

diversity and inclusion news

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SUEZ shines the spotlight on the Bergis Mamudi Diversity & Inclusion Awards

At SUEZ in North America, we are dedicated to nurturing a diverse and inclusive work environment. By embracing different viewpoints, experiences and backgrounds, we become a more productive, profitable and innovative company that helps set the standard for our industry.

Each year we shine a spotlight on those who are making significant strides to incorporate Diversity & Inclusion into their operations with the Bergis Mamudi Diversity & Inclusion Awards.



Left to right: Michael Salas, Douwe Busschops, Anthony Duscovic, Mary Campbell, Eric Gernath, Dr. Michael L. Lomax, Paula McEvoy, Cesare Angeretti, Dan Kennedy and Marie Waugh.

SUEZ shines the spotlight on the Bergis Mamudi Diversity & Inclusion Awards

This year, awards were given in the following categories:

Customers & Community, Work Environment and Workplace.

- The **Customers & Community Award** recognized a team that truly understood the meaning of collaboration and customer centricity. **Susan Bastin, Douwe Busschops, Mark Janovic, Deb Rizzi and Dawn Stephans**, members of business technology services, corporate and New York utility communications teams, collaborated on an initiative that helps customers with visual disabilities receive equal access to our services. Their work included everything from providing water bills and web content in Braille, large print or an audio format to developing extensive training for customer service representatives to better serve customers with disabilities.
- The **Women's Leadership Network (WLN)** and **Deb Hummel** were recognized with the **Work Environment Award**. One of the company's most active business resource group, the WLN continuously strives to develop vibrant programming, training and community events that appeal to both existing and new members.
- The **Workplace Award** recognized **SUEZ Treatment Solutions** in Ancaster, Ontario. **Cesare Angeretti**, vice president, operations, **and his team** attracted, developed and retained employees who speak 30 different languages. With the support of the SUEZ talent acquisition team, this group hired new employees from almost every corner of the world.

Additionally, there were two "silver medalists" this year – one for Customers & Community and another for Work Environment:

- **SUEZ Treatment Solutions** in Arlington, Texas was this year's runner-up for the **Work Environment Award**. This group, led by **Trema Stoneman**, office administrator, has created highly successful, cross functional teams that share their diverse talents at work and in their local communities.
- **Federal Services Division** was this year's runner-up for the **Customer Service Award**. This newly-created division assembled a distinguished advisory board to help SUEZ pursue new utility contracts with the U.S. military. A cross-section of retired generals, technical specialists and commanders will help our company support this target market.

who was Bergis Mamudi?

The Bergis Mamudi Diversity & Inclusion Awards were created in 2010 in memory of her dedication and advocacy for a diverse and inclusive workplace. In her honor, we recognize those who incorporate diversity and inclusion principles at work and in their local communities.



Bergis Mamudi

WLN member Shonya Jordan honored with TWIN award

The YWCA of Bergen County, New Jersey honored Shonya Jordan, senior clerk, NJ Operations, with its TWIN (Tribute to Women & Industry) Award for her leadership role within the community and contributions to the civic and cultural landscape of Bergen County.

Since 1975, the TWIN Award honors women who excel in their professional fields and contribute

to their corporations in an executive, managerial and/or professional role. The award also serves to recognize corporations for establishing policies and practices that provide opportunities for women.

Please join us in congratulating Shonya for her hard work and dedication as a community role model!



Shonya Jordan

diversity is flourishing in Ancaster, Canada

¿hablas **español**?
parlez-vous **français**?
praatjy **afrikaans**?

Diversity is flourishing at SUEZ Treatment Solutions in Ancaster, Canada. The team's commitment to attract, develop and retain a diverse workforce has resulted in the onboarding of employees from almost every corner of the world.

"We believe our team is one of the most diverse groups across SUEZ in North America," proclaimed Cesare Angeretti, vice president of operations. "We understand that diversity is a critical component of being successful on a global scale and we are committed to reflect that diversity within our workforce."

With the support of the SUEZ Talent Acquisition team, Ancaster has onboarded new employees from India, Senegal, Pakistan, France, South Africa and Iran to name a few. Many employees speak several different languages (30 to be exact) and have lived or worked in various countries around the globe.

"Establishing and maintaining a multicultural and diverse team is all about making sure that employees and managers share the same values and promote diversity within their daily work activities," commented Angeretti. "Managers in particular have to embrace this culture so that hiring, promoting, and training decisions are always made based upon merit, experience, skills and competencies, allowing differences to be commonly seen as a business strength."

Ancaster's diversity has also been a tremendous asset for understanding and serving their current customer base in Korea, Kuwait, Peru, Mexico, Saudi Arabia, Netherlands, Canada and the United States. It also allows the team to diversify their supplier base and develop a more global sourcing strategy which includes India, China, Europe, North America and Taiwan.

"Due to the diversity of our team, we have the ability to respond to our customers in their native languages which improves communication and reduces the risk associated with cross-cultural differences," explained Angeretti. "For example, Reza Ruhomaully, a native of Mauritius, an island off the east coast of Africa, has led project discussions and meetings with our French-speaking Moroccan customers. In addition, Gagan Singh and Sundeep Vohra, both born in India, are the main contact for all procurement negotiations with our Indian and Middle-Eastern vendors."

