



DIVERSITY COUNCIL MISSION STATEMENT

Carisk Partners will be leaders by continuing to embrace the differences of its team members to expand its competitive edge; while promoting a diverse and inclusive environment through our commitment to education both internally and externally. We will leverage our unique capacity as change agents to strengthen our relationships with our Carisk team members, and with the communities and business partners we all serve.

Carisk Partners is proud of the diversity of its company's employees, regardless of genetic information, race, color, religion, age, sex, range of abilities, gender identity and expression, sexual orientation, marital status, national origin, or veterans status.

We will strive to do well by doing good.



"I have always loved meeting new people from different backgrounds. It was always intriguing to me to hear someone else's "story". It is my strong belief that people and organizations make better decisions when they have diversity of thoughts. Each of us bring our life experiences into all we do. Everyone's life experiences generally created a perspective, whether consciously or unconsciously. Having a diverse workplace only strengthens the paths we choose to take."

Welcome

Welcome to the Summer Edition of the Carisk Kaleidoscope; we have several interesting articles. "The Talk" features the 2nd article about facial recognition algorithms, and its implications for people of color and women. After decades of activism, Juneteenth became a federal holiday on Thursday, June 17, 2021; we explored this significant date to fully understand its importance. An introspection on Covid and its effect on children and families is included, as well as an article on mental health disparities among different groups. From the Summer Fun Bucket List-Marybeth's brainchild; it is safe to assume that the beach is one of our favorite places to spend time with family and friends. A reference page has been included for your additional reading pleasure. We hope you enjoy our Summer Edition. 





I Am Diversity, Please Include Me

CHARLES BENNAFIELD

I'm present in every place you go
Depending on your lens I'm friend or foe
I'm a force to be reckoned with
Like the winds of change I move. I'm swift.
I'm present when two or more are together
If embraced I can make the good even better.
I'm not limited to age, gender, or race.
I'm invisible at times and yet all over the place.
Don't exclude me due to a lack of knowledge
Welcome me like the recruit fresh out of college.
Let me take my seat at the table
Even though I may be differently able
My experience, my passion the authentic me
Can help add value for your company.
Learn about me; improve my underrepresentation
And I can provide a competitive edge to your entire nation.
I exclude no one I am strengthened by all
My name is Diversity and yes I stand tall.
Recognize me and keep me in the mix
Together there's no problem that we can't fix.
I am your best hope towards true innovation
And to many, I reflect hope and inspiration.
Your lives and companies will continue to change
Thus the need for Diversity and Inclusion will also remain.
Do all that you can to truly embrace me
And experience life's fullness totally
I'm the thought lurking behind the unfamiliar face
I'm the ingenuity that helps your team win the race.
I'm the solution that came from the odd question that was asked.
I stand out in the crowd when I, Diversity, am allowed to be unmasked.
I'm diversity embrace me and we'll journey far.
I'm Diversity include me and we will reach the shining star.
Coupled with Inclusion our lights burn longer
Together we are smarter, better and stronger
I am Diversity
Yes, that's me

Members of the Diversity Council



LEADER OF THE DIVERSITY COUNCIL

Anabel Rawlins

Provider Relations Specialist
Miami, FL

"We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color." – Maya Angelou



Sally Balioni

VP of Sales, CiC
Wall, NJ

"You cannot change what you are, only what you do."



Cecilia Charles

Senior Provider Relations Coordinator
Florham Park, NJ

"Strength lies in differences, not in similarities"



Caroline de Brito Gottlieb

Data and Product Manager
NYC/Remote

"It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences." –Audre Lorde



Lori Height

Executive Sales Assistant
Wall, NJ

Promoting a community of acceptance and belonging



Brian DeNichilo

System Administrator
Florham Park, NJ

"No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite." – Nelson Mandela



Marybeth Lombardino

Administrative Assistant
Florham Park, NJ

"The headlines you make in this life will be based on the differences you made in the lives of others"



Sunita Mathur

Claim File Coordinator
Florham Park, NJ

"Our ability to reach unity in diversity will be the beauty and the test of our civilization" –Mahatma Gandhi



Diane Nicolo

Director of Administration
Remote

"Every person is a new door to a different world"



Robert Post

Vice President, Strategic Initiatives, Human Resources and Training | Florham Park, NJ

"We have become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams." –Jimmy Carter



Grace Roque

Special Projects Manager
Miami, FL

"Having the right attitude & mindset can literally change your life."



Michael Rydman

Senior Vice President, Sales
Benicia, California

"All men are created equal" –Thomas Jefferson, 1776



Allen Spokane

Chief Technology Officer
Florham Park, NJ

"Nobody Wins Unless Everybody Wins" – Bruce Springsteen



David Vittoria

Senior Vice President,
Clinical Business & Product Development
Miami, FL

"Our diversity is the one thing we all have in common."

The Talk

Featuring topics on Diversity, Equality and Inclusion which trigger thought and conversation

A collaborative article with Brian DeNichilo

“Collecting data, chronicling our past, often forgetting to deal with gender, race and class. Again, I ask ain’t I a woman, face by face, the answers seem uncertain. Can machines ever see our grandmothers as we knew them?”

