

DEIB November Newsletter

We're excited to share Sutro's inaugural newsletter highlighting our commitment to diversity, equity, inclusion, and belonging (DEIB). In this first issue, we are delighted to share the rich diversity of our employees reflecting the observances celebrated by the various cultures within our community. Here are some ways we're celebrating including our Thanksgiving family recipes for all to enjoy! Viewable on our website, <https://www.sutro.bio.com/deib-newsletter/>

November 1-2: Día de Los Muertos (Day of the Dead)

Día de Muertos was originated in Mexico and associated with the Catholic celebrations of All Saints' Day and All Souls' Day. Involves family and friends gathering to pay respects and to remember friends and family members who have died. Traditions connected with the holiday include honoring the deceased using calaveras and aztec marigold flowers known as cempazúchitl, building home altars called ofrendas with the favorite foods and beverages of the departed, and visiting graves with these items as gifts for the deceased.



November 4: Diwali Festival

Beginning Sunday, October 27, Diwali is a 5-day festival that sparks the beginning of the fiscal year in India. As one of the most popular and celebrated Indian holidays, Diwali symbolizes the spiritual victory of light over darkness and good over evil, and it is often associated with the goddess Lakshmi. "Diwali is our favorite festival. We have a lots of traditions and culture that we associate with Diwali and celebrate with flowers, lights, new attire and new beginnings. It is a festival where we celebrate the triumph of light over darkness, good over evil and love over hate."



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November 11: Veterans Day

Veterans Day is a time for us to pay our respects to those who have served. For one day, we stand united in respect for you, our veterans. This holiday started as a day to reflect upon the heroism of those who died in our country's service and was originally called Armistice Day. It fell on Nov. 11 because that is the anniversary of the signing of the Armistice that ended World War I. However, in 1954, the holiday was changed to "Veterans Day" in order to account for all veterans in all wars.



November 19: Great American Smokeout

A national holiday hosted by the American Cancer Society that provides an opportunity for people who smoke to commit to healthy, smoke-free lives: not just for a day, but year-round. It provides an opportunity for individuals, community groups, businesses, healthcare providers, and others to encourage people to plan to quit on the GASO date or initiate a smoking cessation plan on the day of the event. This event not only challenges people to stop smoking, but it also educates people about the many free tools they can use to help them quit.



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November 25: Thanksgiving Day

Thanksgiving Day, annual national holiday celebrating the harvest and blessings of the past year. Americans generally believe that their Thanksgiving is modeled from a 1621 harvest feast shared by the English colonists (Pilgrims) of Plymouth and the Wampanoag people. Others pinpoint the true origin of Thanksgiving, owing to the fact that the Massachusetts colony governor John Winthrop declared a day to celebrate colonial soldiers who had just slaughtered hundreds of Pequot natives in what is now Mystic, Connecticut.



November 26: Native American Heritage Day

The Friday following Thanksgiving is a civil holiday observing the day as Native American Heritage Day. This acknowledgment further highlights the importance of recognizing the many contributions that Native people have made to the United States —Alaska Natives, American Indians, and Native Hawaiians—along with other Indigenous peoples across the globe. Alaska is home to nearly 40 percent of all federally recognized Tribes. November 26th, Native American Heritage Day, is a time to honor the culture and heritage that millions of Native people share with us daily.



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November: National Family Caregiver Month

A time to recognize and honor family caregivers across the country. It offers an opportunity to raise awareness of caregiving issues, educate communities, and increase support for caregivers. “The above [link](#) shares a story about my mother. A new aromatherapy that California Pacific Medical Center (CPMC) had given to my mom to help her breathe, help with her anxiety and nausea.”



November: Lung Cancer Awareness Month

Lung cancer is the most common cause of cancer death in the United States and worldwide. In fact, lung cancer is responsible for more deaths in this country than the next three most common causes of cancer death combined – colorectal cancer, breast cancer, and pancreatic cancer. Early diagnosis improves outcomes, so raising awareness of lung cancer symptoms can get more help to more people more quickly. Make sure people know the signs of lung cancer and the importance of seeing their doctor promptly.



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Orange-Ginger Skirt Steak with Onions Recipe

“My dad’s skirt steak recipe.”

