

DEIB January Newsletter

We're excited to share Sutro's January 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.sutrobio.com/deib-newsletter/>

HOPE

January 1st New Year's Day

New Year's Day is a festival observed around the world on January 1st, the first day of the year in both the modern Gregorian and Julian calendars. Cultures around the world have been celebrating the start of each new year for at least four millennia. Common traditions include attending celebrations and watching fireworks displays on New Year's Eve (December 31st), making new year's resolutions, and eating traditional New Year's foods with family and friends to kickstart a new year.



Sutro New Year Poem

Happy New Year
And welcome to 2022
We hope your break was relaxing
And very joyful too!

There is much ahead this year
Great medicines to explore and define
As we embark on our great mission
Sutro will always outshine!

We hope for your fulfillment,
Happiness, peace, and more,
A brighter, better new year,
Then you've ever had before!



January 1-3 Japanese New Year (Shōgatsu)

Shōgatsu, also called **Oshōgatsu**, is observed in Japan on January 1st through January 3rd (though celebrations sometimes last for the entire week), marking the beginning of a new calendar year. Prior to the start of the holiday, houses are thoroughly cleaned to signify readiness for a new beginning and fresh start. Front doors are decorated with pine boughs, straw, and bamboo (known as a *kadomatsu*) to symbolize longevity and good fortune. People traditionally wake early on New Year's Day to view the first sunrise of the year (*hatsuhinode*) and visit their local temple or shrine (*hatsumōde*) to ask that the coming year be filled with prosperity and good health. Small monetary gifts (*otoshidama*) are given to young children, and New Year's cards (*nengajō*) passed out.


As with many Japanese holidays, food plays a very important part in celebrating the New Year. Buckwheat noodles (*toshikoshi soba*), known as year-crossing noodles, are eaten at the beginning of the holiday. Cakes of pounded rice (*mochi*) are served in a traditional stew called *Ozōni*. Special dishes called *osechi ryōri* are eaten over the first three days of Shōgatsu and each dish is symbolic of good wishes (long life, good fortune, great health) for the coming year.





January 4th World Braille Day

World Braille Day is an Internationally recognized day, held each year on January 4th. It celebrates awareness of the importance of braille as a means of communication in the full realization of the human rights for blind and visually impaired people. The date for the event was chosen by the United Nations General Assembly via a proclamation in November 2018. January 4th marks the birthday of Louis Braille, the creator of the braille writing system. The first World Braille Day was celebrated on January 4, 2019.



January 6th Three Kings Day (Epiphany)

In Western Christianity, this celebration commemorates the visit of the Magi to the Christ Child, and thus Jesus Christ's physical manifestation to the Gentiles. For many nations, this day is seen as an extension of Christmas. During the night of the 5th, children from many countries of Europe and Latin America, will place their shoe by their bedside or Christmas tree, and wait for presents or treats from the Three Magi. Additionally, a feast is usually associated with the evening festivities, in which the traditional Rosca de Reyes (King Cake), is used to symbolize Baby Jesus being hidden from King Herod.

January 7th Orthodox Christmas Day

The Orthodox Church recognizes January 7th as the day that Jesus was born. Elsewhere in the world, Christmas is celebrated on December 25th.

The difference in the timing of the Christmas celebrations stretches back to 1582, when Pope Gregory XIII, ruled that the Catholic Church should follow a new calendar, the Gregorian calendar, as it was closer to the solar calendar than the Julian calendar. The Julian calendar had been established by Julius Caesar in 46 B.C.. Because the Catholic Pope ruled on the adoption of the new calendar, many churches not aligned to the papacy ignored it, such as Protestants and the Eastern Orthodox Church. In 1922, the patriarch of Constantinople decided that the Gregorian calendar should be followed for the observance of Christmas, but not for Easter, and this edict was followed by many of the other Orthodox churches.

The only Orthodox churches that still observe the January 7th date are the Russian Orthodox Church, the Ukrainian churches, the Serbs and the Mount Athos monks in Greece. The Armenian Orthodox Church observes Christmas Day on January 6th.



