



Sutro DEIB October 2022 Newsletter

The Sutro DEIB team is proud to share its October 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/>

The background of the slide is decorated with various Halloween-themed elements. On the left side, there are two bright orange pumpkins with green stems and black spider decorations. Scattered throughout the slide are several black spider cutouts and bat cutouts in various flying positions. The overall theme is Halloween, which is the subject of the poem on the right.

October Poem


Happy Fall Ya'll
And farewell to the blistering heat
LLS participation is killin' it
The bake sale was full of great treats!

Sutro's mission remains our focus
Great science always in play
To serve our patients in need
Each and every day

Halloween ends the month
With some fun from the EET
They never cease to entertain
You just wait and see!



Breast Cancer Awareness Month

A young child with curly hair is holding a small globe. The globe is covered in colorful, abstract patterns. The child is looking at the camera with a slight smile. The background is a soft, out-of-focus blue and orange gradient.

Global Diversity Awareness Month

October 1st International Day of Older Persons

The overall umbrella theme for the United Nations International Day of Older Persons in 2022 is "Resilience of Older Persons in a Changing World." The UN is marking International Day of Older Persons by encouraging countries to draw attention to and challenge negative stereotypes and misconceptions about older persons and aging, and to enable older persons to realize their potential.



October 1st International Coffee Day

A day to celebrate coffee lovers across the globe. From cappuccinos to espressos, coffee reigns as the most popular beverage in the United States



October 4th

Yom Kippur (begins)

Yom Kippur is the holiest, most important day of the year in Judaism, known as the "Day of Atonement." It begins at sundown Tuesday, October 4, 2022, and ends Wednesday evening, October 5th—the last of the ten days of penitence that began with Rosh Hashanah (the Jewish New Year). Yom Kippur commemorates the day Moses came down from Mount Sinai after seeking God's divine forgiveness for the Israelites who sinned against him by worshipping a golden calf idol.

Yom means "day" in Hebrew, and Kippur means to atone (Day of Atonement).



October 5th World Teacher's Day

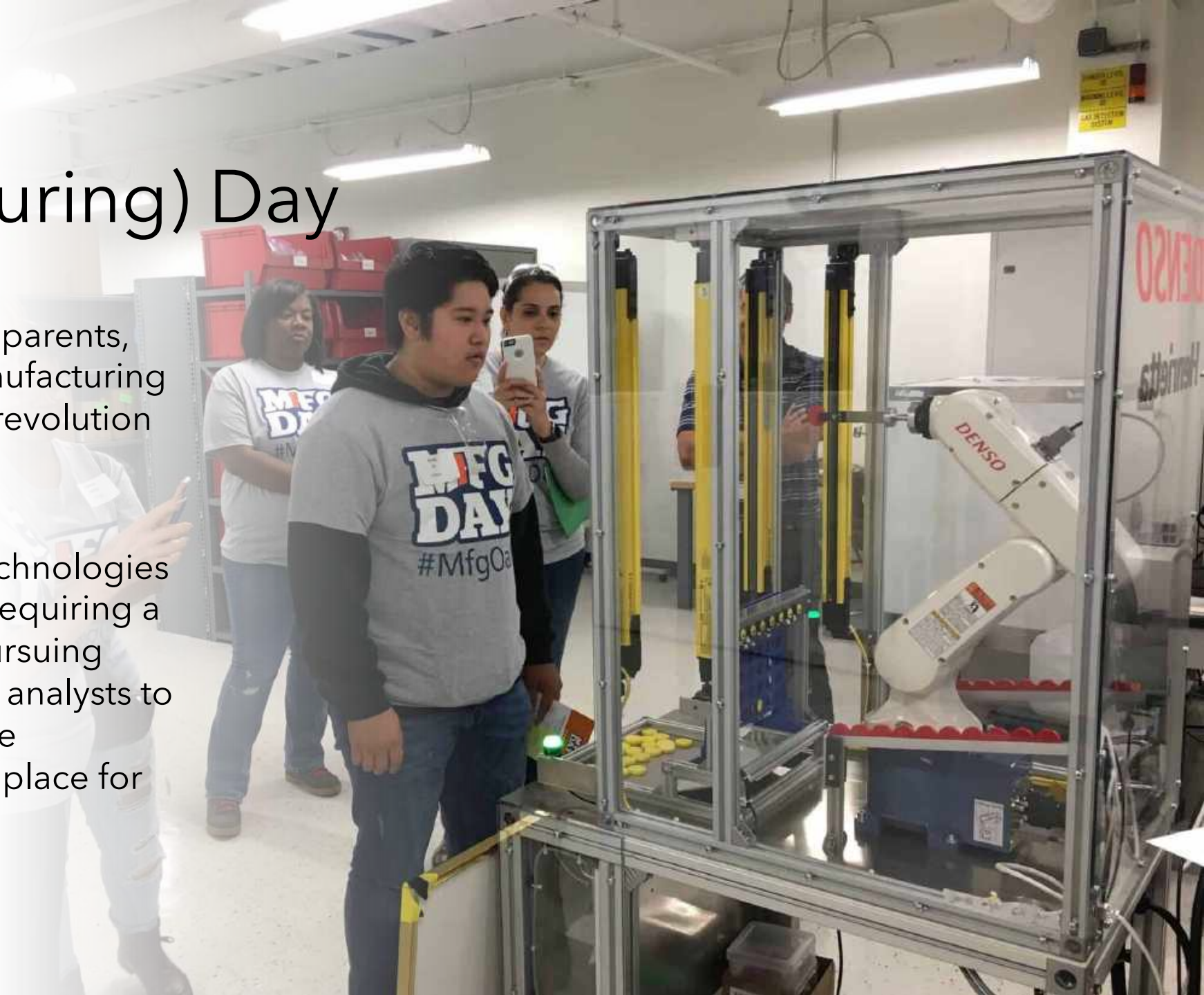
In 2022, the theme is:
"Teachers at the heart of education recovery". Teachers work hard to inspire, guide, educate and mentor us every day.



