



Carisk Kaleidoscope

March 23, 2022 | V02 . Q02



See page 10 for story on the
American Women Quarters Program

DIVERSITY COUNCIL MISSION STATEMENT

There are over 330 million people in the United States of America and everyone is diverse in their own way. At Carisk, we celebrate everyone's uniqueness.

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 members, irrespective of genetic information, race, color, religion, age, sex, range of abilities, gender identity and expression, sexual orientation, marital status, national origin, or veteran's 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."

—Joseph Berardo, Jr., Chief Executive Officer

Acknowledgments

Welcome to Carisk Kaleidoscope's 2022 spring edition.

The Council wishes every Carisk Family member and their loved ones a sensational fun filled spring. Our 1st edition of the year started on a high note, as we welcome our newest Council member, Jen Andrews.



We have a great selection of interesting articles, which address our challenging past, as well as current successes and hope for the future. Bob chose the featured poem, Caged Bird by Maya Angelou. Chrissy's, Life Packaging may be interpreted as an extension of the first poem we used in the Kaleidoscope, (winter 2020) Just Like Me. Our outer appearances may differ from one another; however, we are interconnected by universal challenges and joys. We have commemorated International Holocaust Remembrance Day with a historical perspective accompanied by three very introspective links; including Elie Wiesel's memoir, "Night" presented by Bob. Black History Month was highlighted by spotlighting six innovators whose inventions have changed our world. In addition, we included two wellness links provided by David, which illuminate this year's theme, Black Health and Wellness. Diane's contribution, "US Mint Launches Quarters Honoring American Women," leads the conversation on Women's History Month. The Talk, continues a very interesting discussion on health disparities; we explore a study conducted by researchers from the University of Toronto, which concludes that women patients have better health outcomes when their surgery is performed by a female surgeon. Special Days of Celebration take us from St. Patrick's Day to Holi. Finally, Sports Corner, our newest section has been inaugurated by Allen's original article on Willie O'Ree, followed by the final account from Team USA, and additional links further demonstrating diversity in sports, recommended by Allen, Bob, Diane & Lori. We invite you to visit our Resource page for your additional reading pleasure.

Thank you CK planning committee (Bob, Diane, Lori & Sunita), as well as all Council members for your collaborations which include our serious conversations, light hearted banter, comments and participation in our Council meetings. Great job by all. See you in the summer!

Anabel

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Caged Bird

BY MAYA ANGELOU

A free bird leaps
on the back of the wind
and floats downstream
till the current ends
and dips his wing
in the orange sun rays
and dares to claim the sky.

But a bird that stalks
down his narrow cage
can seldom see through
his bars of rage
his wings are clipped and
his feet are tied
so he opens his throat to sing.

The caged bird sings
with a fearful trill
of things unknown
but longed for still
and his tune is heard
on the distant hill
for the caged bird
sings of freedom.

The free bird thinks of another breeze
and the trade winds soft through the sighing trees
and the fat worms waiting on a dawn bright lawn
and he names the sky his own.

But a caged bird stands on the grave of dreams
his shadow shouts on a nightmare scream
his wings are clipped and his feet are tied
so he opens his throat to sing.

The caged bird sings
with a fearful trill
of things unknown
but longed for still
and his tune is heard
on the distant hill
for the caged bird
sings of freedom.



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



Jen Andrews

Executive Assistant
Remote

"The beauty of the world lies in the diversity of its people." –Unknown



Sally Balioni

VP of Sales, CiC
Wall, NJ

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



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



Shannon Ehrola

Associate Creative Director, Product Marketing
Wall, NJ

"The beauty of the world lies in the diversity of its people." –Unknown



Lori Height

Executive Sales Assistant
Wall, NJ

Promoting a community of acceptance and belonging



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."

Life Packaging

Even though our packaging seems different, we're very much the same. We have all had the experience of encountering someone whose life seems so completely different from ours that we can almost imagine we have nothing in common. However, if we go deeper into observing, we will see that we all have the same things going on in our lives. It is as if our different lives are in essence the same gift, wrapped in an infinite variety of containers, wrapping paper, ribbons, and bows. Everybody experiences loss, grief, happiness, excitement, anger, and fear. Everyone can have money issues of one kind or another, and everyone struggles with difficult choices.

Our lives show up differently for each one of us because we each learn in different ways. One person may need to learn the value of money by having too little of it, while another may need to learn by having more than enough. We each learn about work and love, with experiences that are tailored to our particular perspective. Even as it appears that some people have it easy while others are in a continual state of struggle, the truth is that we are all learning, and it is very difficult to tell, when looking only at the exterior of a person, what's going on inside.

This is one of the many things that can be so valuable about cultivating relationships with people from all walks of life. As we get to know those who seem so different from us, we get to really see how much of life's challenges and joys are universal. We begin to look beyond the packaging of skin color, clothing preferences, and socioeconomic differences, hairstyles, and the cars we drive to the heart of the human experience. It is important to honor and value the differences in our packaging, but it is just as important to honor the gift of life inside each one of us, and the fact that, no matter how different the packaging, the gift inside is the same.

DailyOM - Inspirational thoughts for a happy, healthy and fulfilling day—dailyom.com 



Interconnectivity, winner of the Diversity Art contest, 2/11/13, Justin Latimer

Kellogg Community College, Battle Creek, Michigan



Welcome Alcove

Carisk Partners welcomes our seventeen new team members who have joined us from December through March. We wish them good luck for a great and long term working association; all the best in their new positions.

Brittni Grochocki, Jeanaah Jones, Kelly Davis, Shawana Moton and Sheila Brannon are all joining Carisk as Scheduling Agents in the expanding Florham Park Call Center. They all report to Crystal Cottrill, our Call Center Manager. Their backgrounds all include a variety of externally facing positions.

Brittni Grochocki—For the past nine years, Brittni worked in several patient-facing positions in medical offices.

Jeanaah Jones—For the past four years, Jeanaah has been a Home Care Aide and a Customer Service Representative.

Kelly Davis—Kelly is a certified Medical Assistant and Phlebotomist and most recently served as a Phlebotomist and a Supervisor in a local Lab.

Shawana Moton—Shawana has 20 years of experience in office management and customer-facing positions.

Sheila Brannon—Since 2009, Sheila has worked in Customer Service positions in the medical field. She began her career as a Unit Supply Specialist in the US Army. Thank you for your service.

Joanie Nicholas and Lynn Saari—Joanie and Lynn are joining Carisk as Care Coordinators, reporting to Soirene Delgado, the Manager of Care Coordination.

Joanie Nicholas—Joanie is a Registered Nurse with over 10 years of experience as a Case Manager, Workers' Compensation Case Manager and an Occupational Health Nurse.

