

DEIB February Newsletter

We're excited to share Sutro's February 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/>



February 1st Chinese New Year

If you feel the Earth trembling beneath your feet on February 1st, it's simply the beginning of Chinese New Year! Chinese New Year is a 15-day celebration which begins on the sighting of the new moon. It's a major holiday in Greater China and 20% of the global population celebrates this holiday, using more fireworks this day than any other day of the year.


Today, Chinese New Year is marked by delicious foods, red envelopes, and blessings for everyone. Red is considered a lucky color in China and is seen everywhere to represent beauty, vitality, happiness, and good fortune. An animal is associated with each New Year and rotates according to a fixed cycle based on the Chinese Zodiac, which consists of 12 animals (the Rat, Ox, Tiger, Rabbit, Dragon, Snake, Horse, Goat, Monkey, Rooster, Dog and Pig).

2022 represents the Year of the Tiger, the third animal of the Chinese Zodiac, which symbolizes strength, power, and prosperity. **People born the year of the Tiger are predicted to be brave, courageous and confident. Displaying great levels of willpower, pursuing challenges and adventure.**

Three main ways to say "Happy New Year" in Chinese:

- Happy Chinese New Year is 'xin nian' (new year) 'kuai le' (happy) in Mandarin and it's pronounced shin nee-an kwai le (as in the French le). This one is quite formal and is perfect for strangers or acquaintances.
- You can also use a shorten version, which is 'xin nian' (new year) 'hao' (good), which is pronounced shin nee-an how. This is probably the one you'd want to say to your friends and family.
- A third greeting is 'guo' (spend) 'nian' (year) 'hao' (good), which is pronounced gor nee-an how and is great on the day or shortly after.





February 2nd Groundhog Day

Groundhog Day is celebrated in United States and Canada on which the groundhog emerges from its burrow and foretells the weather for the following six weeks.

If the day was sunny and the animal saw its shadow, six more weeks of winter weather remained. If, however, the day was cloudy, it was a sign that the weather during the following weeks would be mild, leading to an early spring.

