



Carisk Kaleidoscope

June 30, 2022 | V02 . Q03

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., Chairman and CEO

Acknowledgments

Welcome to the 2022 summer edition of the Carisk Kaleidoscope. The Council wishes every Carisk Family member and their loved ones a spectacular fun filled summer. Our 2nd edition of the year started on a high note, as we welcome our newest Council member, Michele St. Prux.

We have a great selection of thought-provoking articles, which address our challenging past, and oftentimes somber realities. However, we look forward to the future with renewed zest and hope. One of our passionate discussions led to the topic on "The Talk", an eye opening article debunking the myths between mental health illness and violence; sponsored by John Hopkins Center for Gun Violence Solutions. We encourage you to visit our Resource page for additional and insightful reading materials on mental health and PTSD, submitted by David; he also provided us with the 1st link within the Juneteenth narrative. Brian prompted us towards Autism Awareness Month and we provided an eye opening 8-minute video focusing on the multicultural aspects of the neurological and developmental disorder under Noteworthy Days. Sports Corner brings us a diverse and multicultural array of sports heroes, which include submissions by Bob and Diane. BTW, Diane also shared the DIVERSITY poster. Special thanks to Allen and Bob for ensuring that all of our interns obtain a copy of the spring edition of the CK, commemorating the release of the Maya Angelou quarter.

It has been a pleasure having the CiC interns (Callie, Gracie, James, Joseph, Kat, Ryan and Tim) join the Diversity Council meetings. Thank you Sally for making them available.

Thank you CK planning committee (Bob, Diane, Lori & Sunita), as well as all Council members for all of 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 fall!



Anabel

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DIVERSITY

If the world was the same
And no one was unique
Would every child play the same game?
Always hide-and-seek?

Could you even tell the difference
Between a friend and an enemy?
Would everyone have the same color skin?
Would there be no multiplicity?

Would everyone, no matter what age
Always get along?
Would singers write their own music
Or does everyone sing the same song?

The world is not the same
And never will it be
Every person is unique
It's called diversity

LOWLY DREAMER



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

Director, Brand Creative
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

Vice President of Administration
Remote

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



Robert Post

Senior Vice President of Strategic Initiatives,
Human Resources and Training
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



Michele St. Preux

Provider Relations Coordinator
Florham Park, NJ

"Our diversity is our strength. What a dull and pointless life it would be if everyone was the same." –Angelina Jolie



David Vittoria

Chief Behavioral Health Officer
Miami, FL

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



Welcome Alcove

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

Carmen Marchesin—Carmen is joining Carisk as an Office Assistant reporting to Rose Nelson. Before being hired, she worked at Carisk as a temporary employee. Prior to working with Carisk, she worked as a Service Consultant at ADP and a Team Assistant at the Guardian.

Cecilia Vargas—Cecilia is our newest File Coordinator, reporting to Dalila Garay. She also worked at Carisk for several months as a temporary employee. Previously she worked as a Recruiting Coordinator and a Customer Service Specialist.

Dalina Alvarez—Dalina is joining us as a Claims Examiner, reporting to Dalila Garay. Dalina previously worked in the enrollment area of a large medical group, verifying services, checking eligibility, verifying insurance and undertaking special projects.

Jessica Alters—Jessica is the new Director of Account Management, reporting to Tyisha Torres. Most recently, Jessica was the Director of National Network Development at a large Managed Care Organization that provided cost containment services for workers' compensation programs, auto insurers and group health clients.

Sabina Mauro, PsyD—Dr. Mauro is joining Carisk as a part-time clinical psychologist, reporting to David Vittoria. She operates her own private practice in Yardley, PA., working almost exclusively with PTSD survivors. Dr. Mauro has been trained and certified in various evidence-based treatments to address PTSD in adults, including Prolonged Exposure therapy, as well as Trauma-Focused Cognitive Behavioral Therapy.

Yoandri Garcia—Yoandri is Carisk's newest Software Developer, reporting to Humberto Moya. For the past 10 years, Yoandri has held various positions in software development.

Carmen, Cecilia, Dalina, Dr. Mauro, Jessica and Yoandri best of luck to all of you and welcome to the Carisk Family. 🤝

The Talk

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



Mental Illness and Gun Violence

“The way we talk about gun violence and the laws that we support should be based on facts; not falsehoods. To be effective we must focus on dangerous behavior not genetics and not diagnoses. It is a common misconception that individuals living with mental illness are responsible for gun violence.”

John Hopkins Center for Gun Violence Solutions

BACKGROUND

Many Americans live with mental illness. Indeed, around one in five Americans (43.4 million) have a diagnosed mental illness in a given year and one in 25 Americans (9.8 million) have a serious mental illness, such as schizophrenia or bipolar disorder.

It is critical to understand that mental illness is not the cause of gun violence. The United States has similar rates of mental illness to other countries but much higher rates of gun violence. The firearm homicide rate in the U.S. is nearly 25 times higher than other high-income countries and the firearm suicide rate is nearly 10 times that of other high-income countries. Overall rates of gun deaths are 11.4 times higher in the U.S. as compared to other high-income countries.

Violence has many contributing risk factors and mental illness alone is very rarely the cause. Only 4% of interpersonal violence in the United States is solely attributable to mental illness. Indeed, people with mental illness are more likely to be victims of interpersonal violence than perpetrators of violence. Similarly, there is no one single cause of suicide. While mental illness, specifically depression, is a risk factor for suicide, not everyone who experiences suicidality or dies by suicide has a mental illness. It is estimated that more than half of all suicide decedents did not have a known mental health diagnosis at the time of their death. People who die by firearm suicide are even less likely to have a diagnosis. Research also has found that mental illness is only weakly correlated with suicidal thoughts and behavior.

