

**From:** [Crail, Lars](#)  
**To:** ["samuel@betances.com"](mailto:samuel@betances.com)  
**Subject:** Reading List  
**Date:** Tuesday, June 28, 2011 4:24:16 PM

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Samuel,

I thoroughly enjoyed your presentation today. Would you be kind enough to send me your reading list. Thank you.

Regards,

**Lars Crail**

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**From:** [Fernandez, Jerry](#)  
**To:** ["samuel@betances.com"](mailto:samuel@betances.com)  
**Subject:** USDA Cultural Transformation - June 28  
**Date:** Tuesday, June 28, 2011 11:43:24 AM

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Dr. Betances,

Great presentation today! Please send me the book list and any other resources at your earliest convenience. Thank you!

Jerry

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**Jerry T. Fernandez**  
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**From:** [Turpin, Jennifer](#)  
**To:** ["samuel@betances.com"](mailto:samuel@betances.com)  
**Subject:** Book/Reading List Request  
**Date:** Tuesday, June 28, 2011 12:52:05 PM

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Good Afternoon Dr. B,

Thank you for such an enjoyable Cultural Transformation session this morning!

Would you be able to send me the list of books that you recommended during your presentation, and the additional list of memoirs and other books that you said you would send by request?

Thank you very much. Have a great day!

**Jennifer W. Turpin**  
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# Obtained via FOIA by Judicial Watch, Inc.

**From:** [Bernstein, Sue](#)  
**To:** "Shawn E. Surber"  
**Cc:** [Alexander, Monica - AMS](#)  
**Subject:** RE: Contractual Packet for Dr. Betances' event on June 28th  
**Date:** Wednesday, June 29, 2011 11:07:58 AM

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Thanks Shawn. Dr. B. also referenced a booklist during the presentation and said to email to request it. Is that something different than the books listed in the slides?

The presentation went very well yesterday, and we are getting a lot of positive feedback from employees. I have two small feedback items that might be helpful for the presentation that you are working on with Monica in Tennessee. (1) Provide participants a copy of the slides before the presentation so they can take notes (we didn't do this); and (2) Clarify the distinction between APHIS and AMS for Dr. B. - I think Dr. B. thought we were APHIS. They are separate, but related agencies. We can help explain the organizational structure if you would like.

Thanks and regards,

Sue

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**From:** Shawn E. Surber [mailto:ssurber@betances.com]  
**Sent:** Wednesday, June 29, 2011 9:29 AM  
**To:** Bernstein, Sue  
**Subject:** Re: Contractual Packet for Dr. Betances' event on June 28th

Hi Sue:

Please find attached the slide note page handout for Dr. Betances' workshop for you to provide to participants via email or by posting.

Cordially,

Shawn

Shawn E. Surber, Business Manager  
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**From:** [Jamison, David](#)  
**To:** ["samuel@betances.com"](mailto:samuel@betances.com)  
**Subject:** Cultural Transformation: A dynamic workforce engaged, motivated, and prepared for the future  
**Date:** Tuesday, July 05, 2011 8:21:35 AM

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Good Morning Dr. Betances,

I was fortunate to attend your seminar on Cultural Transformation at the U.S. Department of Agriculture on June 28. It was a very worthwhile and enlightening session – thank you! At the end of your presentation, you announced that if we were interested in a book list and memoirs that would benefit us, we should send an email to you. Please include me on the distribution list for these items.

Thank you very much and have a good day.

Sincerely,  
David Jamison

**From:** [Sussman, Michael](#)  
**To:** ["Samuel Betances"](#)  
**Subject:** RE: Cultural Transformation  
**Date:** Tuesday, July 05, 2011 7:15:36 AM

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Thanks Dr. B!

Michael Sussman Ph.D.  
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**From:** Samuel Betances [<mailto:samuel@betances.com>]  
**Sent:** Saturday, July 02, 2011 8:43 PM  
**To:** Sussman, Michael  
**Subject:** Re: Cultural Transformation

My colleague and friend, Michael Sussman:

Thank you for the affirming feedback and your kindness in adding value to my understanding of the sacred holidays to Jewish believers. We have taken steps to also make available the training early in 2012 as well.

Attached please find the reading lists, a case study on the book by Melba Patillo-Beals and the updated flyer on diversity training that takes into account your concerns.

Cordially:

Samuel Betances

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**From:** [Sussman, Michael](#)  
**Sent:** Wednesday, June 29, 2011 10:07 AM  
**To:** [samuel@betances.com](mailto:samuel@betances.com)  
**Subject:** Cultural Transformation

Hi Dr. B.,

I am a first generation college grad and I think your hypothesis makes sense. I had to work well into graduate school to become an excellent student. I eventually received a degree in a molecular biology and biochemistry from UCONN. In contrast my children whose generation is so much different from mine in terms of diversity and cultural landscape are both focused in life and excellent students at an early age. Thanks so much sharing your presentation with us. Would send your bibliography and book list to me? I am excited to learn more about diversity intelligence. I did have one point to bring up about the schedule of your seminars. It involves religion, so I hope that you will not be offended. The dates overlap with Erev Rosh Hashanah (September 28). Many Jewish people will want to spend this evening in prayer. Rosh Hashanah (September 28-30, 2011) and Yom Kippur (always ten days after Rosh Hashanah, October 7-8, 2011) are Jewish High Holy days. These are the two days during the year that many Jews feel it is important to take off from work. The purpose of these two High Holy Days is to celebrate the rebirth of the world (tikun olam), study the Torah (five books of Moses) and repent (teshuvah). Because their occurrence is based on the Jewish lunar calendar their dates vary each year, but usually they fall sometime in September or October. I think that is the reason they are often missed in scheduling. I hope that this will help you in the future.

Best regards,

Michael Sussman Ph.D.

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