Joy Buolamwini, Ph. D Candidate, MIT-Media Lab



Film Poster

The purpose of this article is to summarize Coded Bias, a 90 minute film. It investigates the fallout of MIT Media Lab computer scientist, Joy Buolamwini’s discovery of racial bias in facial recognition algorithms. The film touches on the impact that algorithms have had, both locally and on an international level. Data scientists, mathematicians and international watchdog groups join Ms. Buolamwini’s fight to expose the discrimination which exists within facial recognition algorithms widespread across all aspects of our daily lives.

Machine Learning Algorithms or Artificial Intelligence (AI) can become biased because they are based on historical data sets and we all have unconscious bias. Bias can enter into algorithmic systems as a result of pre-existing cultural, societal, or institutional expectations; because of technical limitations of their design; or by being used in unanticipated contexts or by audiences who are not considered in the software’s initial design. Ms. Buolamwini’s research indicated that facial recognition AI could not accurately recognize women or people of color. This stemmed from the fact that the data sets used to train AI were predominantly based on White male demographics.

In Britain, Big Brother Watch is a non-profit, non-party civil liberties and privacy campaigning organization. It was founded in 2009 by Matthew Elliot to campaign against state surveillance and threats to civil liberties. Facial recognition cameras are widely used in Britain and have a **failure** rate of 98%. Big Brother UK cited an incident, in which a 14 year old Black child, wearing his school uniform while walking home from school with his uniformed schoolmates, was flagged as a “suspicious” match. He was stopped by undercover officers in the area and fingerprinted for verification purposes. As is the case in 98% of the cases, the match was **incorrect**. Legal challenges are pending. Big Brother UK has joined with parliamentarian, Baroness Jenny Jones, to bring the legal claim against the Home Secretary, Sajid Javid, and the Metropolitan Police Commissioner, Cressida Dick. Robust structures for AI must be put in place that ensure a world which is safe for everyone.

In Hong Kong, facial recognition technology has been used to track down protesters and dissidents; protesters have gotten creative by wearing masks and painting the camera lenses black.

Artificial Intelligence is being widely used in the U.S., without adopted safeguards. Our view of the world is being affected by AI. Machine learning algorithms and AI are being used for recruiting, college entrance, credit worthiness, and within the criminal justice system, just to name a few, and are quickly being adopted into virtually every field imaginable. Companies know these algorithms work and what they are trying to do, but they don’t know how the variables are being combined to make their predictions. It’s machine learning.

In the United States, there are 117 million people that have their faces in a facial recognition network which has not been audited for accuracy. Without necessary safeguards in place, the tools to create a mass surveillance state already exist.

There are 9 companies in the world that have taken the lead in AI, 3 of them are in China and 6 of them are in the U.S. Major differences between the goals of the 2 countries exist. In the U.S. the goal is to produce revenue but in China it’s for societal control. In order to obtain an internet account/access in China, citizens have to submit to facial recognition and unfettered access to their data. AI is used to allow or disallow access to different actions or activities.

Artificial Intelligence determines who gets credit card offers. Steve Wozinak, co-founder of Apple stated that he gets 10X the amount of new credit card offers than his wife, despite both having the same credit scores and assets.

Amazon had to stop using AI in its recruiting process, because the algorithms were eliminating any resume that had a female name, listed a women related sport, like water polo, or had a women's only college/university listed. It is worth noting that less than 14% of AI researchers in Amazon are women. Amazon's AI was making decisions based on the world that exists; it was repeating actions based on math not ethics.

Probation systems have come to the realization that AI reclassified low risk parolees as high risk; although they were deemed low risk by their probation officers because they were accomplishing all of their community goals and reaching their benchmarks. Reclassification can potentially affect a parolee's employment status. AI is affecting lives in the real world. In the criminal justice system, it is people of color who are mostly impacted.

In Houston, Texas, the teachers union filed a lawsuit on behalf of their members. Highly effective and publicly recognized teachers had been recommended for termination, and in many cases fired, due to algorithms. The federal courts ruled in favor of the teachers union, based on violation of the 14th Amendment; due process was violated. The Company in charge of the AI used by the school district could not provide an explanation that anyone could understand. Why were some of the best teachers flagged as ineffective? They could not provide an answer on how their algorithms arrived at that conclusion. The teachers regained their jobs and the ones who were recommended for termination were able to retain their positions.

In Detroit, MI, a Black man was wrongly arrested based on facial recognition; he is now suing the Detroit Police department. The lawsuit notes facial recognition is frequently inaccurate, particularly with Black subjects.

The documentary makes it abundantly clear that there isn't any meaningful regulation on the implementation and use of these algorithms. On May 22, 2019, Ms. Buolamwini, testified before the United States House of Representatives on facial recognition technology and its impact on civil liberties. During this hearing, we see both sides of the political spectrum, from Jim Jordan to Alexandria Ocasio-Cortez, equally concerned about the power given to these AI systems and their potential to be abused. Since then, U.S. lawmakers have introduced legislation to ban federal use of facial recognition technology.