January 10th World Laughter Day

World Laughter Day is celebrated to promote peace and love in the world. It was announced by the founder of the worldwide Laughter Yoga movement, Dr. Madan Kataria, who states, "Laughter is a positive and powerful emotion that has all the ingredients required for individuals to change themselves and to change the world in a peaceful and positive way."


Additionally, laughter has proven to promote a healthy mind and body. The Mayo Clinic has reported the following short-term and long-term health benefits of laughter:

Short-term benefits

- Stimulate heart, lungs and muscles, and increases the endorphins that are released by your brain.
- Activate and relieve your stress response.
- Soothe tension.

Long-term benefits

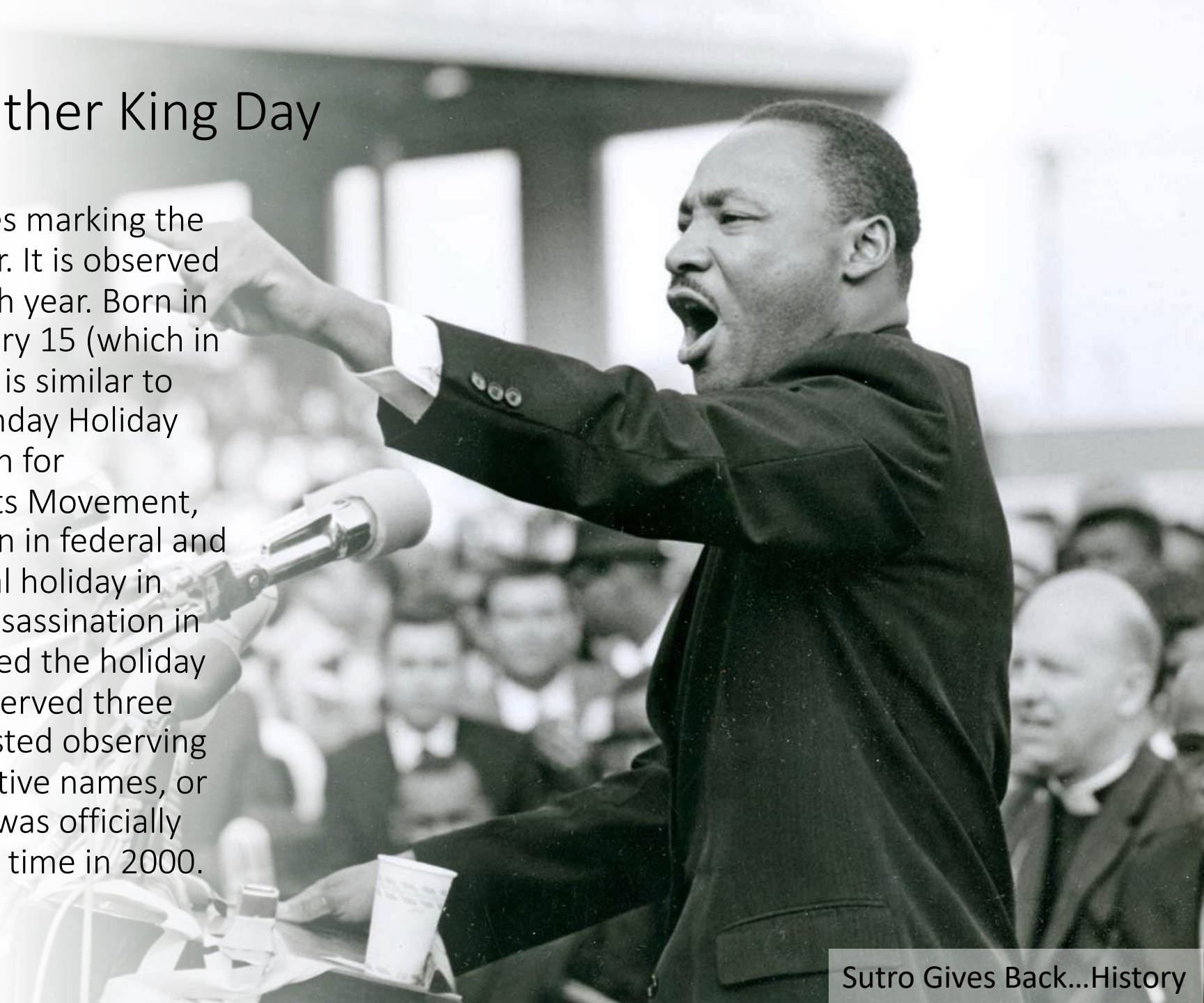
- Improve your immune system.
- Relieve pain and produce its own natural painkillers.
- Increase personal satisfaction.
- Improve your mood.



