



DEIB July 2022 Newsletter

The DEIB team is proud to share its July 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.sutro.bio.com/deib-newsletter/>

National Minority Mental Health Awareness Month

July Poem

As we celebrate July and summer in full swing
Long sunny days and not a cloud in the sky
BBQs, beaches, and hikes to enjoy
Everything that brings us all great joy!

Volunteerism is alive and well here
Caring for our troops and building great things
We're committed to our community
This company can do anything!

Enjoy the Fourth of July
Good ole' Red, White, and Blue
With gratitude for two days off
Sutro, we thank YOU!



July 2nd National UFO Day

The day is celebrated by watching the skies for unidentified flying objects, UFO. The day is celebrated on July 2nd because the first widely reported UFO in the United States supposedly crashed in 1947 notably named, Roswell incident.

The stated goal of National UFO Day is to raise awareness of "the undoubted existence of UFOs" and to encourage governments to declassify their files on UFO sightings.



July 2nd Thurgood Marshall's Birthday

An American lawyer, civil rights activist, and first African American justice. During his nearly 25-year tenure on the Supreme Court, Marshall fought for affirmative action for minorities, held strong against the death penalty, and supported of a woman's right to choose. The civil rights lawyer turned Supreme Court justice made a significant impact on American society and culture.

Notable cases:

- Smith v. Allwright (1944), found that states could not exclude Black voters from primaries
- Shelley v. Kraemer (1948), struck down race-based restrictive housing covenants
- Sweatt v. Painter (1950), deemed separate facilities for Black professional and graduate students unconstitutional
- Brown v. Board of Education (1954), ruled that racial segregation of children in public schools was unconstitutional



July 3rd International Plastic Bag Free Day

DID YOU KNOW?

There is a trash vortex called the Great Pacific Garbage Patch that spans the eastern, northern, and western Pacific Ocean?

Simple Practices

- Bring your own reusable shopping bag to stores.
- Try hand-carrying if you have less.
- Consider donating plastic bags to participating locations.



July 4th Independence Day

Independence Day celebrations goes back to the 18th century and the American Revolution. On July 2nd, 1776, the Continental Congress voted in favor of independence, and two days later delegates from the 13 colonies adopted the Declaration of Independence, a historic document drafted by Thomas Jefferson.

From 1776 to the present day, July 4th has been celebrated as the birth of American independence, with festivities ranging from fireworks, parades, and concerts too!

July 6th His Holiness the Dalai Lama's 87th Birthday

The 14th Dalai Lama was born Lhamo Dhondub, in a small village on the outskirts of Tibet on July 6th, 1935.

When he was just two-years-old, he was already recognized as the reincarnation of the 13 previous Dalai Lamas and was soon enthroned before he was four.

"Buddhism and science are not conflicting perspectives on the world, but rather differing approaches to the same end: seeking the truth. In Buddhist training, it is essential to investigate reality, and science offers its own ways to go about this investigation. While the purposes of science may differ from those of Buddhism, both ways of searching for truth expand our knowledge and understanding." -His Holiness the Dalai Lama





July 6th National Fried Chicken Day

Fried chicken's a greasy, deliciously indulgent comfort food enjoyed all over the world. But did you know that the ultimate soul food originated in our own backyard – where Scottish chicken-frying methods were combined with West African seasoning traditions – to create what is now one of the world's favorite guilty pleasures? Fried chicken was an expensive delicacy up until World War II, but thanks to mass production techniques, we're now able to indulge ourselves on the cheap in almost any city in the world. So, on July 6, we get out our buckets 'o' chicken and napkins, because it's National Fried Chicken Day

Fried Chicken Recipe

Ingredients

- 1 whole chicken, cut up (or 8 pieces of your favorite cuts of chicken)
- 2 teaspoons salt
- ½ tablespoon dried thyme
- ½ tablespoon dried basil
- 1 teaspoon dried oregano
- 1 teaspoon celery salt
- ½ tablespoon black pepper
- 1 tablespoon mustard powder
- 2 tablespoons paprika
- 2 tablespoons garlic salt
- 1 tablespoon powdered ginger
- 1 tablespoon pepper (use white pepper if you have it)