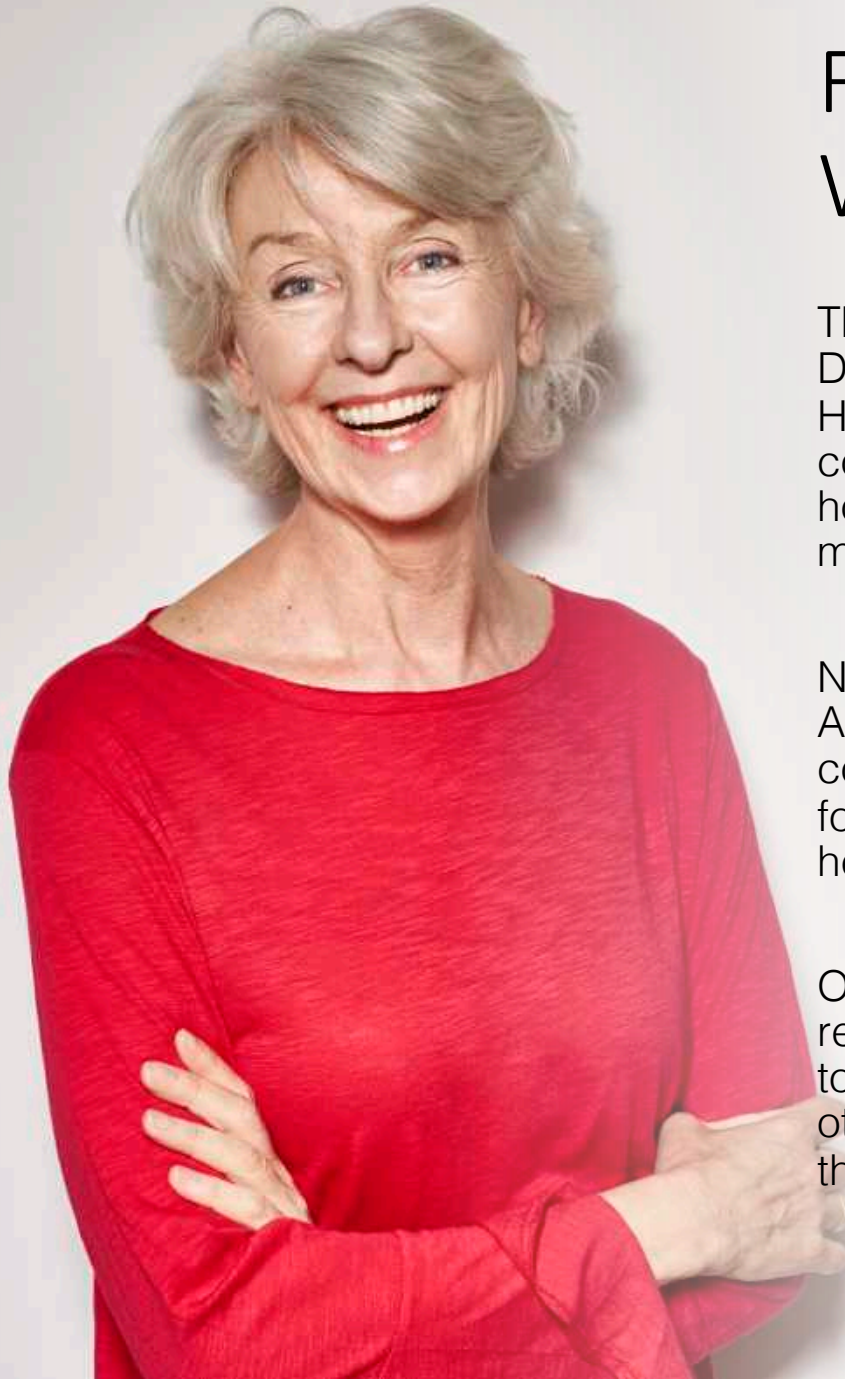


February 4th World Cancer Day

World Cancer Day is annual observance held on February 4th that is intended to increase global awareness of cancer.

World Cancer Day originated in 2000 at the first World Summit Against Cancer, which was held in Paris. At this meeting, leaders of government agencies and cancer organizations from around the world signed the Charter of Paris Against Cancer, a document containing 10 articles that outlined a cooperative global commitment to improving the quality of life of cancer patients and to the continued investment in and advancement of cancer research, prevention, and treatment. Article X of the charter formally declared February 4th as World Cancer Day “so that each year, the Charter of Paris will be in the hearts and minds of people around the world.”

Cardiovascular disease causes 1 in 3 deaths in women every year making it the number one health related killer in women. The good news is 87% of all heart issues are believed to be preventable making awareness, education, research and resources vital to the cause this holiday supports.



February 4th National Wear Red Day

The first Friday in February is National Wear Red Day. On this day, which is considered American Heart Month, everyone is encouraged to wear the color red in order to raise and spread awareness in hopes to help eradicate heart disease and stroke in millions of women all over the nation.

National Wear Red Day is supported by the American Heart Association and celebrated in conjunction with national heart health month. It focuses specifically on raising awareness of women's heart disease and stroke risks.

On this day every year, supporters wear their favorite red dresses, shoes, tops, and accessories to stand together with their affected sisters and encourage others to take preventative actions for the sake of their heart's health.



