



Carisk Kaleidoscope

October 5, 2022 | V02 . Q04

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 fall edition of Carisk Kaleidoscope. The Council wishes every Carisk Family member and their loved ones a fabulous fall season.

We have a great selection of interesting articles, which address multi-generational challenges of both our youths as they start the new school year and our older folks as they prepare for retirement. David provided us with content for "Minority Mental Health Month". "Grandparents' Day" brings to light a national crisis very few of us are aware of. David also provided additional material in the Resource Page for both topics. Bob addressed the limitations of the oximeter and the resulting health disparities. He also served as the inspiration for our "Diversity Poster". "The Talk" brings us a conversation about educational obstacles caused by the pandemic. Hispanic Heritage Month is highlighted by spotlighting 4 impactful leaders. Allen's thought provoking videos highlighted the urgency of Suicide Prevention Week. Diane prompted one of our new sections, "Lights, Cameras, Action!" Allen, Bob and Diane prompted "Trailblazing Groundbreakers." Sunita's idea, Lori's real life interaction and Shannon's content prompted "What You Need to Know," another new section. It has been a pleasure having the CiC interns join the Diversity Council meetings. Thank you Sally for making them available.

The Council thanks Kevin Mahoney for both his guidance and content for "What You Need to Know."

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 winter! HOPE FOR THE HOLIDAYS is right around the corner.

Anabel 



Contents

Acknowledgments1

The Rhythm of Us: Celebrating the Strength of Diversity2

Members of the Diversity Council3

Welcome Alcove 4

The Talk5

Disparities in Healthcare7

Minority Mental Health Awareness Month..... 8

National Suicide Prevention Week..... 9

Grandparents’ Day10

National Hispanic Heritage Month12

What You Need To Know13

Employee Assistance Program at Carisk Partners.....18

Noteworthy Days18

Trailblazing Groundbreakers 20

Lights, Cameras, Action!21

Diversity Poster.....22

Sports Corner23

Carisk Café..... 24

Resources.....25

The Rhythm of Us: Celebrating the Strength of Diversity



Alamy

Being different or having dissimilar elements
Different types of people, different types of testaments
Different groups, different cores, different races
Different cultures and different bases
We don’t look alike, but we are so much alike
We don’t speak the same tongue, but we understand just the same
We don’t walk or talk identically, but we move in the same lane

You and I are intertwined in a lifelong shuffle
Life gives us lemons and we make lemonade
From our original cultures, we have not strayed
Developing bonds and creating traditions
Meeting different people and making new additions
Additions to our existence
Additions to our consistence

BY RENEE HEGENS, ADMINISTRATIVE OFFICER, OFFICE OF REGULATORY POLICY

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 eleven new team members who have joined us from July through September. We wish them good luck for a great and long-term working association; all the best in their new positions.

Alexander Pineda—Alex is our newest IT Support Representative, reporting to Humberto Moya, Vice President of IT. Alex has worked with Carisk as an Intern since May of 2021 and is now joining us as a part time employee.

Dr. Anthony Deluca—Dr. Deluca is a new employee, but as many of you know, he has worked at Carisk as a Consultant since 2017. Prior to joining Carisk, he had an Internal Medicine practice in New Jersey.

Eileen Fitzpatrick—Eileen is our newest paralegal, working with our General Counsel, Chauncey Durkin. Eileen is a certified Paralegal and has over 25 years of experience as a Business Analyst, an Insurance Lines Specialist, a Compliance Specialist, a Filing Associate and a Product/Underwriting Specialist.

Joseph Glidden—Joseph is joining us as a SQL Developer and Data Analyst, reporting to Humberto Moya, Vice President of IT. He most recently was a Senior Programmer and Analyst for Central Florida Behavioral Health Network.

Keisha Atkins—Keisha is joining us as a Claims Collector, reporting to Rose Nelson, Claims Supervisor. Keisha most recently worked as a Guest Services Representative and previously worked for 15 years in insurance-related positions in New Jersey.

Michael Vialonga—Michael is our newest CiC Sales Executive, reporting to Sally Balioni, Vice President of CiC Sales. Since 2017, he has held various New Jersey state and local legislative roles.

Nadine Brown—Nadine is our newest Staff Accountant, reporting to Lucia Pineda, Vice President of Finance. Previously, Nadine worked in a variety of accounting positions.

Natasha Charleston—Natasha is joining us as an EMDR Trauma Clinician, reporting to David Vittoria, Chief Behavioral Officer. She works with folks with different types of trauma and other mental health concerns including, but not limited to, complex PTSD, substance use, grief and loss, and exposure to critical incidents.

Patricia Defrancisco—Pat is joining us as a Clinical Quality Nurse, reporting to Michelle Gonsowski, Clinical Quality Manager. Patricia is a Registered Nurse, a Certified Case Manager and has a Certification in Critical Incident Stress Management. She previously worked at one of the largest Workers' Compensation Managed Care organizations in the country.

Penny Hitesman—Penny is our latest Care Coordinator, reporting to Kevin Glennon, Manager of Care Coordination. Penny is a Registered Nurse who has worked as a workers' compensation clinical case manager for some of the largest insurers in the industry.

Shelly Zito—Shelly is our latest Care Coordinator, reporting to Soirene Delgado, Manager of Care Coordination. Shelly is a Registered Nurse who has worked most recently as a Field Case Manager for one of the country's largest workers' compensation case management organizations.

Alexander, Dr. Deluca, Ellen, Joseph, Keisha, Michael, Nadine, Natasha, Pat, Penny and Shelly best of luck to all of you and welcome to the Carisk Family! 🤝



The Talk

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

Remote learning affected reading skills of students – many Black and Latino, evidence shows

Students who spent most of the time learning remotely during the 2020-2021 school year lost about half an academic year of learning.

AP Associated Press | Aug 31, 2022

ATLANTA (AP) — Five of the 19 students in teacher Chelsea Grant's third grade classroom are reading below grade level.

When it's time to read aloud on a recent Friday, the students show vastly different levels of skill and confidence.



A third-grade student raises his hand in class at Beecher Hills Elementary School in Atlanta. Mounting evidence shows that students who took part in remote learning during the coronavirus pandemic lost about half of an academic year of learning. (Photo: Ron Harris/AP)

"Remember you read with expression, feeling and fluency," Grant told her Atlanta students. "I want to feel it."