<https://www.thecountrycook.net/the-best-southern-fried-chicken/>



Sutro Gives Back...Food

Fried Chicken Recipe

Directions

1. Place the cut-up chicken in a large bowl. Add the salt, garlic powder, and onion powder, toss to coat the chicken in the spices.
2. Add the buttermilk and hot sauce to the bowl, stir until everything is combined. Cover with plastic wrap and let marinate in the fridge for at least 2 hours, but it's best if you can let it sit overnight.
3. In a medium-sized bowl add the flour, cornstarch, salt and black pepper.
4. Whisk this mixture together until completely combined.
5. Taking the chicken pieces one at a time, let the excess buttermilk drip off. Coat in the flour mixture, make sure the chicken is well coated. Shake off any excess. Set the chicken aside and let it sit for a few minutes until the coating starts to look a little pasty.
6. Fill up your deep fryer (deep cast iron skillet or dutch oven) with peanut oil (or frying oil of your choice) and preheat to 350°F. Carefully add the piece of chicken to the deep fryer. Fry until golden brown, turning every few minutes. You will need to fry in batches, so you do not overcrowd the fryer.
7. Chicken is done when golden brown and the internal temperature reaches 165°F. Depending on the size of the chicken, dark meat takes about 12-14 minutes and white meat takes 8-10 minutes.
8. When the chicken is done frying, place it on a paper towel lined sheet tray and immediately sprinkle a little flaked salt on top. Continue with the rest of the chicken pieces.



July 6th Frida Kahlo's Birthday



Mexican painter and activist Magdalena Carmen Frida Kahlo Calderón was born on July 6, 1907 in Mexico City, in her parents' home, "La Casa Azul," or "The Blue House." Although she contracted polio at the age of 6 and continued to have significant health issues throughout her life, Kahlo never stopped working and striving.

She fought for justice for women, Latinos, and workers. Kahlo's paintings are mostly known for being personal in the extreme; she tells her stories through vivid and surreal images that are both shocking and inviting. "I painted my own reality," she said. Kahlo's work has encouraged many women to give voice to their experiences and pursue their passions, whatever obstacles life might pose along the way.

July 7th Global Forgiveness Day

The day was established to increase the goodwill among people, Global Forgiveness Day asks everyone to try and set their differences aside and create a world full of healing and letting go of negativity.

Global Forgiveness Day is celebrated to spread awareness of the healing power of forgiveness. It is often difficult for people to understand that in order to heal, they must forgive people within their hearts who have hurt or wronged them.

The day teaches us that forgiveness requires genuine efforts and helps us to free ourselves from the clutches of the past and allow ourselves to experience happiness again.

"If we really want to love we must learn how to forgive."
- Mother Teresa

July 9th-11th

Eid al Adha

Depending on the country, the celebrations can last anywhere between two and four days. The act of **Qurbani** (sacrifice) is carried out following the Eid Salaah (Eid Prayers), which are performed in congregation at the nearest Mosque on the morning of Eid.

The act of **Qurbani** consists of slaughtering an animal as a sacrifice to mark this occasion in remembrance of Prophet Ibrahim's sacrifice for Allah SWT. The days of animal sacrifice total three days and the sacrificial animal must be a sheep, lamb, goat, cow, bull or a camel.

The **Qurbani** meat can then be divided into three equal portions per share; one-third is for you and your family, one-third is for friends, and the final third is to be donated to those in need.





July 14th Bastille Day

Bastille Day is the common name given in English-speaking countries to the national day of France, which is celebrated on 14 July each year. In French, it is formally called Fête nationale française, and legally le 14 juillet.

Whether you call it Le Quatorze Juillet or La Fête Nationale, Bastille Day celebrations are a big deal in Paris and throughout France. The annual military parade on Champs-Élysées will be going forward and the parade starts at the Arc de Triomphe and ends at Place de la Concorde.

