



Carisk Kaleidoscope

October 30, 2023 | V03 . 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 Carisk Kaleidoscope's 2023 fall edition. The Council wishes every Carisk Family member and their loved ones a fabulous fall season and happy school year.

We have an interesting selection of articles, which address challenges and triumphs in our diverse communities. We also look at the past and reveal its impact on our present landscape.

Bob presented Special Days and News from HR series.

Diane delivered the Positivity Poster, and "community" link, In Plain Sight. She also contributed towards Trailblazers and Back to School.

Humberto, our guest contributor provided us with "New Language Dialect Evolving in the US" link in the Hispanic Heritage page.

PJ added the Diversity Poem and the following links, "Disability Pride Month" as well as "History of Labor Day."

Sunita gave us the "Loneliness Epidemic in Older Women" link in the Suicide Prevention page.

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 

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IF ALL THE TREES WERE OAKS

What if all the trees were oaks,
How plain the world would seem;
No maple syrup, banana spits
And how would orange juice be?

Wouldn't it be a boring place,
If all the people were the same;
Just one color just one language,
Just one family name!

-BUT-

If the forest were the world,
And all the people were the trees;
Palm and pine, bamboo and willow,
Live and grow in harmony.

Aren't you glad, my good friend,
Different though we be;
We are here to help each other.
I learn from you, and you from me.

*A poem about the importance of Equality and Inclusion,
author unknown.*
InspiHERTech.com

MEMBERS OF THE DIVERSITY COUNCIL



LEADER OF THE DIVERSITY COUNCIL

Anabel Rawlins, FOUNDER

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, FOUNDER

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



Peter Halas

Surgical Implant Management
Wall, NJ

Diversity and inclusion were issues I never focused on because they were part of my every day life through sports and interactions with people of every race/religion/creed etc. Now, as the proud parent of a daughter with Down Syndrome diversity and inclusion are at the fore of everything we do trying to find places for everyone to be accepted and valued as they are.



Lori Height, FOUNDER

Executive Sales Assistant
Wall, NJ

Promoting a community of acceptance and belonging



Anne Lepre

Sales Executive
Wall, NJ

"In diversity there is beauty and there is strength" –Maya Angelou



Sunita Mathur, FOUNDER

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, FOUNDER

Vice President of Administration
Remote

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



Robert Post, FOUNDER

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

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



Michael Rydman, FOUNDER

Senior Vice President, Sales
Benicia, California

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



Allen Spokane, FOUNDER

Chief Technology Officer
Florham Park, NJ

"Nobody Wins Unless Everybody Wins" – Bruce Springsteen



Michele St. Preux

Senior 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



Michael Vialonga

Sales Associate
Wall, NJ

"We cannot change the world, until we change ourselves." – Anonymous



David Vittoria, FOUNDER

Chief Behavioral Health Officer
Miami, FL

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



WELCOME ALCOVE

Carisk Partners welcomes our seven new team members who joined us in Q3-2023. We wish them the best of luck for a great and long-term working association, all the best in their new positions.

- **Sydney Berardo and Lauren Hickey** are joining Carisk as Associate Product Managers, reporting to Chrissy Gaul, Senior Vice President of Marketing. Sydney recently graduated from Penn State University and Lauren from Providence College, both with degrees in Marketing. Both also have worked as Interns for Carisk, beginning in 2020.
- **Stephanie Drennan** is joining Carisk as a DCF Care Manager, reporting to Jennifer Branham, Senior Director of DCF. Stephanie is a Licensed Marriage and Family Therapist with 14 years of behavioral health experience. She is an AAMFT Approved Supervisor and Quality Supervisor in the State of FL. Stephanie was most recently a Clinical Director of a Family Services agency, an Adjunct Instructor at a local college, and she ran her own therapy practice.
- **Kim Dupree** is Carisk's newest Care Coordinator, reporting to Soirene Delgado, Manager of Care Coordination. She is a Registered Nurse who most recently worked as a Field Case Manager for Broadspire. She also contributed to the 6th edition of Nursing Care Plans: Transitional Patient and Family Centered Care.
- **Grace Gargiulo** is our latest CiC Sales Executive, reporting to Sally Balioni, Vice President of CiC Sales. Grace is a recent graduate of Franklin and Marshall College, where she majored in Business, Organization and Society. She has also interned with us since 2021.
- **Dayna Timmins** is Carisk's newest Care Coordinator, reporting to Amanda Dennison, Manager of Clinical Operations. Dayna is a Certified Case Manager, a Certified Workers Compensation Case Manager and a Certified Life Care Planner who brings 20 years of experience as Workers' Compensation Medical Case Manager to Carisk.
- **Lydia Willis** is the newest member of the Call Center, reporting to Crystal Cottrill, Director of Customer Service. Lydia most recently worked in the Financial Services industry after a long career as a Legal Assistant.

