

DEIB December Newsletter



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We're excited to share Sutro's December newsletter highlighting our commitment to diversity, equity, inclusion and belonging (DEIB). This issue entails our richly diverse employees celebrating observances and sharing their family recipes.

Newsletter is viewable on our website,
<https://www.sutro.bio.com/deib-newsletter/>

We would love to hear your family traditions during the holiday!



~ Ode to Sutro ~

'Twas the last month of the year
Sutroites joyous with great cheer
We've made it through 2021
12 months of hard work nearly done

We served our community with great care
Promise and hope for their welfare
Passion for our patients with great vigor
We collaborated and executed with rigor

As we come to the close
Of good times gone by
We ponder how much
Times does really fly

Sharing these words with a smile
And hopeful joy we convey
Best wishes to all
For a Happy Holiday!



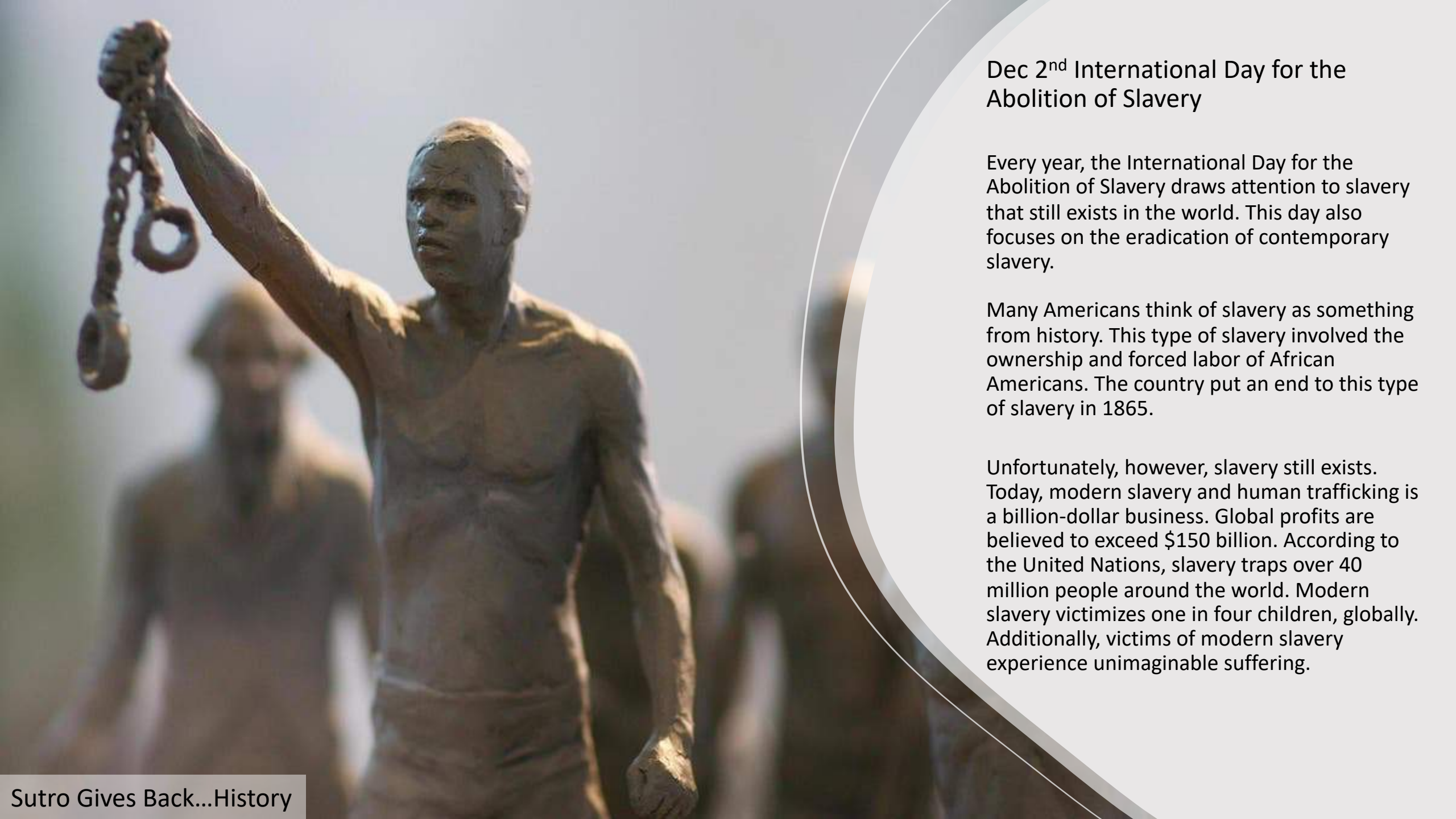
Nov 28th – Dec 6th Hanukkah

Hanukkah is a Jewish festival commemorating the recovery of Jerusalem and subsequent rededication of the Second Temple at the beginning of the Maccabean revolt against the Seleucid Empire in the 2nd century BCE. It is also known as the Festival of Lights. Hanukkah is observed for eight nights and days, starting on the 25th day of Kislev according to the Hebrew calendar, which may occur at any time from late November to late December in the Gregorian calendar.

Dec 1st World Aids Day

It's an opportunity for people worldwide to unite in the fight against HIV, to show support for people living with HIV, and to commemorate those who have died from an AIDS-related illness. Founded in 1988, World AIDS Day was the first ever global health day. World AIDS Day is important because it reminds the public and government that HIV has not gone away. There is still a vital need to increase awareness, fight prejudice and improve education.





Dec 2nd International Day for the Abolition of Slavery

Every year, the International Day for the Abolition of Slavery draws attention to slavery that still exists in the world. This day also focuses on the eradication of contemporary slavery.

Many Americans think of slavery as something from history. This type of slavery involved the ownership and forced labor of African Americans. The country put an end to this type of slavery in 1865.

Unfortunately, however, slavery still exists. Today, modern slavery and human trafficking is a billion-dollar business. Global profits are believed to exceed \$150 billion. According to the United Nations, slavery traps over 40 million people around the world. Modern slavery victimizes one in four children, globally. Additionally, victims of modern slavery experience unimaginable suffering.



Dec 5th International Volunteer Day