Ingredients

- 2 ½ - 3-lb. beef skirt steak (2 or 3 steaks)
- ½ cup soy sauce
- ½ cup dry sherry
- ¼ cup orange juice
- 2 tablespoons minced fresh ginger
- ½ teaspoon red pepper flakes
- 3 cloves garlic, peeled and pressed
- 8 to 10 green onions
- 2 oranges, cut into wedges
- Salt and pepper

Directions

Rinse steaks and pat dry. Place in a heavy plastic food bag. Add soy sauce, sherry, orange juice, ginger, red pepper flakes and garlic. Seal bag, turn to coat meat and chill at least 30 minutes or up to 4 hours, turning occasionally. Meanwhile, trim and discard root ends and tips from green onions. Cut onions, including tops, into 3-inch lengths. Drain steaks, save marinade. Weave 1 long metal skewer (18 to 24 inches) down the center of each skirt steak, piercing steak at 2 to 3-inch intervals and skewering a piece of green onion each time. Adjust steaks so they lie fairly flat on skewers, rippling only slightly; if they are too bunched up, they won’t cook evenly. Lay skewers on a barbeque grill over a solid bed of hot coals or high heat on a gas grill. Cook, turning once, until meat is done to your liking, 7 to 9 minutes for medium-rare in center of thickest part (cut to test). If desired, heat reserved marinade. Pour into a 1 to 1 ½ -quart pan and bring to a boil over high heat, then pour into a small bowl. Transfer steaks and onions to a platter and garnish with orange wedges. To serve, push steaks off skewers and cut meat into serving size pieces. Accompany with marinade; squeeze orange wedges over meat and add salt and pepper to taste.

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Apple Crisp Recipe

“Here is the recipe I make every Thanksgiving ...”

Ingredients

- 1 cup brown sugar
- $\frac{3}{4}$ cup all-purpose flour
- 1 teaspoon cinnamon
- $\frac{1}{2}$ cup butter or margarine
- 5 apples (or one can of apple pie filling)

Utensils needed

- Small bowl
- Pastry cutter
- 8” square baking pan

Directions

1. Heat oven to 375 degrees. Butter the baking pan.
2. Mix together brown sugar, flour, and cinnamon in a small bowl.
3. Cut the butter with pastry cutter until the mixture is the consistency of coarse bread crumbs.
4. Peel and slice the apples.
5. Combine one-quarter of the crumb mixture with the sliced apples.
6. Place in buttered baking pan. Sprinkle the top with the remaining mixture.
7. Bake for 45 minutes.
8. Serve warm with whipped cream or ice cream.

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Chumpe Recipe

“Enjoy, this is my family's favorite tradition at Thanksgiving!”

Ingredients

- 1 - 16 lb turkey
- 1 – Lime
- 1 - stick of butter
- 3 - Dry Pasilla peppers
- 2 - Cinnamon sticks
- 1/2 - package of pitted prunes
- 1 - 16oz jar Portuguese green olives
- 1/3 bottle dry white wine
- 2 - large tomatoes
- 1- whole garlic bulb
- 1- Large yellow onion
- 1/4 cup of Mustard (French's brand)
- 2 slices of bread toasted and grate
- 1/2 bunch of Parsley

Directions

1. Pierce turkey with large fork, rub salt on turkey, cut lime in half and squeeze lime all over turkey. Put turkey in roasting pan, melt butter and rub all over turkey, then add the mustard and rub all over turkey.
2. Blanch tomatoes: Put your tomatoes into a pot of boiling water for 60–90 seconds. Once the tomato skins split open, transfer tomatoes into a bowl of ice water to cool. After taking them out, you'll find the skin is easy to strip away from the rest of the tomato.
3. In separate pot, add water bring to a boil and pasilla peppers. Boiling water for 10-12 minutes. Once the peppers skins split open, pour out liquid, peel skin, remove stems and seeds. Wear plastic gloves to protect your hands as the seeds are very spicy/hot.
4. Add blanched tomatoes, cooked pasilla peppers, onion, garlic in a blender. Blend to a puree texture. Pour over the turkey. Add wine, cinnamon sticks, prunes and olives. Toast the 2 slices of bread and grate over the turkey, add the parsley. Cover with foil and cook in the oven.
5. Cook at 325 degrees, base every 30 minutes, check after 3.5 - 4 hours.



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Wild Rice Salad with Cranberries and Mint Recipe

“As part of my family tradition, the Ojibwe Tribe.”

Ingredients

- 1/2 c olive oil
- 1/4 c orange juice
- 1 Tbsp grated orange zest
- 2 Tbsp maple syrup
- 4 tsp dijon mustard
- 5 c cooked wild rice
- 1/2 c pine nuts (or chopped nuts of your choice)
- 1/2 c dried cranberries
- 1/2 c fresh mint, chopped
- 2 green onions, white and green part thinly sliced

Directions

1. Whisk together oil, orange juice, zest, mustard and maple syrup in large bowl.
2. Add rice, pine nuts, cranberries, mint and green onion. Toss to coat. Season with salt and pepper.