October 7th MFG (Manufacturing) Day

This holiday celebrates students, parents, and the public what modern manufacturing is all about. The fourth industrial revolution is rapidly changing our world.

New advanced manufacturing technologies bring about whole new careers, requiring a skilled workforce interested in pursuing them. From bioengineers to data analysts to robotics technicians, and all of the operations in between, there is a place for everyone in manufacturing!





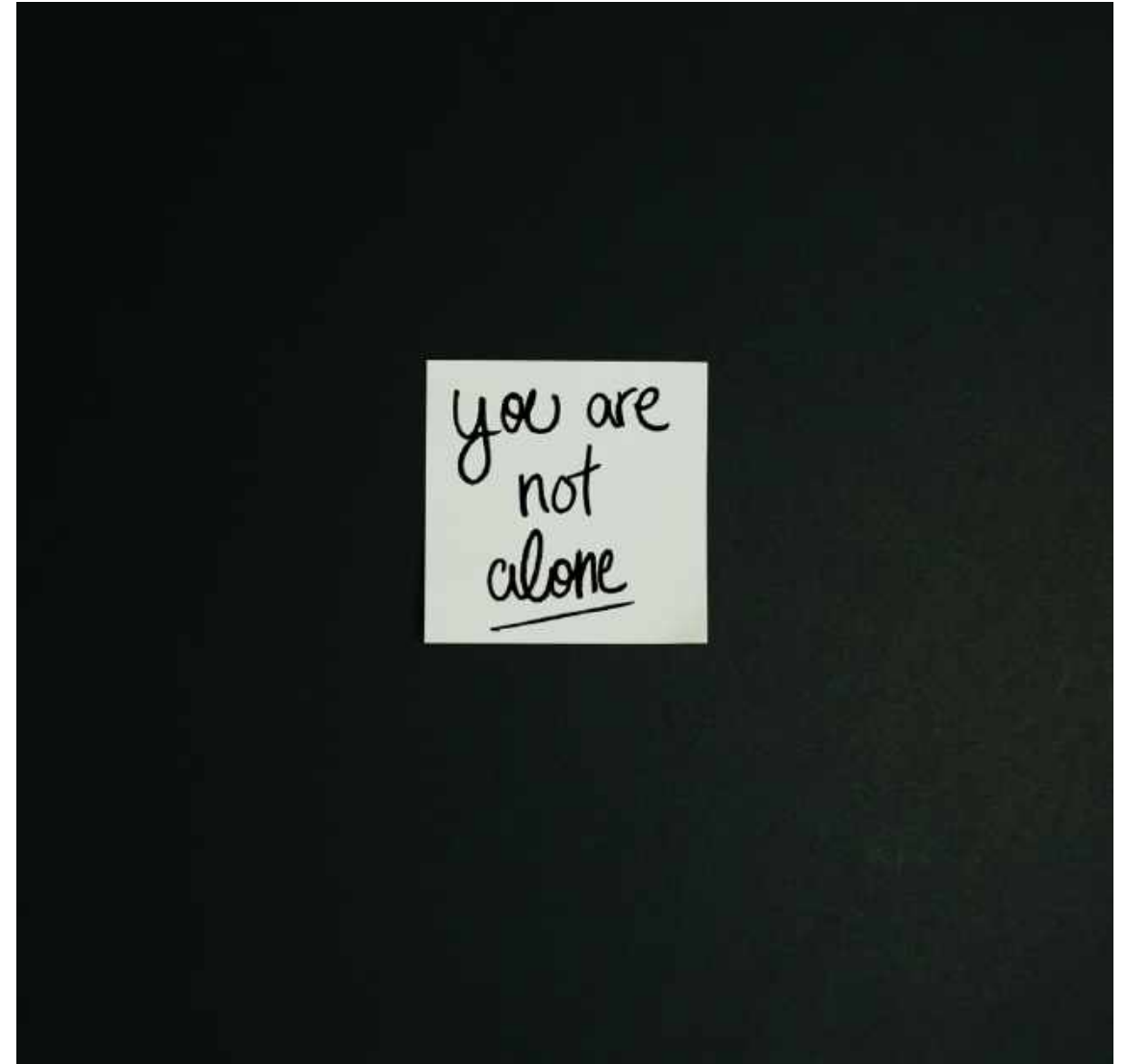
October 9-16 Sukkot

What is Sukkot?

Sukkot is known as the "Festival of Tabernacles" and the "Feast of Booths." It is one of Judaism's three central pilgrimage festivals, along with Passover and Shavuot. It is traditional to build a sukkah, a temporary hut to dwell in during the holiday.

October 10th World Mental Health

Whilst the pandemic has, and continues to, take its toll on our mental health, the ability to reconnect through World Mental Health Day 2022 will provide us with an opportunity to re-kindle our efforts to protect and improve mental health.