On June 10, 2020, Amazon announced a 1 year pause on police use of facial recognition technology after a demonstration illustrated 11 of the 28 subjects misidentified as "suspicious" were people of color. On May 18, 2021, Amazon extended its moratorium until further notice.

Amazon's decision had a significant impact. Microsoft announced that it would halt selling its facial recognition technology software to law enforcement until there were federal regulations in place. In June 2021, Rite Aid Pharmacy ceased using the technology in its stores.

IBM invited Ms. Buolamwini to replicate her study at their headquarters and made changes to its systems based on her recommendations to improve inclusiveness and reduce bias.

San Francisco, Oakland, CA and Summerville, MA have ceased to use facial recognition technology because officials discovered that it discriminates against minorities.

There is a dearth of people of color in this field. In order to improve AI, it is essential to have more people of color and more women enter the field. W. Kamau Bell, host of United Shades of America, stated that a recent survey in Atlanta, indicated that 80% of youths of color lack the necessary algebra skills needed as a gateway to higher math proficiencies required to enter the field of AI. He further added that this was a snapshot not only of Atlanta, but of the entire country.

In conclusion, oversight and legal guidelines in Artificial Intelligence are sorely needed. Machine learning is still not fully understood; it has the potential to affect people adversely in the material world and ruin lives. To date there aren't any federal regulations on algorithms. 🌐

"Every once in a while, a new technology, an old problem, and a big idea turn into an innovation."

Dean Kamen, American Engineer

Juneteenth

“And by virtue of the power, and for the purpose aforesaid, I do order and declare that all persons held as slaves within said designated States, and parts of States, are, and henceforward shall be free; and that the Executive government of the United States, including the military and naval authorities thereof, will recognize and maintain the freedom of said persons”.

Emancipation Proclamation, Abraham Lincoln, 16th U.S. President; September 22, 1862

Congress has approved Juneteenth as a [federal holiday](#). President Joe Biden signed the bill into law on Thursday, June 17, 2021. It is the first national holiday since Martin Luther King Day in 1983.

In order to understand the significance of this holiday, we have to look back in time. The article that follows by Sharon Pruitt-Young offers an excellent historical perspective.

Slavery Didn't End On Juneteenth. Here's What You Should Know About This Important Day

It goes by many names. Whether you call it Emancipation Day, Freedom Day or the country's second Independence Day, Juneteenth is one of the most important anniversaries in our nation's history.

On June 19, 1865, Maj. Gen. Gordon Granger, who had fought for the Union, led a force of soldiers to Galveston, Texas, to deliver a very important message: the war was finally over, the Union had won, and it now had the manpower to enforce the end of slavery. The announcement came two months after the effective conclusion of the Civil War, and even longer since Abraham Lincoln had first signed the Emancipation Proclamation, but many enslaved black people in Texas still weren't free, even after that day.

That was 156 years ago. Here are the basics of Juneteenth that everyone should know.



Emancipation Day celebration in Richmond, Va., 1905

What Juneteenth represents

First things first: Juneteenth gets its name from combining “June” and “nineteenth,” the day that Gen. Granger arrived in Galveston, Texas, bearing a message of freedom for the slaves there. Upon his arrival, he read out General Order Number 3, informing the residents that slavery would no longer be tolerated; all slaves were now free and would henceforth be treated as hired workers if they chose to remain on the plantations, according to the Juneteenth [website](#).

“The people of Texas are informed that in accordance with a Proclamation from the Executive of the United States, all slaves are free. This involves an absolute equality of rights and rights of property between former masters and slaves, and the connection heretofore existing between them becomes that between employer and hired laborer,” the order reads, in part.

But while former slaves had the option of staying on their plantations as workers, it's perhaps unsurprising that many did not and instead left in search of new beginnings or to find family members who had been sold away.

“It immediately changed the game for 250,000 people,” Shane Bolles Walsh, a lecturer with the University of Maryland's African American Studies Department, told NPR.

Enslaved black people, now free, had ample cause to celebrate. As Felix Haywood, a former slave, [recalled](#): “Everybody went wild. We all felt like heroes ... just like that, we were free.”

Slavery did not end on Juneteenth

When Gen. Granger arrived in Galveston, there still existed around 250,000 slaves and they were not all freed immediately, or even soon. It was not uncommon for slave owners, unwilling to give up free labor, to refuse to release their slaves until forced to, in person, by a representative of the government, historian Henry Louis Gates Jr. wrote in his explainer. Some would wait until one final harvest was complete, and some would just outright refuse to submit. It was a perilous time for black people, and some former slaves who were freed or attempted to get free were attacked and killed.



An illustration depicting a white Union soldier reading the Emancipation Proclamation to an enslaved family. Image: Reuters

For Confederate states like Texas, even before Juneteenth, there existed a “desire to hold on to that system as long as they could,” Walsh explained to NPR.