Sutro Gives Back...Community

International Volunteer Day is celebrated by many non-governmental organizations, civil society, and the private sector, among others. It is also marked and supported by the United Nations Volunteers (UNV) programme.

IVD is a chance for individual volunteers, communities and organizations to promote their contributions to development at the local, national and international levels.

Sutro organization is a strong advocate of 'Giving Back to the Community' as Sutro employees are highly engaged in monthly volunteer activities showcased on www.sutro.bio.com/volunteer



Sutro Gives Back...Justice

Dec 10th Human Rights Day

Human Rights Day is observed every year on 10 December — the day the United Nations General Assembly adopted, in 1948, the [Universal Declaration of Human Rights](#) (UDHR). The UDHR is a milestone document, which proclaims the inalienable rights that everyone is entitled to as a human being - regardless of race, color, religion, sex, language, political or other opinion, national or social origin, property, birth or other status. Available in more than [500 languages](#), it is the most translated document in the world.

December 14th National Energy Conservation Day

Did You Know ...

- **Remember that time when your Mother would yell at you for keeping the fridge door open for too long?**
Every time you open the fridge door, approximately 30% of the cold air escapes! This basically leads to more power consumption and a higher #electricity bill.
- **Cook in a microwave to save energy:**
A microwave uses about 50% less energy as compared to an oven.
- **Home electronics consume energy even when switched off!**
Approximately, 75% of electricity used to power home electronics is consumed while the products are off. Televisions consume a lot of energy when turned off which is used in the instant working of the T.V so we don't have to wait for a minute or two for it to start soon as we switch it on. Keep them unplugged when not in use.
- **LEDs are the ultimate energy saver!**
LEDs are very energy efficient and cheap too. Lights in our homes and offices should be replaced with LEDs to conserve energy.



Go Green and Go Sutro!

Did you know that Sutro is a certified “Green Building”?

Sutro understands the importance of protecting our planet and takes additional steps to be mindful of our footprint. Every year, our building goes through the LEED certification process to review our environmental footprint and usage. The program tests our Energy and Atmosphere, Materials and Resources, Indoor Environmental Quality and Water Efficiency. Due to Sutro’s high score, we have been awarded with the certification of being a “Green Building.” Please join Sutro as we celebrate our environment not only on National Energy Conservation Day, but every day!



