

A hand is shown in the center of the image, making a peace sign (V-sign). The hand is positioned against a background that is split horizontally into two colors: a textured blue on top and a textured yellow on the bottom. The hand itself is semi-transparent, allowing the background colors to be seen through it.

# DEIB March 2022 Newsletter

The DEIB is proud to share its March 2022 Newsletter! As always, we'd like to showcase the core values of our commitment to diversity, equity, inclusion and belonging. Newsletters are available on our website at:  
<https://www.sutrobio.com/deib-newsletter/>



# March 1<sup>st</sup> Mardi Gras

Mardi Gras is traditionally celebrated on “Fat Tuesday,” the Tuesday before Ash Wednesday and the start of Lent. In many areas, however, Mardi Gras has evolved into a week-long festival.

Mardi Gras is a tradition that dates back thousands of years to pagan celebrations of spring and fertility, including the raucous Roman festivals of Saturnalia and Lupercalia.

When Christianity arrived in Rome, religious leaders decided to incorporate these popular local traditions into the new faith, an easier task than abolishing them altogether. As a result, the excess and debauchery of the Mardi Gras season became a prelude to Lent, the 40 days of fasting and penance between Ash Wednesday and Easter Sunday.



# March 1<sup>st</sup> Zero Discrimination Day



**ZERO**  
**DISCRIMINATION**  
**DAY 1 MARCH**

On Zero Discrimination Day, 1 March, we celebrate the right of everyone to live a full and productive life—and live it with dignity. Zero Discrimination Day highlights how people can become informed about and promote inclusion, compassion, peace and, above all, a movement for change. Zero Discrimination Day is helping to create a global movement of solidarity to end all forms of discrimination.

On Zero Discrimination Day this year, under the theme “Remove laws that harm, create laws that empower”, UNAIDS is highlighting the urgent need to take action against discriminatory laws..



