence, acknowledging the difficulty of the upcoming task, but with a personal belief that we can accomplish what is being attempted. A threat response and a challenge response have different biological indicators. (Think about that one for a second. Apply it to work requirements, if you'd like.)

As outcomes, the interpersonal dynamics of each pair were measured, as well as their cardiovascular efficiency. This was done by comparing their cardiac output and their vascular constriction. (Cardiac output is high for a challenge response, and low for a threat response, high meaning better blood flow from the heart, and low meaning less blood flow from the heart to the rest of the body. A threat response, on the other hand, causes vascular constriction, that is, narrowing of blood vessels, with higher levels of a threat response resulting in greater vascular constriction.) These biological indicators revealed the level of biological stress the participants were undergoing.

A threat response is marked by "less efficient cardiovascular activation ... physiological patterns of challenge and threat have important down-stream consequences.

see [The Power of Gratitude/page 8](#)

An Extra Special Graduation

The recent graduation ceremony of Pre-service Class 293 held on May 18, at the Agency’s training academy in Cheshire, included much of the traditional pomp and circumstances of the traditional Department graduations - such as the Honor Guard and Bagpipe Band, and Correctional Enterprises Manager Ray Munroe belting out the National Anthem. However, there were a few guests that made this graduation extra special.

One of the inspiring presentation occurred when the academy’s Deputy Warden Alycia Cavanaugh called Lisa Carlone, Senior Director for Special Projects for Special Olympics Connecticut to the stage. Understanding how important it is to give back to the community, with the goal of improving the lives of others; during their training, the members of Pre-service Class 293 partnered with Special Olympics Connecticut to host a fundraiser.

As a result of Class 293’s charitable efforts, Senior Director Carlone, along with Special Olympic Athlete, Angie D’Amico were presented with a check for \$1,500.



Deputy Warden Alycia Cavanaugh (R) presents Special Olympic Athlete Angie D’Amico (L) and Lisa Carlone of Special Olympics CT with a large donation.

Pre-service Class 293 consisted of 77 trainees, the vast majority of which are now Correction Officers. As with each pre-service class the value of exceptional trainees is officially recognized through the presentation of the PRIDE award.

The PRIDE award is presented to a trainee from each group who best represents the Department of Correction motto of PRIDE by demonstrating the values of: Professionalism, Respect, Integrity, Dignity, and Excellence. Trainees receiving the award were chosen by their class managers and the Pre-service Captain.

The recipients of the PRIDE award for Pre-Service Class 293 are:

- ALPHA Group: Correction Officer, Adriana Trinidad**
- BRAVO Group: Correction Officer, Gisselle Miranda**
- CHARLIE Group: Correction Officer, Kevin Costa**

Another individual honor traditionally awarded during Pre-service graduations is the Victor E. Harris - named for a deceased officer whose enthusiastic dedication and commitment to correctional education and training still lives on in the memory of DOC staff. Prior to each graduation, the Pre-Service Captain chooses an outstanding instructor who has guided the class in a special way during their training.

Due to his dedication and loyal commitment to training the Pre-Service trainees, Correctional Lieutenant Dustin Schold was chosen as the recipient of the Victor E. Harris Jr. Outstanding Instructor Award for Class 293.

The other individual honor presented during the graduation ceremony is the Highest Scholastic Achievement Award - which was presented to Correction Officer Adam Galagher,

After all of the awards were presented, the next order of business was to official swear in the members of the graduating class - administered by Commissioner Angel Quiros. **see Class 293’s Special Day/page 8**

The Power of Gratitude from page 6

For example, threat responses impair decision making, whereas challenge responses are associated with better performance in cognitive and motor tasks. Over the long term, threat responses are associated with elevated risk for cardiovascular disease, less effective immune response, and cognitive ability impairments” (p. 3282). And that is what the researchers found in this simple gratitude study: “teammates showed improved challenge-threat responding ... when one member of the team expressed gratitude to the other ... prior to engaging in demanding tasks”.

SO WHAT: I’ll quote the last line of the article and then we’ll see if we can apply it to our profession; “One person’s gratitude can positively impact a team at a biological level and promote more adaptive responses to stress” (p.3289).

That means that your gratitude response can have a beneficial effect on other people’s physical health! That is no small accomplishment for such a humble act.

How you would make this happen at work depends on the job you have, and on the tasks you share with coworkers. If you work a posted position, it might be that somebody with different days off did a voluntary overtime for you so you could attend a child’s school graduation. If you are a work crew supervisor, you might thank the housing unit officer who recommended the hardest worker you have on your crew. If you are in an administrative position getting ready to present a new project to your executive team, you might want to remember something your project partner did for you, and thank them as you are waiting for your time on the agenda. If you are a shift supervisor making rounds, thanking your staff for genuinely remembered assistance would contribute to your team’s performance in ways we all need.

How about something more complicated? Does it make sense to thank a fellow officer for something they did in the past as you are both suiting up for a cell extraction with an out-of-control individual?

Frankly, I think that last example proves the research as well as any corrections example does.

Take a second or two and focus on that setting, imagining yourself as firstly the giver and then, secondly, the receiver, as you are preparing for the cell extraction. What cognitive and emotional space does the gratitude expression put you in as you get ready for the extraction? How strong does the teamwork bond become?

And then, ask yourself if you can you feel your confidence increase while your breathing and heart rate come under control.

I’ll leave the answer to you, but for me it is: “Yes. Every time.”

from page 7

Pre-Servic Class 293’s Special Day

The group having been sworn in, there was one more surprise in store for all those in attendance. K9 Commander, Captain Josh Trifone and K9 Officer Kristen Brousseau came to the stage with arguably the Department’s favorite employee – therapy dog Semper Fi. K9 Officer Brousseau gave a brief presentation about the therapy dog program, and also took the opportunity to present Janet and Jake Rufo of Powder Hill Goldens in Lebanon, Connecticut with a certificate of appreciation for their donation of Semper Fi to the Department’s K9 Unit. It was a heartwarming experience to see Semper Fi’s excitement when reunited with his first family.

All that was left to do was for The Director of Religious Services, David Santiago to deliver the benediction, followed by the Honor Guard and Pipe Band leading the graduates out of the auditorium as the newest members of our correctional family.

Please join Commissioner Quiros, The Executive Team, and all the facility administrators in wishing all the graduates of Pre-service Class 293 the best of luck in their new careers.

WOMEN IN CORRECTIONS

Annual Leadership Summit



Join us for two days of networking, learning and empowerment!

AUGUST
17 - 18

MALONEY CENTER FOR TRAINING
AND STAFF DEVELOPMENT

Our goal is to identify, empower and prepare women in the Connecticut DOC for roles in leadership throughout the agency.

To register please
[Click here](#)
or scan the QR Code