Before the reading of General Order Number 3, many slave owners in Confederate states simply chose not to tell their slaves about the Emancipation Proclamation and did not honor it. They got away with it because, before winning the war, Union soldiers were largely unable to enforce the Emancipation Proclamation in Southern states. Still, even though slavery in America would not truly come to an end until the ratification of the 13th Amendment, the Emancipation Proclamation still played a pivotal role in that process, historian Lonnie Bunch told [NPR](#) in 2013.

“What the Emancipation Proclamation does that’s so important is it begins a creeping process of emancipation where the federal government is now finally taking firm stands to say slavery is wrong and it must end,” Bunch said.

People have celebrated Juneteenth any way they can


After they were freed, some former slaves and their descendants would travel to Galveston annually in honor of Juneteenth. That tradition soon spread to other states, but it wasn’t uncommon for white people to bar black people from celebrating in public spaces, forcing black people to get creative. In one such case, community leaders in Houston – all of whom were former slaves saved \$1,000 to purchase land in 1867 that would be devoted specifically to Juneteenth celebrations, according to the Houston Parks and Recreation Department. That land became [Emancipation Park](#), a name that it still bears.



A group photograph of 31 people at a Juneteenth celebration in Emancipation Park in Houston's Fourth Ward in 1880.

“If you want to commemorate something, you literally have to buy land to commemorate it on’ is, I think, just a really potent example of the long-lasting reality” Walsh said.

Nevertheless, black Americans found a way to continue to celebrate and lift each other up. Early on, Juneteenth celebrations often involved helping newly freed black folks learn about their voting rights, according to the [Texas State Historical Association](#). Rodeos and horseback riding were also common. Now, Juneteenth celebrations commonly involve cookouts, parades, church services, musical performances and other public events, Walsh explained.

It’s a day to “commemorate the hardships endured by ancestors,” Walsh said. He added, “It really exemplifies the survival instinct, the ways that we as a community really make something out of nothing...It’s about empowerment and hopefulness.” 

**“Without a struggle, there can be no progress”
Frederick Douglass, American Abolitionist**

COVID, CHILDREN & FAMILY CHALLENGES

REAL LIFE EXPERIENCE DURING A GLOBAL PANDEMIC AS SEEN “THROUGH THE LENS OF ONE OF OUR CO-WORKERS”

By Marybeth Lombardino

Over the past year, the COVID-19 Pandemic has affected children and families by abruptly disrupting our daily routines and shifting roles and relationships. Schooling, childcare, social and recreational activities came to a screeching halt. Each family was dealt a unique set of challenges to encounter.

Some parents lost their jobs, others navigated working from home and others were out in the thick of it trying to maintain a living. Children had to quickly adapt to remote learning, while the educators tried to figure it all out. There were many bumps in the road at first and there were frustrations on all sides.

Simple tasks like grocery shopping turned into “a combat zone”. Would you ever think there would be such a struggle to find cleaning products, food and simple items such as toilet paper?

Under the best circumstances, life became challenging and turned upside down. I counted all of my blessings and reached back deep to stories I discounted as a child. For example, the lessons my grandparents taught me about tough times and survival during the Great Depression Era in the 1930's, became valuable tools. These lessons gave me some strength and guidance to rough through this unknown territory we had never faced.

Many families became stressed, afraid, lonely, and became depressed with the realities of this “new normal”.

Remote Education:

At first my children were rejoicing in not going to school (middle school, high school & college aged) then reality hit, and I saw the fear in their eyes as life as they knew it started changing quickly. How do you explain to a child that they could not be with their friends? It was difficult for many students to stay engaged and focused with many distractions at home. Children that needed Special Education had an especially difficult time. Classes via Zoom were uncharted territory, frustrating, and annoying to them. Communicating and interacting with the teacher and their classmates was difficult. Schooling had a whole new format that everyone was trying to figure out. Parents had to re-learn subjects all over

again! We can only imagine the challenges faced by families with language barriers, lack of education and resources such as internet connection/computers. Many believe it was a lost year with so many setbacks, failing grades and educational struggles. Working mothers had the toughest challenges with shifting priorities and trying to balance it all.

Physically many children were suffering from headaches and tired eyes from too much screen time. Emotionally many kids suffered from isolation, lack of social contact with their peers, fear and worry. Many children suffered with depression and mental health implications. Vulnerable children previously could rely on schools as watchful eyes, consistent meals and daily guidance to keep them safe.

Recently, in many areas children did go back part time to an “in person cohort schedule”. This was a rotation of school schedules - students were divided into 2 groups. One week they were home attending classes remotely and the following week they attended in person. Each week was a different schedule, it was quite confusing, frustrating and a whole new format to adapt to. Each morning before school began parents had to email a daily health form for each child. The school day ended at 12:15. This created a huge juggle and worry for most working parents.

Another major issue for students was wearing a mask to school, it was uncomfortable and constraining. My 12-year-old son told me it was difficult to understand the teachers and he could not see facial expressions.