Lynn Saari—Lynn is a Licensed Practical Nurse with over 30 years of experience in her field. She most recently was a File Review Nurse for over 10 years at One Call in Jacksonville, FL.

Cyndy Oden—Cyndy is joining us as a Claims Collector, reporting to Samantha Nicastro, the Claims Supervisor. Cyndy has over 25 years of experience in various administrative roles, most recently at Hackensack Meridian Health System.

Jennifer Citakian—Jennifer is joining us as a Claims Assistant, reporting to Rose Nelson, the Claims Supervisor in the Florham Park office. She most recently worked as an Office Administrator, Clinic Administrator and Case Manager at a large New Jersey Rehabilitation Center.

Jennifer Textor—Jennifer is our newest CiC Sales Executive, reporting to Sally Balioni, the Vice President of CiC Sales. She most recently was a Project Manager for CBRE.

Karen Catalano—Karen is our newest Provider Relations Coordinator, reporting to Liz Jennings, the Vice President of Provider Networks. Karen was most recently a Patient Service Representative for an upstate New York medical practice.

Kevin Glennon—Kevin is our newest Workers' Compensation Care Coordinator, reporting to Soirene Delgado, Carisk's Manager of Care Coordination. Kevin is a Registered Nurse with over thirty-five years of experience in clinical and claims management settings within the Workers' Compensation, Auto, Disability and General Liability sectors.

Kimberley Smith—Kimberly is our newest Call Center Representative, reporting to Crystal Cottrill, Carisk's Call Center Manager. Kimberley previously worked as a Care Manager and a Discharge Planner in Behavioral Health facilities.

Omari Smith—Omari is completing his Bachelor's Degree in Information Technology at Montclair State University and will be working part time as an IT Assistant, reporting to Allen Spokane, Carisk's Chief Technology Officer. At Carisk, he will be working closely with Allen and Brian DeNichilo, our Systems Administrator, to undertake a number of IT related tasks.

Rebekah Willis—Rebekah is joining Carisk as a Junior Business Analyst, reporting to Matt Sexton, the Manager of Business Analytics. She most recently was a Customer Resolution Specialist for Detroit Energy, worked in a Continuous Quality Improvement role at General Motors and was a Quality Analyst for a Physician Hospital Organization.

Tara Blanchard—Tara is joining Carisk as a Provider Relations Specialist reporting to Sam Costantino, the Manager of Provider Relations. She most recently worked as a Sales Representative at an organization that targets doctors and other high quality healthcare workers and highlights them in nationwide search engines.

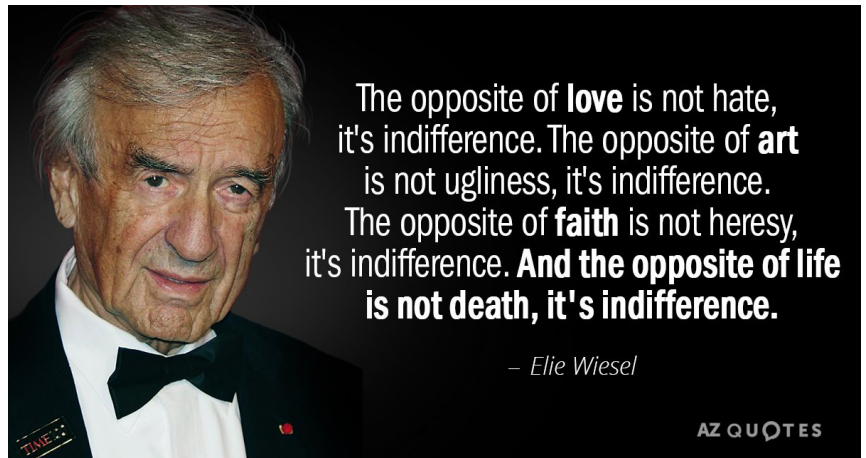
Teresa Bennett—Teresa is our newest Care Coordinator Assistant, reporting to Katie Meister, the Director of Care Coordination. She has over 26 years of experience as a Medical Assistant and like Lynn, most recently worked at One Call in Jacksonville.

Brittni, Cyndy, Kelly, Jeannah, Joanie, Jennifer Citakian, Jennifer Textor, Karen, Kevin, Kimberly, Lynn, Omari, Rebekah, Shawana, Sheila, Tara and Teresa, best of luck to all of you and welcome to the Carisk Family. 🤝

International Holocaust Remembrance Day 2022

Thursday, January 27


The **International Holocaust Remembrance Day**, or the **International Day in Memory of the Victims of the Holocaust**, is an international memorial day on 27 January that commemorates the victims of the [Holocaust](#), which resulted in the murder of one third of the Jewish people, along with countless members of other minorities between 1933 and 1945 by [Nazi Germany](#), an attempt to implement their “[final solution](#)” to the [Jewish question](#). 27 January was chosen to commemorate the date that [Auschwitz concentration camp was liberated](#) by the [Red Army](#) in 1945.



Former Political Activist, Nobel Laureate and Holocaust Survivor-September 30, 1928–July 2, 2016

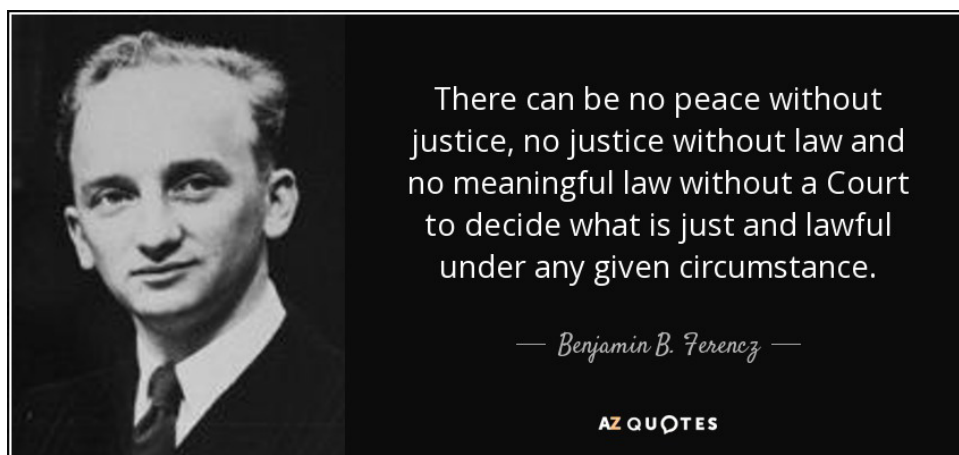
The day remembers the killing of six million Jews, two-thirds of Europe's Jewish population, and millions of others by the Nazi regime and its collaborators. It was designated by [United Nations General Assembly resolution](#) 60/7 on 1 November 2005. The resolution came after a special session was held earlier that year on 24 January to mark the 60th anniversary of the liberation of the [Nazi concentration camps](#) and the end of the Holocaust.

