



DEIB May 2022 Newsletter

The DEIB team is proud to share its May 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/



May Poem

May is the wonderful month
When bulbs turn into flowers
We celebrate our moms
True leaders with amazing
superpowers

Memorial Day rounds out the great month

Hopeful we can all go out and play Sunny days are ahead of us And summer is almost underway

Mental Health Awareness Month

Together For Mental Health

Together, we can realize our shared vision of a nation where anyone affected by mental illness can get the appropriate support and quality of care to live healthy, fulfilling lives.

Lupus Awareness Month

Make Lupus Visible

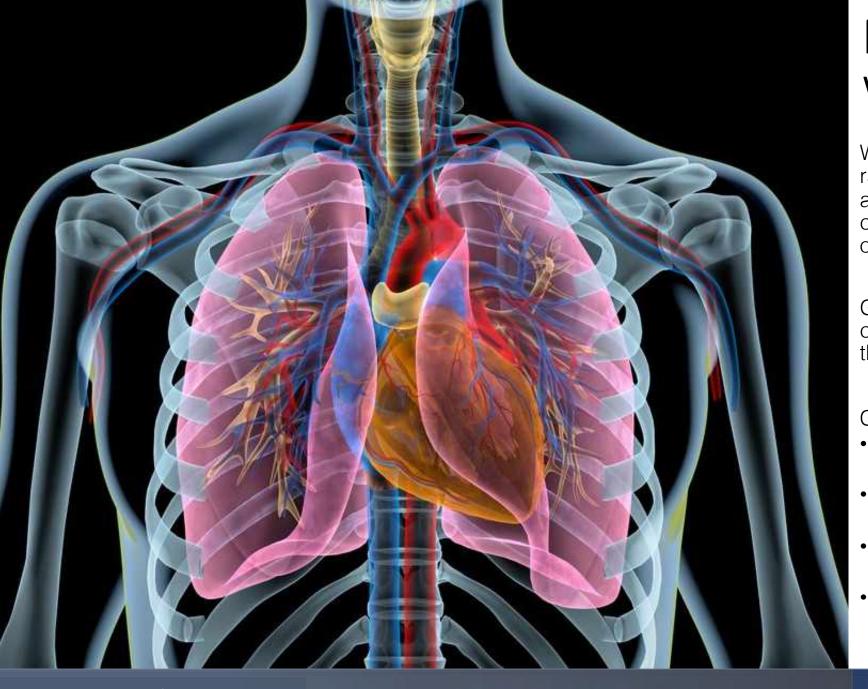
PACIFIC **AMERICAN** HERITAGE MONTH



May 3rd Ramadan (ends)

Ramadan is the ninth month of the Islamic calendar. It is considered a holy month that honors the time when Allah, via the angel Gabriel, revealed the first verses of the Qur'an, the holy book of Islam, to a caravan trader named Muhammad.

This year, Ramadan is expected to begin at sundown on Saturday, April 2, and end at sundown on Sunday, May 1. The final evening of Ramadan consists of a celebration called Eid al-Fitr, when the traditional month-long fast is ended with a feast.



May 3rd World Asthma Day

World Asthma Day is held each May to raise awareness of Asthma worldwide. It aims to educate people on how best to get control over this respiratory problem and other allergic diseases.

Global Initiative for Asthma (GINA) has chosen 'Closing Gaps in Asthma Care' as the theme for the 2022 World Asthma Day.

Current gaps in asthma care include:

- Equal access to diagnosis and treatment (medicine)
- Between care for different socioeconomic, ethnic and age groups
- Between wealthy and poorer communities and countries
- In communication and care across the primary/secondary/tertiary care interface



May 5th Cinco de Mayo

Cinco de Mayo, (Spanish: "Fifth of May") also called Anniversary of the Battle of Puebla, holiday celebrated in parts of Mexico and the United States in honor of a military victory in 1862 over the French forces of Napoleon III.

Contrary to popular belief, Cinco de Mayo doesn't commemorate Mexico's Independence Day. May 5 marks the Mexican army's victory over France at the Battle of Puebla during the Franco-Mexican War in 1862. Mexico's Independence Day is celebrated on September 16.