This continuous effort to ensure that the Ancaster team reflects the diversity of its surroundings has positively impacted their work environment as well. "Our differences make us stronger and more united," said Angeretti. "One particular moment that stands out in my mind was our holiday party last year when employees spontaneously began performing traditional dances from their homeland. It was a spectacular show of Latino, Indian, Middle Eastern and North American dances that everyone enjoyed."

Afrikaans (əfri'ka:ns)

Arabic (العربية)

Chinese (中文)

Czech (čeština)

Croatian (hrvatski)

English ('ɪŋɡlɪʃ)

French (français)

German (deutsch)

Gujarati (ગુજરાતી)

Hindi (हिन्दी)





Daniela Costache, mechanical designer



Gagan Singh, project buyer

languages spoken at Ancaster

Indonesian (bahasa)	Russian (русский)
Italian (italiano)	Spanish (español)
Malayalam (മലയാളം)	Tamil (தமிழ்)
Mandarin (普通話)	Turkish (Türkçe)
Marathi (मराठी)	Urdu (اردو)
Persian (farsi)	Vietnamese (tiếng Việt)
Polish (polski)	Sign Language (⚡)
Portuguese (português)	Serbian (српски)
Punjabi (ਪੰਜਾਬੀ)	Serer (Sérère)
Romanian (română)	



black history is American history

In 1926, Carter G. Woodson initiated a week-long celebration of African American history to correspond with the birthdays of Frederick Douglass and Abraham Lincoln. Woodson, the son of former slaves, worked in the coal mines of Kentucky to put himself through school and later went on to receive a doctorate degree from Harvard University. Today, February is Black History Month in the United States and it continues Dr. Woodson's legacy and serves to honor the achievements of African American scholars, artists, athletes and leaders who used their talents to change world views.

SUEZ employee Keith Allen, helpdesk analyst, is proud of his African American heritage and shares his own personal story of culture and tradition.



What does being an African American male mean to you?

KA: To me it means having a sense of pride because of our history and the obstacles we have overcome as African Americans. But, also not being naïve to what's going on today. I believe it's important, as an African American male, to set an example for children and demonstrate what can be achieved regardless of your environment or obstacles. You can become anything you dream to be and you don't have to settle.

Can you tell us a little bit about your family's history, culture and traditions?

KA: My grandmother, who passed away a few years ago, was the center of my family. Her southern roots (she was from Mississippi) laid the foundation for my upbringing. Growing up in a fatherless home, in a housing project on the south side of Chicago, my brother, sister and I had to help my mother with all the chores from a very young age. Despite that, I never knew how much my mom struggled because we always had a great support system. Even after we moved in with my grandmother on the west side of Chicago, my family was always around. I have such fond memories of music playing, dancing, wonderful food and lots of fun. Watching my mom, aunts and grandmother cook inspired my passion for cooking. Major holidays like Christmas and Thanksgiving always brought us together and each summer we would gather for a family reunion at a local park.

Are there any aspects of your family’s culture or traditions that you are particularly fond of and continue to pass along to your daughter?

KA: I truly believe food brings families together so I want to teach my daughter how to cook and pass along our family recipes and traditions. Occasionally, she sits in the kitchen and watches me cook, but she’s a very picky eater so it has been a challenge so far.

Can you give me one word that, in your opinion, characterizes Black History Month?

KA: Determination. It seems to me that every person we learn about during Black History Month was “determined” in their mindset to overcome some hurdle or obstacle – like Rosa Parks for example. I have always admired her for refusing to give up her seat on the bus, especially knowing she would get arrested for it. Every time I get on a bus I think about it. Teaching people about determination (and bravery) can only be a positive thing as everyone at some point in their life faces obstacles. Providing positive examples of how to overcome those obstacles can benefit everyone.

Why do you feel it’s important to celebrate Black History Month?

KA: The best way to explain its importance is through the eyes of my daughter. She is very interested in constellations and anything related to outer space. As part of this year’s celebration of Black History Month, her class went and saw the movie “Hidden Figures” – the biographical film about Katherine Johnson, Dorothy Vaughan and Mary Jackson, three brilliant African American women at NASA who served as the brains behind one of the greatest events in American history, the launch of John Glenn into orbit. Not only did she thoroughly enjoy the movie but when she got home, she stopped in our driveway, looked up at the sky and started telling me all about the stars and constellations we could see that evening. It was a very humbling moment to witness my daughter’s realization that all dreams are possible and the sky’s the limit.



Keith Allen, center, his daughter, at left, his wife, at right.

every day should be international women's day

On March 8, SUEZ celebrated International Women's Day around the globe – an acknowledgement of the commitment, determination and success of women from every economic and political background and from every place and corner of the Earth. It served to recognize the many contributions that women have made to change the world.

Operations throughout North America were proud to celebrate the women of SUEZ and showcase the many people who create new and inspiring possibilities each and every day.



West Nyack, NY celebrated International Women's Day.

