

EBRGs Champion Diversity, Equity, and Inclusion

As we close out another successful year, we take a moment to reflect on our collective accomplishments, particularly in the elevation of diversity, equity, and inclusion in the agency and across the region.

Agency leadership and representatives from all 10 Employee Business Resource Groups (EBRGs) came together on November 18 to celebrate these successes and look ahead to another year of furthering diversity, equity, and inclusion. This year, our EBRGs hosted and participated in over 150 events aimed at fostering a diverse and inclusive work environment – providing staff with opportunities to come together for networking and professional development, as well as to promote cultural and civic awareness in support of the agency’s mission. These events included career advancement and enhancement lunch and learns, cultural recognition events, book clubs, mental health awareness conversations, trainings, parades, panel discussions, and much more.

Collectively, our EBRGs have brought forth opportunities and



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PA Airports in the Spirit of the Holidays

This time of year is always special at the agency’s airports as customers travel to reunite with family and friends for the holidays. Staff across our airport system have worked hard to create festive atmospheres, building and installing extensive decorations that can be found throughout JFK, Newark, LaGuardia, NY Stewart and Teterboro airports.

To highlight what one facility has done, we visited EWR recently, where the Landscaping Group launched a modest effort ahead of last year’s year-end holidays with some fresh ideas for decorations. That work has since grown into a wildly creative collection of projects and artworks. And they’re made special because they’re specially made – many of the decorations around the airport this holiday season are custom pieces that have been brainstormed, designed, cut, crafted, painted and installed in-house. Even the pieces that are purchased are modified to pop against the airport landscape.

“This has been a true team effort,” EWR Landscaping Supervisor **Michael Ramos**



Photo credit: Michael Ramos

The crew who designed, built and installed EWR’s holiday displays, left to right: Brian Guerrero, Michael Ramos, Rob Scillia, Pedro Perez, Scott Englander, Billy Shuberda, Geno Conejos, Gary Marra, Brian Degel, Steve Cagua and Joe Santiago. Not pictured but in landscaping shop: Simone Bishop, Rudy Alcantara, Matt Friedman, Art Jones, Sean Coghlan, Jahvel McGuire. Photo by Pasquale DiFulco.

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Employees Recognized for Managing Innovative Projects

Congratulations to **Natasha Jean Phillip-Cumberbatch, La’Tisha Smith, Earlyne Alexander,** and **Ocean Stokes**, who were among those recognized for their contributions introducing innovative technology at the agency.

As Project Managers for the [Transit Tech Lab](#) projects Good Maps, E-skill, Pyxai, and Convo, they managed an eight-week proof of concept and year-long pilot for each new technology, which were piloted at various locations including PATH, Newark Liberty International Airport, the World



Photo credit: Conrad Barclay

From left: Natasha Jean Phillip-Cumberbatch, La’Tisha Smith, Earlyne Alexander, and Ocean Stokes.

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Employees Recognized for Managing Innovative Projects

Trade Center, and within the Human Resources Department.

A recently held Innovator Appreciation event featured a workshop on how to thrive as an innovator and how to implement change with new technologies. It's believed that only one percent of people have the innovator mindset, and fortunately, many of them work at our agency. Congratulations to all!

RETIREMENTS

Please join together in congratulating **Ileana Rivera**, Manager of Business Services in Major Capital Projects (MCP), as she retires on January 3, 2025,



Ileana Rivera

after an extraordinary 32 years of service. Ileana began her journey in 1992 as a temporary secretary in the Public Safety Division's Management and Budget Department before rising through the ranks over more than three decades. Ileana is a proud mother of two and a devoted grandmother. She will be dearly missed by her colleagues.



Jenny De La Cruz

It's 'Par-Tee' time for **Jenny De La Cruz**, Operations Manager at the GWB, who is retiring from the PA and hitting the links! Join

together to celebrate her career and wish her well – on and off the green – on February 7 at 5 p.m. at the Graycliff, 122 Moonachie Ave., Moonachie, NJ. RSVP by January 24 to **Ronny Feeley** at 201-346-4007. \$90 p.p. includes a buffet-style hosted bar. [View payment options.](#)

SIB Employees Bring Joy to Local Youth for the Holidays

It has been a longstanding tradition at Staten Island Bridges to get into the spirit of giving for the holiday season, hosting fundraisers and collections to benefit local community members.

This year, the SIB family hosted a holiday Bake/Candy Sale, raising \$700 for Toys For Tots. A special thanks to **Gustav Ripp** (pictured below holding a check) who, in coordination with Toys For Tots, used the proceeds to purchase a variety of toys and gifts to be distributed to local children in need.

In addition, SIB's Giving Tree fundraiser collected \$500 to benefit Bridge Preparatory Charter School on Staten Island.