Sutro Gives Back...Tradition



May 4th – Star Wars Day

Star Wars Day is an informal commemorative day observed annually on May 4 to celebrate the Star Wars media franchise created by founder and former chairman and CEO of Lucasfilm, George Lucas. Observance of the day spread quickly through media and grassroots celebrations since the franchise began in 1977.

May 6th National Nurses Day



Also known as "Nurses Week", Starts on May 6 and concludes on May 12th, Florence Nightingale's birthday.

Did you know?
Florence Nightingale founded modern nursing. Thanks to her strict hygiene practices while caring for wounded soldiers in the Crimean War, Nightingale and her team reduced the death rate from 42% to 2%–paving the way for nursing we know today.

With over 3 million nurses in the US today, nurses make up the highest percentage of the US Healthcare workforce.

May 8th Mother's Day

In the United
States, Mother's Day is a
holiday celebrated annually
on the second Sunday of
May. Don't forget to give your
mother a gift, send a card,
take her out for dinner or buy
her some nice flowers to
show her how special she is.

How will you celebrate Mother's Day?





May 15th International Day of Families

The International Day of Families was founded by the United Nations (UN) in 1994 and is observed every May 15th to honor the importance of families. Families, both traditional and non-traditional, are the foundation of society and greatly impact who we are, as well as our views on the world around us. Our most formative years are spent with our families and those people are likely the most important and influential people in our lives, so these relationships should be celebrated. Let's spend time today finding ways to protect the family unit in society by starting with our own families!





Chocolate Chip Cookie Recipe

Ingredients

- 1 cup salted butter softened
- 1 cup white (granulated) sugar
- 1 cup light brown sugar packed
- 2 tsp pure vanilla extract
- 2 large eggs
- 3 cups all-purpose flour
- 1 tsp baking soda
- ½ tsp baking powder
- 1 tsp sea salt
- 2 cups chocolate chips (or chunks, or chopped chocolate)

PREP TIME: 10 mins COOK TIME: 8 mins TOTAL TIME: 30 mins SERVINGS: 36 Cookies



Chocolate Chip Cookie Recipe

Directions

- 1. Preheat oven to 375 degrees F. Line a baking pan with parchment paper and set aside.
- 2. In a separate bowl mix flour, baking soda, salt, baking powder. Set aside.
- 3. Cream together butter and sugars until combined.
- 4. Beat in eggs and vanilla until fluffy.
- 5. Mix in the dry ingredients until combined.
- 6. Add 12 oz package of chocolate chips and mix well.
- 7. Roll 2-3 TBS (depending on how large you like your cookies) of dough at a time into balls and place them evenly spaced on your prepared cookie sheets (alternately, use a small cookie scoop to make your cookies).
- 8. Bake in preheated oven for approximately 8-10 minutes. Take them out when they are just BARELY starting to turn brown.
- 9. Let them sit on the baking pan for 2 minutes before removing to cooling rack.





May 16th Vesak Day

At First Glance: Also known as Buddha Day, Vesak is a day that is sacred to millions of Buddhists around the world, as it marks, not only the day of the Full Moon in the month of May, but the day that Buddha was born.

International Recognition: As of 1999, the Day of Vesak has been internationally recognized by the General Assembly of the United Nations, which acknowledges the many contributions that the Buddhist tradition has made and continues to make for the spirituality of humanity.

How it is Celebrated: In the Buddhist tradition, it is common practice to decorate temples with flowers while singing hymns. Many practitioners gather at temples to pour water over a statue of Buddha to symbolize the cleansing of bad karma.

"On this day of Vesak, let's resolve to build lives of peace and dignity for all on a healthy planet."

-UN Secretary-General António Guterres



May 16th
International Day of
Living Together in
Peace

Living together in peace is all about accepting differences and having the ability to listen to, recognize, respect, and appreciate others, as well as living in a peaceful and united way.

International Day of Living Together in Peace aims to uphold the desire to live and act together, united in differences and diversity, to build a sustainable world of peace, solidarity, and harmony.