Two girls puff up their chests and read like they're trying out for the school play, while the rest stay seated. Some read slowly and haltingly. Many trip over tricky words – "phosphorescent" and "radiance" – and a few get stuck on simpler ones. Others don't volunteer at all.

Grant's students -- "my babies" as she calls them -- spent the better part of the 2020-2021 school year learning from home. It was first grade, a crucial year for learning to read.

Many are still far behind.

Mounting evidence from around the country shows that students who spent most of the time learning remotely during the 2020-2021 school year, many of them Black and Latino, lost about half of an academic year of learning. That's twice as much as their peers who studied in person that year.

Third graders are at a particularly delicate moment. This is the year when they must master reading or risk school failure. Everything after third grade will require reading comprehension to learn math, social studies and science. Students who don't read fluently by the end of third grade are more likely to struggle in the future, and even drop out, studies show.

"Those students are very vulnerable," said John King Jr., former U.S. Secretary of Education and president of the Education Trust, a Washington, D.C., think tank that advocates for improving access to high-quality education for low-income students and students of color.

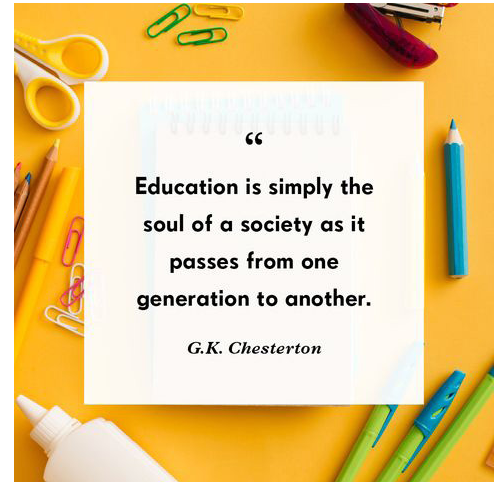
"You just worry, are kids going to get all they need? If not, there's the risk of a lost generation of students."

Atlanta has taken more drastic steps than most other cities to make up for that lost learning. The 50,000-student district was one of the only school systems to extend the school day. Elementary school students attend seven hours of school, half an hour more than before the pandemic.

"We know that part of the best practice (to improve) performance is to have time with students," said Atlanta Superintendent Lisa Herring in a recent interview. She and her team settled on adding time to the school day because it was one of the only things they could control, she said. They also added summer school seats, but couldn't require it for most students.

During the extra 30 minutes, students who are behind attend small-group tutoring. If done well, tutoring has a greater impact than most other interventions, studies show.

Grant's student Malaysia Thomas, 8, attended summer school for reading and math, and now attends small-group tutoring for both subjects. "It's fun," Thomas said of tutoring. "But there are all of these big words I can't read."



Getty Images

Her mother, Diamond Anderson, interjects: “I have seen her tremendously improve ... and I’m grateful for any extra help,” she said.

Brandi Thomas noticed her daughter Drew, who is also in Grant’s class, fell behind during the pandemic. Her daughter wasn’t able to solve problems or answer questions as quickly as most of the other students. And she couldn’t read well. “She was frustrated that she couldn’t keep up. It was hard to watch her struggle,” Thomas said.

Drew wasn’t able to attend summer school because her mother, a single parent and hairdresser, needed to work as many hours as possible during the summer to support her family. But Drew has attended tutoring at school.

Thomas went a step further last year and hired her own tutor for Drew, three times a week.” I just knew it would take a village to get her up to speed,” she said. With that extra help, Drew can now “read backwards and forwards,” said Thomas.

Even with all Atlanta is doing, some experts are wondering if that city, never mind other districts, is doing enough to help students become proficient readers and master other subjects.

Los Angeles added four optional days to this year’s school calendar, added summer school capacity and has left it up to schools to decide how to provide tutoring. New York City created an afterschool program for students with special needs to receive tutoring and other services and plans to reduce class sizes at certain schools. Boston adopted a new approach to teaching children to read, added summer school seats and contracted an online tutoring company for students to use at home.

Evidence from around the country shows that even when schools provide some of these services, such as optional after school tutoring or summer school, many parents aren’t using them.

“I don’t think most school districts have a realistic sense of what it’s actually going to take to make up for the losses,” said Harvard University economist Thomas Kane, who has studied the impact of the pandemic on student learning. He advocates for extending the school year by four to five weeks, for a couple of years, although he admits the idea is politically unpopular.

Atlanta’s plan, which extends the school day and offers tutoring for a total of three years, “would seem to be enough -- at least on paper,” Kane wrote in an email. Students would need to attend enough days of summer school, which is often a challenge for districts, and small group tutoring sessions would need to be small with three children or fewer.


He estimates Atlanta students lost a total of 18 weeks of instruction in math and 12 weeks in reading between March 2020 and the end of the 2020-2021 school year. The longer school day and summer school give those kids a little less than six weeks in extra time.

Atlanta school leaders say their testing shows students are making improvements, but wouldn’t say what percentage are seeing growth or whether they’re on track to become proficient.

“There’s clearly some areas where we need to hone in even more,” said Herring. “We’ve got some work to do. ... But there is urgency to make up for the disruptions.”

In the meantime, some parents won’t wait and are finding the extra resources on their own. Brandi Thomas says hiring her own tutor for her daughter was the right thing to do.

The other day the mother and daughter were at a stop light, and Drew started reading a billboard advertising a law firm. “She read the words ‘attorney’ and ‘settlement,’” Brandi said. “I was like, ‘OK! You can read.’”

Thomas doesn’t plan to give up the private tutor for her daughter. “I just can’t let her fall behind,” she said. 



Disparities in Healthcare

July 11 (Reuters) - A flaw in a widely used medical device that measures oxygen levels causes critically ill Asians, Blacks and Hispanics to receive less supplemental oxygen to help them breathe than white patients, according to data from a large study published on Monday.

Pulse oximeters clip onto a fingertip and pass red and infrared light through the skin to gauge oxygen levels in the blood. It has been known since the 1970s that skin pigmentation can throw off readings, but the discrepancies were not believed to affect patient care.

Among 3,069 patients treated in a Boston intensive care unit (ICU) between 2008 and 2019, people of color were given significantly less supplemental oxygen than would be considered optimal compared to white people because of inaccuracies in pulse oximeter readings related to their skin pigment, the study found.