Many thanks to SIB employees for raising over \$1,200 and giving back to the local community. And 'thank you' to SIB administrative staff **Deomatie Alban**, **Alyse Connors**, and **Nicole Payne** for their constant support and efforts in running these events. And a special shout out also goes to **Alexandra Kerney**, who donated homemade baked goods for the sale.

The SIB family wishes happiness and good health to all this holiday season!



Congratulations to the Latest Graduates of HR's O&M Development Program

The Human Resources Department has announced the completion of the latest Junior Field Operations & Maintenance Supervisor Development Program, which took place from November 18 to November 22. This program was organized by the Talent Strategies and Engagement team and supported the growth of field staff who play an essential role in delivering agency services, supervising teams, and overseeing contractors.

During the training week, 29 FM and FS employees participated in sessions led by agency subject matter experts and external learning and development facilitators. The sessions covered leadership principles, motivation, labor relations, business ethics, diversity, equity, and inclusion, talent acquisition, safety management, and techniques for effective communication. It also included a team problem-solving case study, where participants worked collaboratively to analyze a real-life scenario, develop solutions, and present them to senior department managers. Participants noted that "everyone should take this program," "the communication presentation was great," and "I learned a lot about policy that I haven't heard before."

HR commends the dedication and hard work of all program participants, as well as the exceptional guidance and support provided by trainers and senior department managers. The team is confident that the skills acquired during this program will contribute to operational excellence and achieving agency objectives. The organization looks forward to witnessing the positive influence of its Junior Field Operations and Maintenance Supervisors as they apply what they have learned in their daily responsibilities.



PA Airports in the Spirit of the Holidays

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said. “We thought it could help build morale and it really has – there’s definitely an improved vibe around here.”

Ramos and EWR Maintenance Manager **Andrew Izzo** said travelers at EWR this holiday season will be treated to more than just visions of sugar plums. They’ll see giant gift boxes that could fit a small family, a team of nine massive (fake) reindeer ready to launch a bespoke sleigh into the New Jersey skies, nearly a dozen oversized menorahs, Kwanzaa displays and much more. And if visitors look closely, they’ll see some neat touches of creativity: flower pots that pose as airplane engines, beach balls covered in foam insulation to transform into snowmen and snowwomen, greenery-wrapped tomato-cage aircraft fuselages, and firs and pines made of scrap wood.

The team’s handiwork is visible elsewhere at the airport. Last year, they created a memorial for United Flight 93. They’re also rehabbing the airport’s pet relief areas to look more like small dog parks and staff is putting the finishing touches on a Terminal B play area that’s been dubbed the “EWR Family Hangar.”

“We’re so appreciative of everything our staff does to beautify the airport and lend a festive air to the grounds,” EWR General Manager **Aidan O’Donnell** said. “They take a lot of care and pride in what they do and rightly so – their work really helps lift everyone’s spirits here.”



Photo credit: Oronzo Coppola

A Santa’s Workshop display at LGA’s Marine Air Terminal featuring details such as cute elves diving into the chimney, an 18-foot tree and a painted storyteller Santa in the window, created by our talented artists in the Structural Maintenance Unit’s Carpentry and Gardening shops.



Photo credit: Jeff Time

The JFK Airport Maintenance team that set up all the decoration around the facility posing at a display they created in the lobby of JFK’s Admin Building. From left to right, Jeffrey Time (JFK Airport Maintenance Manager), Dave King, John Arrabito, Patricia Hernandez, Chris Ruggiero, Donald Henenlotter, Isaury Peralta, Jeff Miller, Eric Holland, Jose Conforme and Mark Lee.



Photo credit: Michael Ramos

EWR



Photo credit: Oronzo Coppola

LGA



Photo credit: Oronzo Coppola

LGA



Photo credit: Jeff Time

JFK



Photo credit: Michael Ramos

EWR

CALENDAR

PAPD Shomrim Society: WTC Oculus Menorah Lighting.

Friday, December 27 at WTC Oculus, at 11 a.m. The Port Authority Police Shomrim Society hosts its annual Menorah Lighting Ceremony at the World Trade Center Oculus. To attend, contact Dep. Inspector **Scot Pomerantz** at spomerantz@panynj.gov. [View the flyer.](#)

PAWC/NET/PAHS/ NBE/APNG: New Year New Me Series

January 8 and January 15, in-person and virtual. The PA Women’s Council, Network of Emerging Talent, PA Hispanic Society, Network of Black Employees, and Administrative Professionals Networking Group will host a two-part series to kick off 2025: New Year, New Me, featuring guest speakers and inspiring discussions. This will be a hybrid event at 4 WTC and on Teams. [View the flyer](#) to learn more and register.

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safe spaces for employees to connect with one another. We congratulate them and their Executive Sponsors and Senior Liaisons on another successful year and thank them for their service. The membership of our agency’s EBRGs and two chapters comprise over 17% of our workforce and growing.

All employees are welcomed and encouraged to [join an EBRG with this form](#). To learn more about the agency’s EBRGs, [visit the EBRG Hub](#) on MyPA.