Gun violence prevention policies that focus solely on a mental health diagnosis will not stop gun violence. Instead, these policies fuel prejudice and fear around people living with a mental illness and could lead to people avoiding mental health services.

INTERPERSONAL VIOLENCE AND MENTAL ILLNESS

After mass shootings and other widely publicized shootings, people often blame mental illness as the cause of gun violence. It is common to read reports that describe the shooter as “psychotic” or “mentally disturbed.” These shootings capture the public’s attention and reinforce the harmful myth that mental illness causes violent behavior.

We know that is not the case.

Research consistently shows that the majority of people living with mental illness, including those with serious mental illness, are not violent towards others. In fact, people with mental illness are more likely to be victims of interpersonal violence than perpetrators.

There are certain times, in certain settings, when small sub-groups of people with serious mental illness are at elevated risk of violence, such as the period surrounding a psychiatric hospitalization or first episode of psychosis. Still, only a very small proportion of interpersonal violence in the United States – about 4% – is attributable to mental illness alone. This means that if we were to somehow “cure” mental illness nationwide, we would still be left with 96% of interpersonal violence.

Unfortunately, we continue to see policy proposals for firearm restrictions based on mental illness diagnoses. Policies that restrict access to guns based solely on diagnosis are not only stigmatizing, but will not significantly reduce overall rates of gun violence in the United States.

Instead of focusing on mental illness, policies and programs to reduce gun violence should focus on evidence-based, behavioral risk factors for future violence, such as past violent behavior, domestic violence, risky substance use, and risky alcohol use. Other risk factors for violence related to life experiences, personality, and identity that can be helpful markers for support and prevention programs include exposure to violence, being male, being young, and impulsive anger.

FOCUSING ON MENTAL ILLNESS IS PROBLEMATIC FOR GUN VIOLENCE PREVENTION

Gun violence prevention policies that focus solely on a mental illness diagnosis will not stop gun violence and, instead, could fuel prejudice and fear around people living with a mental illness and may lead to people avoiding mental health services. We must dispel the myth that living with a mental illness makes you dangerous and likely to perpetrate violence towards others.

HATE IS NOT A MENTAL ILLNESS

Evidence shows that narratives surrounding shootings are different based on the race of the shooter. An analysis of 219 mass shootings and subsequent news coverage found that the shooters’ race strongly predicted whether the media discussed the shooters’ mental health. When a mass shooting was carried out by a White or Latino person, the media often attributed it to mental illness. White shooters, in particular, were framed as good people suffering from extreme life circumstances and were 19 times more likely to be framed as suffering from mental illness compared to Black shooters. Black and Latino perpetrators were more often portrayed as ongoing threats to public safety, while White perpetrators were viewed more sympathetically, putting the blame on mental illness and not on the individuals themselves.

We know that hate is not a mental illness. We know that changing the narrative after a mass shooting based on the skin color of the perpetrator is both dangerous and factually incorrect. And yet, time and time again, the media is quick to call something “terrorism” if the perpetrator was Black, and quick to blame mental illness when the perpetrator was White.


STOP THE STIGMA

When the media, politicians, or other public figures blame a shooter’s behavior on mental illness, they are stigmatizing and discriminating against the millions of Americans living with mental illness. Terms such as “the dangerously mentally ill” are misleading, disparaging, and not based on evidence.

The Educational Fund to Stop Gun Violence works to ensure that our messaging and policy recommendations do not stigmatize those living with mental illness. We know that mental illness diagnoses do not define people, and mental illness is not a choice. We can’t choose where we come from, we can’t choose what we look like, and we can’t choose whether or not to have a mental illness.

The way we talk about gun violence — and the laws that we support — should be based on facts, not falsehoods. To be effective, we must focus on dangerous behaviors — not diagnoses. By focusing on dangerous behaviors as established by research, we can make gun violence — including gun suicide — rare and abnormal.

MENTAL HEALTH CONSEQUENCES OF GUN VIOLENCE

While the evidence is clear that mental illness is not the cause of gun violence, incidents of gun violence may cause mental health difficulties for survivors of gun violence. Mental health effects following gun violence may include depression, anxiety, trauma, post traumatic stress disorder, intrusive thoughts, sleep problems, and personality changes. Additionally, the trauma of gun violence can ripple out into the community, far beyond those who were shot or injured. Family members, friends, neighborhoods, communities, first responders, and health care providers may all experience adverse mental health effects. 

Please visit the link below for the entire article, interesting graphs and additional resources:

[Mental Illness and Gun Violence](#)

“The terms we hear from people on both sides of the aisle, such as ‘the dangerously mentally ill,’ are misleading, damaging to the mental health community, and not based on evidence. The gun lobby, politicians, and the ill-informed media have conditioned us to associate mental illness with violence. The idea that mentally ill means violent is an alternative fact. Period.”

- JOSH HORWITZ, EXECUTIVE DIRECTOR

John Hopkins Center for Gun Violence Solutions



Raising Mental Awareness, sciencefocus.com

Anti-Slavery Revolutionaries Who Practiced What They Preached

By Daryl Austin

George Washington once [described](#) slavery as his life's "only unavoidable subject of regret." Thomas Jefferson [decried](#) the practice as a "moral depravity" and a "hideous blot" and [said](#) that slavery presented the greatest threat to the future survival of America. And James Madison [called](#) it "the most oppressive dominion ever exercised by man over man."



The Declaration of Independence Painting by John Trumbull

Though each of these men publicly deplored its existence, they never ended the practice of slavery in their personal lives.

Not every Founding Father who bemoaned the practice is guilty of hypocrisy, however. The following men — along with John Laurens, Samuel Adams, Robert Paine, and Oliver Ellsworth, among others — not only spoke out against the institution publicly, they refused to participate in the enterprise in their personal lives as well.