Andrew Reid, manager, Sturgeon Bay Operations, honored his female direct reports by donating \$100 (\$10 for each employee) to Empowerment WORKS, a women's organization, as a way to say thank you for all their hard work and sent them this note:

As you are aware, today is International Women's Day. I wanted to take this opportunity to show my appreciation for the work you all do to make this company run, make my job easier and make SUEZ successful. Without question each of you have contributed to the success of SUEZ by stepping up and doing tremendous work at your projects. I have seen all of you in your jobs as operators, lab techs, project managers and administrative assistants. Each of you play a role that is vital to your projects and to this company. Your managers have shared with me on several occasions how you have contributed to the company at the local project level. Many of you also contribute to the communities we serve and within the associations related to our industry. This donation is my way of saying thank you. Keep up the good work.



Ancaster, Ontario celebrated International Women's Day.



Idaho team supported Women's and Children's Alliance in honor of International Women's Day with a donation of \$460 and items such as diapers, toys, journals, hygiene products and clothes.



Above: At the corporate office in Paramus, NJ, Michael Salas hosted a tea for his direct reports in celebration of International Women's Day.



Bayonne, NJ Operations raised \$80 for the non-profit organization Women Rising.



NJ Customer Service celebrated International Women's Day.



Richmond Operations hosted an items auction, purple ribbon and bake sale which raised \$544 for Safe Harbor, a local women's shelter.

meet Teresa O'Callaghan

common sense combined with uncommon strength

In recognition of International Women's Day and the amazing women that strive to grow, collaborate and optimize SUEZ in North America, *Diversity and Inclusion News* recently sat down with one of the many #ResourcefulWomen within our workforce – Teresa O'Callaghan, manager of operations support for the company's operation in Rockland, Massachusetts.

At the onset of her career, Teresa did not initially intend to work in the wastewater management field, but rather the career chose her. "Growing up, I was exposed to the industry by my mother who worked in the field," explained O'Callaghan. "Due to her untimely death, we never really broached the subject of wastewater management as a career choice nor was she able to share words of wisdom about the profession with me. However, I saw what a great work ethic she had and how she truly enjoyed what she did. So when the job was offered to me, I didn't hesitate to take it. And 29 years later, I am still at it. To this day, I continue to meet people in the field that knew and respected my mom, which speaks volumes about the impression she made on her colleagues and the industry."

According to O'Callaghan, being able to offer her vast knowledge and expertise to various projects, all with different needs and goals, is the most rewarding aspect of her job. She loves the sense of accomplishment it offers and would like to further her career by learning more through hands-on training and the pursuit of higher certifications and licenses.

When asked who had the most impact on her career, it is no surprise that O'Callaghan cites her mother. "My mom was the first woman in Massachusetts to achieve the highest wastewater treatment licenses (Grade 7). Witnessing what she was able to accomplish as a working mother of eight children in a largely male dominated profession, there has never been a question about how far I could go."

For O'Callaghan, it's not all work and no play. When she's not in the office, she enjoys spending time with family and friends. "I love spending time with my children, grandchildren and great grandchildren. I enjoy listening to music with friends, taking pictures of sunrises, following New England sport teams and taking trips on my Harley (motorcycle)," said O'Callaghan.

Teresa O'Callaghan, manager of operations support for our operation in Rockland, Massachusetts.



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, gender, national origin, race, religion, sexual orientation, social class, thinking styles, etc. These differences provide a wealth of resources to our companies.

pumpkin power paints a pretty picture

In October, as part of Global Diversity Awareness Month, we encouraged employees to be diversity ambassadors and foster awareness and understanding through conversations and personal connections. The accounts payable department in Paramus, New Jersey rose to the occasion by creating an annual team-building event that encourages an understanding of diversity and inspires an inclusive workplace.

“At first, this may just seem like a fun, creative holiday activity, but actually it is an impactful team-building learning experience,” said Karen Norton, director of accounts payable. “Painting the pumpkins is merely the means to the end – developing effective problem-solving skills, eliminating stereotypes and labeling, learning about each other’s strengths and weaknesses, and improving communication.”

Encouraging these types of diversity exercises is important not only for the immediate experience of the activity performed but also for recognizing the value of cross-cultural understanding and an inclusive work environment.

“At SUEZ, being diverse is valued just as much as being equal,” continued Norton. “This activity is a wonderful illustration of that concept. Everyone starts out with a pumpkin but ends up with a unique masterpiece that reflects individual backgrounds, lifestyles and passions. It acknowledges the strength that cultural diversity brings to our business and inspires an inclusive workplace, enabling employees to bring their whole selves to work every day. It exemplifies the collective mix of individuals and cultures that drives our innovation and makes SUEZ stand out from the competition.”



Accounts payable team members and their masterpieces: (left to right) Karen Norton, Elizabeth Santa Cruz, Aleksandr Verba, Diane Rawdon, Gloria Venturella, Patrycja Moszczuk, Sharon Tammen, Mohamed Benazzouz, Colleen Costello and Kesha Barnes.

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.

meet the members

2017 diversity and inclusion council

Eugene Anderson

Senior Director, Industrial
Relations & External Affairs
Paramus, NJ

Mary Campbell

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

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For comments and suggestions

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