Sidney, Lauren, Stephanie, Kim, Grace, Dayna, and Lydia best of luck to all of you and welcome to the Carisk Family! 🤝

THE TALK

Featuring Topics On Diversity, Equity And Inclusion
Which Trigger Thought And Conversation



Bias and AI

An Asian MIT student asked AI to turn an image of her into a professional headshot. It made her white, with lighter skin and blue eyes.

INSIDER

[Sawdah Bhaimiya](#)

Aug 1, 2023, 7:00 AM EDT

An MIT graduate was caught by surprise when she prompted an artificial intelligence image generator to create a professional headshot for her LinkedIn profile, and it instead changed her race.

Rona Wang — a 24-year-old Asian American student who studied math and computer science, is completing a graduate program at MIT in the fall, and whose identity was verified by Insider — had been experimenting with the AI-image creator Playground AI. The Boston Globe was the first to report on the news.

Wang tweeted images of the results on July 14, saying: “Was trying to get a LinkedIn profile photo with AI editing & this is what it gave me.”

In the first image, Wang appears to be wearing a red MIT sweatshirt that she uploaded into the image generator with the prompt: “Give the girl from the original photo a professional LinkedIn profile photo.”

The second image showed that the AI tool had altered her features to appear more Caucasian, with lighter skin and blue eyes.

“My initial reaction upon seeing the result was amusement,” Wang told Insider. “However, I’m glad to see that this has catalyzed a larger conversation around AI bias and who is or isn’t included in this new wave of technology.”

She added that “racial bias is a recurring issue in AI tools” and that the results had put her off them. “I haven’t gotten any usable results from AI photo generators or editors yet, so I’ll have to go without a new LinkedIn profile photo for now!”

Wang told The Globe that she was worried about the consequences in a more serious situation, like if a company used AI to select the most “professional” candidate for the job and it picked white-looking people.

“I definitely think it’s a problem,” Wang said. “I hope people who are making software are aware of these biases and thinking about ways to mitigate them.”

Suhail Doshi, the founder of Playground AI, responded to Wang’s post: “The models aren’t instructable like that so it’ll pick any generic thing based on the prompt. Unfortunately, they’re not smart enough.”

He added, “we’re quite displeased with this and hope to solve it.”

A recent study by researchers from the AI firm Hugging Face found that AI image generators like DALL-E2 had an [issue with gender and racial bias](#).

The study found that 97% of the images, DALL-E2 produced when prompted to generate images of positions of power like “director” or “CEO” were of white men.

The researchers said this was because the AI tool was trained on biased data that could amplify stereotypes.

Playground AI and its founder didn’t immediately respond to a request comment.

Artificial Intelligence Without The Right Data Is Just... Artificial, Joe McKendrick, Senior Forbes Contributor 



July 2023

June 6, 2023 by The Arc

Disability is a part of the rich tapestry of human diversity, and something that nearly all of us will experience at some point in our lives. It is also a significant identity that defines how we experience the world. Yet people with disabilities have been marginalized and misunderstood for generations. All disabilities and their intersecting identities should be acknowledged, valued, and respected, and one way to do that is during Disability Pride Month.

[Disability Pride Month](#) is celebrated every July and is an opportunity to honor the history, achievements, experiences, and struggles of the disability community.

