



# diversity and inclusion news

## let's celebrate YOU

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At SUEZ, we are dedicated to nurturing a diverse and inclusive work environment. We strive to ensure equal treatment of all our employees, enabling them to bring their whole selves to work every day. We are committed to the advancement of women and veterans and we want people of every ability to thrive and succeed. It is this collective mix of individuals and cultures that drives our innovation and makes us stand out from the competition.

**Global Diversity Awareness Month** is a perfect time for us to showcase our commitment to fostering and accepting an open environment for all. Throughout October, we encourage all our employees to be diversity ambassadors –

creating awareness and understanding through conversations and personal connections. Whether participating in a webinar, networking activity or business resource group, let us acknowledge the strength that cultural diversity brings to our business and continue to inspire an inclusive workplace.

Feel free to contact any member of the Diversity and Inclusion Council for ideas and suggestions to celebrate diversity at SUEZ (a list of members can be found on page eight). Be sure to document your celebration, record comments from participants and send photos to the Diversity Council ([DiversityCouncil@suez-na.com](mailto:DiversityCouncil@suez-na.com)) to be included in the next newsletter.



# code talkers

During World War I and World War II, hundreds of American Indians joined the United States armed forces and used words from their traditional tribal languages as weapons. The United States military asked them to develop secret battle communications based on their languages—and America’s enemies never deciphered the coded messages they sent.

“Code Talkers,” as they came to be known after World War II, were communications specialists. Their job was to send coded messages about troop movements, enemy positions, and other critical information on the battlefield. Some Code Talkers translated messages into their native languages and relayed them to another tribal member. Others developed a special code within their languages that they used in combat to send important messages.

Many American Indian Code Talkers in World War II used their everyday tribal languages to convey messages. A message such as “send more ammunition to the front” would just be translated into the native language and sent over the radio. These became known as Type Two Codes.

However, the Navajos, Comanches, Hopis, and Meskwakis developed and used special codes based on their languages. These became known as Type One Codes.

To develop Type One Codes, Navajo Code Talkers first came up with a Navajo word for each letter of the English alphabet. Since they had to memorize all the words, they used things that were familiar to them, such as kinds of animals. They also had to develop special words for World War II military terms, such as types of planes, ships, or weapons. They were given picture charts that showed them the items. After looking at the pictures, they came up with words that seemed to fit the pictures.

Code Talkers were given the messages in English. Without writing them down, they translated and sent them to another Code Talker. After the message was transmitted and received, it was written down in English and entered into a message logbook. The Code Talkers also sent messages in English. Messages were only coded when absolute security was needed.

On the battlefield, the work of sending coded messages was extremely serious. Being able to keep messages secret could make the difference between winning and losing a battle—or affect how many lives were saved or lost.

Code Talkers endured some of the most dangerous battles and remained calm under fire. They served proudly, with honor and distinction. Their actions proved critical in several important campaigns. They are twentieth-century American Indian warriors and heroes who significantly aided the victories of the United States and its allies.

## Here are some examples of Type Two Codes:

Letter	Navajo word	English word
C	MOASI	Cat
D	LHA-CHA-EH	Dog
E	DZEH	Elk
I	TKIN	Ice
O	NE-AHS-JAH	Owl
R	GAH	Rabbit
V	A-KEH-DI-GLINI	Victor

## Here are some examples of Type One Codes:

Native word	Literal meaning	Code Meaning
tushka chipota (Choctaw)	Warrior Soldier	Soldier
atsá (Navajo)	Eagle	Transport plane
paaki (Hopi)	Houses on water	Ships
wakaree ‘e (Comanche)	Turtle	Tank

## See if you can translate the following coded message:

MOASI NE-AHS-JAH LHA-CHA-EH DZEH GAH  
DZEH MOASI DZEH TKIN A-KEH-DI-GLINI  
DZEH LHA-CHA-EH

## This is the English translation:

C-O-D-E R-E-C-E-I-V-E-D

## Here’s how the message is decoded:

MOASI (C-Cat), NE-AHS-JAH (O-Owl),  
LHA-CHA-EH (D-Dog), DZEH (E-Elk),  
GAH (R-Rabbit), DZEH (E-Elk), MOASI (C-Cat),  
DZEH (E-Elk), TKIN (I-Ice), A-KEH-DI-GLINI  
(V-Victor), DZEH (E-Elk), LHA-CHA-EH (D-Dog)



Above, at right: Navajo Code Talkers Memorial, New Mexico.