February 14th National Donor Day

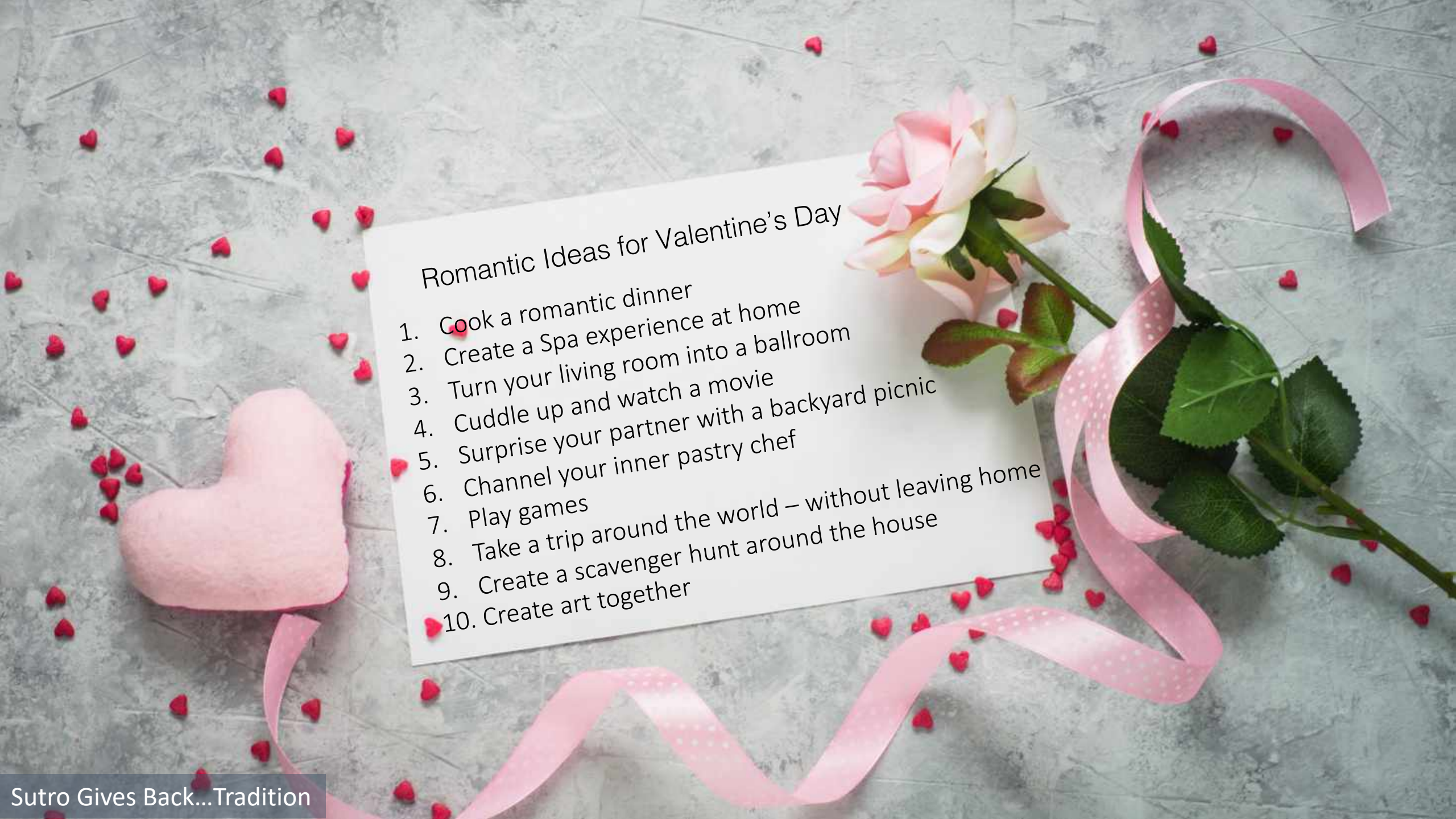
Observed every year on February 14th, National Donor Day is an observance dedicated to spreading awareness and education about organ, eye and tissue donation. By educating and sharing, we can each take small steps every day to help save and heal more lives and honor the donor's legacy of generosity and compassion. National Donor Day is a time to focus on all types of donation—organ, eye, tissue, blood, platelets and marrow. Join us by participating in local events, sharing social media messages and encouraging others to register as donors.