May 17th Norwegian Independence Day

Commemorating the signing of the constitution on that date in 1814. In Norway, Constitution Day is huge. While many countries celebrate their national day with a military parade, Norway's May 17th is more of a party for everyone.



May 18th Haitian Flag Day Haitian Flag Day is a Haitian holiday to celebrate the creation of the Flag of Haiti and revolution in Haiti that gave its people freedom from France and set the precedent for slave uprisings in the US. The day is celebrated each year on 18 May, which is the anniversary of the date of the flag's adoption in 1803.

May 19th Lag B'Omer (starts)

Lag B'Omer literally means the "33rd day of the Omer." The Omer is counted for 49 days between the end of Passover and the holiday of Shavuot. The holiday celebrates a break in a plague that is said to have occurred during the days of Rabbi Akiva.

Lag B'Omer celebrations are particularly associated with bonfires, said to have a mystical significance and weddings take place on this celebrated day.



May 20th Bike to Workday

As more people ride their bicycles to and from work, it's more important than ever for cyclists and vehicles to share the road safely. Both parties must be aware of and obey driving laws.

Some of the benefits of commuting to work by bicycle include:

- Physical fitness Cyclists get an aerobic workout before and after work. It's also low impact exercise that is easy on the joints, unlike jogging.
- Fuel savings They save fuel costs, which puts more money back in their pockets.
- Smaller carbon footprint By cycling, they reduce carbon emissions resulting in cleaner air.
- Automobile longevity Get more life out of their motor vehicle by using it for more necessary trips.
- National Bike to Workday promotes the bicycle as a healthy and safe alternative for commuting to work.





May 21st World Day for Cultural Diversity for Dialogue and Development History

This day aims to promote the acceptance of every culture and religion. It encourages learning about different cultures to improve relations between people. The goal is to encourage societies to put more emphasis on cultural diversity. This emphasis can then lead to more intellectual, emotional, and spiritual growth within societies.





May 21st Armed Forces Day

Celebrating the unification of the Armed Forces under one Department, the Department of Defense.

Armed Forces Day is the proper day to honor all of the men and women currently serving as well as those who have served and sacrificed to defend our freedom.

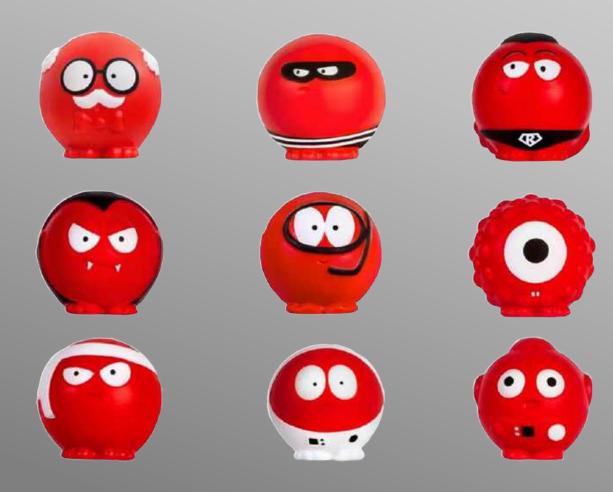
May 22nd International Day for Biological Diversity

Importance of Ecosystems: According to the UN, despite our planet's technological advancements, there still exists a complete dependence on healthy and vibrant ecosystems for our water, food, medicines, clothes, fuel, shelter, energy and many more.

Theme for 2022: The theme for this year, according to the UN, is to focus on "Building a shared future for all life." Specifically, biodiversity is the foundation on which the world can build back better, in order to find solutions to climate, health, food and water, and many other issues regarding a sustainable livelihood.

Humanity is Dependent on Biodiversity: Biological diversity spans not just plants, animals, and microorganisms, but also includes variations in species and ecosystems. It has even been proven that a loss in biodiversity can increase the spread of human-animal diseases (e.g., COVID-19). Therefore, a loss in biodiversity threatens everything—and that includes our health!





May 26th Red Nose Day

You may have seen these at Walgreens and wondered, what's with the red noses...?