Dec 18th International Migrants Day

Migrants contribute their knowledge, networks, and skills to build stronger, more resilient communities. During the past months, migrants have been at the forefront of the fight against COVID-19. Their work in health, transportation and food services made our lives under lockdown more bearable.

However, like many who find themselves living on the margins of society, migrants are disproportionately affected by COVID-19 through job losses, evictions and discrimination. Millions of migrants are stranded, often without income or shelter, unable to return home due to COVID-19 mobility restrictions, and they also face increased risks of trafficking and exploitation.

The pandemic cannot be used as an excuse to rollback commitments to promote and protect the rights of migrants regardless of their legal status. It cannot become an excuse for the increased use of detention, often in overcrowded conditions, and the forced return of migrants to their countries of origin without due process, in many cases in violation of international law. It is our collective responsibility to create a safer, more resilient world.

Dec 25th Christmas Day

Christmas is an annual festival commemorating the birth of Jesus Christ, observed primarily on December 25 as a religious and cultural celebration among billions of people around the world. A feast central to the Christian liturgical year, it is preceded by the season of Advent or the Nativity Fast and initiates the season of Christmastide, which historically in the West lasts twelve days and culminates on Twelfth Night.



Dec 26th – Jan 1st Kwanzaa



Sutro Gives Back...Family Traditions

Kwanzaa is an annual celebration of African American culture that is held from December 26 to January 1, culminating in a communal feast called Karamu, usually held on the 6th day. It was created by Maulana Karenga, based on African harvest festival traditions from various parts of Africa, including West and Southeast Africa. Kwanzaa was first celebrated in 1966.



Dec 31 New Year's Eve

People around the world have been celebrating the start of each new year for at least four millennia. Today, most New Year's festivities begin on December 31 (New Year's Eve), the last day of the Gregorian calendar, and continue into the early hours of January 1 (New Year's Day). Common traditions include attending parties, eating special New Year's foods, making resolutions for the new year and watching fireworks displays.



Peanut Butter Cup Trifle Recipe

Ingredients

- Favorite chocolate cake mix; baked and cooled
 - I like to use Betty Crocker Super Moist Devil's Food Cake Mix
- 2 (3 ounce) packages instant vanilla pudding
 - 3 cups milk for pudding
- 1 cup peanut butter
- 16 ounces Cool Whip
- Reese's Peanut Butter cups; chopped
 - I use around 12 individual peanut butter cups

Directions

- Crumble chocolate cake and set aside.
- Beat the pudding mix and milk together on med low speed until blended, then beat in the peanut butter until smooth.
- Fold in 1 cup Cool Whip into peanut butter pudding mix.
- In a large trifle bowl, layer 1/2 the crumbled cake, then 1/2 the peanut butter pudding mixture
- Smooth 1 cup Cool Whip over the peanut butter pudding layer. Then sprinkle with 1/2 the chopped Reese's Peanut Butter Cups.
- Repeat with another layer of cake, peanut butter pudding mixture, Cool Whip and top with chopped Reese's Peanut Butter Cups.
- Chill for 4-6 hours or overnight.



Ginger Cookie Recipe

Directions

1. Preheat the oven to 450°F. Line 2 sheet pans with parchment paper.
2. In a large bowl, sift together the flour, baking soda, cinnamon, cloves, nutmeg, ginger (ground), and salt, and then combine the mixture by hand. In the bowl of an electric mixer fitted with the paddle attachment, beat the brown sugar, oil, and molasses on medium speed for 5 minutes. Turn the mixer to low speed, add the egg, and beat for 1 minute. Scrape the bowl with a rubber spatula and beat for 1 more minute. With the mixer still on low, slowly add the dry ingredients to the bowl and mix on medium speed for 2 minutes. Add the crystallized ginger and mix until combined.
3. Scoop the dough with 2 spoons or a small ice cream scoop. With your hands, roll each cookie into a 1 3/4 –inch ball and then flatten them lightly with your fingers. Press both sides of each cookie in granulated sugar and place on sheet pan. Bake for exactly 13 minutes. The cookies will be crackled on the top and soft inside. Let the cookies cool on the sheets for 1 to 2 minutes, then transfer to wire racks to cool completely.