John Adams, for instance, disavowed slavery completely. Adams accomplished a great deal as the second president of the United States and as a Founding Father. He contributed significantly to America's founding documents, championed independence from Great Britain, was an integral diplomat abroad who negotiated desperately needed loans from the Dutch to keep America afloat during the Revolutionary War, and kept the country out of war with France during his presidency.

Perhaps his most praiseworthy accomplishment though is his being [one of only two](#) of America's first 12 presidents to never own a slave — his son, John Quincy Adams, being the other.

The senior Adams [decried](#) the institution as a "foul contagion in the human character" and as "an evil of colossal magnitude" and [said](#) the American Revolution would never be complete until all slaves were free. Despite being personally opposed to slavery, Adams did not support most attempts at abolitionism during America's fragile infancy and said he preferred a more gradual approach. He did, however, [offer encouragement](#) to abolitionists who sought a more sudden end to the practice, writing: "(I) wish you success in your benevolent endeavors to relieve the distress of our fellow creatures, and shall always be ready to cooperate with you, as far as my means and opportunities can reasonably be expected to extend."

Thomas Paine took an even stronger position against slavery. Referred to as "The Father of the American Revolution" for his writing "Common Sense," Paine may deserve more credit than any of the founders for galvanizing the colonies into seeking outright independence from Great Britain. His writings were so widely-read and influential that John Adams once said: "Without the pen of the author of 'Common Sense,' the sword of Washington would have been raised in vain."

Paine was famous throughout the new nation and used his influence to advocate for the abolishment of slavery. He never owned a slave himself and spoke out against the practice with ferocity. He [published](#) an article in the Pennsylvania Magazine that attacked slavery as an "execrable commerce" and an "outrage against humanity and justice." He wrote a similar tract in London to aid in passing the abolitionist "Slave Act" when he resided on the other side of the Atlantic.

Marquis de Lafayette is another such example. While Lafayette never signed any of America's founding documents and is not usually considered a Founding Father, his contributions to the cause are significant and worth noting. The wealthy Frenchman left his home country at the start of the American Revolution to aid the Continental Army in their fight against the British. He immediately became a close friend and aide to George Washington and served under his command. He was promoted to the rank of General and negotiated tirelessly between America and our ally, France. Historians [praise his efforts](#) and recognize his significant contributions to the Continental Army's victory at Yorktown.

During the war Lafayette became friends with an enslaved soldier named James Armistead, who fought alongside the young Frenchman in the siege of Richmond. Their friendship affected his views on slavery. Though he never owned slaves, Lafayette became an advocate for emancipation and one of the first things he did after the war was to [lobby Washington](#) to join his cause — an offer the General politely declined.

Using his personal funds, Lafayette purchased a plantation in the French colony of Cayenne with the intention of freeing slaves through gradual manumission, the legal release of enslaved people at a time when slavery was sanctioned by law. He also appealed to King Louis XVI to support the endeavor and became an inspiration to other abolitionists through his words and his deeds. Frederick Douglass praised Lafayette's efforts and [wrote](#) that he considered the revolutionary to be a "true abolitionist" and one of the few men of the time who embraced racial equality.

Roger Sherman called the slave trade "iniquitous" and never owned a slave either. He's the [only](#) Founding Father to sign all four of America's founding documents: The Declaration of Independence, the U.S. Constitution, the Articles of Confederation and the Articles of Association — which ended trade with Great Britain. What's more, the U.S. Constitution may have never come to be if it wasn't for the Connecticut delegate's "Great Compromise" proposal to provide a dual system of congressional representation by dividing Congress into the Senate and the House of Representatives.

In addition to ending the deadlock at the Constitutional Convention, Sherman [opposed](#) a tax on slaves as well, stating that doing so would imply they were property and not human beings. He was also instrumental in passing several acts aimed at restricting and eventually eliminating slavery in his home state of Connecticut. Even though he did at last compromise with southern colonies at the convention on some of the provisions protecting slaves in order to keep those colonies in the union, Sherman deserves to be recognized for being what his biographer, Mark David Hall, praised as a "lifelong opponent of slavery." Hall writes in "Roger Sherman and the Creation of the American Republic" that Sherman "consistently opposed slavery because he believed all humans were made in the image of God and must be treated with dignity."

Gouverneur Morris believed similarly and was another delegate at the Constitutional Convention who spoke openly against slavery. Though Morris came from a slave-owning family, he [never owned](#) slaves himself. Morris is one of the more noteworthy Founding Fathers because he wrote the Preamble to the U.S. Constitution and aided Madison with much of the founding document's language. He also signed both the U.S. Constitution and the Articles of Confederation and he represented Pennsylvania at the Constitutional Convention.

In addition to advocating for a strong central government, Morris gave a blazing anti-slavery speech at the convention stating that it was incongruous to say that a slave was both property and a man at the same time. Madison [characterized](#) Morris's speech as recognizing that the institution of slavery acted "in defiance of the most sacred laws of humanity," and that Morris viewed the "nefarious practice" with "a laudable horror."

Nearly a century later, when President Lincoln was citing the "most noted antislavery men of those times," Gouverneur Morris was one of three founders he [recognized](#) especially.

Alexander Hamilton needs no introduction thanks to Lin-Manuel Miranda's "Hamilton." The "[Founding Father without a father](#)" helped Washington lead the Continental Army to victory against the British, founded the U.S. Coast Guard and the nation's financial system as America's first Treasury Secretary, and he wrote the majority of the Federalist Papers — helping to ensure the eventual ratification of the U.S. Constitution by all Thirteen Colonies.

One of his most respectable accomplishments was being a [founding member](#) of the New York Manumission Society — an organization dedicated to abolishing slavery in his home state of New York. The society pushed for

gradual emancipation in the state and such a law did eventually pass during Hamilton's lifetime. Despite this, it should be noted that Hamilton is not considered by some historians to be an abolitionist. Though he's universally recognized as being genuinely antislavery, historian Annette Gordon-Reed has [noted that](#) "opposing slavery was never at the forefront of his agenda," and historian Michelle DuRoss [has pointed to documentation](#) suggesting Hamilton and his wife Eliza may have owned slaves after all. (A point which has been [contested](#) by other scholars.)