\*Note: Excerpts taken from the National Museum of the American Indian

# L'shanah tovah!

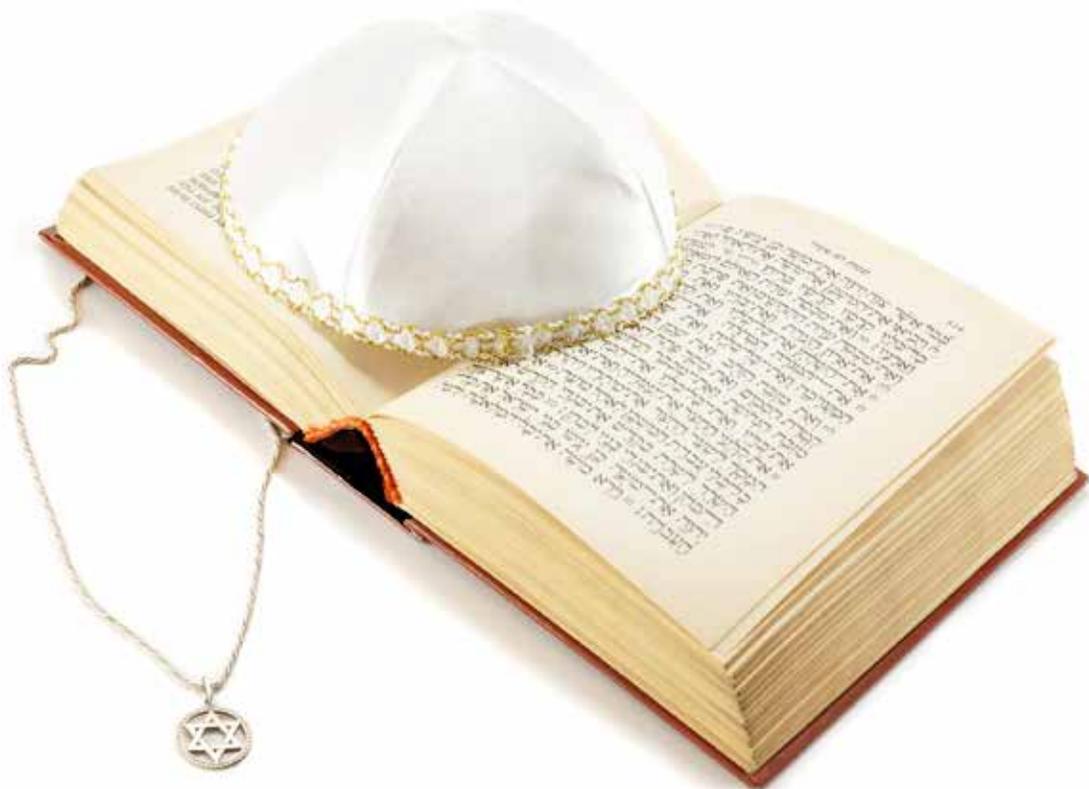
The Jewish culture believes that God opens the Book of Life for 10 days in September and October, starting with Rosh Hashanah (the Jewish New Year) and ending with Yom Kippur (the Day of Atonement). During these days, considered the holiest in the Jewish year, many try to atone for any wrongdoing and to forgive others.

Rosh Hashanah is the first of the Jewish High Holy Days, and is marked by abstinence, prayer, repentance, and rest. A ram's horn trumpet, known as the shofar, is blown before and during Rosh Hashanah and at the conclusion of Yom Kippur.

Although Rosh Hashanah includes elements of joy and celebration, the holiday is a deeply religious occasion. The customs and symbols of Rosh Hashanah reflect the holiday's dual emphasis on both happiness and humility. Customs observed on Rosh Hashanah include the sounding of the shofar and eating special foods including round challah, which symbolizes the circle of life, and sweet foods for a sweet New Year. It is also customary to extend wishes for a good year. In Hebrew, the simple form of the greeting is "L'shanah tovah!"

Yom Kippur means "Day of Atonement" and refers to the period of introspection and repentance that follows Rosh Hashanah. This annual observance of fasting, prayer and repentance is considered the holiest day on the Jewish calendar. People of Jewish faith believe that it is on Yom Kippur that God decides each person's fate, so individuals are encouraged to make amends and ask forgiveness for sins committed during the past year.

Although two separate holidays, the ten-day period between Rosh Hashanah and Yom Kippur is a sacred time of self-reflection, forgiveness and atonement, a time to focus on spiritual needs and self-improvement – looking back on the past year and making resolutions for the future.