Many countries have instituted their own [Holocaust Memorial Days](#). Many, such as the UK's [Holocaust Memorial Day](#), also fall on 27 January, while others, such as Israel's [Yom HaShoah](#), are observed at other times of the year.

On this annual day of commemoration, the UN urges every member state to honor the six million Jewish victims of the Holocaust and millions of other victims of Nazism and to develop educational programs to help prevent future genocides. 

Please visit the following links.

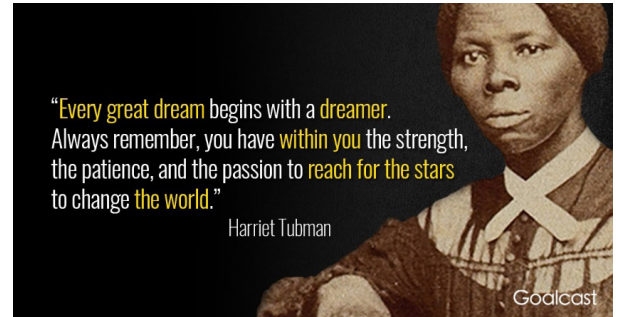
- <https://www.youtube.com/watch?v=9-Gewy40Ej4>, is a heartwarming video of a Holocaust survivor who thought his entire family died in World War II.
- [Seven Portraits](#), depicts the United Kingdom's last remaining Holocaust survivors.
- [Wiesel, Elie - Night FULL TEXT.pdf \(google.com\)](#), Elie Wiesel's memoir, "Night." Based on the Holocaust experience with his father in the Nazi concentration camps at Auschwitz and Buchenwald in 1944-1945.



Chief Prosecutor for the US Army at the Einsatzgruppen Trial, Born: March 11, 1920 (age 102)

Black History Month–February, 2022

In honor of Black History Month, we present 6 African American innovators whose inventions have changed our world. In addition, we have included 2 links at the end of this document, further illustrating this year's theme, Black Health and Wellness.



Abolitionist and Conductor of the Underground Railroad—c. March 1822—
March 10, 1913

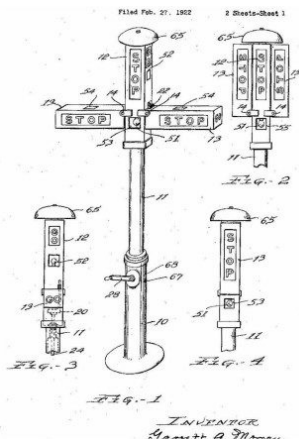


Charles Richard Drew, MD–Surgeon and Medical Researcher

June 3, 1904–April 1, 1950

Father of Blood Banking

In 1938, Dr. Drew received a Rockefeller Fellowship to study at Columbia University and train at the Presbyterian Hospital in New York City; where, he continued his exploration of blood-related matters. [Dr. Drew](#), developed a method for processing and preserving blood plasma, or blood without cells. Plasma lasts much longer than whole blood, making it possible to be stored or “banked” for longer periods of time. He discovered that the plasma could be dried and then reconstituted when needed. His research served as the basis of his doctorate thesis, “Banked Blood,” and he received his doctorate degree in 1940. Dr. Drew became the first African American to earn this degree from Columbia. He directed the blood plasma programs of the United States and Great Britain in World War II, but resigned his position from the American Red Cross after a ruling that the blood of African Americans would be segregated, as it lacked scientific proof. The policy remained in place until 1950. Drew met an untimely [death](#), after falling asleep while driving to a conference.



Garret Morgan-Inventor

March 4, 1877–July 27, 1963

The Three-Light Traffic Signal

With only an elementary school education, Black inventor (and son of an enslaved parent), Garrett Morgan came up with several significant inventions, including an improved sewing machine and the gas mask. However, one of Morgan's most influential inventions was the improved traffic light. Morgan's was one of the first three-light systems that were invented in the 1920s, resulting in widespread adoption of the traffic lights we take for granted today. Thanks to the successes of his other inventions, Morgan bought a car and, as a motorist, he witnessed a severe car accident at an

intersection in his city of Cleveland, Ohio. In response, he decided to expand on the current traffic light by adding a “yield” component, warning oncoming drivers of an impending stop. He took out the [patent for the creation in 1923](#), and it was granted to him the following year.



(Image/U.S. Navy)

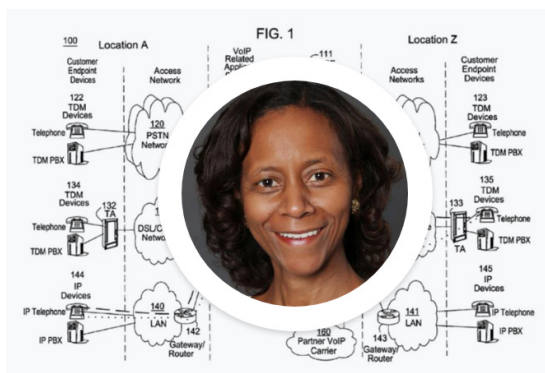
Gladys Mae West, Ph. D-Mathematician

Born: October 27, 1930

The hidden figure who helped create GPS

Gladys Mae West, Ph. D, is an American [mathematician](#) known for her contributions to the mathematical modeling of the [shape of the Earth](#), and her work on the development of the [satellite geodesy](#) models that were eventually incorporated into the [Global Positioning System](#) (GPS). She was raised on a farm in Virginia during segregation and didn't know that her work on a naval base would change lives worldwide. [Dr. West](#) was inducted into the [United States Air Force](#) Hall of Fame in 2018.

West was awarded the Webby Lifetime Achievement Award at 25th Annual [Webby Awards](#) for the development of the satellite geodesy models. Global Positioning System (GPS) was developed and originally used for military purposes, but these days the technology is used in ways that few could have predicted decades ago. While West is incredibly proud of the work she did in helping develop GPS, she doesn't use it herself—preferring to use paper maps.



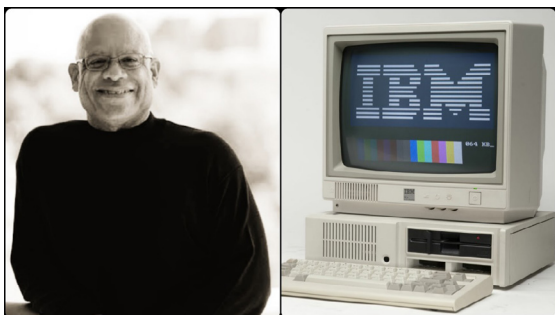
Marian Croak, Ph. D-Engineer

Born: May 15, 1955

VoIP (Voice over Internet Technology)

Marian Croak, Ph. D is credited for creating the technology called Voice over Internet Protocol, or VoIP. VoIP allows for the delivery of voice communications and multimedia sessions over the Internet Protocol (IP) networks, such as the internet. The mother of three, joined AT & T at Bells Labs in 1982. She advocated for switching from wired phone technology to internet protocol. She holds over 200 patents, including over one hundred in relation to voice over IP. She pioneered the use of phone network services to make it

easy for the public to donate to crisis appeals. [Croak](#), was inducted into the Women Hall of Fame in Technology in 2013. She was elected as a Vice Chair of ATIS, a tech organization. She was named as the winner of the 2014 Black Engineer of the Year Award and FierceWireless Most Influential Women in Wireless. In 2014, she left AT&T as Senior Vice President of Applications and Services Infrastructure to join Google, where she now serves as Vice President for Engineering.