July 14th National Mac & Cheese Day

One of the classic comfort foods earns a place of honor. Made with macaroni noodles, cream or milk, and the golden goodness of cheese, mac and cheese shines as a side dish while also standing on its own as a main dish. This meal reminds many of us of home while also teaching us the basics of the kitchen.

What other recipes allow us to create so flamboyantly and often with so little knowledge about cooking?



July 17th World Emoji Day

July 17 is the one date that is shown in its own emoji! Famously displayed in the 📅
Calendar emoji, this makes July 17 the perfect day for World Emoji Day.

This was the date that iCal for Mac was first announced at MacWorld Expo in 2002. We now use this for World Emoji Day.

I 💖 love emojis. You 💙 love emojis. Let's 🎉
celebrate them! The purpose of 🌐 World Emoji
Day is to promote the use emojis and spread
the 😊 enjoyment that they bring to all those
around us 😊!!!



July 18th Nelson Mandela Day


Everyone has the ability and the responsibility to change the world for the better! Mandela Day is an occasion for all to take action and inspire change.

Nelson Mandela devoted his life to the service of humanity – as a human rights lawyer, a prisoner of conscience, an international peacemaker and the first democratically elected president of a free South Africa.

"It is easy to break down and destroy. The heroes are those who make peace and build."

- Nelson Mandela





July 23rd National Vanilla Ice Cream Day

This unofficial holiday marks a special occasion for the simple yet all-time favorite dessert. How do you celebrate this day? Easy! Indulge by buying a scoop(or two), get creative by making it at home, or pair it with some blueberry pie.

Vanilla Ice Cream Recipe:

- Pour 1 shot of Umeshu (Japanese Plum Wine) over 1 generous scoop of Tillamook Vanilla Bean ice cream
- You can also substitute Umeshu for a sweet sake or Japanese Whiskey

July 26th National Disability Independence Day

National Disability Independence Day commemorates the signing of the Americans with Disabilities Act (ADA) on July 26th, 1990.

The ADA provides protection from employment discrimination as well as better access to goods, services, and communications for people with disabilities.

The day not only celebrates the anniversary of the ADA, but it also serves several other purposes. First, the law first broke down barriers individuals with disabilities faced every day. It also marked a timeline of change that soon developed. Over time, common barriers such as narrow doors and small bathroom stalls became accessible to wheelchairs. Other examples include braille signs and crosswalks for the vision impaired. The changes improved mobility and safety.

July 28th World Hepatitis Day

Recognized annually on the birthday of Dr. Baruch Blumberg (1925-2011). He discovered the hepatitis B virus in 1967, and 2 years later he developed the first hepatitis B vaccine. These achievements culminated in Dr. Blumberg winning the Nobel Prize in Physiology or Medicine in 1976. Organizations around the world, including the World Health Organization (WHO) and CDC, commemorate WHD to raise awareness about viral hepatitis, which impacts more than 354 million people worldwide.





July 30th International Day of Friendship

The International Day of Friendship was proclaimed in 2011 by the UN General Assembly with the idea that friendship between peoples, countries, cultures, and individuals can inspire peace efforts and build bridges between communities. The U.N. encourages governments, international organizations, and community groups to coordinate events that celebrate the friendships we keep close to us. The resolution places emphasis on involving young people, as future leaders, in community activities that include different cultures and promote international understanding and respect for diversity. On July 30th, we recognize and embrace these relationships worldwide, as they promote peace, happiness, and unity.

July 31st National Avocado Day



Tuesday, July 31, honors a fruit that holds a special place in our hearts, on our salads, and heaped lovingly on our toast. #nationalavocadoday is inspiring Instagram posts everywhere, and we can't wait to celebrate ourselves.

The rich, creamy, chartreuse-colored fruit is lauded for its heart-healthy monounsaturated fats, high fiber content, and assortment of vitamins and minerals like folate, vitamin C, B vitamins, and more potassium than bananas. The superfood has been linked to healthy weight loss, lowering cholesterol, and reducing risks for heart disease, diabetes, and even cancer. Considered a stone fruit for its inedible pit, avocado grows in warm climates, and has earned nicknames like "alligator pear," for its bumpy skin, and "butter fruit," for its smooth texture.