# a culture rich in food, family & tradition

In the five centuries since Christopher Columbus, a son of Genoa, Italy, first set sail across the Atlantic Ocean, countless individuals have followed the course he charted to seek a new life in America – Italian immigrants among them. Today there are more than 26 million people of Italian heritage living in the United States. Bound by enduring values of faith, family, and tradition, descendants of these intrepid immigrants keep the legacy of their forbearers alive through food, oral history and celebration.

Michael Martino, communications manager for Nassau Operations, is an Italian American whose heritage plays a key role in defining his life and experiences. “Being Italian American is a large part of who I am, it means everything to me and my family. We of course are American but we truly love our Italian roots and stay closely connected to them as much as possible.”

For Michael, staying connected means celebrating his culture on a daily basis and passing along family traditions to his young daughters. “We celebrate our culture pretty much every day, especially when cooking – I’m sure you saw that coming but it is true! My wife’s family grows their own vegetables, makes homemade wine and jars their own tomato sauce. My kids are always involved in some way. It’s important for them to practice these traditions and preserve our family heritage for future generations.”

Once a year, Michael, together with his wife and daughters, visit his father-in-law’s hometown in the Abruzzo region of Italy. In 2015, they traveled to the town of Beltiglio di Ceppaloni and saw the house Michael’s grandmother was born in. “Growing up, I vividly recall my grandmother telling me the story of her journey to America. Although the house was vacant, it was very moving for us see where the story of her life began. When you are immersed in the culture and experience things up close, it is not hard to connect with your heritage.”

According to Michael, the biggest celebration of his Italian American culture is the importance of family. “When my grandmother passed away this year at the age of 96, she was surrounded by her children, grandchildren and great-grandchildren. She was the center of us all, the one tie that always bound us together. Even though my cousins live in other states, and we all have our own busy lives, for just a few days we were all together again to celebrate her life and what she left behind. It was a true sense of family and togetherness that she valued and instilled upon us – hopefully we made her proud.”



Michael Martino, communications manager,  
Nassau Operations



Michael Martino's family gathered together to celebrate his grandmother's 95 birthday.

# closing the gap on a cure

Pedaling through the forest, farmland and winding river valleys of Cuyahoga County, Ohio, avid cyclist and SUEZ New York operations senior engineer Gerry Remsen participated in the 2016 Tour de Fox Great Lakes to raise funds and close the gap on a cure for Parkinson's.

"Tour de Fox is the brainchild of ultra-athlete and The Michael J. Fox Foundation employee Sam Fox (no relation to Michael J. Fox), who combined his athletic skills with his entrepreneurial spirit to raise funds for research in honor of his mother, Lucy, who has lived with Parkinson's disease since 2000," explained Remsen. "I decided to participate in the Tour de Fox because my father and maternal grandmother both died from complications caused by Parkinson's. I also know several people currently dealing with the illness, so this was a kind of personal revenge on the disease. The cycling jersey I wore had some of their names written on the back."

An avid cyclist since the age of 16, Gerry has participated in hundreds of cycling events, including fundraising rides for cancer, leukemia and multiple sclerosis. For the past 43 years, he's traveled up and down the northeast coast, averaging 20 races a year.

"Avid cyclist would be an understatement – bicycling addict might be closer to the truth," joked Remsen. "I got my first bike at 3 ½ years old, rode once around my driveway with training wheels and then told my dad to take them off. I started racing at 16 and have not stopped yet! In my twenties, I averaged 30 to 50 races a year but slowed down to 20 after my son was born."

Braving rain and hilly terrain, Gerry completed the 75-mile route in just over four hours. "Since this was the first year of the event, I wasn't sure what to expect. The first 23 miles were hard. I thought I was beat since it took me nearly two hours. When the course changed direction, I realized I had been riding into a 10 mph head wind. I was able to cover the next 50-miles in a little over two hours. The last ten miles were fun – I rode neck and neck with a fellow cyclist, separated by about 100 yards. No matter how hard I rode, I couldn't close the gap. It was an exciting chase."