Joke: Why are scientists great at solving problems?
Because they have all the solutions!

January 17th Martin Luther King Day

A federal holiday in the United States marking the birthday of Dr. Martin Luther King, Jr. It is observed on the third Monday of January each year. Born in 1929, King's actual birthday is January 15 (which in 1929 fell on a Tuesday). The holiday is similar to holidays set under the Uniform Monday Holiday Act. King was the chief spokesperson for nonviolent activism in the Civil Rights Movement, which protested racial discrimination in federal and state law. The campaign for a federal holiday in King's honor began soon after his assassination in 1968. President Ronald Reagan signed the holiday into law in 1983, and it was first observed three years later. At first, some states resisted observing the holiday as such, giving it alternative names, or combining it with other holidays. It was officially observed in all 50 states for the first time in 2000.

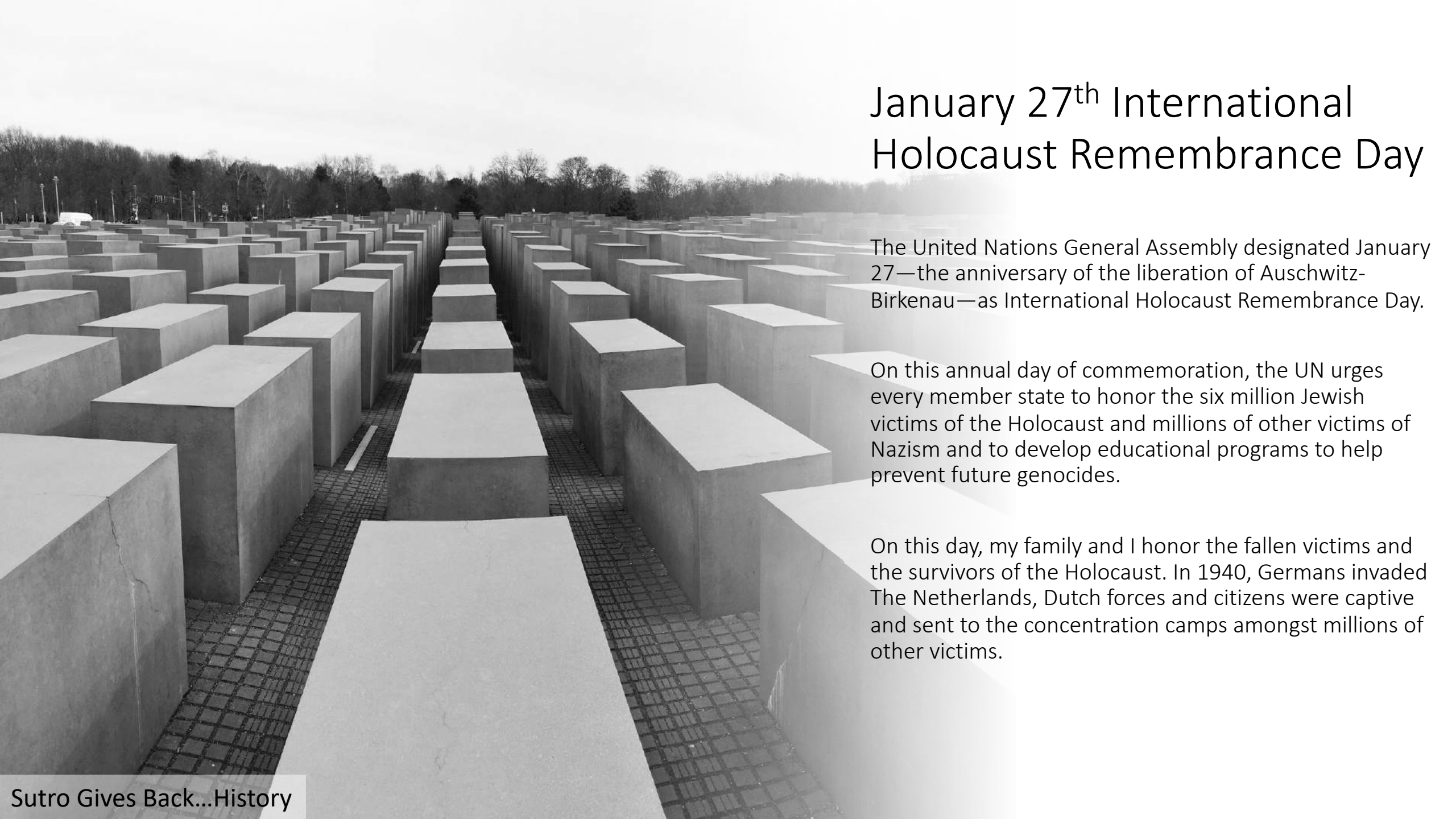


January 23rd National Pie Day

Brought up in Minnesota, my family pies were mostly of the apple pie, or rhubarb varieties. All delicious- the smell wafting out of the kitchen would envelope the house is an aroma that would seemingly lift me straight out of the bed- and into the warmth of our kitchen- the smell of apples crisping in the oven, or the delicate smell of a cooling rhubarb pie on the pie rack- always under the watchful eye of my mother, Lois Laverne. My mother continued that rich history of cooking from her mother- Lily- who was known as an amazing cook that would create prodigious quantities of several type of cookies for the Dittberner family- who by the early 70's had 9 children running around. There would be grocery bags, double bagged, full of everything one can imagine that could be baked.

What is National Pie Day about? Quite simply- it's a day to enjoy our love for making pies- sharing our stories- like the one above- bringing to light even crazy unknown history like...