Ingredients

- 2 ¼ cups all-purpose flour
- 1 tsp baking soda
- 2 tsp ground cinnamon
- 1 ½ tsp ground cloves
- ½ tsp ground nutmeg
- ½ tsp ground ginger
- ¼ tsp kosher salt
- 1 cup dark brown sugar, lightly packed
- ¼ cup vegetable oil
- 1/3 unsulfured molasses
- 1 extra-large egg, room temp.
- 1 ¼ cups chopped crystallized ginger
- Granulated sugar, for rolling cookies



Beef Wellington Recipe

Part 1

Assembly

- 12 slices prosciutto
- 1 large egg plus 1 large yolk

Ingredients

- 1 center-cut beef tenderloin roast, 3 pounds trimmed weight, 12 to 13 inches long and 4 to 4 ½ inches in diameter
- 1 tablespoon kosher salt
- 1 tablespoon Dijon mustard
- 1 teaspoon pepper

Pastry

- 3 ¼ cups (17 ¾ ounces) bread flour
- 22 tablespoon (2 ¾ sticks) unsalted butter, cut into ½ inch cubes and chilled
- 1 teaspoon table salt
- ½ cup plus 1 tablespoon ice water

Duxelles

- 8 shallots, chopped
- 4 garlic cloves, peeled
- 2 pounds cremini mushrooms, trimmed and quartered, divided
- 8 tablespoons unsalted butter
- ¼ teaspoon pepper
- 1/8 teaspoon table salt
- 1 tablespoon Madeira
- 2 teaspoons minced fresh thyme



Beef Wellington Recipe

Part 2

Instructions

Day One: Prep Components

1. **FOR THE BEEF:** Sprinkle all sides of the beef evenly with salt. Wrap in plastic wrap and refrigerate for at least 12 hours or up to 3 days
2. **FOR THE PASTRY:** Using stand mixer fitted with paddle, mix flour, butter, and salt on medium-low speed until mixer is crumbly and pieces of butter are no larger than peas, 4 to 5 minutes. With mixer running, add ice water in steady stream. Increase speed to medium and continue to mix until smooth dough comes together around paddle, 1 to 3 minutes longer. Transfer dough to lightly floured counter. Remove one-quarter (about 8 ounces) of dough and shape into 6-inch square. Shape remaining dough into 6-inch square. Wrap both pieces in plastic and refrigerate for at least 8 hours or up to 2 days.
3. **FOR THE DUXELLES:** Process shallots and garlic in food processor until very finely chopped, about 30 seconds, scraping down sides of bowl as needed. Transfer to small bowl. Pulse half of mushrooms until mushrooms resemble couscous, about 10 pulses, scraping down sides of bowl halfway through processing (do not overprocess). Transfer to large bowl and repeat with remaining mushrooms.



Beef Wellington Recipe

Part 3

Day One: Prep Components (*continued*)

4. Melt butter in 12-inch nonstick skillet over medium-low heat. Add shallot mixture and cook, stirring frequently, until softened, 3 to 5 minutes. Stir in mushrooms, pepper, and salt and cook, stirring occasionally, until liquid given off by mushrooms has evaporated and mushrooms begins to sizzle, about 45 minutes. Add Madeira to mushroom mixture and cook, stirring constantly, until evaporated, about 2 minutes. Off heat, stir in thyme. (if making duxelles ahead, let cool completely and refrigerate in airtight container for up to 3 days).

Day Two: Assemble

5. To Assemble: Overlap 2 to 3 pieces of plastic on counter to form 30 by 30-inch square (it's OK if up to 2 inches of plastic hangs off edge of counter). Shingle prosciutto in center of plastic in 2 rows of 6 slices, slightly overlapping to form 14 by 15-inch rectangle, with shorter side parallel to edge of counter. Transfer duxelles to prosciutto and use offset spatula to spread in even layer, leaving 1-inch border of prosciutto on all sides (if duxelles is cold, microwave for 1 minute to soften before spreading).