February 14th Valentine's Day

Valentine's Day is celebrated annually on February 14th. It originated as a Christian feast day honoring one or two early Christian martyrs named Saint Valentine and through later folk traditions, has become a significant cultural, religious and commercial celebration of romance and love in many regions of the world.

Do you make plans for your loved ones on this special day or is everyday Valentine's Day?





Romantic Ideas for Valentine's Day

1. Cook a romantic dinner
2. Create a Spa experience at home
3. Turn your living room into a ballroom
4. Cuddle up and watch a movie
5. Surprise your partner with a backyard picnic
6. Channel your inner pastry chef
7. Play games
8. Take a trip around the world – without leaving home
9. Create a scavenger hunt around the house
10. Create art together

February 17th Random Acts of Kindness

National Random Acts of Kindness is celebrated every February 17th. It first originated in 1995 in Denver, Colorado and in 2004, spread to New Zealand. The idea behind this celebration is to make the world a little brighter and better through little and simple kind gestures, words and actions.

Although Random Acts of Kindness Day hasn't been around all that long, kindness itself certainly has! In fact, various studies have concluded that kindness is an inherent part of human nature, with the ability to feel and care for others developing while we're still babies. Plus, kindness is free!

Some noteworthy kindness quotes:

- "Be kind whenever possible. It is always possible." (Dalai Lama)
- "Kindness is a language which the deaf can hear and the blind can see." (Mark Twain)
- "When words are both true and kind, they can change the world." (Buddha)
- "Kindness is the only service that will stand the storm of life and not wash out. It will wear well and will be remembered long after the prism of politeness or the complexion of courtesy has faded away." (Abraham Lincoln)



A vertical American flag is positioned on the left side of the slide. The top half shows the blue field with white stars, and the bottom half shows the red and white horizontal stripes.

February 21st President's Day

In the U.S., President's Day is understood as a celebration of all U.S. Presidents. However, the origin lies in the 1880s, when George Washington's birthday was first celebrated as a federal holiday. In 1968, Congress passed the Uniform Monday Holiday Bill so that all federal holidays were moved to Monday with the intent for all workers to have a long weekend.

Ways to celebrate with your family:

1. Research the Meaning Behind this Historic Day
2. Create a President's Day Quiz
3. Write a Letter to the President
4. Make a Cherry Pie

Jack Rose (Apparently Abraham Lincoln's favorite drink)

- 2 oz applejack (can substitute Calvados)
- 1 oz lemon or lime juice
- dash of grenadine

February 24th National Chili Day

A moment to pay homage to the legendary dish that brings people together and can tear them apart. Chili is the ultimate people-pleaser, but it's also the ultimate cook-off dish. Family recipes are guarded like crown jewels and secret ingredients are never spoken of above a whisper. The debates about what makes true chili — beans or no beans? —are fierce! But these are all part of what makes chili such an experience. When chili is being served — perhaps with some chopped onions and shredded cheese on top — everyone comes to the table.





Chili Recipe

Ingredients:

- 1 ½ lbs ground beef
- 1 large chopped onion (yellow or white)
- 4 minced garlic cloves
- 2 tablespoons chili powder
- ½ teaspoon salt
- 2 teaspoons ground cumin
- 1 teaspoon dried oregano
- ¼ teaspoon cayenne
- 2 (15 ½ ounce) cans kidney beans
- 1 (28 ounce) can diced tomatoes
- 1 (6 ounce) can tomato paste
- ½ teaspoon Tabasco sauce
- 1 (4 ounce) can chopped jalapenos
- 1 teaspoon Sugar
- 1 cup dark beer (Newcastle or ?)
- 1 cup shredded cheese (cheddar or Mexican mix)
- ½ cup sour cream

PREP TIME: 15 mins

COOK TIME: 50 mins

TOTAL TIME: 65 mins

SERVINGS: 4-6 servings



Chili Recipe

Directions:

1. Cook ground beef in large frying pan.
2. While cooking, stir and chop beef with spatula to crumble.
3. Continue cooking for about 7 minutes or until the meat is brown and cooked through.
4. Add the onion, garlic, chili powder, salt, cumin, oregano, cayenne, and tabasco.
5. Cook while stirring, until onion is translucent, about 5 minutes.
6. Transfer to large pot. Add the Kidney beans (juice and all), canned tomatoes (juice and all), the tomato paste, jalapenos (yep, juice and all), sugar and beer.
7. Stir well and bring to a boil.
8. Lower the heat to medium-low and simmer, uncovered, for 30 minutes, stirring occasionally.
9. Top individual bowls of chili with a dollop of sour cream and a generous sprinkle of cheese.

FEBRUARY FUN FACTS

February 2, 1880:
First electric streetlight
was installed in Wabash,
Indiana

February 15, 2001:
First draft to complete
human genome was
published in Nature
publication

February 19, 1985:
Artificial heart recipient
William J. Schroeder
becomes the first patient
to leave the hospital



February Black History Month

Black History Month also known as African American History Month, an annual celebration of achievements by African Americans and a time for recognizing their central role in U.S. history.

Black History Month was first proposed by black educators and the Black United Students at Kent State University in February 1969. ... He urged Americans to "seize the opportunity to honor the too-often neglected accomplishments of Black Americans in every area of endeavor throughout our history".

What is the theme for Black History Month 2022?

2022 National Theme: Black Health and Wellness

The 2022 theme considers activities, rituals and initiatives that Black communities have practiced in an effort to maintain health and wellbeing. (ASALH, 2020).

February Dog Training Education Month

Dog training isn't solely for good dog behavior, but essential to a long lasting, healthy relationship with your furry friend.

Dog Training Education Month Activities:

Go to a dog training class

Find a dog training class or activity in your city.

Training a dog alone sounds exhausting - don't do it alone!

Teach your dog a new skill

In lieu of the 'training' part of this month, see how well your dog is trained by teaching a new trick or skill. Maybe you'll learn something new about your pup - what it likes or doesn't like.

Check out a new dog park

Go to a new dog park around town and let your pup off the leash. Most dog parks don't require a leash as long as they are within the gated vicinity and it's a great spot to let your dog run around while you catch up on emails or read a new book. It's a win- win!





February Flower – Iris

Sutro Gives Back...Health

The Iris is a uniquely shaped flower that has three outer hanging petals and three inner upright petals. They are grown in many colors, including blue and purple, white and yellow, pink and orange, brown and red, and even black. Traditionally, irises symbolize eloquence, faith, wisdom and hope, much as February carries with it the promise that spring will soon return.

Healing Properties:

Iris is a powerful liver stimulant. It clears the bile ducts of catarrhal obstructions, is beneficial to the secretive glands of the intestines, stimulates the flow of saliva and is healing to the lymphatic system.



February Stone – Amethyst

Sutro Gives Back...Health

Amethyst is a purple variety of quartz. It can be found across the globe and often comes in shades of violet and purple.

While the meaning of Amethyst is spiritual healing, calmness, and wisdom, various cultures have associated amethyst with peace, balance and courage. It is also known to have the ability to cure insomnia and relieve pain.

Amethyst lore also includes several claims to mystical powers, including that it would convey strength and wit to those who wore it. If you celebrate a February birthday, wearing an amethyst can be a symbol of personal empowerment and inner strength.



February 23rd National Banana Bread Day

February 23rd annually recognizes a well-known food holiday, National Banana Bread Day.

Bakers know that to make sweet and delicious banana bread, they need to use fully ripe, mashed bananas. The resulting quick bread is moist and almost cake-like and while some recipes call for yeast, most don't. Either way, the finished product makes a tasty sliced snack. Toast it and add butter for an even more satisfying treat!