"Nurses and doctors make the wrong decisions and end up giving less oxygen to people of color because they are fooled" by incorrect readings from pulse oximeters, said Dr. Leo Anthony Celi of Harvard Medical School and the Massachusetts Institute of Technology, who oversaw the study

For the study published in JAMA Internal Medicine, pulse oximetry readings were checked against direct measurement of blood oxygen levels, which is not practical in the average patient because it requires a painful invasive procedure.

The authors of a separate study involving patients with COVID-19 published recently in the same journal saw «occult hypoxemia» - an oxygen saturation level below 88% despite pulse oximeter readings of 92% to 96% - in 3.7% of blood samples from Asian patients, 3.7% of samples from Black patients, 2.8% of samples from non-Black Hispanic patients versus just 1.7% of samples from white patients. Whites accounted for only 17.2% of all patients with occult hypoxemia.

The authors concluded that racial and ethnic biases in pulse oximetry accuracy have resulted in delayed or withheld treatments among Black and Hispanic patients with COVID-19.

Pulse oximetry can also be affected by obesity, medications used in critically ill patients, and other factors, Celi said.

Imarc Group market research firm forecast the global pulse oximeter market reaching \$3.25 billion by 2027, following 2021 sales of \$2.14 billion.

"We think it's very reasonable at this point to call upon purchasers and manufacturers to make changes (to the devices), Dr. Eric Ward, coauthor of an editorial published with the study, told Reuters.

Medtronic Plc (MDT.N) executive Frank Chan said in an emailed statement that the company confirms accuracy of its pulse oximeters «by taking synchronized blood samples at each level of blood oxygen content and comparing the pulse ox readings with measurements made from the blood sample.»



A medical worker (R) puts a pulse oximeter on a woman's finger to check her oxygen level during a door-to-door survey for the coronavirus disease (COVID-19) amidst its spread in Ahmedabad, India June 26, 2020. REUTERS/Amit Dave/File Photo

Disparities in the health care delivered to racial and ethnic minorities are real and are associated with worse outcomes in many cases, which is unacceptable, --- Alan Nelson

He added that Medtronic tests its devices on a higher than required number of participants with dark skin pigmentation, "to ensure our technology will perform as intended for all patient populations."

Pulse oximeter maker Phillips Healthcare did not respond to a request for comment. [🔗](#)

Minority Mental Health Awareness Month

July 1-July 31, 2022

Racial/ethnic, gender, and sexual minorities often suffer from poor mental health outcomes due to multiple factors, including inaccessibility of high quality mental health care services, cultural stigma surrounding mental health care, discrimination, and overall lack of awareness about mental health.

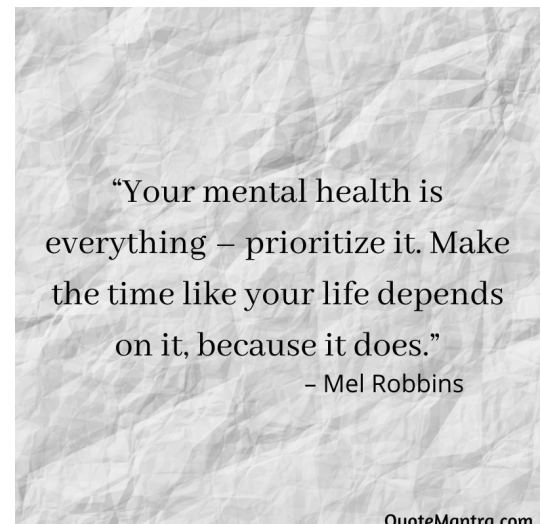
Research from the American Psychiatric Association, 2020 has concluded the following:

- Most racial/ethnic minority groups overall have similar — or in some cases, fewer — mental disorders than whites. However, the consequences of mental illness in minorities may be long lasting.
- Rates of mental illnesses in **African Americans** are similar with those of the general population. However, disparities exist in regard to mental health care services.
- **American Indian/Alaska Native** populations have disproportionately higher rates of mental health problems than the general US population. Some of these mental health problems have been directly linked to the intergenerational historical trauma forced upon this population.
- **Appalachian** people experience disproportionately adverse living conditions, when compared to the nation. Appalachian counties are over-represented in the nation's worst quintile for four of the five measures of social determinants of health.
- Nearly 3 million **Asian Americans/Pacific Islanders** have a mental and/or substance use disorder; but several cultural and structural barriers prevent Asian Americans/Pacific Islanders from accessing mental health services.
- While many **Hispanics/Latinos** have lived in the U.S. for multiple generations, others are recent immigrants who are at risk of facing inequities in socioeconomic status, education, and access to mental health care services.
- Nearly one-third of **Muslim Americans** perceived discrimination in healthcare settings; being excluded or ignored was the most frequently conveyed type of discrimination. Religious discrimination against Muslims is associated with depression, anxiety, and alcohol use.
- **LGBTQ** individuals are more than twice as likely as heterosexual men and women to have a mental health disorder in their lifetime.

Finally, at Carisk, we recognize that **mental health is health**, and that as a company, the greater awareness that each of us has about the nuances and uniqueness of mental health issues across all of the communities that make up who we are, and who we serve – the more each of us can identify actionable ways that we can move forward toward a mentally healthy future for everyone. 🌐



Georgia Hope



QuoteMantra.com



National Suicide Prevention Week

Sunday, September 4-Saturday, September 10, 2022

Youth suicidal ideation, attempt and completion are [on the rise](#). Far more adolescents have suicidal thoughts or attempt suicide and survive than those who die by suicide. Results from the [2019 Youth Behavioral Risk Factor Surveillance System](#) show that 18.8% of high school students seriously

considered attempting suicide and 8.9% actually attempted suicide. **Unfortunately, that reality recently played out in Miami after a student at Palmetto Senior High School attempted to commit suicide by jumping from the 3rd Floor.** The cost of suicide attempts in the United States in 2019 was estimated to be [\\$70 billion](#).

BY Peter D'Oench | UPDATED ON: AUGUST 23, 2022 / 6:17 PM / CBS MIAMI

PINECREST — Palmetto Senior High School in Pinecrest was placed on a temporary lockdown after the Miami-Dade Schools police chief and witnesses say a student jumped from a third-floor staircase and had to be airlifted to a hospital.

This morning's incident was recorded by a student. The video is out and circulating, but CBS4 is choosing not to show it.

CBS4's Peter D'Oench reports that part of what was recorded shows a school employee trying to catch the girl. That might have saved her life.

And while students are wondering why this high school senior reached this point, what happened is again prompting the discussion about teenagers and mental health.