Indeed in "Alexander Hamilton," historian Ron Chernow praises Hamilton as an "unwavering abolitionist who saw emancipation of the slaves as an inseparable part of the struggle for freedom," and lauds Hamilton for never owning slaves while so many of his contemporaries profited handsomely from the enterprise. "Few, if any, other Founding Fathers opposed slavery more consistently or toiled harder to eradicate it than Hamilton," writes Chernow.

Benjamin Franklin's objections to slavery are also worth noting, despite his being the only revolutionary on this list to have ever personally owned slaves. Franklin's contributions to the great American experiment have been noted far and wide. He helped draft both the U.S. Constitution and the Declaration of Independence, and he negotiated the Treaty of Paris which effectively ended the Revolutionary War. Franklin was also an important philosopher, inventor, lawmaker, printer, scientist, and diplomat. He has consistently been proven to be a man ahead of his time — including in his personal evolutions on the issue of slavery.

While he owned a few slaves as household servants for part of his life, and, as a young man, carried advertisements for the sale of slaves in his newspaper, Franklin eventually came to recognize the evils of the practice and [freed his slaves](#) and became a staunch abolitionist. Franklin served as president of the Pennsylvania Society for Promoting the Abolition of Slavery — a society dedicated to both freeing slaves and helping them become better citizens.

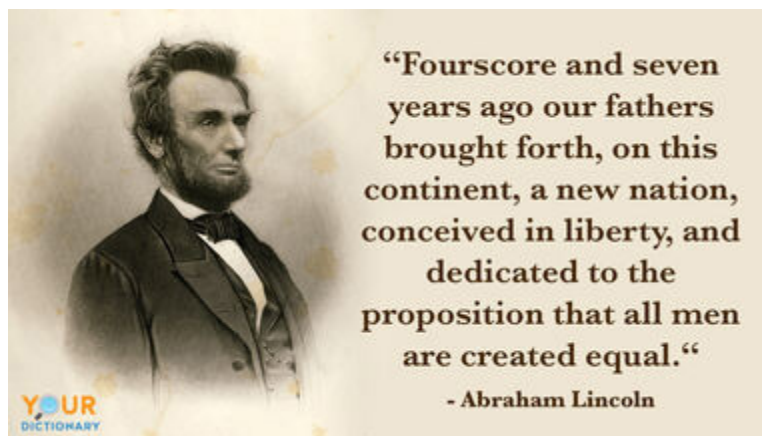
What's more, in February 1790 — just three months before his death — Franklin presented Congress with a formal abolition petition that declared: "Mankind are all formed by the same almighty being, alike objects of his care, and equally designed for the enjoyment of happiness."

While each of these men deserve to be praised for practicing what they preached regarding slavery, they still had many shortcomings and made mistakes along the way. Like Washington, Jefferson and Madison, they were all products of their time and often didn't speak or act as they should have despite their being on the right side of history on the issue of slavery.

[Writing](#) for The New Yorker, journalist Louisa Thomas captures the moment in time for every founder: "There was then, as there is now, an idealized vision of a grand new experiment in freedom. But, in their lives, there were messy, sometimes intolerable contradictions. The past is like the present, in one important way: it isn't always what we want it to be." 

Daryl Austin is an editor and writer based in Utah. He has written for The Wall Street Journal, NBC News, Live Science, Business Insider and Newsweek.

Published on Jul. 10, 2020



16th US President, February 12, 1809–April 15, 1865



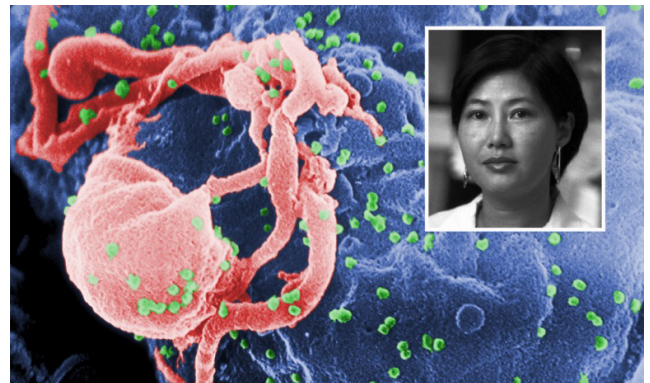
May 1– May 31, 2022

In honor of Asian American and Pacific Islander Month
we present 4 innovations which have literally changed our lives.

Flossie Wong-Staal PhD, Chinese & American virologist and molecular biologist (1946-2020)

Cloning the HIV virus

When acquired immunodeficiency syndrome (AIDS) became a global epidemic in the early 1980s, scientists did not know how it was transmitted. It wasn't until Flossie Wong-Staal PhD cloned the human immunodeficiency virus (HIV) in 1985 that researchers were able to identify HIV as the cause of AIDS. Her work allowed others to determine the function of HIV's genes and understand how it evades the immune system's natural defensive response. Dr. Wong-Staal had been studying retroviruses as part of her work at the National Institutes of Health (NIH), and her discovery led the organization to later create antibody tests. Her contributions in the field of HIV/AIDS also helped to determine that using a "[drug cocktail](#)," or several drugs at the same time, is a key to managing HIV. Her research in HIV/AIDS was substantial in the field of virology and immunology, which helped lay the foundation for comprehending infectious diseases such as COVID-19 today.