Did you know that the first pies were made upwards of 6,000 years ago in ancient Egypt? The earliest known documented history of pies were in Rome- where a pie was created with Rye crusted goat cheese and honey pie. Doesn't that sound incredibly delicious!!!



January 27th International Holocaust Remembrance Day

The United Nations General Assembly designated January 27—the anniversary of the liberation of Auschwitz-Birkenau—as International Holocaust Remembrance Day.

On this annual day of commemoration, the UN urges every member state to honor the six million Jewish victims of the Holocaust and millions of other victims of Nazism and to develop educational programs to help prevent future genocides.

On this day, my family and I honor the fallen victims and the survivors of the Holocaust. In 1940, Germans invaded The Netherlands, Dutch forces and citizens were captive and sent to the concentration camps amongst millions of other victims.



January 30th Fred Korematsu Day

A civil rights activist and survivor of the internment of Japanese Americans during World War II. A son of Japanese immigrant parents, Korematsu was born and raised in Oakland, California. He was 23 years old and working as a foreman in his hometown when Executive Order 9066 was signed in 1942 by President Franklin Delano Roosevelt. The order sent more than 115,000 people of Japanese descent living in the United States to incarceration. Rather than voluntarily relocate to an internment camp, Korematsu went into hiding. He was arrested in 1942 and despite the help of organizations like ACLU, his conviction was upheld in the landmark Supreme Court case of *Korematsu v. United States*. Consequently, he and his family were sent to the Central Utah War Relocation Center at Topaz, Utah until the end of WWII in 1945. It wasn't until 1976 that President Gerald Ford formally ended Executive Order 9066 and apologized for the internment.