Macarena Barrero, an 11th grader, said, "She just jumped. Someone in security was going up the staircase towards and she just jumped. She jumped."

Emily Fonseca, an 11th grader, said, "Everyone was traumatized. It was like a movie. The teachers were shocked. It was horrible."

Vingenzo Bermudez, a 9th grader, said, "It's sad. It not only happens here, it happens everywhere."

Angel Adame, a 12th grader at the school at 7431 SW 120 Street, said, "I was shocked. Why did she do it. What was going through her head?"



Fowler Astbury

Miami-Dade Schools PD Chief Edwin Lopez tweeted that the school was placed on a temporary lockdown after the student jumped. He also said that crisis counselors were at the school for employees and students who needed "additional support."

Romania Dukes, the grandmother of a student, said, "My prayers go out to the family and I hope she will do better. School is just starting this school year and it is a shame they have to deal with this. Mental health is crucial right now for all these kids.

Dr. Daniel Bober, who is the chief of psychiatry at Memorial Regional Hospital in Hollywood and a board-certified child and adolescent psychiatrist, said cases of anxiety and depression have skyrocketed. He added that "teenage girls are suffering the most." Dr. Bober said there are warning signs to look for.

"The warning signs being a change in appetite, changes in sleeping, changes in hygiene, withdrawing and isolating from friends. And, also, a loss of pleasure in things that you normally enjoy. Very often what it amounts to is a loss of options and the feeling that there is nothing you can do to make things better."

The story which follows is about a young man that jumped off the Golden Gate Bridge and instantly regretted it.

Kevin Hines is in the minority as one of only 37 people to jump off the Golden Gate Bridge and survive.

['It was instant regret': Golden Gate Bridge suicide survivor to share story in virtual event in Wilmington \(wect.com\)](#)

As a positive, he spends his life now raising awareness and hoping that his story may convince others to seek and gain help as opposed to attempting suicide. See his website below which outlines the amazing work he does towards the cause. The quick video link below also is a quick glimpse at his story and work. It is absolutely worth the 3 minutes of your day to watch as it outlines the issue so well. [🔗](#)

[Kevin Hines StoryKevin Hines](#)

<https://youtu.be/29sNnrzsW7M>

Grandparents' Day

Sunday, September 11, 2022

"It's a day when we stop to honor grandparents and grand-friends for their contributions to our families, neighborhoods and communities,"

"It's also a time to remind people of all ages they can do something grand with another or for another generation. People at all ages and stages of life have value and something valuable to contribute to making our world a better place."

A grandparent's life journey often takes an unplanned detour when he or she becomes a parent to a grandchild. This may occur due to the premature death of a child's parent, a parent's incarceration, the occurrence of mental health or substance abuse concerns, or for other reasons.

Millions of family relatives, particularly grandparents, become "parents the second time around" when parents experience difficulties and children need care. Grandparents in this situation need answers regarding concerns they may face, insight into feelings and experiences in their role as parent to a grandchild, and support in finding sources of strength for themselves and the grandchildren in their care.



"Most of us are on Social Security. When the family grows, the Social Security does not. You have to make do with whatever you were getting, and that's kind of hard." Unknown

FACTS ABOUT GRANDPARENTS RAISING GRANDCHILDREN IN THE UNITED STATES

 **50**

Is the average age of becoming a first-time grandparent.

 **2.3 million**

Grandparents are raising nearly 2.8 million children in the U.S.

 **17%**

Of grandfamilies have incomes below the poverty line.

 **38%**

Of all grandparents provide babysitting or day care.

 **64%**

Of grandparents living with grandchildren were women in 2019.

 **52%**

Of grandparents raising their grandchildren are under the age of 60.

DEMOGRAPHICS OF GRANDPARENTS RAISING GRANDCHILDREN



Sources: AARP, U.S. Census Bureau and U.S. Department of Health and Human Services

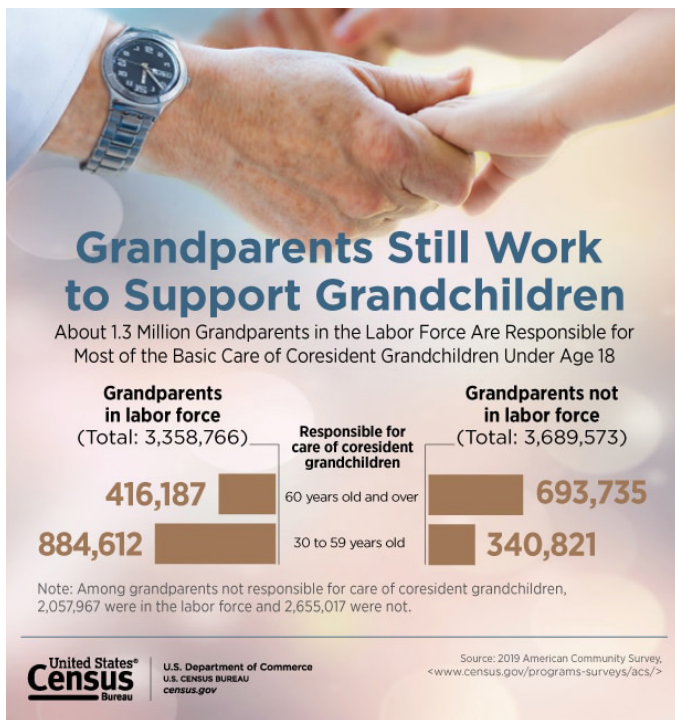
Why Grandparents Raise Grandchildren

Of the 70 million grandparents in the United States in 2018, about 10 percent lived with grandchildren, up from just 7 percent in 1992, according to the U.S. Census Bureau.

While hard numbers for the increase are difficult to come by, experts who deal daily with grandparents raising grandkids believe that drug abuse plays an outsized role in the creation of grandfamilies.

"The opioid epidemic, like other drug epidemics before it, definitely impacted our population," Ana Beltran of Generations United told RetireGuide. "We believe, anecdotally at least, that substance abuse is the primary reason that grandfamilies come together."

But there are other reasons that have contributed to more grandparents raising grandchildren as well.



In conclusion, grandparents raising grandchildren are important resources to their families and communities. Finding ways to assist and help grandparents raising grandchildren is critical to supporting some of the most vulnerable families.