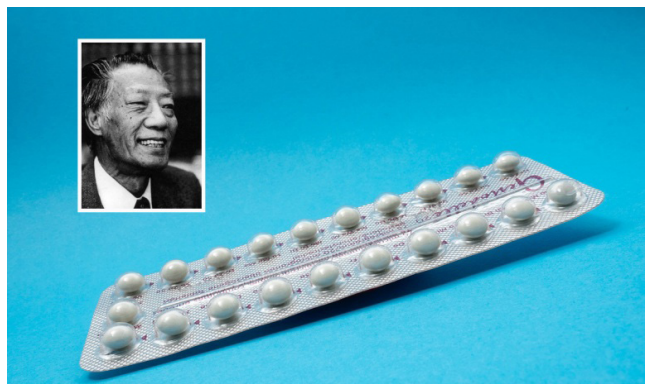


Images: CDC Public Health Image Library // National Cancer Institute (inset)

Min Chueh Chang PhD, Chinese & American reproductive biologist (1908-1991)

The combined oral contraceptive pill

The invention of the oral contraceptive pill in the 1950s — one of the most popular birth control methods today — transformed reproductive freedom and autonomy worldwide. Reproductive biologist Min Chueh Chang PhD, collaborated with John Rock MD, founder of the Rock Reproductive Clinic, and Gregory G. Pincus PhD, cofounder of the Worcester Foundation for Experimental Biology, in the late 1940s to study how the hormone progesterone can become a birth control agent. By 1960, the Food and Drug Administration (FDA) had approved the first oral contraceptive pill, Enovid.



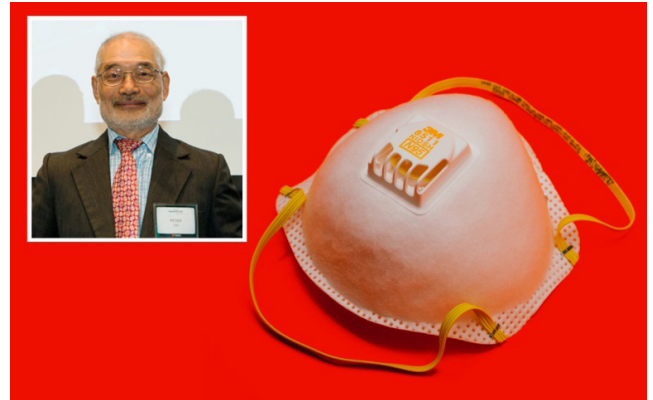
Images: Reproductive Health Supplies Coalition on Unsplash // National Academy of Sciences (inset)

His research with farm animals and artificial insemination has also contributed to the development of human in vitro fertilization technology, which has since made parenthood possible for people around the world.

Peter Tsai PhD, Taiwanese & American materials scientist (1952-)

N95 respirator

When material scientist Peter Tsai PhD invented the N95 respirator in the 1990s, its original intention was for industrial use. Working in construction, mining, and automotive maintenance had all sorts of occupational health and safety hazards because of the high exposure to [nanoparticles in construction materials](#) or coal dust, which increased the risk of [chronic obstructive pulmonary disease](#) or [black lung disease](#). Dr. Tsai patented the creation in 1995, and a year later the Centers for Disease Control and Prevention (CDC) concluded that the N95 could also block viruses and bacteria. This revelation encouraged its use in healthcare settings, and it has proven to be indispensable during the COVID-19 pandemic, where it continues to save lives. In 2020, since N95 respirators were in short supply, Dr. Tsai came out of retirement to study the best way to sanitize and re-use them.



Images: Unsplash// University of Tennessee Research Foundation

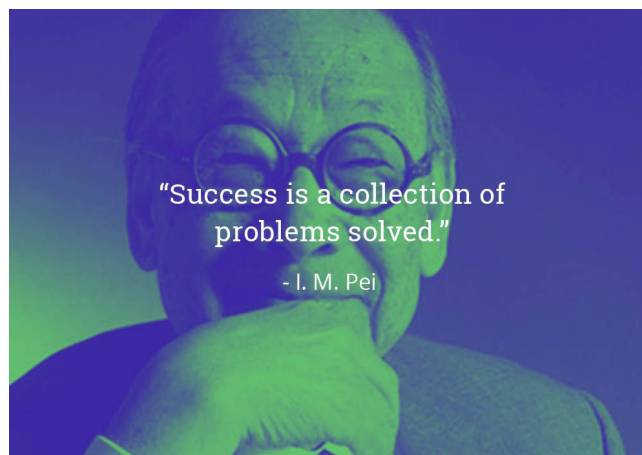
Roseli Ocampo-Friedmann PhD, Filipino & American scientist (1937-2005)

Microbes that can live inside rocks in extreme environments

Microbiologist Roseli-Ocampo Friedmann PhD is best known for her research on extremophiles, organisms that survive and inhabit extreme conditions. Around the mid-1970s, she and her biologist husband E. Imre Friedmann PhD discovered living microorganisms called [cryptoendoliths](#) inside rocks from the seemingly lifeless and almost entirely ice-free McMurdo Dry Valleys in Antarctica. These microorganisms survive winters in this Antarctic desert and are then capable of thawing, rehydrating, and photosynthesizing in the summer. The Friedmanns work has been cited by the National Aeronautics and Space Administration (NASA) when discussing how to find potential life on Mars. Dr. Friedmann was awarded, The National Science US Congressional Antarctic Service Medal by The National Science Foundation in 1981 for her notable work. 🌐



Images: Ariel Waldman, Flickr Creative Commons // Florida State University (inset)



Chinese-American architect-April 26,1917--May 16, 2019

June 1-June 30

People who are lesbian, gay, bisexual, or transgender (LGBT) are members of every community. They are diverse, come from all walks of life, and include people of all races and ethnicities, all ages, all socioeconomic statuses, and from all parts of the United States. The perspectives and needs of LGBT people should be routinely considered in public health efforts to improve the overall health of every person and eliminate health disparities.