Why July? It marks the anniversary of the Americans with Disabilities Act, landmark legislation that broke down barriers to inclusion in society. However, barriers still exist, which is why we need to honor every kind of disability, the people who identify with them, and the wide range of supports they need to thrive. Here is more about [the history of Disability Pride Month](#) and the story behind the flag.

“Recognizing and respecting differences in others, and treating everyone like you want them to treat you, will help make our world a better place for everyone. Care... be your best. You don’t have to be handicapped to be different. Everyone is different!”

Kim Peek, American Savant 

NATIONAL MINORITY MENTAL HEALTH AWARENESS



July: National Minority Mental Health Awareness Month

CDC observes National Minority Mental Health Awareness Month each July. This observance raises awareness of the challenges that affect the mental health of racial and ethnic minority groups. Learn more about mental health and find ways to support mental health equity. Mental health is important to our overall health.

Mental health crisis grows

As the mental health crisis for [youths](#) in the U.S. has been inflamed by the pandemic, some communities of color are breaking through long-held cultural stigmas. Yet, Black and Hispanic people have substantially less access to mental health services, according to the U.S. Department of Health and Human Services.

In 2017, 13% of U.S. teenagers ages 12 to 17 said they had experienced at least one major depressive episode in the past year, up from 8% in 2007, according to Pew Research Center. For people ages 10 to 24, suicide rates increased 57% from 2007 to 2018, according to the Centers for Disease Control and Prevention.

Federal attempts to strengthen the Mental Health Parity and Addiction Equity Act may make it possible for people to get equitable mental health coverage through their insurance.

For now, many young people of color are trying to focus on improving their mental well-being one day at a time. 🧠



WORLD DROWNING PREVENTION DAY



Anyone can drown,
no one should.

US Drowning Statistics

- In the US, an average of 3,500 to 4,000 people drown per year. That is an average of 10 fatal drownings per day.
- Drowning is the leading cause of unintentional injury-related death for children ages 1-4.
- Drowning remains in the top 5 causes of unintentional injury-related death from birth to 5 years old.
- Twenty-three percent of child drownings happen during a family gathering near a pool.
- Drowning is the cause of death for most boating fatalities.
- It's estimated that another 5 to 10 people receive hospital-related care for nonfatal drowning injuries for every fatal drowning victim.
- Children younger than one-year-old are more likely to drown at home.
- Eighty-seven percent of drowning fatalities happen in home pools or hot tubs for children younger than 5. Most take place in pools owned by family or friends.
- Children 5 to 17 years old are more likely to drown in *natural water, such as ponds or lakes*.

Drowning Risks Vary by Race and Household Income

- Sixty-four percent of African-American, 45 percent of Hispanic/Latino, and 40 percent of Caucasian children have few to no swimming skills.
- When parents have no/low swimming skills (or competence) ability, their children are unlikely to have proficient swimming skills. This affects:
 - 78 percent of African-American children
 - 62 percent of Hispanic/Latino children
 - 67 percent of Caucasian children
- African-American children ages 5 to 19 drown in swimming pools at rates 5.5 times higher than Caucasian children in the same age range.
- Seventy-nine percent of children in households with incomes less than \$50,000 have few-to-no swimming skills.

Please visit this link to learn more about [World Drowning Prevention Day](#). 

HUMAN TRAFFICKING DAY

In Plain Sight

World Day against Trafficking in Persons aims to raise awareness about the issue of human trafficking and promote efforts to combat this heinous crime. Recognized by the United Nations, this day serves as an opportunity for countries, organizations, and individuals to come together and highlight the importance of preventing and addressing human trafficking, as well as providing support to victims. The observance focuses on various aspects such as forced labor, sexual exploitation, and child trafficking, to create a comprehensive understanding of this global problem and foster cooperation in addressing it.