In 1998, President Bill Clinton awarded Korematsu with the Presidential Medal of Freedom, the country's most distinguished civilian award. In 2010, the Governor of California signed the legislative bill establishing Fred Korematsu Day of Civil Liberties and the Constitution on January 30 in perpetuity. This is the first state-wide day in U.S. history named after an Asian American.

Fred Korematsu can be remembered fighting for civil rights and against prejudice throughout his life, famously saying: *"If you have the feeling that something is wrong, don't be afraid to speak up."*

January National Blood Donor Month

National Blood Donor Month has been celebrated each January for nearly 50 years.

Reasons to donate, according to the American Red Cross:

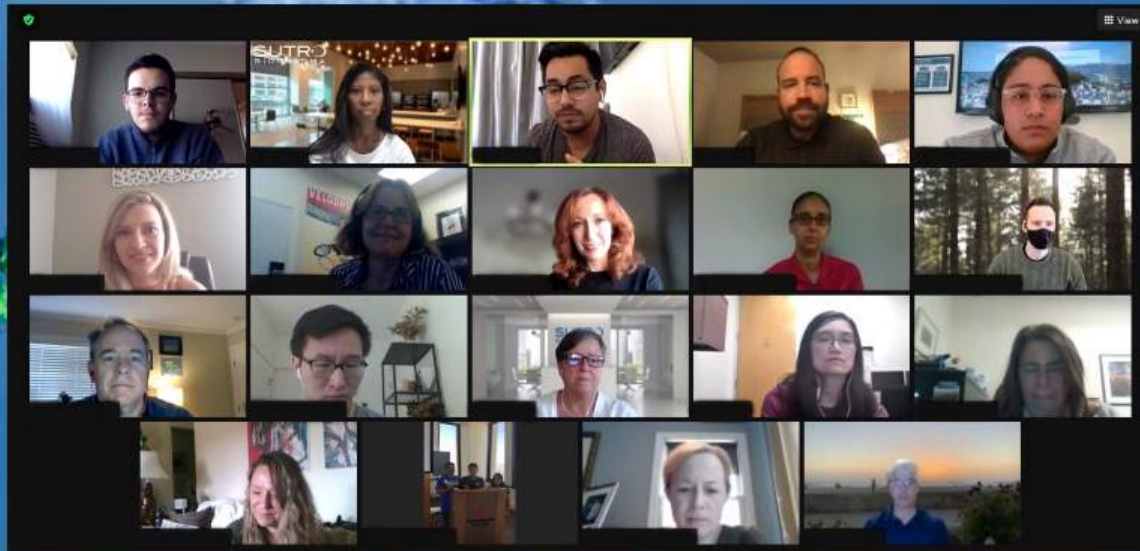
- 31,000 pints of blood are used every day
- If every eligible individual were to donate at least two times a year, blood shortages would be eliminated
- Every two seconds, an individual in the US in need of blood

Unfortunately, a pandemic does not decrease this need at all. Even COVID-19 survivors can help by donating their blood plasma, in addition to a whole blood donation.



January National Mentor Month

Sutroites Collaborating with Peninsula Bridge and 12th Grade SSF Students



www.SutroBio.com | [#SutroBio](https://twitter.com/SutroBio) |

National Mentoring Month (NMM) is an annual designation observed in January. It celebrates mentoring and the positive effects it has on everyone's lives, especially young lives. This month, let's focus on how we can all work together to give back to our communities by increasing the number of mentors and ensuring that young individuals always have dependable people to look up to. The goals of NMM are to:

- Raise awareness of mentoring in its various forms.
- Recruit individuals to mentor, especially in programs that have waiting lists of young people.
- Promote the rapid growth of mentoring by recruiting organizations to engage their constituents in mentoring.

Look into a mentorship program (i.e. Peninsula Bridge, NexGeneGirls, CuriOdyssey STEM Mentor Volunteer Program) to see how it can benefit you – and how you can benefit it – and use [#NationalMentoringMonth](https://twitter.com/NationalMentoringMonth) to post on social media.