Many milestones such as graduations, dances, proms, and other celebrations were postponed, cancelled, or reformatted over the past year.

Social Impact:

Our daily lives had become so over scheduled...In a weird way it was refreshing to see families spending time together, bike riding, walking, playing with their pets, etc...It brought me back to simpler times in my childhood. People were coming up with new ways to acknowledge and embrace friendships from a distance; drive by birthday parties, distanced visits to grandparents/relatives and Zoom calls with family members.

As much as it was great to spend more time with our children it also turned into another full-time job serving, keeping everyone safe, entertained and fed. The kids were bored. Truthfully, I think we were on each other's last nerves, spending so much time together under one roof. I would bet many parents appreciated a bit of down time but it became difficult for them as well. It was depressing to see thriving roads empty and businesses closed during the mandatory stay at home order. The world was changing as we dealt with a "new normal", unrest and the unknown trying to stay safe from COVID.

Unfortunately, many families suffered during the pandemic, losing friends and family to the deadly Covid virus. It was heartbreaking not to be able to visit or mourn loved ones because of restrictions. COVID was not kind and did not have a "one size fits all". Some people had mild cases, others asymptomatic and some severe but pulled through.

There have been over 600,000 Covid related deaths reported in the US. It has been stated that 43,000 children lost parents to Covid during the Pandemic. In some cases, children lost both parents. Losses could have also included immediate family such as grandparents, aunts, and uncles. This is a life changing circumstance for these children. The State Foster Care system will now have a whole new set of challenges ahead of them.

Despite the many frustrations and challenges we have all faced over this past year, we are hopeful to be on the better side of this. People are eager to move forward and resume their normal lives now that cases are declining, and vaccinations are being distributed worldwide.

Although we faced a year like no other, my belief is we all (especially our youth) have gained valuable life lessons and coping tools to use in the future. 🙏

Mental Health Awareness Month

May 1-May 31, 2021

"Being able to be your true self is one of the strongest components of good mental health."

Dr. Lauren Fogel Mersy, American Psychologist

Mental Health Awareness Month began in the United States in 1949 and was started by the [Mental Health America](#) (MHA) organization (then known as the National Association for Mental Health). Each year in mid-March Mental Health America releases a toolkit of materials to guide preparation for outreach activities during Mental Health Awareness Month. During the month of May, MHA, its affiliates, and other organizations interested in mental health conduct a number of activities which are based on a different theme each year. The theme for 2021 was #Tools2Thrive.

Mental health disparities exist within our diverse populations. Each group has its own unique sets of challenges which stem from cultural and historical factors. Substance Abuse and Mental Health Services Administration (SAMHSA), the nation's lead mental health service agency, currently defines health disparity as the power imbalances that impact practices influencing access, quality, and outcomes of behavioral health care, or a significant disparity in the overall rate of disease incidence, prevalence, morbidity, mortality, or survival rate in a specific group of people defined along racial and ethnic lines, as compared with the general population.

The link below will lead you to a very comprehensive article on mental health disparities within distinct populations such as, African Americans, Asian/Pacific Islanders, LGBTQ, Latino and Women. Awareness is the key to knowledge. 🙏

[Mental Health Disparities: Diverse Populations \(psychiatry.org\)](#)

"Mental Health is not a destination, but a process. It's about how you drive, not where you are going"

Dr. Noam Shpancer, Author

Asian American and Pacific Islander Heritage Month

May 1-May 31, 2021

“When you learn something from people, or culture, you accept it as a gift, and it is your lifelong commitment to preserve it and build on it.” –Yo-Yo Ma, American Cellist

In 1978, a joint congressional resolution established Asian/Pacific American Heritage Week. The first 10 days of May were chosen to coincide with two important milestones in Asian/Pacific American history: the arrival in the United States of the first Japanese immigrants (May 7, 1843) and contributions of Chinese workers to the building of the transcontinental railroad, completed May 10, 1869. In 1992, Congress expanded the observance to a month long celebration that is now known as Asian American and Pacific Islander Heritage Month.

A survey, commissioned by the nonprofit Leading Asian Americans to Unite for Change, polled 2,766 American adults across the country. It's one of the first national surveys in two decades to assess public attitudes toward Asian Americans, the fastest-growing racial group in the U.S. The results released on May 10, 2021 indicated that 42 percent of Americans cannot name a well-known Asian American.

The results of that survey prompted us to spotlight 3 Asian Americans, that may not be in the limelight, but whom have made great and lasting contributions to this country.



Jawed Karim ([Bengali](#): জাওয়দে করিম; born October 28, 1979) Karim was born in [Merseburg, East Germany](#), to a Bangladeshi father and a German mother, he is an American software engineer and [Internet entrepreneur](#). He is a co-founder of [YouTube](#) and the first person to upload a video to the site.

This inaugural video, titled [Me at the zoo](#) and uploaded on April 24, 2005, has been viewed 168 million times, as of June 1, 2021. During Karim's time working at [PayPal](#), where he met the fellow YouTube co-founders [Steven Chen](#) and [Chad Hurley](#), he designed many of the core components including its real-time anti-Internet-fraud system.