Every year, millions of men, women, and children are trafficked worldwide – including right here in the United States. It can happen in any [community](#) and victims can be any age, race, gender, or nationality. Traffickers might use the following methods to lure victims into trafficking situations:

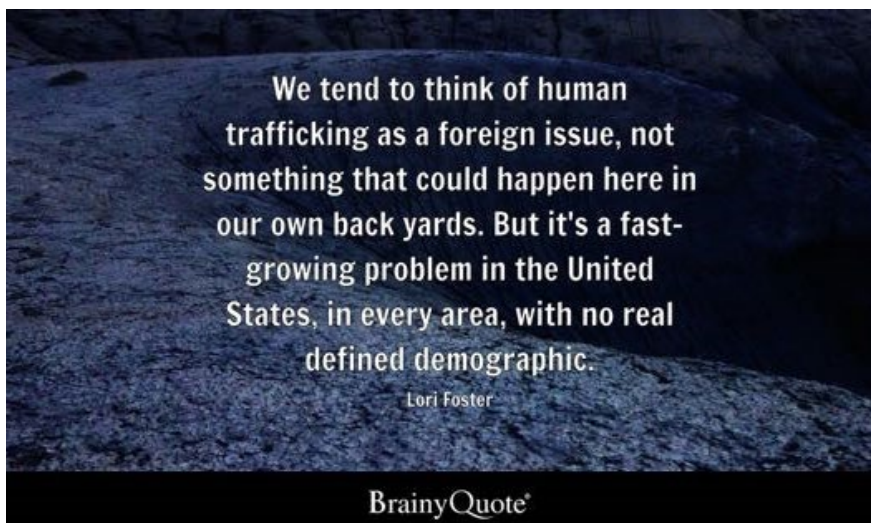
- Violence
- Manipulation
- False promises of well-paying jobs
- Romantic relationships

Language barriers, fear of their traffickers, and/or fear of law enforcement frequently keep victims from seeking help, making human trafficking a hidden crime.

Traffickers look for people who are easy targets for a variety of reasons, including:

- Psychological or emotional vulnerability
- Economic hardship
- Lack of a social safety net
- Natural disasters
- Political instability

The trauma caused by the traffickers can be so great that many may not identify themselves as victims or ask for help, even in highly public settings.



Many [myths and misconceptions](#) exist. Recognizing key [indicators](#) of human trafficking is the first step in identifying victims and can help [save a life](#). Not all indicators listed are present in every human trafficking situation, and the presence or absence of any of the indicators is not necessarily proof of human trafficking.

The safety of the public as well as the victim is important. Do not attempt to confront a suspected trafficker directly or alert a victim to any suspicions. It is up to law enforcement to investigate suspected cases of human trafficking. [🔗](#)

SEPTEMBER IS GYNECOLOGIC CANCER AWARENESS MONTH: WHAT EVERYONE SHOULD KNOW

National Gynecological Cancer Awareness Month, observed every September, is a dedicated campaign aimed at raising awareness about gynecological cancers, promoting early detection, and providing information about prevention and treatment. Gynecological cancers affect the female reproductive system and include cancers of the cervix, ovaries, uterus, fallopian tubes, vagina, and vulva. This month-long observance serves as a platform to educate individuals, healthcare professionals, and communities about the significance of understanding these cancers and taking proactive steps for better health outcomes. Uterine cancer includes the more common endometrial cancer and the rarer uterine sarcoma. Of the gynecological cancers, ovarian cancer is responsible for the most deaths among individuals assigned female at birth in the United States.

MOST COMMON GYNECOLOGICAL CANCERS:

The following types of gynecological cancers are quite common and affect a large number of women every year:

Uterine Cancer

Cancer of the uterine lining is called endometrial cancer (called the endometrium). During pregnancy, a baby grows in the uterus, also called the womb. On both sides of the uterus are the fallopian tubes and ovaries. The cervix is the opening between the uterus (or womb) and the vagina. These reproductive organs are near the bladder and rectum in the pelvis. During the time when a woman can have children, the lining of the uterus, called the endometrium, grows each month. It does this so that if a woman gets pregnant, it will be ready to hold an embryo. If there is no pregnancy, the endometrium is lost during the period.