The History: in 1985, during the devastating famine in the Horn of Africa, Richard Curtis, Jane Tewson and friends came up with the idea to raise money and change the lives of those in need through comedy! The first official Red Nose Day was February 5, 1988, in the UK broadcasted by the BBC.

In 2015, the US debut their own Red Nose Day through NBC with the purpose of an annual fundraising campaign to end the cycle of child poverty and ensure a healthy future for all children through entertainment.



May 25th National Wine Day

Wine lovers everywhere pour a glass of their favorite wine to celebrate National Wine Day. Made from fermented grapes or other fruits, wine is an alcoholic beverage. During the fermentation processes, yeast consumes the sugars in the grapes converting it into alcohol. Different grapes produce different wines.

What's your favorite wine?



May 28th National Burger Day

Americans eat over 50 billion burgers a year, so it's only fitting we set aside a whole day for these special sandwiches. Originating in Hamburg, Germany, the hamburger as we know it today was developed in Seymour, Wisconsin, a town still famous for its hamburger heroics.

We don't acknowledge this often, but some of our best memories have been shared over hamburgers— a first date, birthday celebrations, family dinners/BBQs, and discovering different sauces and spice blends for the perfect burger. These traditions are revisited or continued on National Hamburger Day. Try a new hamburger recipe today!



Cheddar-Stuffed Burgers Recipe

TOTAL: 2 hrs 30 mins

ACTIVE: 1 hr

YIELD: 4 burgers

Ingredients:

- Kosher salt
- 8 cups finely shredded green cabbage
- 1 cup distilled white vinegar
- 1 tbsp sugar
- 2 tbsp yellow mustard seeds
- Vegetable oil, for frying
- 5 large shallots, very thinly sliced crosswise and separated into rings
- 1/4 cup Wondra flour
- 1 ½ lbs ground beef chuck
- 1 tsp onion powder
- 1 tsp garlic powder
- 1 tsp sweet smoked paprika
- 1 tbsp Worcestershire sauce
- Freshly ground pepper
- 6 oz extra-sharp cheddar, shredded
- 2 cups baby arugula
- · 4 brioche buns, split and toasted



Cheddar-Stuffed Burgers Recipe

TOTAL: 2 hrs 30 mins

ACTIVE: 1 hr

YIELD: 4 burgers

Directions:

- 1. In a large bowl, toss 1 tablespoon of kosher salt with the cabbage and massage it until it softens and releases its liquid, about 4 minutes. Drain the cabbage in a colander and rinse it.
- 2. Wipe out the bowl. Add the vinegar, sugar, mustard seeds, 1 cup of water and 1 tablespoon of salt. Add the cabbage to the vinegar mixture, toss to coat and place a plate on top to keep it submerged. Let stand at room temperature for 2 hours.
- 3. Meanwhile, in a large saucepan, heat 1 1/2 inches of vegetable oil to 325°. In a medium bowl, toss the shallots with the Wondra flour. Fry the shallots all at once, stirring gently, until golden, about 7 minutes. Using a slotted spoon, transfer the shallots to a paper towel–lined plate to drain. Season the shallots with salt. Reserve the cooking oil.



Cheddar-Stuffed Burgers Recipe

TOTAL: 2 hrs 30 mins

ACTIVE: 1 hr

YIELD: 4 burgers

Directions:

- 1. In a medium bowl, combine the ground beef with the onion powder, garlic powder, smoked paprika, Worcestershire sauce and 2 teaspoons each of kosher salt and ground pepper. Knead gently until thoroughly mixed. Form the beef into eight 4-inch patties. Press the shredded cheese into four 2 1/2-inch disks. Sandwich the cheese disks between the patties. Pinch the edges together to seal.
- 2. Heat a grill pan or griddle. Brush the burgers with some of the shallot cooking oil and cook over moderate heat until browned on the bottom, about 3 minutes. Flip the burgers, invert a large heatproof bowl over them and cook until medium within and the cheese is melted, about 3 minutes longer.
- 3. Mound the arugula on the bun bottoms and top with the burgers. Drain the pickled cabbage and mound some of it on the burgers; reserve the rest of the pickled cabbage for another use. Top with the fried shallots and the bun tops and serve.