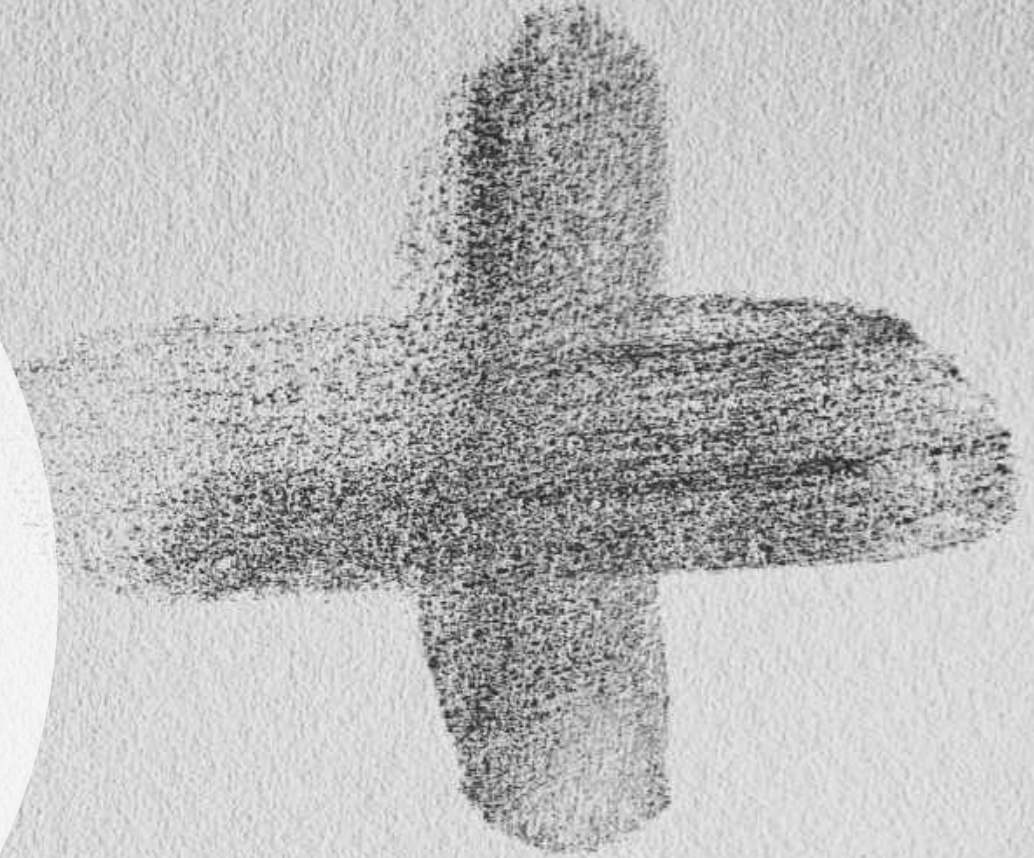
# March 2<sup>nd</sup>

## Ash Wednesday

Each year, Ash Wednesday marks the beginning of Lent and is always 46 days before Easter Sunday. Ash Wednesday focuses the Christian's heart on repentance and prayer, usually through personal and communal confession.

Lent is a 40-day season (not counting Sundays) marked by repentance, fasting, reflection, and ultimately celebration.

Ash Wednesday is traditionally observed by Western Christians. It is observed by Catholics in the Roman Rite, Anglicans, Lutherans, Methodists, Moravians, as well as by many from the Reformed tradition (inclusive of the Congregationalist, Continental Reformed and Presbyterian traditions).







# Appreciation

## March 4<sup>th</sup> Employee Appreciation Day

This is a perfect opportunity for companies everywhere to recognize and thank their employees for their contributions to the organization's success. By showing employees they are valued, companies create a more enjoyable environment to work in, boost employee morale and engagement and build a culture where employees thrive. Gratitude is key and when organizations take the time to acknowledge their employees' efforts and achievements, employees are less likely to experience burnout and more likely to feel happy, connected, and motivated. A big thank you Sutroites for all of your commitment and hard work!



# March 6<sup>th</sup> National Oreo Day

America's number one cookie has its own very special day ~ March 6<sup>th</sup> is National Oreo Cookie Day. It's a timeless classic comprised of crisp chocolate cookies and creamy filling and has captured our hearts and our stomachs since 1912. It has been the best-selling cookie in America ever since. Dunk them, twist them, and straight up take a bite. Here's to the delicious Oreo and enjoy the recipe below!





## No Bake Oreo Cream Pie

An Oreo cookie crust filled with a cream Oreo filling. Top with additional whipped cream and Oreos for the ultimate Oreo Cream Pie. Only 6 simple ingredients needed and it's no-bake!

Prep Time: 10 minutes  
Refrigeration time: 6 hours  
Total Time: 6 hours 10 minutes

### Ingredients

- 1 ready-to-use Oreo cookie crust
- 1 cup heavy whipping cream
- 1 bar (8 oz) cream cheese *softened*
- 1/3 cup granulated sugar
- 1/2 teaspoon vanilla extract
- 1 1/2 cups chopped Oreo cookies
- *Optional additions: whipped cream, chocolate chips, chocolate sauce and chopped Oreos*



## No Bake Oreo Cream Pie

### Instructions

1. In medium mixing bowl, beat cream cheese until fluffy {to avoid lumps make sure cream cheese is soft or place in microwave for 20 seconds}. Add in vanilla extract and granulated sugar. Beat until combined and creamy.
2. In separate bowl, beat the heavy whipping cream until stiff peaks form. This will take several minutes.
3. Using a rubber spatula, add the whipped cream into the cream cheese mixture and gently mix. Fold in the crushed Oreo cookies and combine.
4. Dump into the pie crust and smooth the top. Refrigerate for at least 6 hours before serving. You can also refrigerate overnight.
5. Before serving, garnish with additional whipped cream, chocolate chips, chocolate sauce and crushed Oreos if wanted.