Please copy and paste the links below on your browser to learn about a crisis that has befallen grandparents.🔗

- <https://youtu.be/arCqAlIVVU4> , 3.5 min poignant video about a grandmother raising 3 of her grandchildren.
- <https://youtu.be/m6y999ZKaKA> , 2 min video depicting a grass-root effort for this vulnerable population



Reasons Why Grandparents Raise Grandchildren

Drug Addiction	In 2019, the U.S. Census Bureau reported the percentage of grandparents raising grandchildren was highest in states with higher opioid prescription rates.
Teen Pregnancy	A total of 194,377 babies were born in the United States to women ages 15 to 19 in 2017, according to the Centers for Disease Control and Prevention . Mothers' youth and inexperience may cause some grandparents to take on child-raising responsibilities.
Parent in Jail or Prison	The U.S. Bureau of Justice Statistics estimates that more than half the children of mothers incarcerated in the United States are raised by their grandparents. Another 10 percent of male prisoners' children are raised by grandparents.
Child Neglect or Abuse	If a parent commits child abuse or neglect, grandparents may end up raising the child. Grandparents may require legal advice on acquiring guardianship or custody and should be aware of signs of potential neglect and abuse .
Military Deployment	With a rising number of women in the military, and married military couples, grandparents have played an increasing role in raising grandchildren while one or both parents have been deployed to combat zones. This role has diminished with the Iraq and Afghanistan drawdowns.



National Hispanic Heritage Month

September 15-October 15, 2022



"One of the greatest things you have in life is that no one has the authority to tell you what you want to be. You are the one who will decide what you want to be. Respect yourself and respect the integrity of others as well. The greatest thing you have is your self-image, a positive opinion of yourself. You must never let anyone take it from you."

- Jaime Escalante, Bolivian American Educator

National Hispanic Heritage Month begins on September 15 because it coincides with the national independence days for many Latin American countries, including Guatemala, El Salvador, Honduras, Nicaragua, and Costa Rica. Mexico's national independence day follows on the 16th, while Chile's occurs on the 18th, and Belize's is on the 21st. It traditionally honors the cultures and contributions of both Hispanic and Latino Americans as we celebrate the heritage rooted in all Latin American countries.

We are using this opportunity to highlight Hispanic American leaders.



Facebook

Dr. José Celso Barbosa Alcala (July 27, 1857 – September 21, 1921) was a [Puerto Rican physician](#), [sociologist](#) and political leader. Known as the father of the [statehood movement in Puerto Rico](#), Barbosa was the first Puerto Rican, and one of the first persons of African descent to earn a medical degree in the [United States](#).



Wikipedia

Eduardo José Padrón (born June 26, 1944-Santiago de Cuba) is President Emeritus of [Miami Dade College](#) (MDC). An economist by training, Padrón earned his Ph.D. from the [University of Florida](#). After serving as a faculty member at MDC, he became the school's president in 1995. [Time](#) named him one of the ten best college presidents in 2009, and he was awarded the [Presidential Medal of Freedom](#) in 2016.



Wikipedia

Ellen Ochoa (born May 10, 1958) is an American engineer of Mexican descent, former astronaut and former director of the [Johnson Space Center](#). In 1993, Ochoa became the first [Hispanic](#) woman to go to space when she served on a nine-day mission aboard the [Space Shuttle Discovery](#). Ochoa became director of the center upon the retirement of the previous director, [Michael Coats](#), on December 31, 2012. She was the first Hispanic director and the second female director of Johnson Space Center.



repeatingislands.com

Julia de Burgos García (February 17, 1914 – July 6, 1953) was a [Puerto Rican](#) poet. As an advocate of [Puerto Rican independence](#), she served as Secretary General of the Daughters of Freedom, the women's branch of the Puerto Rican Nationalist Party. She was also a [civil rights activist](#) for women and African/Afro-Caribbean writers. 🌐

What You Need To Know

For transgender and gender nonconforming youth, the use of chosen names and pronouns is validating as well as lifesaving. This tip sheet, written by Uplift clinicians CJ Roseberry, MSW and Sam Middleton, MS includes a guide to pronouns and gender identities and tips for avoiding misgendering and deadnaming (using an incorrect name for a trans person). It also includes practical tips for supporting trans people.

A glossary of key terms and their meanings for/within the LGBT+ community as developed by the Bryson Institute follows at the end of the article.

GENDER101:

HOW TO AVOID MISGENDERING AND DEADNAMING

What is a pronoun?

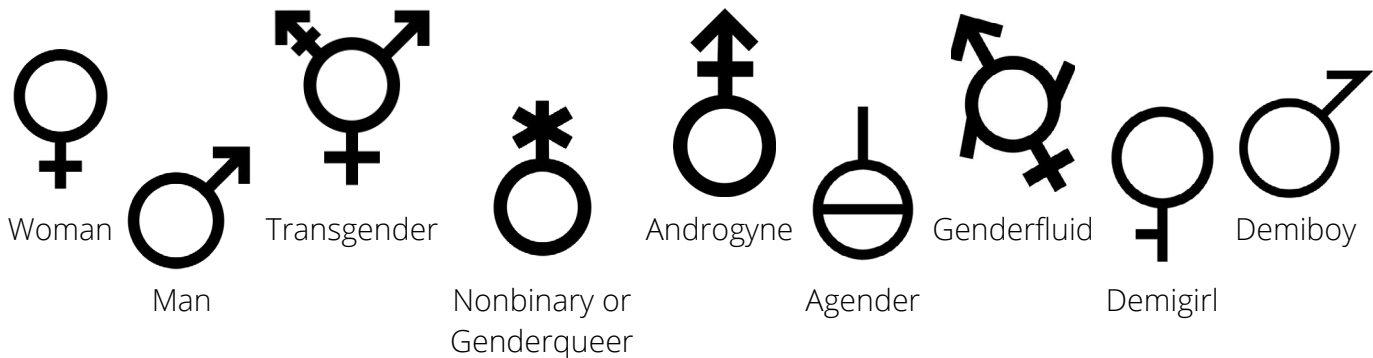
A [pronoun](#) is a word that is used in the place of a noun (person, place or thing).

What is gender?

Gender is how a person sees themselves in the world. When someone's gender lines up with how they were assigned at birth, they are [cisgender](#). When a person's gender is different from what they were assigned at birth, they are [transgender](#) or [gender non-conforming](#). Genders include a person, a woman, a man, both a man and a woman, or



neither a man or a woman. There are an infinite number of genders - some of the most common gender identities are listed below, with their accompanying symbols.



How do pronouns connect to gender?

Pronouns are a way to describe someone's gender.