Mark E. Dean-Computer Scientist

Born: March 2, 1957

Color Monitor

Computer scientist and innovator [Mark Dean](#), was on the team of 12 engineers that created IBM's first personal computer in the 1980s. He then developed a color monitor used in computers and screens that blazed the trail for the technology we know and use today. Dean also led the team that created the first gigahertz processor in 1999 that led to faster speeds for computers. Dean went on to be

leader in the company's research and development strategy. He was named the first ever [African-American IBM Fellow](#) in 1995. He was elected as a member into the [National Academy of Engineering](#) in 2001 for innovative and pioneering contributions to personal computer development.

Dean was chief technical officer for IBM Middle East and Africa, and in 1997 received the Black Engineer of the Year President's Award. After retiring from IBM in 2013, Dean joined the faculty of the College of Engineering at the University of Tennessee, Knoxville, and currently is emeritus professor. Dean holds more than 40 patents.

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Patricia Era Bath, MD-Ophthalmologist

November 4, 1942—May 30, 2019

Laser Cataract Surgery

Patricia Era Bath, MD was an [ophthalmologist](#), [inventor](#), [humanitarian](#), and academic. She invented an improved device for [laser cataract surgery](#). Her invention was called Laserphaco Probe, which she patented in 1986. She also became the first woman member of the [Jules Stein Eye Institute](#), first woman to lead a post-graduate training program in [ophthalmology](#), and first woman elected to the honorary staff of the [UCLA Medical Center](#). Bath was the first [African-American](#) person to serve as a resident in ophthalmology at [New York University](#). She

was also the first African-American woman to serve on staff as a surgeon at the UCLA Medical Center. Bath was the first African-American woman doctor to receive a [patent](#) for a medical purpose. A holder of five patents, she also founded the non-profit American Institute for the Prevention of Blindness in [Washington, D.C.](#) [Her invention helped restore sight to people](#) who had been blind for decades. [🔗](#)

Please visit the links below to learn and expand our perspective as well as explore these well-being practices from Black mindfulness teachers.

1. **Cultivate moments of quiet in a busy day.** Founder and executive director of Ever Forward Club Ashanti Branch describes his mindfulness practice: “It’s not about sitting in any special position, it’s not about wearing any special clothes, it’s not about having to go see a guru, it’s about carving out a moment of peace and quiet in the midst of all the chaos of my life. Sometimes with my eyes open on the bus, on the train, in traffic, and I just take a breath.” [Hear how he learned to meditate and try the practice](#) at the end of this 7-minute video.
2. **Tune in to your body’s intelligence.** [This guided practice to create a “body map”](#) of where you feel emotions arising in the body allows you to navigate the world more skillfully, says Michelle Maldonado (founder of Lucensia and coauthor of A Bridge to Better): “There’s wisdom in the body that we can benefit greatly from if we cultivate our awareness to notice it and access it.”



Former President of South Africa-July 18, 1918—December 5, 2013



Women's History Month–March, 2022

"I am woman, hear me roar"
–Helen Reddy, Australian-American Singer

US Mint Launches Quarters Honoring American Women

January 10, 2022 4:05 PM | [VOA News](#)

The [United States Mint](#) on Monday launched its American Women Quarters Program, a four-year initiative to honor the work and accomplishments of various American women by placing their images on new quarters being launched from 2022 to 2025.

To mark the program's start, the Mint released quarters bearing the likeness of writer, performer and activist Maya Angelou. Best known for her 1969 memoir, *I Know Why the Caged Bird Sings*, Angelou is depicted on the coin with her arms outstretched in front of a rising sun and a bird in flight.

"Each time we redesign our currency, we have the chance to say something about our country — what we value, and how we've progressed as a society. I'm very proud that these coins celebrate the contributions of some of America's most remarkable women, including Maya Angelou," said Treasury Secretary Janet Yellen.

"Maya Angelou ... used words to inspire and uplift," Mint Deputy Director Ventris Gibson said.



The Maya Angelou Quarter is the first coin in the American Women Quarters™ Program. Maya Angelou was a celebrated writer, performer, and social activist.

U.S. Mint Artistic Infusion Program artist Emily Damstra created the design, while the Mint's Medallist artist Craig A. Campbell sculpted it. According to the press release, the artists were inspired by Angelou's poetry and the way she led her life.

The quarter bearing Angelou's likeness is one of five new coins being released this year, each featuring the image of a prominent woman who has contributed to a variety of professions and institutions.

Additional honorees include Sally Ride. The physicist and educator made history on June 18, 1983, when she entered space on the shuttle Challenger, following NASA's policy change to allow women in space in the late 1970s.

When the Challenger exploded in 1986, she was one of the top investigators examining the incident.

The Mint originally announced Angelou and Ride as the program's first honorees in April 2021. They later revealed three additional honorees last June: Wilma Mankiller, Adelina Otero-Warren and Anna May Wong.

Mankiller was the first woman elected as principal chief of the Cherokee Nation. She had dedicated her life to fighting for the rights of Indigenous people in the U.S. Her quarter depicts her dressed in traditional clothing alongside the Cherokee Nation seven-pointed star.

Otero-Warren was the first woman superintendent of Santa Fe public schools and a top leader of New Mexico's suffrage movement, leading efforts to ratify the 19th Amendment in the state. The amendment gives American



The Dr. Sally Ride Quarter is the second coin in the American Women Quarters™ Program. Dr. Sally Ride was a physicist, astronaut, educator, and the first American woman to soar into space. (Credit: The United States Mint)

women the right to vote. Otero-Warren's coin shows her image with the slogan, "Voto para la mujer," meaning "Vote for Women."

The first Chinese film star in Hollywood, Wong appeared in more than 60 movies. She was cast in her first leading role in 1922 in the film, *The Toll of the Sea*. Despite her talent and fame, Wong faced significant discrimination in the U.S., which led her to leave the U.S. after working in the industry for many years.

Wong was also known for her activism, as she raised money and advocated for Chinese refugees during World War II. She also became the first Asian American cast as the lead in a television show with her role in the 1951 program, *The Gallery of Madame Liu-Tsong*.