January Flower – Carnation

Sutro Gives Back...Health

Carnation is a species of *Dianthus*, which is native to the Mediterranean region. Carnations offer completely natural medicinal properties such as,

- Used for treating nervous and coronary disorders.
- Contains substances that calm the nervous system and reduce inflammation and swelling.
- The oil extracted have therapeutic benefits, which is used for the treatment of skin rashes, minimise the appearance of facial wrinkles and eczema.
- It is used as a tonic for fevers and stomach aches.
- The freshly-brewed carnation tea provides relief from stress and nervousness. It is also a remedy for motion sickness.
- Used for treating muscle spasms and improve heart health.
- Treating the problem of hair loss and sore muscles.
- Consuming carnation tea is proved to be very effective against depression that can lift the mood of people instantly.



January Stone – Garnet

Sutro Gives Back...Culture

The January birthstone, garnet, is best known for its deep red hue, but naturally occurs in a range of colors, including greens, yellows, and even blues. Garnets can range in appearance from completely opaque to transparent and are made up of many minerals, including pyrope, almandine, spessartine, grossular, andradite, and uvarovite.

A great amount of folklore surrounds the garnet, stemming from a diverse range of cultures and time periods. One common belief is the idea that garnet protects its wearer from something—be that enemies, illness, or bad dreams. Today, garnet is said to bring love, luck, health, loyalty and friendship to people who are born this month.



Butter Mochi Recipe

Family dessert during Japanese New Year to symbolize long life

Ingredients:

- 1/2 cup butter (1 block)
- 3 cups milk
- 2.5 cups sugar
- 5 eggs (beaten)
- 1 package (1 lb) Mochiko (sweet rice flour)
- 1 teaspoon vanilla
- 1 teaspoon baking powder
- 2 cups flaked coconut

Directions:

- Preheat oven to 350 degrees
- Melt butter and cool
- Combine mochiko, sugar, and baking powder in a large mixing bowl
- Combine remaining ingredients in another bowl (including flaked coconut), mix, and stir into large bowl containing mochiko mixture. MIX WELL.
- Grease and flour large pan (i.e. 13 x 9 x 2 inch pan).
- Pour mixture into pan and bake for 1 hour.
- Let butter mochi cool after baking.

*Note: As the butter mochi bakes, it will rise and create large bubbles, which will settle once it's done baking.



Persimmon Pie with Pecan Streusel Recipe

Lovely recipe from Southern Recipe is going to be attempted in the Dittberner kitchen and my son has agreed to create that magic!

Part 1

Ingredients:

Pecan Streusel

- 1/4 cup plus 2 Tbsp. all-purpose flour
- 2 tablespoons packed light brown sugar
- 2 tablespoons granulated sugar
- 1/4 teaspoon ground cinnamon
- pinch freshly grated or ground nutmeg
- pinch kosher salt
- 1/4 cup unsalted butter, softened to room temperature and cut into 4 pieces

Crust

- Single-Crust Pie Pastry

Persimmon Filling

- 3 cups persimmon puree (such as La Vigne Organics)
- 1 cup granulated sugar
- 2 tablespoons all-purpose flour
- 1 teaspoon ground cinnamon
- 1/2 teaspoon ground nutmeg
- 1/2 teaspoon kosher salt
- 3 tablespoons unsalted butter, melted
- 3/4 cup evaporated milk
- 3 large eggs, well beaten



Persimmon Pie with Pecan Streusel Recipe

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Directions:

1. Prepare the Pecan Streusel: Whisk together flour, sugars, cinnamon, nutmeg, and salt in a bowl. Using your fingers, rub butter into dry ingredients until mixture is crumbly and forms large, moist clumps. Add pecans, and work into clumps until incorporated. Refrigerate until mixture is very cold and firm, 1 to 2 hours. (Or cover bowl, and refrigerate up to 2 days.)
2. Prepare the Crust: Preheat oven to 375°F. Unwrap chilled pie dough disk from Single-Crust Pie Pastry, and place on a lightly floured surface. Let stand at room temperature until slightly softened, about 5 minutes. Sprinkle dough with flour, and roll into a 12-inch circle. Carefully fit dough circle into a 9-inch deep-dish glass pie plate, leaving a 1/2-inch overhang. Fold edges under.
3. Prepare the Persimmon Filling: Place persimmon puree in a large saucepan over medium-high; bring to a boil. Reduce heat to medium-low, and simmer, stirring often, until reduced to 2 cups, about 30 minutes. Pour puree on a rimmed baking sheet to quickly cool, about 10 minutes, stirring occasionally.
4. Stir together sugar, flour, cinnamon, nutmeg, and kosher salt in a small bowl until well combined. Add melted butter to sugar mixture, stirring with a fork until mixture is evenly combined and resembles damp sand.



Persimmon Pie with Pecan Streusel Recipe

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Part 3

Directions:

5. Stir together evaporated milk and eggs in a medium bowl. Add sugar-butter mixture, and stir until mixture is smooth and creamy. Add persimmon puree, and stir until well combined.
6. Pour filling into piecrust. Bake in preheated oven until filling is partially set (has lost its initial liquid texture and overall shiny surface), 25 to 30 minutes.
7. Remove pie from oven. Reduce oven temperature to 350°F. Using your fingers, break cold Pecan Streusel into small clumps, and sprinkle over center of pie. Return pie to oven, and bake until pie filling is firm, puffed up, and set, 25 to 30 minutes. Transfer pie to a wire rack, and cool to room temperature, about 3 hours.

Active: 50 mins

Total: 6 hrs 45 mins

Yield: Serves 8

Dear Sutroites,

As part of our Sutro-wide efforts on Diversity, Equity, Inclusion and Belonging (DEIB) we are excited to introduce internal, confidential discussion forums. The first forum we are launching is for support around LGBTQ+. Forums will be a safe space to confidentially discuss any issue you or family members may be experiencing. It is our hope that additional forums will follow, driven by your interest and identifying a Sutroite to be a forum leader.

Learn more about Forum Leader for LGBTQ+:

I identify as a gay male and have overcome many obstacles throughout the years in regard to my sexuality. Having a support system in place made a significant impact on my life and I would like to lend a supportive hand to my colleagues and their families. Below I have outlined aspects of what our peer support entails.

Your participation will be kept confidential.

Interested Sutroites can confidentially communicate with me via phone call, text messages, or email.

I welcome anyone who may be struggling with their identity or communicating with their family, friends, or coworkers.

I also extend my support to participate in outreach to family and friends that may benefit from guidance or education.

I can offer direction to appropriate resources and support groups with a common mission to support the LGBTQ+ community.

Empathetic perspective and personal insight.

Advice on how to navigate difficult conversations with family, partners, friends, and coworkers.

I am honored to lead our first forum, LGBTQ+. It is my sincerest hope that sharing my support can help you or your family feel safe and supported as you begin or continue the journey of self-acceptance. I look forward to offering my support and speaking with anyone that would like to connect. As a member of this community, I would like to offer my personal support and outreach to all Sutroites to help alleviate any barriers you or your family may be facing.

Learn more about LGBTQ+:

Many individuals whom identify within the LGBTQ+ community continue to face challenges and experience unfair treatment. Despite unprecedented progress as a society, people within the LGBTQ+ community report experiences which impact aspects of their everyday lives; often leading to isolation and hiding their authentic selves.

A recent study found that among adults in the U.S., 4.5% identify as lesbian, gay, bisexual, or transgender and over 39% of this population have reported a mental health diagnosis in the past year. In 2019, the CDC collected data specifically on youth within the U.S and found that 43% of transgender youth are being bullied within school systems and 21% of gay and lesbian youth have attempted suicide. An additional study found that 17% of LGB adults had attempted suicide in their lifetime, compared with 2.4% of the general U.S. population. As passionate allies, Sutro is dedicated to providing both a compassionate and inclusive work environment for all and would like to provide a support system for those in need.

Supporting our Sutroites,
Diversity, Equity, Inclusion and Belonging (DEIB) Team