Are there more than two pronouns to describe a person's gender?

Yes, there are many pronouns available. Some include:

She/Her/Hers
Ze/Zir/Zirs

They/Them/Theirs
Xe/Xem/Xyr

He/Him/His
It/Its/Itself

Some people use multiple sets of pronouns. These are called **rolling pronouns** and may be used interchangeably within a sentence, or may be used based on how someone expresses their gender. Example: Roman uses *they/them/theirs* and *he/him/his* pronouns. Roman got a perfect score on *their* math test and is proud of *himself*.

Neopronouns are pronouns that have been newly created to describe someone in a gender neutral way. *Ze/zir/zirs* and *xe/xem/xyr* are two examples of neopronoun sets. Example: Aubree uses *xe/xem/xyr* pronouns. Aubree's favorite holiday is Halloween because *xe* gets to dress up as *xyr* favorite superheroes.

What is misgendering?

Misgendering is the act of using the wrong pronouns when talking to or about someone. Example: Susie uses *he/him/his* pronouns. You would misgender him by saying, "Susie is such a great knitter; *she* knows so much." Saying "Susie is such a great knitter; *he* knows so much" uses Susie's correct pronouns.

What if I don't know a person's pronouns?

Often, misgendering happens by accident. When we meet a new person, sometimes we don't know their pronouns. It's wise to never assume pronouns based on appearance. If you don't know someone's pronouns when speaking about them or to them, use their name in place of pronouns.

If you want to know someone's pronouns, do not ask them directly - it can be unsafe for transgender people to have their pronouns questioned. Instead, introduce yourself and give your pronouns. This can create trust between you both, and the person may share their pronouns in return. If they do not, go back to step one and use their name.

What is deadnaming?

Deadnaming is the act of calling a transgender person by an incorrect name. Often, this is a name they were given at birth and no longer use.

How do I avoid deadnaming a person?

In order to not deadname someone, you need to know their current name and commit to using it. Sometimes, you can find this information out because they will tell you while introducing themselves. Other times, a friend, family member, or coworker may tell you someone's name, or it will be on their social media.

When you know someone's correct name, make sure to use it even when describing past events or stories about the person. It is *never* okay or necessary to use the person's deadname.

Sometimes, trans youth will change their name several times. This is done because they are trying to figure out what name feels right. Someone might have a different name every time you see them. This is okay and should be respected.

What do I do if I accidentally misgender or deadname someone?

It is important to always give a quick apology and correct yourself if you catch your mistake.

If you or someone else realizes you misgendered someone after the moment, you can work to not do it in the future, promise to catch yourself if you misgender in the future, or give a quick apology and recognition to the person you misgendered.

There is no need to make excuses or give long apologies.

How important is it to use a person's correct pronouns and name?

Several studies show that when you use someone's correct pronouns and name, it drastically decreases that person's thoughts of suicide, depression and anxiety. This is especially true for transgender youth.

What if I don't want to use the person's correct pronouns or name?

How would you feel if someone constantly called you the wrong name and refused to change? Misgendering and deadnaming someone without correcting is disrespectful and harmful. It can make trans people feel dysphoric - or even result in unsafe experiences, such as exposing them to anti-trans violence.

If you decide you do not want to use someone's correct name or pronouns, you should avoid talking about or spending time with them to avoid continually harming them. You should not explain to someone why you've made this decision. Explaining why you won't use someone's name or pronouns shows that you've chosen to invalidate their identity.

I still have trouble understanding the importance of misgendering and deadnaming. What should I do to be a better ally?

You might not understand the importance of pronouns and chosen names because you haven't personally had the experience of having your name or pronouns invalidated.

To be a better ally, you should first educate yourself. You can learn more about deadnaming and misgendering by researching them online, reading books or articles, taking training courses and speaking to cisgender people who have a better understanding.

Never ask a transgender person about misgendering, deadnaming and being trans unprompted. If they trust you to talk about those topics, they will bring those topics up to you.

What are some other ways I can show I am an ally to transgender and gender non-conforming people?

- Add your pronouns in your email signature and on your social media accounts to take the weight off trans and gender nonconforming people when it comes to sharing pronouns.

- When you see someone being deadnamed or misgendered, privately speak to the person who has done the deadnaming or misgendering and teach them how to do better next time.
- Directly support transgender and gender non-conforming people: give money to individual fundraisers and support organizations that are led by and aid trans and queer people.
- Read books and articles written by transgender and gender non-conforming people. Post information on social media for others to learn.
- Speak to your workplace's Operations or Human Resources staff about implementing safe trainings and practices for all employees.
- Always listen to transgender and gender non-conforming people when they trust you enough to tell you about injustices they face.
- Take accountability for mistakes, assumptions, or thoughts you may have had in the past regarding transgender and gender non-conforming people and the LGBTQ+ community at large.

For more information about Uplift's Queer & Trans Youth Services or to request services, please contact:

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WWW.UPLIFTPHILLY.ORG

Definition of Terms

Note: Language is dynamic and ever changing and therefore these definitions vary based on several factors including time, place, culture, and society. No one term means the same to all people or describes all people, thus it is best to ask the person how the person identifies across sexuality and gender.

AFAB – Assigned female at birth.

ALLY – Someone who advocates for and supports members of a community other than their own, specifically the LGBTQ community.

AMAB – Assigned male at birth.

AGENDER – A person who does not identify themselves as having a gender.

AROMANTIC – A person who does not have romantic attraction.

ASEXUAL – A person who is not sexually attracted to anyone.

ASSIGNED SEX – The sex someone is assigned at birth based on their genitals. Male or female.

BIOLOGICAL SEX – The sex of a person based on their hormones, chromosomes, secondary sex characteristics, internal and external reproductive organs.

BIPHOBIA – A fear or dislike of bisexuals.

BISEXUAL – A person who is romantically attracted to men & women.



CISGENDER – A person whose assigned sex and gender identity are in alignment.

CISSEXISM – The belief that a person's assigned sex will always dictate their gender.

COMING OUT – Personally and/or publicly sharing one's sexual orientation or gender identity.

GAY – A man who is romantically attracted to other men. Term can also be used in reference to the entire LGBTQ community.

GENDER FLUID – A person who is moving through different genders at any given day, week, month or year of their life. Not to be confused with someone who is questioning their gender.

GENDER IDENTITY – Someone's personal sense of being a man, woman, both, or neither.