*You can also serve these in ramekins for a snack size portion!*



# March 8<sup>th</sup> International Women's Day

International Women's Day (March 8) is a global day celebrating the historical, cultural, and political achievements of women. The day also observed in support of taking action against gender inequality around the world.

The International Women's Day theme for 2022 is [#BreaktheBias](#), which highlights the importance of challenging biases and misconceptions in the interest of creating a more inclusive and gender-equal world.





# March 13<sup>th</sup>

## Daylight Savings Begins

Adjust your clocks Saturday night! Daylight Saving Time begins on **Sunday, March 13<sup>th</sup> at 2:00 am**. At this time, we “spring forward” one hour!

**Daylight Saving Time** (DST) is the practice of moving the clocks forward one hour from Standard Time during the summer months and changing them back again in the fall. The general idea is that this allows us all to make better use of natural daylight: moving the clocks forward one hour in the spring grants us more daylight during summer evenings, while moving clocks back one hour in the fall grants us more daylight during winter mornings.



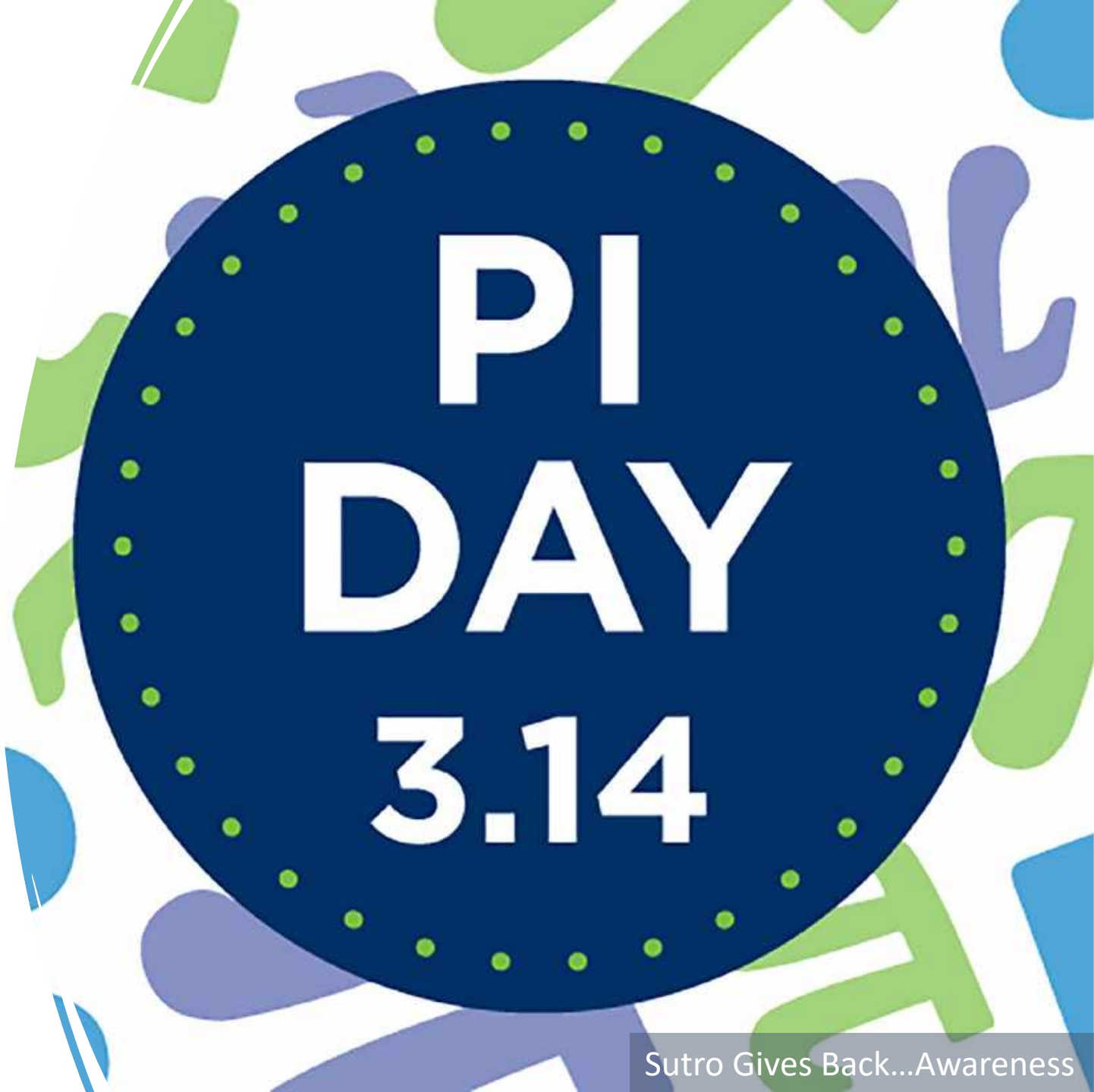


# March 14<sup>th</sup> Pi Day

Pi Day is an annual celebration of the mathematical constant  $\pi$  (pi). Pi Day is observed on March 14 (3/14) since 3, 1, and 4 are the first three significant digits of  $\pi$ .

It was founded in 1988 by Larry Shaw, an employee of the Exploratorium. Celebrations often involve eating pie or holding pi recitation competitions. In 2009, the United States House of Representatives supported the designation of Pi Day. UNESCO's 40th General Conference designated Pi Day as the International Day of Mathematics in November 2019.

Pi Day is an annual opportunity for math enthusiasts to recite the infinite digits of Pi, talk to their friends about math, and eat pie.





# March 17<sup>th</sup> St. Patrick's Day

Ireland's national holiday, St. Patrick's Day, is celebrated on March 17 because that is the day Saint Patrick himself died. The man who brought Christianity to Ireland is believed to have died in the small village of Saul in 461 AD, not far from the town of Downpatrick in Co. Down where he is reputedly buried.