Beef Wellington Recipe

Part 4

Day Two: Assemble (*continued*)

6. Unwrap beef and pat dry with paper towels. Brush all sides of beef with mustard and sprinkle with pepper. Arrange roast parallel to edge of counter, about one-third of way up duxelles. Using both hands, lift bottom edge of plastic to begin wrapping roast. Continue to roll roast, leaving plastic behind, until roast is completely wrapped in prosciutto. Tuck overhanging slices of prosciutto over each end of roast.
7. Tightly roll roast in plastic and twist plastic tightly at each end to seal. Continue to twist ends of plastic and roll roast on counter until formed into snug cylinder. Refrigerate for at least 30 minutes or up to 2 days before cooking.
8. Line 2 rimmed baking sheets with parchment paper. Roll out larger piece of dough on generously floured counter into 18 by 16-inch rectangle. Drape dough over rolling pin, transfer to prepared sheet, and refrigerate for 15 minutes. Roll smaller piece of dough into 16 by 7-inch rectangle. Transfer to second prepared sheet and refrigerate.



Beef Wellington Recipe

Part 5

Day Two: Assemble (*continued*)

9. Whisk together egg and yolk. Lay large pastry sheet directly on counter with long side parallel to edge of counter. Brush entire surface with egg wash; set aside remaining egg wash. Unwrap beef and place on pastry, arranging in parallel to edge of counter and 2 inches from pastry edge closest to you. Wrap edge of pastry closest to you over beef. Holding edge in place, slowly roll roast away from you, keeping pastry snug to meat, until roast is covered.
10. Allow pastry to overlap by 1 inch and trim away excess. Roll roast so seam is on top. Gently press and pinch overlapping dough to seal. Roll roast so seam is on bottom.
11. To seal ends of roast, tuck sides of pastry tightly against meat as though you are wrapping a present, then fold top of pastry down, pressing snugly.
12. Using a rolling pin, roll excess dough at end of roast against counter to make it thinner and longer. Trim rolled end to 2-inch length and tuck under roast. Repeat process on other end of roast. Transfer roast seam side down to lightly greased rimmed baking sheet and refrigerate for at least 15 minutes or up to overnight (if refrigerating longer than 1 hour, wrap in plastic).



Beef Wellington Recipe

Part 6

Day Two: Assemble (*continued*)

13. Transfer smaller rectangle of dough, still on parchment, to counter, with short side parallel to edge of counter. Using ruler and sharp knife or pizza cutter, cut dough lengthwise into $\frac{1}{4}$ -inch-wide strips.
14. Brush top, sides, and ends of roast with some of reserved egg wash; set aside remaining egg wash. Lay strips of dough diagonally across top of roast, leaving $\frac{1}{4}$ to $\frac{1}{2}$ inch between strips. Gently press strips to adhere to roast and trim excess at each end to $\frac{1}{4}$ inch. Using bench scraper, tuck ends of strip under roast. Refrigerate roast for at least 10 minutes. (Roast can be loosely covered with plastic and refrigerated for up to 24 hours.)

Day Three: Bake And Serve

15. Adjust oven rack to lower-middle position and heat oven to 450 degrees. Brush roast thoroughly with reserved egg wash. Place thermometer probe, if using, through 1 end of roast so tip of probe is positioned at center of roast. Roast until beef registers 85 degrees and crust is well browned and crisp, 40 to 45 minutes. Transfer sheet to wire rack, leaving probe in place to monitor temperature. Let rest, uncovered, until internal temperature reaches 130 degrees, 40 to 45 minutes.



Beef Wellington Recipe

Part 7

Day Three: Bake And Serve

15. Adjust oven rack to lower-middle position and heat oven to 450 degrees. Brush roast thoroughly with reserved egg wash. Place thermometer probe, if using, through 1 end of roast so tip of probe is positioned at center of roast. Roast until beef registers 85 degrees and crust is well browned and crisp, 40 to 45 minutes. Transfer sheet to wire rack, leaving probe in place to monitor temperature. Let rest, uncovered, until internal temperature reaches 130 degrees, 40 to 45 minutes.

To Serve:

16. Slide large metal spatula under roast to loosen from sheet. Use both hands to transfer roast to carving board. Using serrated knife, cut roast into 1-inch-thick slices (to keep pastry intact, score through decorative strips before cutting each slice) and serve.