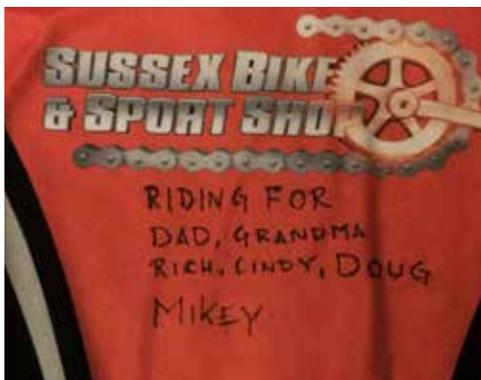


Gerry Remsen, (at right) senior engineer, New York operations participated in the 2016 Tour de Fox Great Lakes to raise funds and close the gap on a cure for Parkinson's disease.

Remsen definitely closed the gap on helping to find a cure though, doubling his initial goal by raising over \$2,000, and earning a spot as the second highest solo rider fund raiser.

"Participating in charity races like the Tour de Fox is a way for me to support worthy causes by doing something I am passionate about and love. I ride for fun, raising money is a side benefit."

(Left) Gerry's cycling jersey bears the names of friends and family members who have suffered from Parkinson's disease.



# STEM

## summer institute

SUEZ once again participated in the Idaho STEM Summer Institute, a state-wide educational initiative promoting Science, Technology, Engineering and Math (STEM). The seminar invited Idaho teachers to participate in summer workshops to learn new ways of illustrating how the academic disciplines of Science, Technology, Engineering and Mathematics impact the world, helping to prepare students for the workforce of tomorrow.

Since the program's inception, Stephanie Raddatz, outreach and education coordinator, has partnered with colleagues from the Boise WaterShed Environmental Education Center and the University of Idaho to present a four-day water-related workshop to 15 elementary, junior high and high school teachers. Over the past six years, thousands of Idaho educators and administrators have participated statewide and in turn have reached an estimated 17,500 students annually.

This year's topic was *"Innovating the Future"*. SUEZ' workshop included Project WET activities, guest speakers and field trips to locations such as the Boise operation's Marden Water Treatment Plant.

"Project WET is a collection of science education methods and water education curriculum for teachers to explain water resources to students," explained Raddatz. "It incorporates innovative, water-related activities that are hands-on, easy to use and fun! Since our employees use technology and math every day, encouraging STEM related activities in schools will help prepare students to compete globally and become more innovative, inventive and efficient in solving real-world water related issues for a better tomorrow."

Summer Institute participants work together on a Project WET activity that incorporates science, technology, engineering and math.



### Our Diversity Definition

*Diversity means differences among individuals in our workforce, suppliers and communities such as age, business background, culture, disability, education level, employee status, ethnicity, family status, function gender, national origin, race, religion, sexual orientation, social class, thinking styles, etc. These differences provide a wealth of resources to our companies.*

# lynk opportunity

It's that time of year, when Generation Lynk looks to its eager, active membership and asks: **"Who would like to join our Board?"** This opportunity is open to any current member of Generation Lynk, who has been with the company for at least two years.

The following positions are available:

- \* **Chair**
- \* **Vice-Chair**
- \* **Secretary**
- \* **Treasurer**
- \* **Technology Committee**
- \* **Recruitment Committee**
- \* **Membership/Operations Support Committee**

Submissions for a specified position should include a brief personal biography that highlights information relevant to the role. Be sure to include your business unit, current job title and length of employment with SUEZ.

Nominations, as well as questions, should be sent to:

**Suez\_Generation\_Lynk@suez-na.com**



## Mission Statement

*SUEZ will be the reference company for our industry, recognized for our commitment to diversity and inclusion. We will provide an environment that celebrates uniqueness and enables all employees to contribute to our success and share in the rewards.*

# a look ahead – what's on tap for the wln

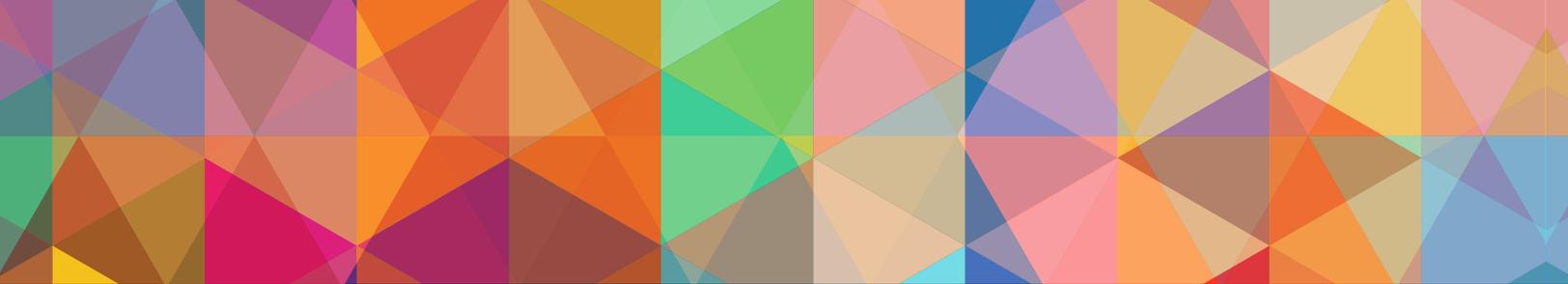
The WLN aims to accelerate advancement opportunities for women at SUEZ. It also enables all employees to benefit from special programming that focuses on workforce development and career needs.