For each year of the program, five new quarters will be created. By 2025, 20 women will grace the faces of U.S. quarters.


The Mint's Gibson said it was her honor to present the "nation's first circulating coins dedicated to celebrating American women and their contributions to American history," according to the press release.

"Each 2022 quarter is designed to reflect the breadth and depth of accomplishments being celebrated throughout this historic coin program," Gibson said.

The quarters, manufactured at the Mint facilities in Philadelphia and Denver, will now be shipped across the country, according to the press release.

The American Women Quarters program is authorized by the Circulating Coin Redesign Act of 2020, which was initiated by California Democratic Representative Barbara Lee.

According to reporting by nonprofit newsroom [The 19th](#), Lee had been working on this legislation since 2017 and was motivated to honor women through a medium that has traditionally recognized men.

"I wanted to make sure that women would be honored, and their images and names be lifted up on our coins. I mean, it's outrageous that we haven't," Lee said. "Hopefully the public really delves into who these women were, because these women have made such a contribution to our country in so many ways." 



Adelina Otero-Warren, Suffragist, Educator, Politician

October 23, 1881-January 3, 1965



Anna May Wong, Actress

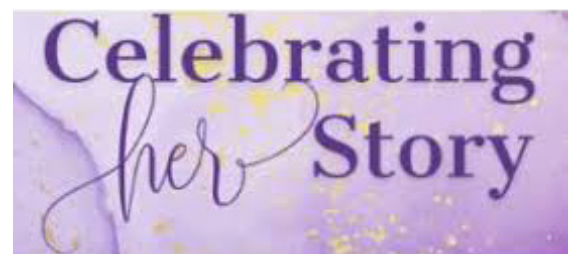
January 3, 1905-February 3, 1961



Wilma Mankiller, Principal Chief of the Cherokee Nation

November 18, 1945-April 6, 2010

*"We must reject not only the stereotypes that others hold of us, but also the stereotypes that we hold of ourselves," –**Shirley Chisholm**, Former New York State Representative and first African American woman elected to the United States Congress*



The Talk

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

The new study found that women had much better outcomes with female surgeons

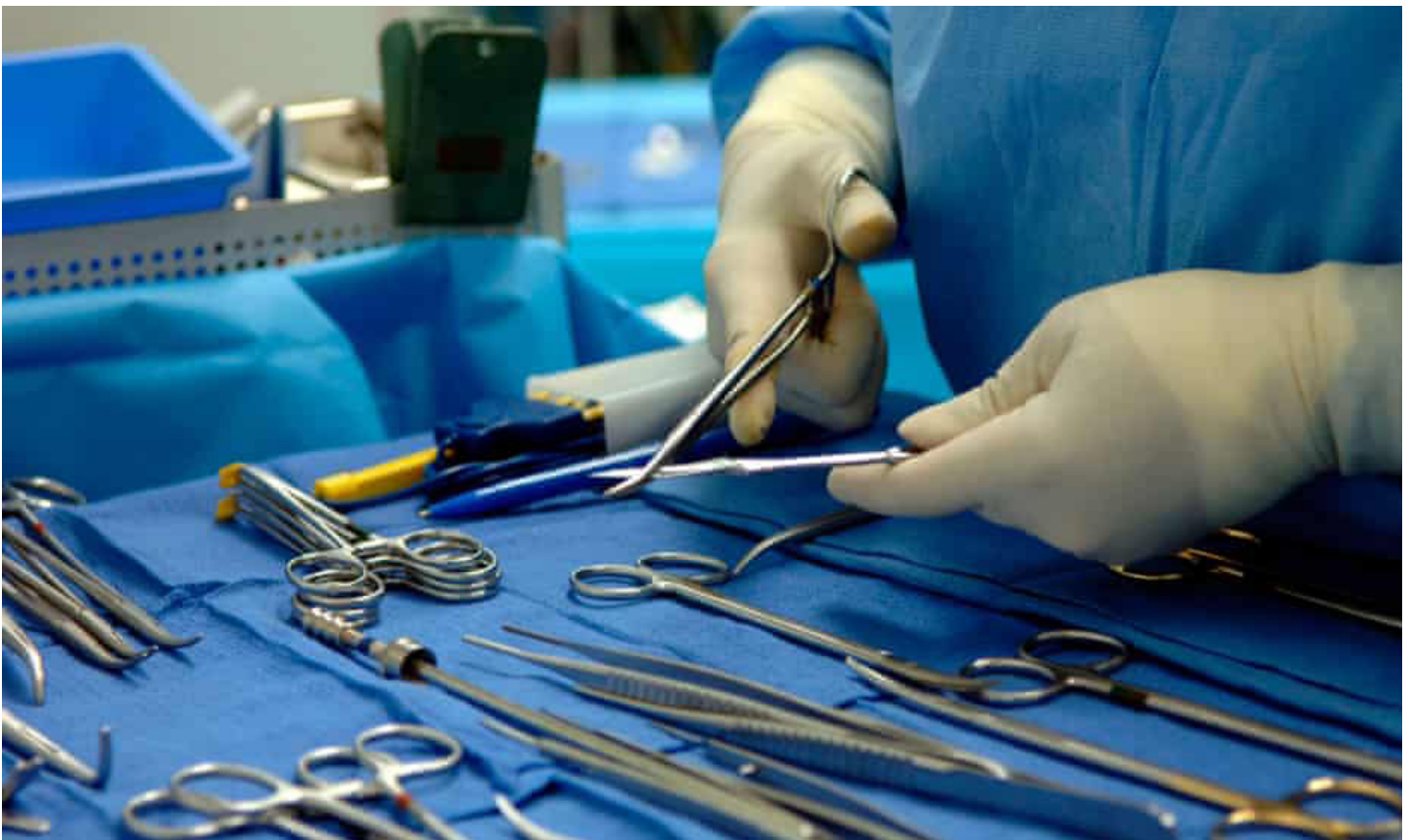
Anne Branigin | January 11, 2022

When you choose a surgeon, a number of factors might cross your mind: Can I afford their services? How quickly can I see them? Did someone I trust refer me to them? What is their reputation? Medical researchers looking at health disparities have become increasingly interested in another question — one that could have major implications for the quality of your care: Does your doctor's gender matter? and if so, how much?

A study published in the [medical journal JAMA Surgery](#) found that both male and female patients experienced better health outcomes with women surgeons. However, the difference between having a male or female surgeon was more pronounced for women patients, who experienced notably lower incidences of complications, readmissions and death after being operated on by a woman.

Researchers say the recent study does not just highlight the real-world medical consequences of [a lack of practicing women surgeons](#). As of 2019, women made up just 22 percent of all general surgeons, according to the Association of American Colleges, they were even less represented among specialized surgery, like orthopedic and neurological surgery. The gender differences they found suggest differences in practice that are worth exploring to improve health outcomes for all patients, researchers said.