Banana Bread Recipe

Ingredients:

- 2 to 3 medium (7" to 7-7/8" long) very ripe bananas, peeled (about 1 1/4 to 1 1/2 cups mashed)
- 1/3 cup (76g) butter, unsalted or salted, melted
- 1/2 teaspoon baking soda
- 1 pinch salt
- 3/4 cup (150g) sugar (1/2 cup if you would like it less sweet, 1 cup if sweeter)
- 1 large egg, beaten
- 1 teaspoon vanilla extract
- 1 1/2 cups (205g) all-purpose flour

PREP TIME: 10 mins
COOK TIME: 55 mins
TOTAL TIME: 65 mins
SERVINGS: 8 to 10 servings
YIELD: 1 Loaf



Banana Bread Recipe

Directions:

1. Preheat the oven to 350°F (175°C) and butter a 4x8-inch loaf pan.
2. In a mixing bowl, mash the ripe bananas with a fork until completely smooth. Stir the melted butter into the mashed bananas.
3. Mix in the baking soda and salt. Stir in the sugar, beaten egg, and vanilla extract. Mix in the flour.
4. Pour the batter into your prepared loaf pan. Bake for 50 minutes to 1 hour at 350°F (175°C), or until a toothpick or wooden skewer inserted into the center comes out clean. A few dry crumbs are okay; streaks of wet batter are not. If the outside of the loaf is browned but the center is still wet, loosely tent the loaf with foil and continue baking until the loaf is fully baked..
5. Remove from oven and let cool in the pan for a few minutes. Then remove the banana bread from the pan and let cool completely before serving. Slice and serve. (A bread knife helps to make slices that aren't crumbly.)
6. Wrapped well, the banana bread will keep at room temperature for 4 days. For longer storage, refrigerate the loaf up to 5 days, or freeze it.



Cornbread Recipe

Ingredients:

- 1 cup all-purpose flour
- 1 cup yellow cornmeal
- $\frac{2}{3}$ cup white sugar
- 1 teaspoon salt
- $3\frac{1}{2}$ teaspoons baking powder
- 1 egg
- 1 cup milk
- $\frac{1}{3}$ cup vegetable oil

Directions:

1. Preheat oven to 400 degrees F (200 degrees C). Spray or lightly grease a 9-inch round cake pan.
2. In a large bowl, combine flour, cornmeal, sugar, salt and baking powder. Stir in egg, milk, and vegetable oil until well combined. Pour batter into prepared pan.
3. Bake in preheated oven for 20 to 25 minutes, or until a toothpick inserted into the center of the loaf comes out clean.

PREP TIME: 10 mins
COOK TIME: 20-25 mins
TOTAL TIME: 35 mins
SERVINGS: 12 servings

Alice Ball



The first woman and the first African-American to earn a master's degree in chemistry from the College of Hawaii. Very early in her career, Ball pioneered a treatment for Hansen's Disease, known also as leprosy, which became known as the "Ball Method." It was the only working treatment until antibiotics were invented. The "Ball Method" was so successful, leprosy patients were discharged from the hospitals and able to return home to their families.

"I work and I work and still it seems that I have done nothing."

– Alice Ball

Dr. Chien-Shiung Wu



A Chinese American physicist coined, "The First Lady of Physics." During the Manhattan Project, she worked at Columbia University, helping develop the process for separating uranium metal into U-235 and U-238 isotopes by gaseous diffusion. This process was replicated at a grand scale at the K-25 Plant in Oak Ridge. She also improved Geiger counters for measuring nuclear radiation levels.

"Beta decay was ...like a dear old friend. There would always be a special place in my heart reserved especially for it."

– Dr. Chien-Shiung Wu

Dr. Jane Goodall



English primatologist and anthropologist. Considered to be the world's foremost expert on chimpanzees, Goodall is best known for her 60- year study of social and family interactions of wild chimpanzees since she first went to Gombe Stream National Park in Tanzania in 1960, where she witnessed human-like behaviors amongst chimpanzees, including armed conflict.

"Every individual matters. Every individual has a role to play. Every individual makes a difference."

– Dr. Jane Goodall