Ladda Tammy Duckworth, (born March 12, 1968) Duckworth was born in [Bangkok, Thailand](#), the daughter of Franklin Duckworth and Lamai Sompornpairin. She is an American politician and retired [Army National Guard lieutenant colonel](#) serving as the [junior United States Senator](#) from [Illinois](#) since 2017. She represented [Illinois's 8th congressional district](#) in the [United States House of Representatives](#) from 2013 to 2017.

Duckworth was educated at the [University of Hawaii at Manoa](#) and [George Washington University](#). A combat veteran of the [Iraq War](#), she served as a [U.S. Army](#) helicopter pilot. In 2004, after her helicopter was hit by a [rocket-propelled grenade](#) fired by [Iraqi insurgents](#), she suffered severe combat wounds, which caused her to lose both of her legs and some mobility in her right arm. She was the first female double amputee from the war. Despite her grievous injuries, she sought and obtained a medical waiver that allowed her to continue serving in the [Illinois Army National Guard](#) until she retired as a lieutenant colonel in 2014.



Maya Ying Lin (born October 5, 1959) is an American designer and sculptor. Maya Lin was born in [Athens, Ohio](#). Her parents emigrated from China to the United States, her father in 1948 and her mother in 1949, and settled in Ohio before Lin was born. While an undergraduate at [Yale University](#), Maya achieved national recognition when she won a national design competition for the planned [Vietnam Veterans Memorial](#) in [Washington, D.C.](#)

Lin has designed numerous memorials, public and private buildings, landscapes, and sculptures. Although she is best known for historical memorials, she is also known for environmentally themed works, which often address environmental decline. According to Lin, she draws inspiration from the architecture of nature but believes that nothing she creates can match its beauty. 

“Share your knowledge. It is a way to achieve immortality” –The Dali Lama, Spiritual Leader

Pride Month

June 1-June 30, 2021

“Hope will never be silent” - Harvey Milk, American Politician



Pride Month is celebrated every June as a tribute to those who were involved in the Stonewall Riots.

On a hot summer's night in New York on June 28, 1969, police raided the Stonewall Inn, a gay club in Greenwich Village, which resulted in bar patrons, staff, and neighborhood residents rioting onto Christopher Street outside. Among the many leaders of the riots was a black, trans, bisexual woman, Marsha P. Johnson, leading the movement to continue over six days with protests and clashes. The message was clear — protestors demanded the establishment of places where LGBT+ people could go and be open about their sexual orientation without fear of arrest.

Pride Month is largely credited as being started by bisexual activist Brenda Howard. Known as ‘The Mother of Pride,’ Brenda organized Gay Pride Week and the Christopher Street Liberation Day Parade a year after the Stonewall Riots. This eventually morphed into what we now know as the New York City Pride March and was the catalyst for the formation of similar parades and marches across the world.

Speaking of the rainbow flag, it was actually gay politician Harvey Milk who asked a talented designer friend, Gilbert Baker, to design an all-encompassing symbol to take to San Francisco's Pride March in 1978. Sadly, Harvey Milk was assassinated along with Mayor George Moscone on November 23, 1978, in San Francisco City Hall by Dan White, a disgruntled former supervisor who was angry at Milk for lobbying against having him reappointed on the Board of Supervisors.

Bill Clinton was the first U.S. President to officially recognize Pride Month in 1999 and 2000. Then, from 2009 to 2016, Barack Obama declared June LGBT Pride Month.

The New York Pride Parade is one of the largest and most well-known parades to take place, with over 2 million people estimated to have taken part in 2019.

“It takes courage to grow up and be who you really are.”

E.E. Cummings, American Poet

Health Awareness Corner

“The ground work for all happiness is good health.” –Leigh Hunt-English Poet

May was National Stroke Awareness Month.

[Stroke](#) is the fifth-leading cause of death in the U.S., according to the [Centers for Disease Control and Prevention](#). The risk of having a stroke varies with race and ethnicity. Risk of having a first stroke is nearly twice as high for blacks as for whites, and blacks have the highest rate of death due to stroke.

Studies have found that black people between the ages of 45 and 54 die of strokes at a rate that's 3 times greater than their white counterparts. This difference declines with increasing age, so that by the age of 85 it no longer exists.

Stroke death rates have declined almost 70% in the past 50 years. This decrease is thought to stem from better control of stroke risk factors—including hypertension, diabetes, and smoking cessation—and advances in post-stroke care.

Though stroke death rates have declined for decades among all race/ethnicities, Hispanics have seen an increase in death rates since 2013.

It's also a leading cause of disability. But, when treated soon after symptoms start, the effects of stroke often can be lessened or reversed.

A stroke occurs when the blood supply to part of your brain is interrupted or reduced, depriving brain tissue of oxygen and nutrients. Within minutes, brain cells begin to die. Prompt treatment is crucial because early action can minimize brain damage and potential complications.