There are a number of ways to celebrate the "Wearing of the Green." You could drink a green beer or an Irish stout, sing *When Irish Eyes Are Smiling* or *Danny Boy* with friends, or just sit around your television watching old Bing Crosby and John Wayne movies. While all of these activities are fun, and traditional, one of the best ways to celebrate is to sit down to a wholesome Irish meal with family and friends. Don't forget to wear green!





# March 18<sup>th</sup> Lailatul Barat

On this day, people visit mosques, and pray on behalf of their loved ones by going to their graves. They light candles and offer prayers to Allah. The day is also known as *Mid-Sha'ban* or *Bara'at Nigh* (the night of records).

The night begins at sundown on the 14th and ends at dawn on the 15th of Sha'ban. Muslims are recommended to fast at least six days of this month.



# March 20<sup>th</sup>

## International Day of Happiness

---

International Day of Happiness is a global event arranged by the United Nations annually on March 20. It serves to remind us that being happy is a human right and worth celebrating — and if you're not already happy on this day, the celebrations may change that!

March 20th is the UN International Day of Happiness. With our world facing unprecedented challenges, wellbeing matters more than ever.

As we continue to respond to the Covid pandemic, let's take action to Build Back Happier and make people's overall wellbeing our top priority.





# March 20<sup>th</sup> Start of Spring

---

In most years, the first day of spring lands on March 20<sup>th</sup> at 11:33am EDT. However, in 2020 the spring equinox arrived on March 19<sup>th</sup>. This year it's back to March 20<sup>th</sup> and that will be the case in 2022 and 2023. The next time the spring equinox will occur on March 19<sup>th</sup> will be 2024.

Spring is in the air!





# INTERNATIONAL DAY for the **ELIMINATION** of **RACIAL** **DISCRIMINATION**

## March 21<sup>st</sup> International Day for the Elimination of Racial Discrimination

The International Day for the Elimination of Racial Discrimination recognizes that injustice and prejudice fueled by racial discrimination take place every day. Observed annually on March 21, it commemorates the day police in Sharpeville, South Africa, opened fire and killed 69 people at a peaceful demonstration against apartheid "pass laws" in 1960.