October 10th Indigenous People's Day

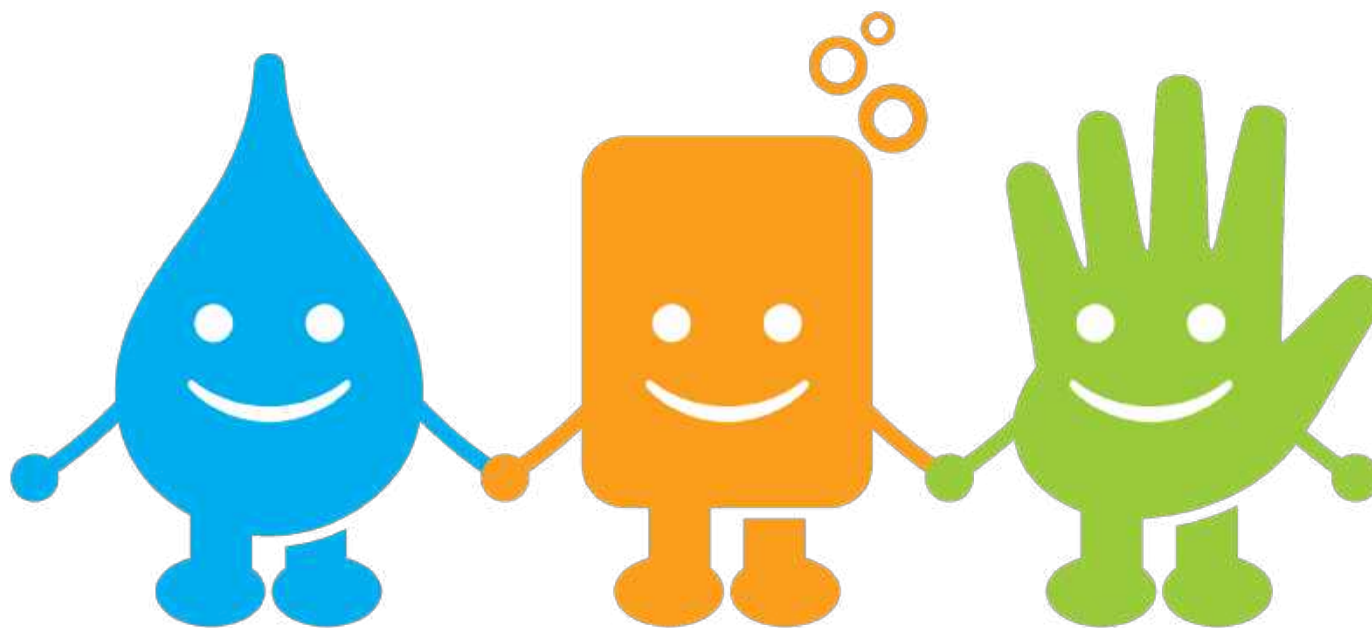
Honoring the cultures and histories of the Native American people. The day is centered around reflecting on their tribal roots and the tragic stories that hurt but strengthened their communities.





October 11th National Coming Out Day

Whether you're lesbian, gay, bisexual, transgender or queer, be proud of who you are and your support for LGBTQ+ equality this Coming Out Day! Every year on National Coming Out Day, we celebrate coming out as LGBTQ+. This year, we will mark the 33rd anniversary of National Coming Out Day with the theme of **Born to Shine!**



October 15

Global Handwashing Day

Seeks to raise awareness about the importance of handwashing with soap and water. This day aims to promote the benefits of good hygiene and how effective handwashing can help prevent the spread of disease. Global Handwashing Day was first observed by the Global Handwashing Partnership in 2008. It is observed annually on October 15th.

***Did you know: Florence Nightingale was a pioneer in the implementing handwashing in the hospital setting which prevented countless infections and deaths**

October 15th National Pug Day

Hey, guess what? If you're a pug fan, then congratulations are in order: Today is your day to celebrate! That's right – today, Oct. 15, National Pug Day.

Celebrate this wonderful, loving and loyal breed and to encourage pug lovers all over the world to adopt their next pug from the shelter or a Pug Rescue rather than buying from a pet store.





October 17th Boss's Day

Boss's Day is a day that employees can show appreciation for the work their boss' do!

Thank you, Bill!



October 17th National Pasta Day

Do you like Spaghetti!??

**October is 'National Pasta Month',
and October 17th recognizes
National Pasta Day.**

While there are all kinds of noodles all over the world, pasta is a type of noodle of traditional Italian cuisine. Where did pasta come from you ask? Pasta is likely the decedent of ancient **Asian** noodles. A common belief about pasta is that it was brought to Italy from China by Marco Polo during the 13th century. Let's face it, while pasta contains a lot of carbs, we all love a delicious plate of pasta with your favorite sauce.