GENDER NON-CONFORMING – A person who does not identify solely as their sex assigned at birth. Also, has the additional usage by doctors working with younger trans youth.

GENDER QUEER – A person who does not identify solely as their sex assigned at birth.

HETEROSEXISM – Assuming every person to be heterosexual therefore marginalizing persons who do not identify as heterosexual. It is also believing heterosexuality to be superior to homosexuality and all other sexual orientations.

HETEROSEXUAL – Someone that is attracted to 'the opposite' gender. (straight)

HOMOPHOBIA – A fear or dislike of gay people

INTERSECTIONALITY – The idea that all social justice issues relating to different parts of our identities are all connected in systems of oppression and not to be considered as independent issues. Example; a transwoman of color will experience racism for being a person of color, transphobia for being transgender and sexism for being a woman. These will frequently reinforce each other.

INTERSEX – A person whose biological sex falls between the medical standards of male and female.

LESBIAN – A woman who is romantically attracted to other women.

NON-BINARY – A person who does not identify in the gender binary (Man or woman)

PANSEXUAL – A person who is romantically attracted to people of any gender

PRONOUNS – A way to refer to someone outside of their name. Example; she, her, hers; he, him, his; they, them, theirs.

QUEER – Sometimes used as derogatory; can also be used in reference to someone that sees themselves as being outside of the heterosexual (straight) norm in regards to their sexual and/or gender identity.

QUESTIONING – Someone who is unsure of their sexual and/or gender identity.

SEXUAL ORIENTATION – To whom a person is attracted romantically, physically, spiritually, intellectually, etc.

TRANSGENDER – A person whose assigned sex and gender identity differ.

TRANSPHOBIA – A fear or dislike of transgender people.

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Employee Assistance Program at Carisk Partners

We all face challenges as we try to reduce stress, find balance, and be our best selves. To address these issues, Cigna/Evernorth, our EAP partner, offers a series of useful webinars.

Please click [here](#) to access a list of upcoming webinars as well as past webinars on emotional well-being, family matters, financial health, health and wellness, management training, personal development, stress management and workplace topics.

October Webinars include:

- Raising Money-Savvy Kids
- Managers: Leading with Emotional Intelligence
- Strategies for Caregiving Challenges
- Achieving Success: Using Goals to Get There
- Holiday Stress: Putting Happy Back in the Holidays

Also, EAP personal advocates will work with you and your household family members to help you resolve issues you may be facing, connect you with the right mental health professionals, direct you to a variety of helpful resources in your community and more. 

NOTEWORTHY DAYS



July 30—Islamic New Year—Commemorates Muhammad's migration from Mecca to Medina. This migration was to escape the oppression and violence that the non-Muslim Quraish, the predominant tribe of Mecca, had been inflicting on him and his companions. He escaped to Medina on camel with his best friend, Abu Bakr. In Medina, Saudi Arabia, they were allowed to recover and grow spiritually and as a community.



August 21—International Day of Remembrance and Tribute to the Victims of Terrorism History—This day is an observance sponsored by the United Nations. The day honors all victims of terrorism and emphasizes that these victims should have more attention. The UN states that victims of terrorism are often forgotten or not heard by the community. The organization aims to increase action and awareness towards addressing the needs of these victims.

NOTEWORTHY DAYS CONT.



August 26—Women's Equality Day—Women's Equality Day encourages and promotes equal rights and opportunities for women. This observance also commemorates the Nineteenth Amendment of the US Constitution. It prohibits denying the right to vote according to gender. Women's Equality is critical to the economic development of a country. According to a study done in 2019 by EquitableGrowth.org, about 110 billion was lost in wages annually due to women having fewer opportunities in the United States.



September 11—Patriot Day—Patriot Day is a day the US remembers the terrorist attacks on September 11, 2001. Rest in Peace, my friends.



September 18—AIDS and Aging Awareness Day—AIDS and Aging Awareness Day brings attention to the challenges aging victims of the disease face.



September 25-27—Rosh Hashana—Rosh Hashanah is the Jewish New Year. Rosh Hashanah literally translates to the Head of the Year. It is a two-day festival. In the Bible, it is called Yom Ha-Zikaron, the day of remembrance or Yom Teruah the day of the sounding of the shofar-(Leviticus 23:24-25). Jews start Rosh Hashanah festivals with lighting of the candles and synagogue prayers. On the eve of Rosh Hashanah, Jews eat an apple dipped in honey to signify a sweet new year to come. They also place a fish head at the table to commemorate 'being a head and not a tail'.

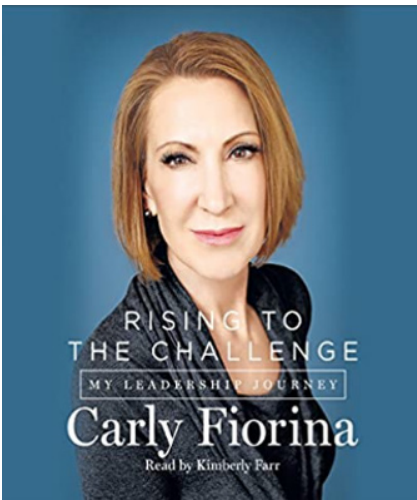


October 4-5—Yom Kippur— (Day of Atonement) is the last day to atone our sins of the Ten Days of Repentance, which start on the New Year (Rosh Hashanah). Jews seek to 'purify their souls' on this day, by abstaining from common pleasures. Yom Kippur is celebrated by most Jewish denominations. It is a fast day from the eve until the next day at nightfall. No food or drink is permissible. 🕯️



Trailblazing Groundbreakers

Where History Meets Diversity, Equity and Inclusion



Carly Fiorina-first woman to [lead](#) a Fortune 20 company.



Pinterest

Diahann Carroll-first Black woman to [star](#) in her own television series in a non-stereotypical role.



Nilda Comas-first Hispanic master sculptor to [create](#) a statue for the National Statuary Hall State Collection.

In addition, Trailblazing Groundbreakers brings us the most recent headlines about diversity, equity and inclusion as they happen in our ever-changing world. Please visit the links below.

- [Historic](#) first as Mary McLeod Bethune statue installed at the U.S. Capitol
- Maura Healey could make [history](#) as first openly gay Massachusetts Governor 🏳️‍🌈





Lights, Cameras, Action!

A standing ovation for entertainment industry pioneers who broke barriers and established standards.