Researchers chose to focus on outcomes of care post-surgery: complications within a month of the operation, readmission and death — the sort of data that would be “meaningful to patients,” said lead author, Dr. Christopher Wallis, urological oncologist and assistant professor at the University of Toronto. What they found was that both men and women experienced less adverse outcomes with women surgeons than they did with surgeons who were men; but the difference for male patients was slight compared to women, who were 15 percent more likely to experience adverse effects with male surgeons than they were with women.



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Overall, the data showed women whose operations were performed by a male surgeon had a 32 percent higher risk of death post-surgery than those who were operated on by a woman.

Female patients also experienced longer hospital stays, had a 16 percent greater risk of complications and an 11 percent higher risk of readmission when operated on by a male surgeon, the study found. The findings “should definitely prompt us to be thoughtful and consider how we can do more research and evolve our practices in order to limit the gap,” Wallis said.

Both Wallis and Dr. Angela Jerath, clinical epidemiologist and associate professor at the University of Toronto who co-authored the study said they agree that the differences in outcomes are not “technical” — surgeons of all genders receive the same training and expertise. Rather, they suspect that how women surgeons practice could possibly produce better outcomes. Jerath speculated that women surgeons might counsel their patients differently, consult with other specialists more frequently and communicate with patients more post-operation. These are the kinds of processes that can define a physician’s practice, but are not formally taught in med schools. Wallis said it is possible that women surgeons may be more attentive to complication symptoms — particularly among their female patients — than their male peers; but he also pointed to the relatively low percentage of women surgeons, especially in specialized roles.

Over the years, researchers have speculated on the existence of a “[surgical personality](#)”: traits considered more endemic to surgeons than other physicians, such as extroversion or neuroticism. However, this [perception has also been gendered](#), researchers note: [One 2006 survey](#) found that 22 percent of women considering careers in surgery said they were deterred by what they saw as “an old boys’ club.” Women who become surgeons also experience discrimination, sexual harassment and false assumptions about their abilities, [according to the AAMC](#). Wallis said the recent report, combined with other literature, emphasizes the importance of making surgery a more welcoming field for women.

“Diversifying the health-care workforce and the surgical workforce is undoubtedly going to lead to better outcomes,” he said. “Not just because, potentially, this diverse workforce better identifies with our patients in the community, but also because there’s a diversity of ideas. Jerath noted that their research cannot be used to make decisions about specific doctors: “Population-level data is not going to reflect an individual surgeon’s practice.”

“What the data does show,” Jerath said, “is that there’s some kind of signal here, that we’re picking up in a huge data set, that can’t really be ignored.” The larger goal is to conduct more research to illuminate these differences, which could then lead to educational interventions that improve outcomes for all patients, Wallis added. Personally, he said, the data has led him to be more introspective. “I really spent some time thinking about how it is I may interact different with male and female patients,” he said. “Maybe I’m not interacting differently, and that’s the problem.”

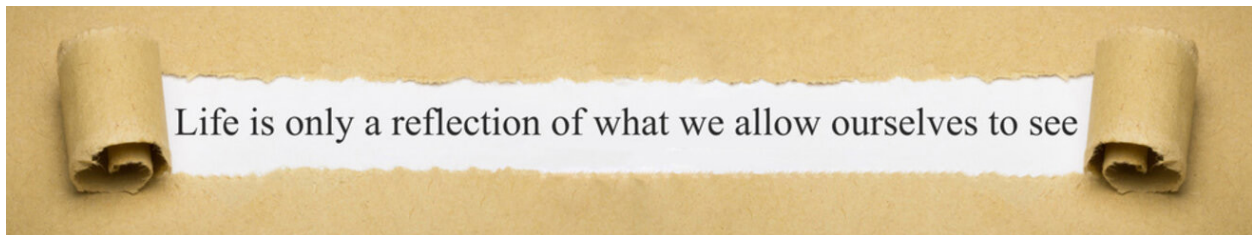
Please visit the link below for the entire article:

- [Women and Surgical Outcomes](#)



Indian Singer-Born: May 11, 1992

Days of Reflection



January 11—Human Trafficking Awareness Day—Human Trafficking Awareness Day is dedicated to raising awareness of sexual slavery and human trafficking worldwide. Today, there are between 21-30 million people enslaved in the world, more than at any time in human history. Every day, modern slavery can be recognized: children become soldiers, young women are forced into prostitution and migrant workers exploited in the workforce. Human Trafficking Awareness Day seeks to end this slavery, return rights to individuals and make the world a safer place for all inhabitants.

January 17—Martin Luther King Day—Martin Luther King Day celebrates life and accomplishments of Dr. Martin Luther King, Jr. MLK promoted Civil Rights through nonviolent civil disobedience. He is perhaps best known for his [I have a dream...](#) speech in 1963. He was assassinated in 1968. Martin Luther King, Jr. day became a federally recognized holiday in 1983. The first year this holiday was observed was 1986, and not by all states. In 2000, it became a nationally observed holiday in all states. Martin Luther King Jr. Day is observed annually on the third Monday of January.

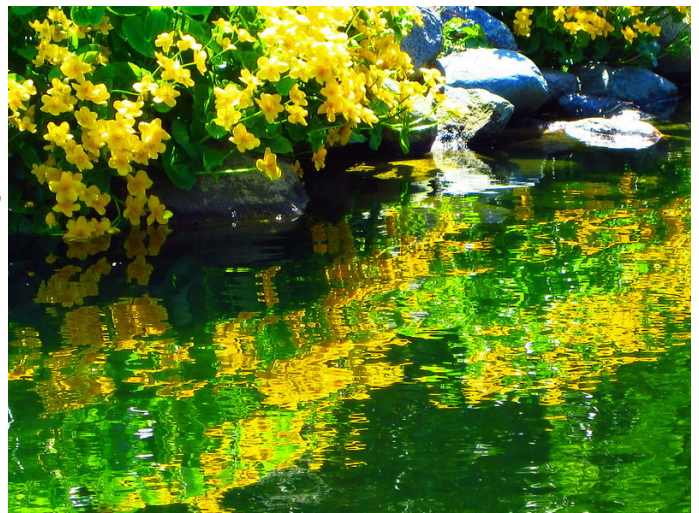
January 27—Commemoration of Victims of the Holocaust—Holocaust Memorial Day is a day commemorating the millions of Jews and minority groups who were murdered by the Nazis during the Holocaust in the 1930s and 40s. The Holocaust, a systematic and state-planned program to kill millions of Jews and other minority groups in Europe, was one of the most horrific genocides in history with an estimated 11 million lives lost. The purpose of the day is to encourage discussion of this difficult subject in order to make sure that it never happens again.