“Despite the progress we have made as a country toward granting equal rights to those who identify as LGBTQ+, this community continues to experience worse health outcomes and reduced access to care when compared to their [heterosexual and cisgender](#) counterparts,” says Brentton Lowery, PA-C.

There are a number of factors at play, such as higher rates of behavioral health issues, lower rates of insurance coverage, a lack of cultural competence in the medical setting, and, sadly, even outright discrimination on the part of some medical professionals, he says.

“These disparities are even more likely to impact LGBTQ+ individuals who are part of a racial or ethnic minority group.”

Here, a full breakdown on seven of the top health disparities facing LGBTQIA+ communities.

LGBTQIA+ HEALTH DISPARITIES ARE ABOUT SYSTEMIC INEQUALITIES

As you read through this guide, keep in mind that the [Centers for Disease Control and Prevention \(CDC\)](#) Trusted Source defines health disparities as “preventable differences in the burden of disease, injury, violence, or opportunities to achieve optimal health that are experienced by socially disadvantaged populations.”

So to be very clear: LGBTQIA+ communities are not innately more prone to the issues discussed below.

LGBTQIA+ communities have higher rates of things like anxiety, depression, and substance misuse due to systemic inequalities. These inequalities lead to worse care and worse health outcomes for LGBTQIA+ people.

HIGHER RATES OF ANXIETY

Across the board, LGBTQIA+ people have worse mental health outcomes compared to other communities. This includes anxiety.

The [Anxiety and Depression Association of America \(ADAA\)](#) estimates that somewhere between 30 and 60 percent of lesbians, gay men, bisexuals, or transgender people deal with anxiety and depression at some point in their lives.

HIGHER RATES OF DEPRESSION

The [National Institute of Mental Health](#) Trusted Source says that out of the entire population, about 7 percent of people will have a bout of depression at least once in their life.

For LGBTQIA+ communities, that rate is much higher. The advocacy group [Human Rights Campaign](#) found that 28 percent of LGBTQ youth, and 40 percent of transgender youth, report depressive symptoms some or all of the time.

HIGHER INSTANCES OF ALCOHOL USE AND MISUSE

The [Alcohol Rehab Guide](#) says that 25 percent of the general LGBTQ community has moderate alcohol dependency, compared to just 5 to 10 percent of the general population.

Why is the rate of alcohol misuse higher? A number of reasons, including the fact that people use it as a coping

mechanism for the stress of everyday discrimination.

The [Center for American Progress](#) adds that a lack of queer-competent healthcare services also fuels high substance use rates among LGBTQIA+ people. Another reason is the fact that the majority of queer-friendly and queer-specific spaces have a high usage of alcohol. (Think: gay bars, nightclubs, raves, and so on.)

HIGHER RATES OF SUBSTANCE MISUSE

Alcohol isn't the only drug for which LGBTQIA+ people have higher misuse rates.

A [2016 report](#) found that drug misuse may be more common among LGBTQIA+ individuals, as opposed to heterosexual men and women.

And a 2017 study published in the [Journal of School Health](#) Trusted Source found that transgender middle and high school students were nearly 2.5 times more likely to use cigarettes, tobacco, alcohol, marijuana, cocaine, and ecstasy, and to misuse prescription pain medications, diet pills, Ritalin, Adderall, and cold medications, than their cisgender peers.

HIGHER RATES OF SEXUALLY TRANSMITTED INFECTIONS (STIS)

[Reports](#) Trusted Source from the CDC showed a 19 percent increase in chlamydia, 56 percent increase in gonorrhea, and 74 percent increase in syphilis cases between 2015 and 2019.

But while all populations can be and are at risk of STIs, [figures](#) Trusted Source show that LGBTQIA+ people — specifically gay and bisexual men — are at an increased risk of these infections.

MORE SPECIFICALLY: HIGHER RATES OF HIV


According to the [CDC](#) Trusted Source, adolescent and adult gay and bisexual men made up 69 percent of the 36,801 new HIV diagnoses in the United States in 2019.

HIGHER RATES OF CERVICAL CANCER

On the topic of sexual health: One of the consequences of not screening LGBTQIA+ people regularly is that doctors aren't catching cases of [human papillomavirus \(HPV\)](#) early enough.

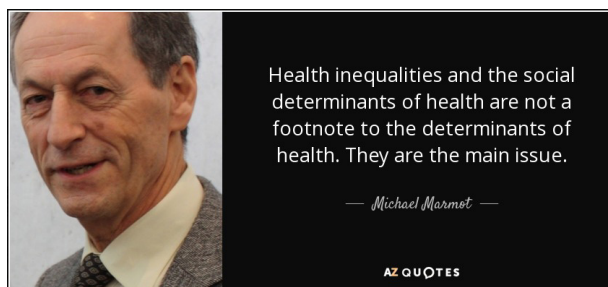
A [2015 study](#) Trusted Source shows that heterosexual women have a significantly lower prevalence of cervical cancer (14.0 percent) compared with lesbian women (16.5 percent) and bisexual women (41.2 percent).

To be very clear: This is **not** because LGBTQIA+ people are innately more prone to HPV or cervical cancer! These differences are caused by unequal access to STI testing and to information about safer queer sex. According to a [2010 study](#) Trusted Source, they may also be due to a lack of adherence to screening guidelines.

Members of the LGBT community are at increased risk for a number of health threats when compared to their heterosexual peers. Social and structural inequities, such as the stigma and discrimination that LGBT populations experience play a major role. 