In the present day, the International Day for the Elimination of Racial Discrimination is an opportunity to empower people of all different races. It is a chance to learn from the mistakes of the past and work towards a future of harmony and equality. For business owners who hold significant power over their company's racial diversity, it must also inspire inclusion efforts to eradicate discrimination in the workplace.





# March 21<sup>st</sup> World Poetry Day

Ode to Spring @ Sutro

As winter fades in the distance  
And skies from gray to blue  
We're hopeful spring is here  
An opportunity for all to renew

We celebrate our great work at Sutro  
Collaboration at its core  
Respect, integrity, and Engagement  
Diversity, Inclusion, and so much more

We put the needs of patients first  
It's engrained in the work we do  
So, here's to another great spring ahead  
And cancers' next big break through

# March 25<sup>th</sup> International Day of Remembrance Victims of Slavery & the Transatlantic Slave Trade

For over 400 years, more than 15 million men, women and children were the victims of the tragic transatlantic slave trade, one of the darkest chapters in human history.

Every year on 25 March, the International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade offers the opportunity to honor and remember those who suffered and died at the hands of the brutal slavery system. The International Day also aims to raise awareness about the dangers of racism and prejudice today.



# March 29<sup>th</sup> Vietnam War Veterans Day

On this day in 1973, the last of the U.S. combat units withdrew from South Vietnam, which put an end to one of America's longest conflicts in this country's history. Hanoi also released the last prisoners of war that were being held in North Vietnam on March 29, 1973.

More than 2.7 million American troops served in the war. More than 58,000 of them died.

National Vietnam War Veterans Day came about as the result of the passage of the Vietnam War Veterans Recognition Act. It was created to honor vets and their families who had served and sacrificed during the Vietnam War.