February 3—National Women Physicians Day—is in remembrance of the 201st birthday of a woman who was famously allowed to attend medical school as a joke. She proved everyone wrong about her “intellectual inferiority” and became the first woman in America to earn her medical degree. She was [Elizabeth Blackwell](#).

February 4—National Wear Red Day—raises awareness about the dangers and prevention of heart disease. On this day, people are encouraged to wear red clothing to show their support for those who suffer from heart disease. Heart disease is the leading cause of death in America, so on National Wear Red Day, and during the month of February, the American Heart Association and other health organizations focus on spreading information about the prevention, treatment, and causes of the disease, to hopefully eradicate it in the future.

March 1—Zero Discrimination Day—Zero Discrimination Day aims to celebrate individuality, inclusion and human rights while promoting tolerance, compassion and peace. Discrimination refers to the selective practice of unfairly treating a person or a group of people differently than others due to factors such as religion, gender, race, sexuality, age, or disability.

March 31—International Transgender Day of Visibility History—This day seeks to raise awareness about the work that is still needed to save trans lives. This day aims to recognize the accomplishments and achievements of transgender and non-conforming people. The Trans Student Educational Resources website emphasizes that this day is one for empowerment and acknowledgement. 🌈



Special Days

Highlighting Diversity Within the Carisk Family



St. Patrick's Day—Thursday, March 17, 2022

St. Patrick's Day is a celebration of Irish pride and heritage. [Saint Patrick](#) was a British-born priest and former slave. He is known for converting the Irish to Christianity. He died on March 17, 461 C.E. and was mostly forgotten. As time passed, stories started to spread around St. Patrick and centuries later, he was honored with the title of Patron Saint of Ireland.



Holi—Friday, March 18, 2022

Holi is the ancient Hindu Festival of Love and also known as the Festival of Colors. The origins of Holi lie in ancient Hindu traditions where Holi was celebrated to mark the arrival of spring. [Holi](#) also celebrates the triumph of good over evil, knowledge over ignorance, and love over hate.



Ramadan—Friday, April 1–Sunday, May 1, 2022

Ramadan is the holiest month in the Islamic calendar. During the month of [Ramadan](#), Muslims abstain from eating and drinking from sunrise to sunset. It is said God decreed this entire month holy for Muslims so that they can increase their remembrance of life after death. Muslims also abstain from all bad deeds and habits, like smoking, swearing, backbiting, and disrespectfulness. Muslims reflect upon themselves, their religion, and the characteristics of God.



Pesach (Passover)—Friday, April 15–Saturday, April 23, 2022

Passover is a seven-day Jewish festival which celebrates the Israelites fleeing from Egypt about 3,300 years ago. [Passover](#) is called such because the Israelites marked their door frames with a sign. It is believed that because of this sign, God passed over their houses during the plague of the firstborn.



Easter—Sunday, April 17, 2022

Easter commemorates Jesus' resurrection three days after his crucifixion and death. Following his death, he was removed from the cross and buried in a tomb. On Sunday, Jesus' tomb was found empty. Angels informed onlookers that Jesus had risen. Throughout the next 40 days, Jesus appeared to his apostles and disciples before finally ascending to heaven. Easter is the highest and holiest of [holidays](#) in the Christian faith.

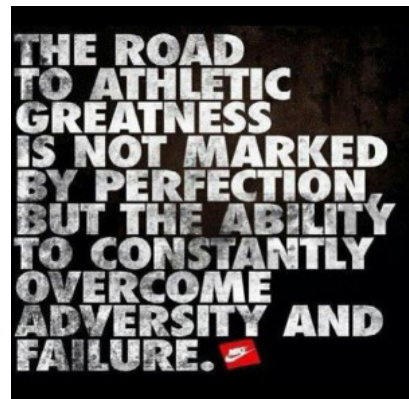
Sports Corner

Inaugurating our new section is an original article by Allen Spokane followed by the latest in diversity by TEAM USA.

Willie O'Ree Receives Congressional Gold Medal

Besides being a “computer guy” as my kids had labeled me from as early on as they could speak, I do have some hobbies that do not involve a computer or a screen that I like to occupy my down time with. Anyone that has spoken to me outside of work probably knows that I am an avid classic car fan, I enjoy running for exercise (although you wouldn't know from looking at me lately!) and I am also a big hockey fan! I have had season tickets to the New Jersey Devils for several years now and unfortunately have seen way more losses than wins but our luck will change at some point!

So where does diversity and hockey intersect? Great question with a better answer. In 1958, Willie O'Ree broke the color barrier in professional hockey becoming the first black player in the National Hockey League (NHL). The irony of it is that Willie didn't even know that he was making history! Willie was legally blind in one eye which made playing hockey very difficult as so much of the game relies on peripheral vision. Not only did Willie play in the NHL, he scored 4 goals and had 10 assists for the Boston Bruins that season! Willie didn't find out until the next morning when he read it in the paper that he was the first black player to play in the NHL! His motto was always “forget about what you can't see and focus on what you can see.”



On Wednesday January 19, 2022, the House voted to award a Congressional Gold Medal to Willie to honor him for his commitment to Diversity and Inclusion. The Act was passed 426-0 and was later signed by President Joe Biden and became public law on January 31, 2022 ([click link here](#)).

Currently Willie serves as the NHL's Director of Youth Development and the league's Diversity Ambassador for the Hockey is for Everyone Initiative. Congratulations Willie, you are an inspiration to us all!

Team USA Showcasing Diversity Like Never Before

Nicholas Mendola | (Updated: Feb. 16, 2022 11:59 am ET)

Americans of a certain age were treated to “The Great American Melting Pot,” Schoolhouse Rock's ode to diversity. At the same time, select groups around the United States saw the commitment to equality and understanding of diversity inside its shores often treated as Ron Burgundy's “Old Wooden Ship” -- just off-base and wrong.

The voyage toward equality for all people is far from complete, but Team USA's roster for the 2022 Winter Olympics is a lot more representative of the people that call this nation home.

Let's start with Team USA's women. American women collected 17 medals (13 in women's events, four in mixed gender events) and, [as On Her Turf points out](#), women are in the minority on the 2022 U.S. Olympic team, whose 224-person roster includes 108 women, 115 men, and one non-binary athlete.

As the lone American publicly out non-binary athlete, [Timothy LeDuc](#) is making history as the first of their kind to both [appear on a Winter Olympics roster](#) and compete in the Games themselves.

NBC Olympics broadcaster Mike Tirico put the winter triumphs in perspective with stirring comments this week.



“Over almost 100 years of Olympic Winter Games history, only two Black Americans had ever won a medal in an individual event,” Tirico said. “That is, before yesterday, when in less than 24 hours, two more women added their names to the list, [Erin Jackson](#) winning gold at the speedskating oval and then bobsledder [Elana Meyers Taylor](#), a three-time medalist in the two-woman event, taking silver in the monobob.”