Here is one simple, and delicious pasta dish,
Pasta Putanesque:

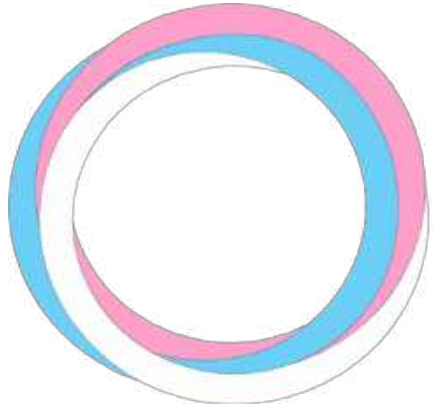
INGREDIENTS:

1/4 c. extra-virgin olive oil
4 cloves garlic, smashed
4 anchovy fillets, chopped
1 (28-oz.) can diced tomatoes
1/2 c. kalamata olives, pitted
1/4 c. capers
1/2 tsp. crushed red pepper flakes
Kosher salt
1 lb. spaghetti
Freshly grated Parmesan, for serving

DIRECTIONS:

1. In a large skillet over medium heat, heat oil. Add garlic and cook until fragrant, 1 minute. Add anchovies and cook until fragrant, 1 minute more. Add tomatoes, olives, capers, and red pepper flakes. Bring to a boil, then reduce heat and let simmer, 15 minutes.

2. Meanwhile, in a large pot of boiling salted water, cook pasta until al dente according to package directions. Drain and add sauce, tossing until coated. Sprinkle with Parmesan.



INTERNATIONAL PRONOUNS DAY

OCT
19

International Pronouns Day seeks to make respecting, sharing, and educating about personal pronouns commonplace. Referring to people by the pronouns they determine for themselves is basic to human dignity. Being referred to by the wrong pronouns particularly affects transgender and gender nonconforming people. Together, we can transform society to celebrate people's multiple, intersecting identities.

Ways you can create a better sense of belonging:

- In group settings, introduce yourself with your preferred gender pronouns to create a safe space
- Use gender neutral pronouns when addressing others to avoid misgendering i.e., They/Folks/Ya'll
- Advocate for those who identify as nonconforming or transgender when others misgender
- If you misgender on accident, that's ok! Apologize and continue to commit to memory

October 20th

SPIRIT DAY

what is spirit day?

Today, LGBTQ youth, and especially our trans and nonbinary youth, are experiencing a level of scrutiny in schools we have never seen, leading to an environment rife with stressors beyond the peer-to-peer bullying of the past.

This anti-LGBTQ rhetoric then translates to real-life harm and has been cited as drivers of many of the nearly 250 anti-LGBTQ bills introduced in states around the country this year alone, many of which target our LGBTQ youth.

This year, Spirit Day offers LGBTQ youth and their families a means of visibility and existence only made possible by providing life-saving visibility for those who need it more than ever. Take the Spirit Day pledge to show LGBTQ youth you've got their backs [glaad.org/spiritday](https://www.glaad.org/spiritday).

learn the facts

70.1%

of LGBTQ students report being verbally harassed.*

71%

of LGBTQ students report hearing homophobic remarks from teachers and/or school staff because of their gender expression.*

53.3%

of LGBTQ students did not report experiences of bullying because they doubted an intervention.*

48.7%

of LGBTQ students have experienced cyberbullying.*

29%

of LGBTQ youth have experienced homelessness, been kicked out, or run away.*

86%

of LGBTQ youth said that recent politics have negatively impacted their well-being.*

84%

of LGBTQ adults agree there are not enough protections on social media to prevent discrimination, harassment, or disinformation.

40%

of all LGBTQ adults do not feel welcomed and safe on social media.

49%

of transgender and nonbinary people do not feel welcomed and safe on social media.

a 2021 national survey by the trevor project shows

the majority of LGBT youth (52%) who were enrolled in middle or high school report being bullied either in person or electronically in the past year.