Continued: page 3



May 29th International Day of UN Peacekeepers

"A day to pay tribute to all the men and women who have served and continue to serve in United Nations peacekeeping operations" and to honor the memory of those who have lost their lives in the cause of peace.

It was so designated by United Nations General Assembly Resolution 57/129, on December 11, 2002, after an official request of the Ukrainian Peacekeepers Association and the Government of Ukraine to the UN General Assembly and first celebrated in 2003. The date, May 29, marks the anniversary of the creation of the United Nations Truce Supervision Organization (UNTSO) in 1948 to monitor the ceasefire after the 1948 Arab Israeli War, which was the first ever UN peacekeeping mission.

May 30th World Multiple Sclerosis (MS) Day

A disease of the central nervous system that can cause symptoms throughout the body ranging from difficulty walking to bladder dysfunction to changes in memory and thinking abilities.

MS is believed to be an autoimmune condition, in which the immune system mistakenly attacks the myelin sheath that normally protects nerve fibers in the brain, spinal cord, and optic nerve. As the myelin sheath is gradually destroyed, the resulting scar tissue (sclerosis) disrupts the electrical impulses between the brain and other parts of the body.

Today, <u>2.8 million people</u> around the world have MS.





May 30th Memorial Day

This day honors those who died serving in the United States military.

In the United States, Memorial Day weekend kicks off the start of the summer season and with Labor Day weekend ending the summer. Most government and businesses offices will be closed on this Day.

On May 3, 2000, the United States (signed by then President Bill Clinton) government pushed out the "National Moment of Remembrance" for Americans at 3:00 pm local time on Memorial Day to take several minutes and stop and reflect and have awareness and reverence for those who have died defending our Nation and our values.

MAY FUN FACTS

May 7, 1847: In Philadelphia, the American Medical Association (AMA) was founded. May 1, 1956: The polio vaccine developed by Jonas Salk and made available to the public. May 26, 1969: Apollo 10 returns safely to earth.

May 2, 1933: The first modern sighting of the Loch Ness monster was reported. May 18, 1969: Apollo 10 launched. May 11, 1987: The first heart-lung transplant takes place.

May Flower – Lily

Bell-shaped white flowers borne in sprays in spring. It is native throughout the cool temperate Northern Hemisphere in Asia and Europe, but is considered generally invasive in parts of North America.

Due to the concentration of cardiac glycosides (cardenolides), it is highly poisonous if consumed by humans or other animals. Other names include May bells, Our Lady's tears, and Mary's tears.

Medicinal Use:

In the past, Lily-of-the-valley was used for heart problems including heart failure and irregular heartbeat. It was also used for urinary tract infections (UTIs), kidney stones, weak contractions in labor, epilepsy, fluid retention (edema), strokes and resulting paralysis, eye infections (conjunctivitis), and leprosy.





May Birthstone – Emerald

Today, emerald is a symbol of devotion, new beginnings, peace, and security. Emerald is associated with the heart chakra and is thought to have a healing effect on the physical as well as the emotional heart. Emeralds bring loyalty and enhance unconditional love, unity and promote friendship.

Healing Properties:

It is said to strengthen and heal the heart and kidneys and to promote circulatory and neurological function. Emerald increases psychic sensitivity and clairvoyance when held over the third-eye chakra.



George Washington Carver

An American agricultural scientist and inventor who promoted alternative crops to cotton and methods to prevent soil depletion. Carver is most famous for his work to develop food, medical, and industrial products made from peanuts. Born one year before slavery was abolished, he was the first African-American to earn a Bachelor of Science degree.

"Where there is no vision, there is no hope."

- George Washington Carver



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



Dr. Har Gobind Khorana

Indian-American biochemist known as the "Father of Genetic engineering" shared the 1968 Nobel Prize for Physiology or Medicine with Marshall W. Nirenberg and Robert W. Holley for research that helped to show how the nucleotides in nucleic acids, which carry the genetic code of the cell, control the cell's synthesis of proteins.

"The success of my work was very much a group effort and the result of the efforts of a large number of workers professing a variety of scientific disciplines." – Dr. Har Gobind Khorana