Symptoms

Watch for these signs and symptoms if you think you or someone else may be having a stroke. Pay attention to when the signs and symptoms begin. The length of time they have been present can affect your treatment options:

- **Trouble with speaking and understanding.** You may experience confusion. You may slur your words or have difficulty understanding speech.
- **Paralysis or numbness of the face, arm or leg.** You may develop sudden numbness, weakness or paralysis in your face, arm or leg. This often happens just on one side of your body. Try to raise both your arms over your head at the same time. If one arm begins to fall, you may be having a stroke. Also, one side of your mouth may droop when you try to smile.
- **Trouble with seeing in one or both eyes.** You may suddenly have blurred or blackened vision in one or both eyes, or you may see double.
- **Headache.** A sudden, severe headache, which may be accompanied by vomiting, dizziness or altered consciousness, may indicate you're having a stroke.
- **Trouble with walking.** You may stumble or experience sudden dizziness, loss of balance or loss of coordination.



Seek immediate medical attention if you notice any signs or symptoms of a stroke, even if they seem to fluctuate or disappear. Think “FAST” and do the following:

- **Face.** Ask the person to smile. Does one side of the face droop?
- **Arms.** Ask the person to raise both arms. Does one arm drift downward? Or is one arm unable to rise up?
- **Speech.** Ask the person to repeat a simple phrase. Is his or her speech slurred or strange?
- **Time.** If you observe any of these signs, call 911 immediately.

Call 911 or your local emergency number right away. Don't wait to see if symptoms stop. Every minute counts. The longer a stroke goes untreated, the greater the potential for brain damage and disability.



Relay for Life

The American Cancer Society (ACS) Relay for Life movement is the world's largest peer-to-peer fundraising event dedicated to saving lives from cancer. For more than 35 years, communities across the world have come together to honor and remember loved ones and take action for lifesaving change.

Relay for Life teams camp out overnight and take turns walking or running around a track or path at a local high school, park, or fairground. Events are up to 24 hours long, and because cancer never sleeps, each team is asked to have at least one participant on the track at all times

Relay for Life's mission is to save lives, celebrate lives, and lead the fight for a world without cancer. Whether it's fueling breakthrough research or providing essential services throughout someone's cancer journey. Objectives of the organization are as follows:

Cancer Research

A generation of research depends on what we do right now. ACS works to be there for scientists at pivotal points in their careers – to give them the support they need to keep great research going or to take their ideas from dream to reality.

Patient Guidance

As a definitive and the most trusted source of accurate, scientifically proven cancer information, we give patients and caregivers the facts needed to help in their fight.

Health Equity

ACS wants to make sure everyone has the ability to benefit from advances in research, prevention, diagnosis, and treatment of cancer. All people deserve a fair and just opportunity to prevent, find, treat, and survive cancer.

Even when facing the challenges of COVID-19, Relayers found a way to fundraise for a future free from cancer. A pandemic couldn't stop the lifesaving mission of ACS. People still accessed cancer information and support 24/7 by phone, video chat, or online. ACS-funded researchers continued seeking breakthrough treatments and running clinical trials. Through its advocacy affiliate, the American Cancer Society Cancer Action Network (ACS CAN), staff and volunteers continued working with federal, state, and local governments to advocate for cancer patients and their families. ACS remains the most impactful cancer fighting organization – because the fight against cancer can't stop. 🌐

Noteworthy Days

"Accept no one's definition of your life; define yourself"
Harvey Fierstein, American Actor



April 15—Jackie Robinson Day—Jackie Robinson Day honors and commemorates the first African American to play in Major League Baseball (MLB) in the United States. In addition to his baseball legacy, Jackie Robinson made an impact toward the civil rights movement in that his signing led to the end of racial segregation in professional baseball. In 1972 he was posthumously awarded the Congressional Gold Medal and the Presidential Medal of Freedom.



May 1-May 31—Asian American and Pacific Islander Heritage Month—Asian American and Pacific Islander Heritage Month is a period for the duration of the month of May for recognizing the contributions and influence of Asian Americans and Pacific Islander Americans to the history, culture, and achievements of the United States.



May 1-May 31—Mental Health Awareness Month—According to the National Alliance for Mental Illness (NAMI), each year millions of Americans face the reality of living with a mental illness. Each year in May there is a heightened awareness to fight stigma, provide support, educate the public and advocate for policies that support people with mental illness and their families.



May 9—Mother's Day—Mother's Day seeks to honor and recognize the sacrifices and accomplishments of our mothers. On this day we celebrate the mothers and mother figures in our lives to show our love and appreciation.



May 21—World Day for Cultural Diversity and Development History—World Day for Cultural Diversity for Dialogue and Development seeks to recognize and celebrate the world's cultural diversity. This day aims to promote the acceptance of every culture and religion.



June 1-June 30—Pride Month—Every year, during the month of June, the LGBT community celebrates in a number of different ways. Across the globe, various events are held during this special month as a way of recognizing the influence LGBT people have had around the world. Why was June chosen? Because it is when the Stonewall Riots took place, way back in 1969.