PLEASE VISIT THE LINK BELOW FOR THE ENTIRE ARTICLE:

[Health Disparities](#)



Professor Sir Michael Marmot is Professor of Epidemiology at University College London, Director of the UCL Institute of Health Equity, and Past President

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Days of Reflection

May 14, 2022—Buffalo Shooting—a [mass shooting](#) occurred in [Buffalo, New York](#), at a [Tops Friendly Markets](#) store, a supermarket in the [East Side](#) neighborhood. [Ten](#) Black people were killed and three other people were injured. The shooter [livestreamed part of the attack](#) on [Twitch](#), but the livestream was shut down by the service in under two minutes. The accused, identified as 18-year-old Payton S. Gendron, was taken into custody and charged with first-degree murder. He formally entered a [plea](#) of «not guilty» on May 19, 2022.



The living owe it to those who no longer can speak to tell their story for them.

— Czesław Miłosz —

AZ QUOTES

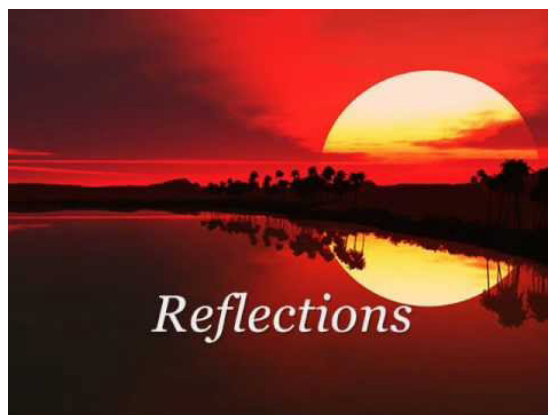
Polish American Poet, Nobel Laureate, 1911–June 30, 1990–August 12, 2004

May 24, 2022—Robb Elementary School Shooting—18-year-old Salvador Ramos fatally shot [nineteen](#) students and two teachers and wounded seventeen other people at Robb Elementary School in [Uvalde, Texas](#). Earlier in the day, he shot his grandmother in the forehead, severely wounding her. Members of a [United States Border Patrol](#) Tactical Unit ([BORTAC](#)) fatally shot him. The shooting was the third-[deadliest school shooting in the United States](#), after the [Virginia Tech shooting](#) in 2007 and the [Sandy Hook Elementary School shooting](#) in 2012, and the deadliest in Texas.

May 30—Memorial Day—honors and remembers 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. Every year, U.S. soldiers and their families pay that price. [Memorial Day](#) is a day for reverence and honoring of those who gave their lives defending the Nation and its values. Once again it can never be said enough), thanks for your service.

June 6—D-Day—is a day of awareness and appreciation for all the people that fought in [Normandy](#) to defeat the Nazis and re-establish freedom. Normandy will bear the scars of this moment in history. Every year on June 6, the world pays tribute to all veterans that bravely fought the Nazis. To all our Veterans—thank you for your service.

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. Since 1865, Juneteenth has been informally [celebrated](#) throughout the country; however, in 1980 Texas became the first state to recognize it as an official holiday. Shortly thereafter, other states also proclaimed the holiday. Today, Juneteenth is a celebration of African American freedom, heritage and [culture](#) observed through songs, communal cookouts, and parades. In 2021, President Biden signed into law a bill establishing Juneteenth as a federal holiday. [🔗](#)



Noteworthy Days

APRIL
AUTISM
AWARENESS MONTH

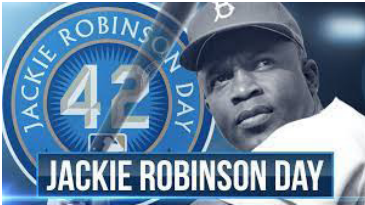


April 1-April 30—Autism Awareness Month

Throughout the month of April, there is extra-renewed focus on sharing stories and providing opportunities to increase understanding and acceptance of people with [autism](#), while fostering worldwide support. Special emphasis is placed on creating environments where all people with autism can reach their full potential.

This short video explores multicultural approaches towards autism.

<https://youtu.be/7s1WQzuZlCA>



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; his signing led to the end of racial segregation in professional baseball. In 1972, he was posthumously awarded a [Congressional Gold Medal](#).



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, back in 1969.



June 20—Father's Day

Father's Day is 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.



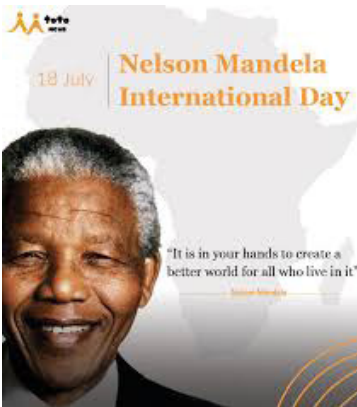
June 27—PTSD Awareness Day

Many people across the globe suffer silently with PTSD (post-traumatic stress disorder). In an effort to [educate](#) the public and help those affected, June 27 has been named PTSD Awareness Day. This is a great opportunity to talk with family and friends and [learn](#) more about this disorder and how it affects those around us, particularly our [service](#) members.



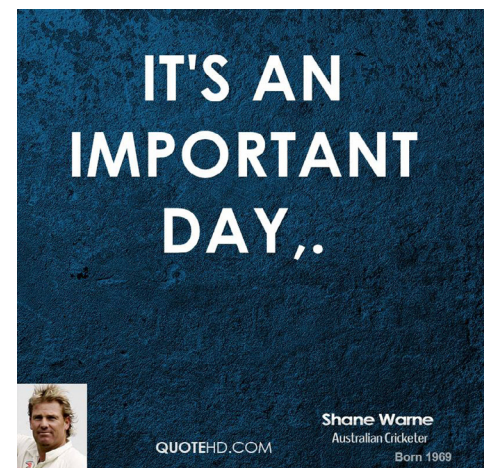
July 4—Independence Day

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.