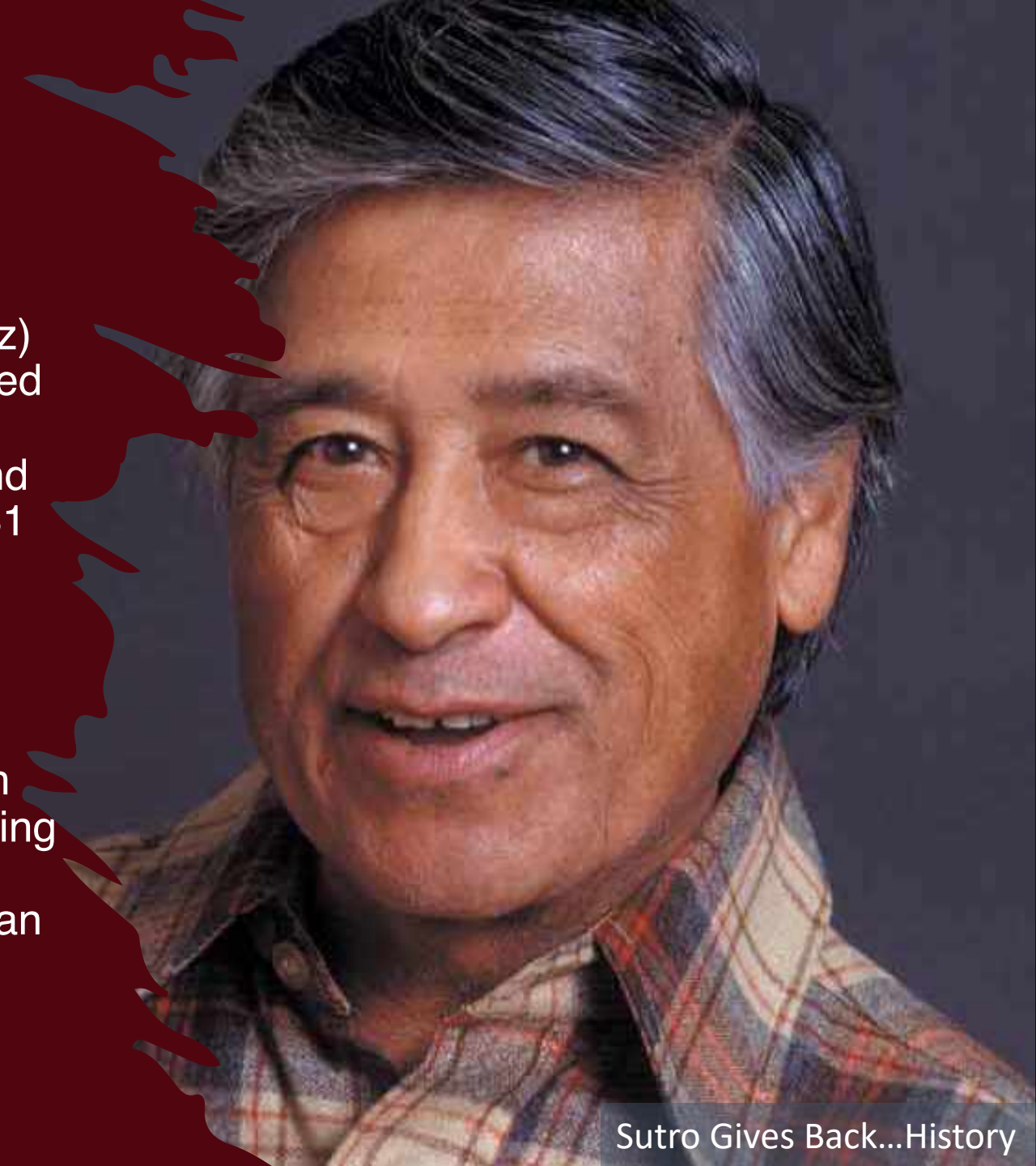


# March 31<sup>st</sup>

## Cesar Chavez Day

Cesar Chavez Day (Spanish: Día de César Chávez) is a U.S. federal commemorative holiday, proclaimed by President Barack Obama in 2014. The holiday celebrates the birth and legacy of the civil rights and labor movement activist Cesar Chavez on March 31 every year. Cesar Chavez was an American labor leader and civil rights activist.

Along with Dolores Huerta, he co-founded the National Farm Workers Association (NFWA), which later merged with the Agricultural Workers Organizing Committee (AWOC) to become the United Farm Workers (UFW) labor union. Influenced by the Indian independence leader Mahatma Gandhi, Chavez emphasized direct but nonviolent tactics, including pickets and boycotts, to pressure farm owners into granting strikers' demands.





# March 31<sup>st</sup> International Transgender Day of Visibility

International Transgender Day of Visibility History was established in 2010 to celebrate the transgender community and their successes. The day is aimed to recognize the accomplishments and achievements of transgender and non-conforming people. In addition, this day seeks to raise awareness about the work that is still needed to save trans lives.

The day was founded by transgender activist Rachel Crandall of Michigan in 2009 as a reaction to the lack of LGBT recognition of transgender people, citing the frustration that the only well-known transgender-centered day was the Transgender Day of Remembrance, which mourned the murders of transgender people, but did not acknowledge and celebrate living members of the transgender community.

President Joe Biden officially proclaimed March 31, 2021, as a Transgender Day of Visibility, proclaiming "I call upon all Americans to join in the fight for full equality for all transgender people."

The logo for Transgender Day of Visibility is a horizontal rainbow flag with five stripes: light blue, pink, white, pink, and light blue. The words "TRANSGENDER", "DAY OF", and "VISIBILITY" are written in bold, black, sans-serif capital letters across the pink, white, and pink stripes respectively.

**TRANSGENDER  
DAY OF  
VISIBILITY**

# WHY TRANS PEOPLE NEED MORE VISIBILITY

With more visibility comes more understanding. These statistics can and will get better as trans people become more visible in our society.