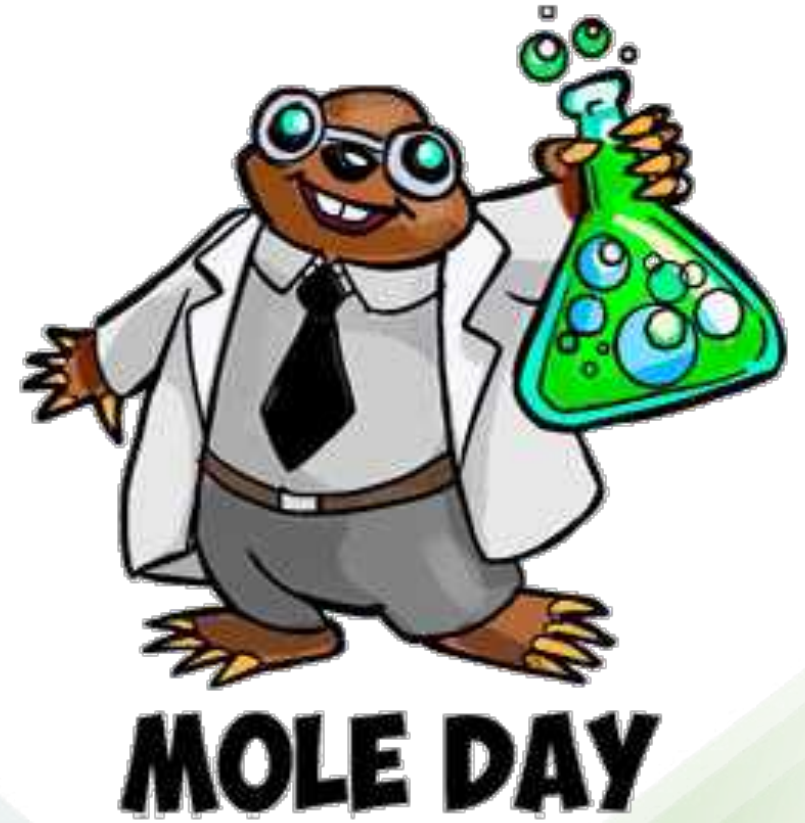
Over 80% of youth said that celebrities who are LGBTQ positively impact how they feel about being LGBTQ

October 23rd

Mole Day

Mole Day commemorates the discovery of the scientific constant, Avogadro's Number, 6.02×10^{23} .

The number represents the number of elementary units in 'one mole' of any substance. Italian chemist Amedeo Avogadro is credited with the discovery of this constant that bears his name. The purpose of Mole day is to foster dialogue and interest in chemistry. Many schools celebrate Mole Day with various activities and events related to chemistry.



October 24th Diwali

Diwali is a festival of lights and one of the major festivals celebrated by Hindus, Jains, Sikhs. The festival usually lasts five days and is celebrated during the Hindu lunisolar month Kartika.



October 24th United Nations Day

After World War II, the world realized the necessity of keeping countries away from any type of war. As a result, the United Nations (UN) was formed in 1945 in order to prevent such devastating future wars. The day brings a great opportunity for all the countries and citizens to understand the value of a peaceful world and it inspires them to build a happy, peaceful, safe, and better world. The day encourages all the countries in the world to keep peace with one another and take steps to solve any issues in a peaceful way.



October 27th

Audiovisual Heritage World Day

Seeks to raise awareness about the need to preserve important audiovisual material for future generations.

World Day for Audiovisual Heritage also celebrates those who do dedicate their energy to archiving and protecting our heritage. Many caretakers, including librarians and archivists, work hard to preserve our audiovisual heritage. They care greatly for these valuable collections. It takes knowledge and devotion to preserve, digitize, and provide access to audiovisual files.



October 28th National Chocolate Day

While many specific chocolate-related holidays exist throughout the year, National Chocolate Day celebrates all things chocolate. Chocolate earns its day of honor by being America's favorite flavor.





HOMEMADE CHOCOLATE TRUFFLES RECIPE

Ingredients

1. **Chocolate:** 8 ounces of pure chocolate is the base of chocolate truffles. Do not use chocolate chips because they will not melt into truffle consistency. Pure chocolate is sold in 4 ounce bars in the baking aisle. Use milk chocolate for sweeter truffles or semi-sweet/dark chocolate for extra rich truffles. If using milk chocolate, reduce the cream to 1/2 cup as milk chocolate is much softer than dark chocolate.
2. **Heavy Cream:** Heavy cream or heavy whipping cream is also a base ingredient. Do not use half-and-half or any other liquid because the truffles won't set up properly.
3. **Butter:** 1 tablespoon of softened butter transform these into the creamiest truffles you will ever taste.
4. **Vanilla Extract:** Pure vanilla extract adds exceptional flavor to your chocolate truffles.