“In a moment when diversity has become an even bigger topic in the living room and in the boardroom, in the midst of Black History Month the timing is all the more notable. Inclusion in winter sports has long lacked ... transformation doesn’t typically happen overnight, but the sight of Meyers Taylor and Erin Jackson on the medal stand no doubt offers a power message of representation to young athletes that these sports could be their terrain as well.”

MANY BIG, DIVERSE ACHIEVEMENTS FOR TEAM USA

As Jackson and Meyers Taylor’s medals shine prominently, it’s worth noting that these Olympics are delivering numerous showcases of the diversity on this planet.

We’ve already mentioned LeDuc. Now consider that Team USA includes:

[Kelly Curtis](#), the [first Black U.S. Olympian in the sport of skeleton](#)

[Andrew Blaser](#), the first publicly out gay man to compete in skeleton at the Olympics

[Abby Roque](#), the first Indigenous player on the U.S. women’s hockey team

[Nathan Chen](#), first singles skater of Chinese ethnicity to win a gold medal

Also, three of the four women on the U.S. bobsled team are Black and four of the six singles skaters on the Olympic team are Chinese-American.

UNDERSTANDING CONTINUES ITS WINNING WAYS

Of course, there’s still plenty of ignorance and racism throughout the world, just as more and more diversity is showcased on United States and international Olympic rosters.

But while there is work to be done in recognizing progress, another Tirico quote rings especially true. Referencing Jackson’s gold medal saw Tirico inspired not just to raise up her new standard as a Black athlete in U.S. speed skating, but as a role model for athletes, period.

“A dream come true for her, and maybe the seed for dreams for future Olympians no matter what color,” Tirico said. “What a moment.” 🏒

Please follow the links below to enjoy additional stories on diversity in sports:

- [Émilie Castonguay becomes 1st female assistant GM in Canucks history | CBC Sports](#)
- [Erin Jackson-First Black Woman to Win Speedskating Medal](#)
- [Kings athletic trainer Aisha Visram proud to make NHL history - Los Angeles Times \(latimes.com\)](#)
- [Rachel Balkovec-Yankees First Female Manager in Minors](#)

“The quality of a person’s life is in direct proportion to their commitment to excellence, regardless of their chosen field of endeavor”. –Vince Lombardi-Former Football Coach



Carisk Café

The Easter bunny (EB) had taken great care to ensure that everything was perfect for the Spring Jamboree. Beautifully decorated eggs were strategically hidden throughout the meadow. Invitations had been sent. Tables were decorated in festive Easter colors and the international menu had been planned.

All of a sudden EB, Daffy and Daisy heard a loud collective gasp, from Huey, Dewey and Louie. They rushed over and were aghast. Daffy and Daisy couldn't believe their eyes and fainted. EB rushed over and was in such shock that his pink fur turned grey and yelled- "THEY'RE GONE." Energizer Bunny, his next door neighbor heard the commotion and went into action. He drummed all about the meadow yelling "All Hands on Deck, the recipes are gone. How can this be?"

There was chaos in the meadow! Tweety saw the fracas and became frantic, flapping about- thinking and searching in every nook and cranny for the recipes. Suddenly he stopped in mid-flight and yelled "I TAWT I TAW A PUDDY TAT, hiding in the shadows close to the International vault." "Once a bad ol' puddy tat. Always a bad ol' puddy tat." And suddenly everyone knew!!!!

In unison the entire meadow echoed, "Sylvester James Pussycat Sr."

Bugs went straight to Sylvester and said- "What's up Doc, my friend here has something to tell you." In his deepest voice, Foghorn Leghorn said, "pay attention to me Sylvester James, I said pay attention. I'm not just talking to hear my head roar." "Where I say, where did you hide our treasure and be quick about it- time is money." Tweety added- "get em Foggy, get em, that ol' puddy tat, he's just a crying shame."

Sylvester James was surrounded and confessed to his misdeeds. He went straight to Cottontail's ranch followed by all of the meadow residents. Mary's little lambs were beside themselves and nipped at Sylvester's heels until they reached the ranch. There for all to see-he pulled out the hijacked recipes that he had buried deep in the carrot patch. Foghorn added "We don't have time now, do you hear me, we don't have time right now to deal with you. We have festivities to bring to fruition".

There was a collective sigh of relief. The [Spring Jamboree](#), would go as planned for the patrons of the Carisk Café. 🌸



Resources



“Reading is the sole means by which we slip, involuntarily, often helplessly, into another’s skin, another’s voice, another’s soul.” –Joyce Carol Oates, American Writer

Black History Month

https://en.wikipedia.org/wiki/Charles_R._Drew

https://en.wikipedia.org/wiki/Gladys_West

https://en.wikipedia.org/wiki/Harriet_Tubman

[https://en.wikipedia.org/wiki/Mark_Dean_\(computer_scientist\)](https://en.wikipedia.org/wiki/Mark_Dean_(computer_scientist))

<https://lemelson.mit.edu/resources/marian-croak>

https://en.wikipedia.org/wiki/Nelson_Mandela

https://en.wikipedia.org/wiki/Patricia_Bath

<https://www.womenshistory.org/education-resources/biographies/shirley-chisholm>

Holocaust Remembrance Day

https://en.wikipedia.org/wiki/International_Holocaust_Remembrance_Day

https://en.wikipedia.org/wiki/Ben_Ferencz

https://en.wikipedia.org/wiki/Elie_Wiesel

Life Packaging

<https://www.dailyom.com/cgi-bin/display/prINTERfriendly.cgi?articleid=81009>

Sports Corner

<https://www.nbcolympics.com/news/team-usa-showcasing-diversity-never>

<https://www.packers.com/news/the-1960s-packers-a-product-of-vince-lombardi-s-prejudice-free-culture>

<http://www.vincelombardi.com/>

https://en.wikipedia.org/wiki/Willie_O%27Ree

The Talk

<https://www.thelily.com/women-are-32-more-likely-to-die-post-op-if-their-surgeon-is-a-man-study-finds/>

https://en.wikipedia.org/wiki/Ammy_Virk

Women's History Month

<https://www.womenshistory.org/education-resources/biographies/adelina-otero-warren>

<https://www.womenshistory.org/education-resources/biographies/anna-may-wong>

<https://www.biography.com/writer/maya-angelou>

<https://www.space.com/16756-sally-ride-biography.html>

<https://www.womenshistory.org/education-resources/biographies/shirley-chisholm>

<https://www.womenshistory.org/education-resources/biographies/wilma-mankiller>

<https://www.voanews.com/a/us-mint-launches-quarters-honoring-american-women/6390904.html>