**80%** of trans students feel unsafe at school because of their gender expression



of gender non-conforming students have experienced verbal harassment in the past year because of their gender expression, compared to 29% of their peers



of trans people reported physical abuse in a 2007 survey

The Gender, Violence, and Resource Access Survey found that



of trans people have been raped or assaulted by a romantic partner

Trans people of color are...

**6X**



more likely to experience physical violence when interacting with the police than white cisgender survivors of violence



of trans people have attempted suicide



**1 in 5** transgender people have experienced homelessness at some point in their lives



**1 in 8** have been evicted due to being transgender

t transstudent

f /transstudent

@transstudent

For more information,  
go to [transstudent.org/graphics](http://transstudent.org/graphics)

**TSER**  
Trans Student Educational Resources

Infographic Design by Landyn Pan

To access personalized resources for mental-well being, please visit Modern Health, [my.join.modernhealth.com](http://my.join.modernhealth.com)



# MARCH FUN FACTS

March 17, 1845:  
The rubber band is  
patented

March 20, 1916:  
Albert Einstein publishes  
his general Theory of  
Relativity

March 7, 1876:  
Alexander Graham Bell  
is granted a patent for  
an invention he calls the  
telephone

March 7, 1926:  
The first transatlantic  
telephone call was  
made from NYC to  
London

# March flower – Daffodils

Daffodils are one of the earliest spring-blooming flowers! Find all our tips on planting daffodil bulbs, caring for daffodils, and what to do after they flower.

## Medicinal Use

The bulb, leaf and flower are used to make medicine. People use daffodil for the common cold, swelling (inflammation) of the main airways in the lung (bronchitis), wound healing, and joint pain, but there is no good scientific evidence to support these uses.

## Pests/Diseases

- Daffodils are both deer-resistant and rodent-proof, as these animals do not like the taste of the bulbs in the Narcissus family.
- Daffodils can also be toxic to pets, so make sure your animals don't munch on them.







## March Stone – Aquamarine

The Aquamarine stone evokes the colors of the sea. From deep green-blue to light, slightly greenish blue hues, faceted aquamarines are often free from inclusions and as clear as water, symbolizing purity of spirit and soul. The name Aquamarine comes from *aqua*, Latin word for water, and marine, deriving from *marina*, Latin for 'of the sea'. The word aquamarine was first used in the year 1677.

### Healing Properties

The properties of aquamarine related to physical healing are thought to be closely connected with breathing. Sometimes referred to as the “breath stone,” aquamarine is known to alleviate sinus, lung, and respiratory problems. It is also believed to help with bronchitis, colds, hay fever, and various allergies.

# Dr. Cornelia Bargmann



An American neurobiologist. She is known for her work on the genetic and neural circuit mechanisms of behavior using *C. elegans*, particularly the mechanisms of olfaction in the worm. Additionally, she has uncovered key signaling pathways that direct the proper wiring of the nematode's 302 neurons.

"The best thing about science is the companionship of other scientists and learning from them. Sometimes I feel like my own work is just the ticket to the party."

– Dr. Cornelia Bergmann



# Dr. David Ho



A Taiwanese-American AIDS researcher, physician and virologist who has made a number of scientific contributions to the understanding and treatment of HIV infection. He unraveled the dynamic nature of HIV replication in patients, which revolutionized our basic understanding of the disease and resulted in unprecedented control of HIV in patients.

"The failure to properly address the modern plague caused by HIV is an act of (irresponsibility) that will be judged by history."

– Dr. David Ho

# Dr. Elizabeth Blackburn



An Australian-American Nobel laureate who discovered that telomeres have a particular DNA. In 1982, together with Jack Szostak, she further proved that this DNA prevents chromosomes from being broken down. Drs. Elizabeth Blackburn and Carol Greider discovered the enzyme telomerase, which produces the telomeres' DNA, in 1984.

"Genes load the gun, and environment pulls the trigger."

- Dr. Elizabeth