Since its inception, the WLN has hosted monthly web-based lunch & learn seminars that focus on business related topics in which guest speakers share their business experiences. Topics this year have included a presentation about how SUEZ is meeting the needs and expectations of millennials by Generation Lynk board members Karen Ayon and Lisa Harry and an open discussion about what matters to women in business led by WLN member Stephanie Raddatz. In November, WLN co-chair Mary Campbell's topic "Together We Can" will feature short snippets of SUEZ women telling how they support and mentor each other. It is tailored after Sheryl Sandberg's Together WE Can effort to showcase women helping women succeed and dedicated to WLN supporter Erika Berlinghoff, who passed away this summer.

In addition, WLN actively partners with qualified non-profit organizations that support its mission. Events on tap for the remainder of 2016 include a vendor fair, tricky tray and a holiday fashion show. The vendor fair will benefit Mentoring Moms, a program of the Volunteer Center of Bergen County, NJ. The goal of Mentoring Moms is to create a positive impact on moms and their families through one-on-one mentoring. The tricky tray event will benefit three women's shelters within the company's national footprint: Turning Point of Dallas, TX; the Y of Greater Harrisburg, Harrisburg, PA; and Women Rising of Jersey City, NJ. This year's WLN events will conclude with a holiday fashion show – a joint collaboration with Generation Lynk.

WLN membership is open to all employees of SUEZ. Anyone interested in joining can contact Paula McEvoy, vice chair, at **Paula.McEvoy@suez-na.com**





**SUEZ** a kaleidoscope of diversity

## do you know a diversity champion?

The Diversity and Inclusion Council is once again seeking applications for the Bergis Mamudi Diversity & Inclusion Awards. Nominate an individual, a department or business unit who support or have assisted with any initiative, event or activity that is demonstrated within the following five key areas: **workforce, work environment, customers, community** and **supplier diversity**.

- **Workforce** – Recruit, develop and retain a workforce at all levels of the organization that reflects our communities, clients and qualified labor pool.
- **Work Environment** – Provide a work environment where all employees feel included, engaged and show respect and appreciation for diversity and one another.
- **Customers** – Improve customer service and drive market growth by understanding and reflecting the diverse current customer and potential clients.
- **Community** – Support the communities in which we serve by promoting philanthropic, social and educational programs that reach diverse constituents.
- **Supplier Diversity** – Develop a supplier base that is diverse and demonstrates commitment to diversity within its own operation.

Applications are available on the Resource Intranet and all submissions are due by **November 30, 2016. GOOD LUCK!**

## meet the members 2016 diversity and inclusion council

### **Eugene Anderson**

Senior Director, Industrial  
Relations & External Affairs  
Paramus, NJ

### **Anna Maria Brennan**

Director, Diversity & Inclusion  
Paramus, NJ

### **Mary Campbell**

Vice President, Business Development  
Tri-State Region  
Paramus, NJ

### **Lynda DiMenna**

Director of Internal Audit  
Paramus, NJ

### **Christopher Jacobs**

Manager, Rhode Island Operations  
Wakefield, RI

### **Kanwer Khan**

Vice President,  
Environmental Compliance, Health and Safety  
Paramus, NJ

### **Stephanie Raddatz**

Outreach & Education Coordinator  
Boise, ID

### **Michael Salas**

Senior Vice President & Chief Information Officer  
Paramus, NJ

### **Kenneth Walker**

Manager  
Jackson, MS

### **Marie C. Waugh**

Senior Vice President, Human Resources  
Paramus, NJ

### **Sharon Williams**

Supply Chain Manager  
Paramus, NJ

## For comments and suggestions

To submit story ideas, articles, comments or suggestions, please email the Diversity and Inclusion Council at [DiversityCouncil@suez-na.com](mailto:DiversityCouncil@suez-na.com)