Avocado Kiwi Bowl

Everyone loves smoothies. They're a quick and easy way to get a lot of nourishing ingredients. In my opinion smoothie bowls are even better you can include some yummy toppings. Here's a simple and tasty bowl that's sure to be a summertime hit.

INGREDIENTS

- 1 cup kale leaves
- 1 cup coconut milk
- 1 small banana
- 1/2 avocado
- 1/2 cup ice
- 1 tbsp maple syrup or honey
- 1/2 cup raspberries
- 1 diced kiwi fruit
- 1 tsp hemp seeds

INSTRUCTIONS

1. Put the coconut milk into the blender
2. Add the avocado, ice, kale, and 1/2 of the banana
3. Blend until fully combined
4. Top with raspberries, the other half of the banana- sliced, and sprinkled with the hemp seeds

Enjoy!



JULY FUN FACTS

JULY 16, 1661:
The first banknotes
in Europe are issued
by the Swedish
bank Stockholms
Banco

JULY 21, 1969
Neil Armstrong
and Edwin "Buzz"
Aldrin become the
first men to walk on
the Moon, during
the Apollo 11 mission

JULY 25, 1978:
Louise Brown, the
world's first "test
tube baby" is born

JULY 11, 1893:
The first cultured
pearl is obtained
by Kokichi Mikimoto

JULY 30, 1971:
Apollo program:
Apollo 15 Mission
land with first Lunar
Rover on the moon

JULY 28, 1996:
Kennewick Man, the
remains of a
prehistoric man, is
discovered near
Kennewick,
Washington

July Flower – Larkspur

Larkspur refers to the shape of the nectary, the nectar-filled spur of the flower. And larkspur? That's because it resembles the bird's long hind claw. The larkspur is the classic cottage garden plant, best at the back of a mixed border. It does well in Britain's relatively cool summers and may struggle in the heat. This is a member of the buttercup family - you'll see the resemblance if you look closely at the leaves. It hardly seems possible, but these tall, graceful spikes of blue, purple, pink or white flowers are highly toxic.

Medicinal Use:

It was once rumored seed is anthelmintic, mildly diuretic, hypnotic, purgative and vasodilator. It was said to be used internally in the treatment of spasmodic asthma and dropsy.





July Birthstone – Ruby

One of the most coveted of gems - the color of love and passion. The ruby gets its red coloring from the presence of the trace element chromium. Rubies range in color from a deep, rich cochineal to a lighter rose red. The finest color of the birthstone is a deep red with a hint of purple, called 'pigeon's blood.' In ancient India, ruby was named the 'king of precious stones' for its rarity, hardness (second only to diamond), beauty and seemingly mystical powers.

Myths:

Some believed this birthstone could predict misfortune or danger, and others claimed it would cure inflammatory diseases and soothe anger. Burmese warriors believed it made them invincible in battle. Medieval Europeans maintained that rubies bestowed health, wisdom, wealth, and success in love.

Dr. Tuan Vo-Dinh



Vietnamese-American biophysical chemist. He pioneered the development of a new generation of gene probes using surface-enhanced Raman scattering (SERS) detection with 'Molecular Sentinels' and Plasmonic Coupling Interference (PCI) molecular probes for multiplex and label-free detection of nucleic acid biomarkers (DNA, mRNA, microRNA) in early detection of cancer.

"With nanoparticles, people can use long-term measurement without the prospect of photo bleaching." – Dr. Tuan Vo-Dinh

Dr. Zena Werb



German-American professor and vice chair in the Department of Anatomy at the University of California San Francisco (UCSF) for over 40 years. Her foundational work on macrophage physiology, the extracellular matrix (ECM), mammary gland development, breast cancer and tumor-associated inflammation made her one of the most respected researchers in the world.

"The data are the data, and you follow the data." – Dr. Zena Werb