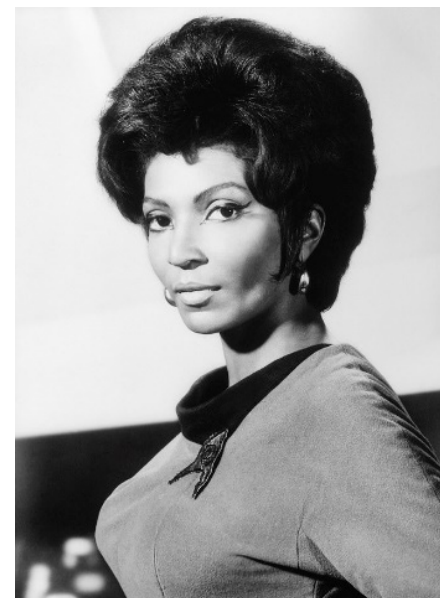
Image Source: Everett Collection

Lucille Ball-first woman to lead a [major](#) Hollywood studio, Desilu Productions.



Lopez at the 74th Tony Awards in 2021

Matthew Lopez-first Latino [playwright](#) to win a Tony for best play, The Inheritance.

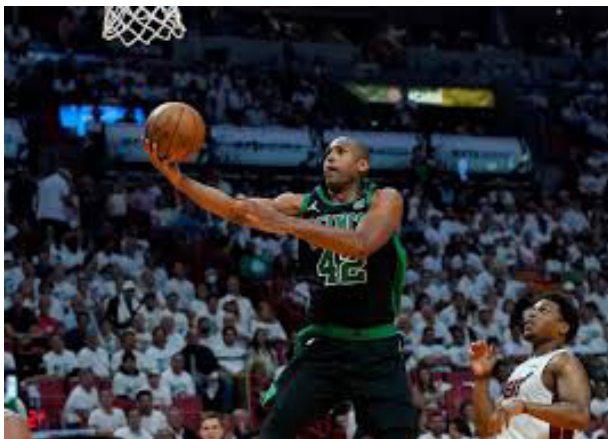


Nichelle Nichols-first Black actress featured in a [non-stereotypical](#) role, Lieutenant Uhura in Star Trek. 🌟



**"None of us is as
smart as all of us."**
- Kenneth H. Blanchard -

Sports Corner



masslive.com

Al Hford, 1st [Dominican](#) player in the NBA Finals.



Baruch Bearcats and the [Yankees](#).



myhero.com

Kathrine Switzer, 1st woman to run the Boston Marathon as an [officially](#) registered competitor.



raiders.com

Sandra Douglas Morgan, 1st Black woman in NFL history to serve as team [president](#) for the Las Vegas Raiders.



nba.com

Steve Kerr, helped make [NBA](#) history.



Carisk Café

Uncle Fester and Cousin Itt shrieked in horror, they could not download the secret recipes that had been passed down in their families for thousands of years. Thing became so distraught, his hand stiffened and froze in time. Grandpa was aghast, he could not believe his eyes and ears...he was hosting Halloween this year and without the recipes, it would have to be canceled. "I can't stand this pressure, I'm 452 yrs old". "I'm not as young as I used to be". "What are we going to do? Who could have done this"?



"I bet the new neighbor has something to do with this", said Gomez.

Medusa growled and said "I heard that Gomez". "My patience is once again wearing thin with you and so is your luck". Morticia quickly shut the patio door and closed the blinds. She could not go through another series of spells to de-petrify Gomez. It took weeks and was all very stressful.

On that, same chilly night when the full moon was shining bright and werewolves could be heard howling in the distance, Eddie, Pugsley and Wednesday were on their way to school, Jekyll and Hyde Preparatory. All of a sudden, they smelled something familiar coming from the forest; Thing's awesome mummified meatballs. It led them straight to Wilhelmina W. Witchypoo's castle. When they looked through a crevice, they saw her taste testing and uploading the ill-gotten recipes to her iPad while sipping cafecito.

However, how was she able to breach Cousin Itt's firewall?

They ran all the way to school and told their headmistress, Ms. Tananarive; who quickly called 2 of her former students, Hansel and Gretel, now proud and successful owners of Ghostbusters International.com and the darlings of Silicon Valley and Wall Street. They knew the layout of the castle.

The three of them entered the castle thru the secret passage under the dungeon where Witchypoo kept her gargoyle nursery and waited. Surely when she taste tested Uncle Fester's famous zombie cocktail she would have one sip too many and fall asleep; and so it happened. When Pugsley, Eddie and Wednesday saw Witchypoo fall asleep with the cocktail glass still in her hand they texted the team waiting inside.

The trio made their way thru a multitude of treacherous passageways and trapdoors in the castle, grapped the recipes and erased her iPad. Not once did Witchypoo move a muscle, the zombie cocktail can have that effect on you. Hansel and Gretel made sure that Witchypoo would never again have the ability to hack into another electronic device-ever.

When news of the team's success reached the residents of Transylvania Heights, there were howls of relief throughout the forest. The vampire bats left their caves and flew across the full moon in celebration...the patrons of the Carisk Café were going to have their Halloween [Jubilee](#) after all. 🦇

Resources

Reading is Awesome-Unknown



Grandparents Day

<https://www.today.com/parents/parents/when-is-grandparents-day-rcna40920>

<https://www.retireguide.com/guides/self-care-raising-grandchildren/#:~:text=More%20than%201%20in%2010,grandparent%20is%20the%20primary%20caregiver.>

https://www.hazeldenbettyford.org/~/_media/files/bcrupdates/grandparents-raising-grandchildren.pdf?la=en

Hispanic Heritage Month

https://en.wikipedia.org/wiki/Jos%C3%A9_Celso_Barbosa

https://en.wikipedia.org/wiki/Eduardo_J._Padr%C3%B3n

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

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

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

Minority Mental Health Awareness Month

<https://mhanational.org/mental-health-data-2020>

https://www.huffpost.com/entry/depression-antidepressants-black-community-stigma_n_62e05bd5e4b06e213fc4a511

Suicide Prevention week

<https://www.cbsnews.com/miami/news/students-traumatized-palmetto-high-school-senior-jumps-3rd-floor/>

https://www.americashealthrankings.org/explore/health-of-women-and-children/measure/teen_suicide/state/ALL

The TALK

<https://thegrio.com/2022/08/31/remote-learning-affected-reading-skills-of-students-many-black-latino-evidence-shows/>

<https://apnews.com/article/covid-health-education-353a53fe022f77d3a4d5fd6561f0c2ee>