June 20—Father's Day—the day to recognize, honor and celebrate the sacrifices and accomplishments of fathers. On this day, children celebrate their fathers and father figures to show their love and appreciation.



July 4—Independence Day—The United States observes a federal holiday in honor of the Declaration of Independence. This holiday commemorates the adoption of the Declaration of Independence on July 4, 1776, by delegates from the 13 colonies.

Days of Remembrance

*"The living owe it to those who no longer can speak to tell their story for them."
Czesław Miłosz, Polish American Poet, Nobel Laureate, 1980*


April 8—Holocaust Remembrance Day—The Holocaust Remembrance Day seeks to commemorate the Holocaust, a systematic and state-planned program to murder millions of Jews and other minority groups in Europe. This program of mass killing was run by the German Nazis in the 1930s and 40s during the Second World War, where Jews and minorities were brought into concentration camps and murdered at the hands of Nazi officials. This observance seeks to remember and honor the victims of the Holocaust, including six million Jews and thousands of Russians gypsies, homosexuals, disabled persons and other minorities.

May 31—Memorial Day—Memorial Day seeks to honor and remember those who died while serving in the military. This day aims to raise awareness about the nation's freedom and the price for that freedom. Memorial Day is a day for reverence and honoring of those who gave their lives defending the Nation and its values.

May 31-June 1—Tulsa Race Massacre—According to the Oklahoma Historical Society, it is believed to be the single worst incident of racial violence in American history, the bloody 1921 outbreak in Tulsa has continued to haunt Oklahomans. During the course of eighteen terrible hours on May 31 and June 1, 1921, more than one thousand homes and businesses were destroyed, while credible estimates of deaths range from fifty to three hundred. By the time the violence ended, the city had been placed under martial law, thousands of Tulsans were being held under armed guard, and the state's second-largest African American community had been burned to the ground.

June 6—D-Day—a day of awareness and appreciation for all the people that fought in Normandy to defeat the Nazis and re-establish freedom.

June 19—Juneteenth—also called Freedom Day and Emancipation Day, celebrates the abolition of slavery in the United States. On June 19, 1865, Union soldiers arrived in Texas to deliver news that President Lincoln has issued the Emancipation Proclamation, freeing the enslaved. Although Lincoln's Proclamation was issued on January 1, 1863, it took nearly two and half years for word to travel from Washington to Texas. By then, Texas had amassed more than 250,000 slaves.

Additional information can be found on the Reference Page. 


CARISK CAFÉ

"Cooking is all about people. Food is maybe the only universal thing that really has the power to bring everyone together. No matter what culture, everywhere around the world, people eat together. "

Guy Fieri, American Restaurateur

We are pleased to announce that the Cultural Summer Fun Kickoff was a huge success.

A good time was had by all of our guests as they enjoyed meals prepared by Carisk Café's international culinary consultants. Our marvelous and fearless came dressed in Groovy 70's fashion attire and danced to a fabulous 70's playlist which included Earth, Wind & Fire, Santana and The Rolling Stones. There were bell bottoms, platform sandals and floppy hats everywhere.

Everyone wanted the recipes for Diane's, "strawberry watermelon caprese" and Grace's "green mango" salads. We were fortunate to have multiple desert options because the "margarita cupcakes" disappeared in the blink of an eye. In following with tradition, please visit our website to view our outstanding menu. 

Carisk Cafe: [Click Here](#)

- Sharepoint
- CBH Collaboration Center
- HR
- Recipes of the Carisk Café
- Summer 2021

What's on your Summer Bucket List?

Joe/CEO: Looking forward to get doctor's clearance to go to the beach and get in the pool. Also excited to get back on my bicycle and play some golf.

Esmeralda/Posting: Excited to go to 3 of my friends' weddings and hang out lakeside on my big new float.

Marybeth/Admin: Can't wait to spend time on the Jersey shore with my family and friends.

Liz/Provider Relations: Very simply, I am looking forward to spending time with family and friends IN PERSON! Bring on the barbeques and cocktail parties!

Danielle/Claims: Spending time at the beach. I will be shopping and getting ready to decorate my new college dorm room.

Sunita/Operations: To spend a fun summer with my grandchildren!! Bonding with them and giving their parents a break.

Cecilia/Provider Relations: I look forward to finally going away for my birthday with my family. I'm also excited about my kids participating in summer activities that are not virtual.

Eleni/Claims/Admin: Spending quality time on a family vacation and spending days at the beach!

David/Clinical Business: I am moving into our new house, helping my daughter move into her new apartment, getting to the beach X 1 / month and running X 2 / day.

Rose/Claims: Planning a family get together for my husband's 60th birthday in Florida

Anabel/Provider Relations: Skydiving

Jeanetta/Operations: To upcycle a few furniture pieces I have around the house. Fingers crossed.

Vincenia/CIC: Going to as many baseball games as possible this summer with my boys!

Kristine/Claims: Celebrating my daughter's Sweet 16 in August



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