Instructions:

1. Place the chocolate in a heat-proof bowl. Set aside.
2. Heat the heavy cream until it is simmering. You can heat it on the stove or in the microwave.
3. Add the butter, if using, to the chocolate and pour the heavy cream evenly on top. Let the warm cream and chocolate sit for 5 minutes. Add the vanilla extract then stir until the chocolate has completely melted. Place a piece of plastic wrap directly on the surface (to avoid condensation) and refrigerate for 1-2 hours. **Tip:** Pour into a flat shallow dish, such as a 8×8 inch baking pan, so the mixture evenly and quickly sets.
4. Scoop the set truffle mixture into 2 teaspoon-sized mounds. For larger truffles, 1 Tablespoon size mounds. Roll each into balls.
5. Roll each into toppings, if desired. Truffles taste best at room temperature!
6. Cover tightly and store truffles at room temperature for 3-4 days or in the refrigerator for up to 2 weeks.



October 29th World Stroke Day

When somebody has a stroke, every second that goes by is crucial. As brain tissue and millions of neurons begin to fade away, time could not be more precious. Our #Precioustime campaign aims to raise awareness of stroke signs and the benefits of timely access to emergency medical care.

October 31st Halloween

Halloween has evolved into a day of activities like trick-or-treating, carving jack-o-lanterns, festive gatherings, donning costumes and eating treats.



October FUN FACTS

Oct 1, 1880
First electric lamp
factory opened
by Thomas Edison

Oct 6, 1889
Thomas
Edison shows
his first motion
picture

Oct 12, 1928
An iron
lung respirator is
used for the first time
at Children's
Hospital, Boston

Oct 17, 1888
Thomas
Edison files a
patent for the
Optical
Phonograph (the
first movie)

Oct 27, 1904
The first
underground New
York City
Subway line opens;

Oct 6, 2007
Jason Lewis
completes the first
human-powered
circumnavigation of
the globe

October Flower Marigolds

The plants are native to the Americas, growing naturally from the southwestern United States into South America, but some species have become naturalized around the world. The marigold was regarded as the flower of the dead in pre-Hispanic Mexico, parallel to the lily in Europe, and is still widely used in the **Day of the Dead** celebrations.

Medicinal Use:

It was once rumored applications of marigold are skin conditions of all kinds, including contusions, bruises and varicose veins. Minor skin injuries and inflammation can also be successfully treated. Marigold ointment promotes wound healing for eczema and sunburns.





October Birthstone Opal

Most opals are valued for their shifting colors in rainbow hues – a phenomenon known as “play-of-color.”

The October birthstone’s dramatic play-of-color has inspired writers to compare it to fireworks, galaxies and volcanoes. Bedouins once believed opal held lightning and fell from the sky during thunderstorms. Ancient Greeks thought opals bestowed the gift of prophecy and protection from disease. Europeans long maintained opal to be a symbol of purity, hope and truth. Hundreds of years ago, opal was believed to embody the virtues and powers of all colored stones.

Myths:

Greeks believed opals could bring forth the gift of prophecy, and could even protect wearers from evil.

Dr. Ayana Ezliabeth Johnson



Dr. Johnson is a marine biologist, policy expert, and writer. She is founder and CEO of Ocean Collectiv, a consulting firm that helps find ocean conservation solutions grounded in social justice. She has conducted research on the bycatch impacts in Caribbean coral reef trap fisheries and has also collaborated on research for reducing the impacts of climate change on small island states.



Asima Chatterjee

An Indian chemist, she is regarded highly for her works in the fields of organic chemistry and phytochemistry (chemicals derived from plants). She graduated in chemistry from the Scottish Church College of the University of Calcutta in 1936 and then pursued research. Her most notable work includes research on vinca alkaloids (derived from the periwinkle that is known for its anti-cancer properties), and the development of anti-epileptic and anti-malarial drugs.