July 18—Nelson Mandela International Day

Nelson Mandela International Day seeks to celebrate the political and social achievements of former South African President Nelson Mandela. Mandela, who spent three decades in prison for his political activism, became the first black president of the Republic of South Africa in 1994. His presidency ended the long-standing apartheid in which whites ruled over blacks and saw the birth of democracy and equality among all citizens. He was also active in combatting poverty, encouraging land reform, expanding health services, and supporting education. Mandela set out to demonstrate an example of peace, anti-racism, and human rights adherence for other nations. Nelson Mandela International Day was designated by the United Nations and the Nelson Mandela Foundation in 2009. It is celebrated on Mandela's birthday, July 18th, in an effort to recognize the impact of Mandela's values and his contribution to humanity. Mandela passed away in December of 2013 at the age of 95. 🌐



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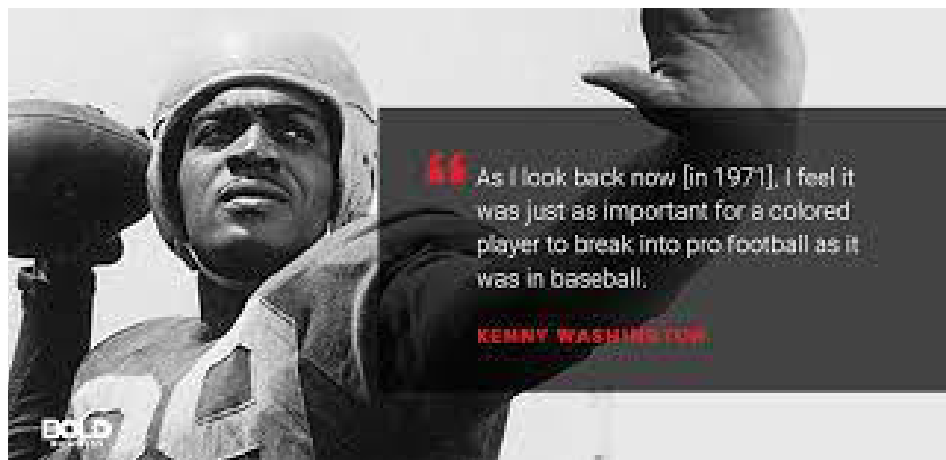
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Sports Corner



August 31, 1918-June 24, 1971

Sports has the intrinsic ability to bring about positive social change in the communities where we live, work and play. The culture of the leagues and teams naturally permeate throughout these communities and institutions, with the ability to enrich our lives, create opportunities and forge trust and relationships. A team just needs to look out into the crowds to see the impact they are having in their community — the more diverse the league and team, the more diverse the fans will be in the arena or stadium on game day. The profiles that follow will allow us to explore the extraordinary accomplishments of **Gina Duncan, Kelsie Whitmore, Kenny Washington, Laurie Hernandez, Peres Jepchirchir, Ryan O’Callaghan, and Wataru Misaka.**



Gina Duncan, NCAA College Football Player at East Carolina University and [Trans](#) Activist



Kelsie Whitmore, first woman to start an [Atlantic League](#) game



History.com

Kenny Washington, [reintegrated](#) the NFL in 1946

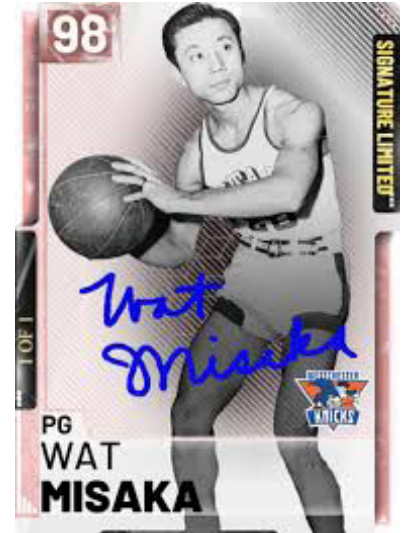


USA Today

Laurie Hernandez, was part of the “[Final Five](#)” in the 2016 Olympic Games



Peres Jepchirchir, won the 2022 [Boston Marathon](#)



Wataru Misaka, first [NBA](#) player of Asian descent



outsports.com

Ryan O’Callaghan, [NFL](#) Player and Author of *My Life on the Line: How the NFL Damn Near Killed Me and Ended Up Saving My Life*



Carisk Café



Summer brings us days on the beach
Wearing flip flops
And sand between our toes
Long days filled with sun
And sunscreen on our nose
Splashing in pools
Friends all around us
Trees full of leaves, the humming of bees
Vacation cars on the road
Days of heat, nights so warm
Riding down a river that flows
Summer brings us ice cream drips
And watching how the sunset glows
But the best part of the season is the [Summer Celebration](#)
for the patrons of the Carisk Café
Robin Zelaya 🍹

Resources



ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE MONTH

<https://ideas.ted.com/8-asian-americans-and-pacific-islanders-whose-innovations-have-changed-your-life-real>

DAYS OF REFLECTIONS

https://en.wikipedia.org/wiki/Czes%C5%82aw_Mi%C5%82osz

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

https://en.wikipedia.org/wiki/2022_Buffalo_shooting

DIVERSITY IN SPORTS

<https://www.sportsbusinessjournal.com/Journal/Issues/2019/07/15/Opinion/Lapchick.aspx>

MENTAL HEALTH MONTH

<https://www.thedailybeast.com/end-the-stigma-on-black-men-suffering-from-depression>

NATIONAL PTSD AWARENESS MONTH

https://www.ptsd.va.gov/understand/types/racial_trauma.asp#:~:text=There%20are%20many%20similarities%20between,and%20reminders%20of%20racial%20trauma.

<https://www.mhanational.org/racial-trauma>

PRIDE MONTH

<https://www.healthline.com/health/lgbtq-health-disparities>

<https://www.cdc.gov/lgbthealth/about.htm>



DIVERSITY

*It is our differences that bring us together.
It is our differences that make our ideas more meaningful.
It is our differences that create a team that is one of a kind.*