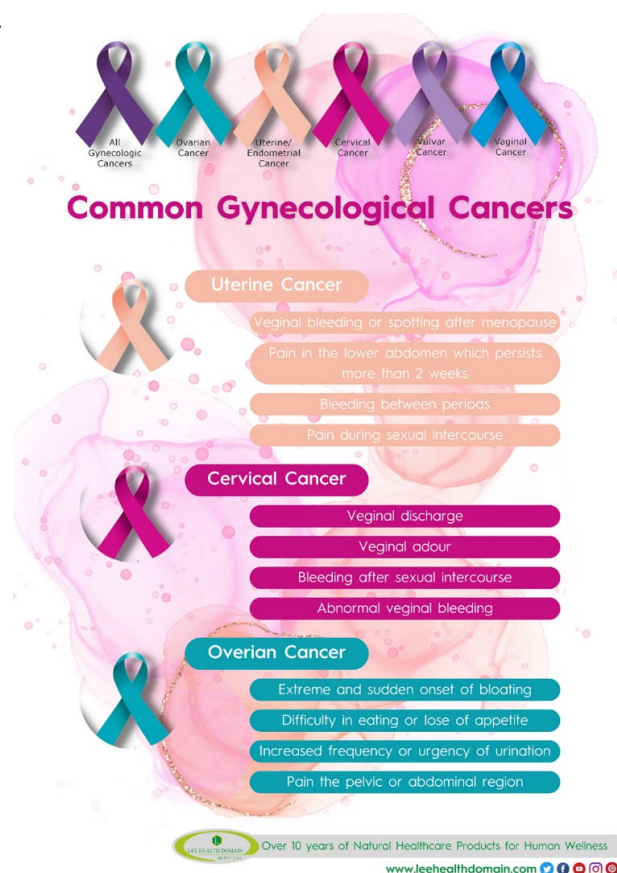
Symptoms of Uterine Cancer

The most common warning sign for uterine cancer, including endometrial cancer, is abnormal vaginal bleeding. Recognition of this symptom often affords an opportunity for early diagnosis and treatment. In older women, any bleeding, spotting, or brownish discharge after menopause may be a symptom of endometrial cancer. Younger women are also at risk and should note irregular or heavy vaginal bleeding as this can be a symptom of endometrial cancer.

Uterine cancers can be further subdivided into endometrial cancers, uterine sarcomas, and endometrial stromal tumours. Of these, endometrial cancer is the most common type of uterine cancer and the other two are quite rare. Endometrial cancer is also one of the most curable ones. Endometrial cancer is diagnosed quite early in most cases and hence is treated by a laparoscopic (minimally invasive) surgery. The entire treatment requires only 2-3 days of hospital stay in most cases. Though a few patients of endometrial cancer (about 10-15%) may require further treatment in the form of radiotherapy or a combination of radiotherapy and chemotherapy.

Cervical Cancer

Cervical cancer is another type of gynecologic cancer that is very common and is one of the main reasons women die from cancer all over the world. Cervical cancer is cancer that begins in the cervix, the part of the uterus or womb that opens into the vagina. It is the part of the uterus that dilates and opens fully to allow a baby to pass into the birth canal. The normal cervix has two main types of cells: squamous (or flat) cells, which protect the



outside of the cervix, and glandular cells which are mostly inside the cervix and produce the fluid and mucus commonly seen during ovulation.

Cervical cancer is caused by abnormal changes in either of these cell types in the cervix and is the only gynecologic cancer that can be prevented by regular screening and preventive vaccination.

Symptoms of Cervical Cancer

Cervical precancers usually have **no symptoms**. That is why it is important to have a Pap test. A woman usually does not have any signs until the cells turn into cancer and invade the deepest parts of the cervix or other pelvic organs.

These symptoms include:

- Vaginal discharge
- Abnormal vaginal bleeding
- Vaginal odor
- Pain

These symptoms may be caused by cancer or by other health problems. It is important for a woman to see her doctor if she is having any of these symptoms.

*Regular cancer screenings and **PAP test** for HPV detection are important for early detection. If diagnosed early, cervical cancer can be treated by radical surgery alone while those detected in advanced stages require a combination of chemo and radiation therapy. Vaccinating young girls for preventing HPV infection before they are sexually active is a very effective way to prevent cervical cancers as well as many other forms of gynecological cancers.*

Ovarian Cancer

Ovarian cancer is another common gynecological cancer. There are three types of it: epithelial ovarian cancer, germ cell cancer, and stromal cell cancer. Of these, epithelial ovarian cancer is the most common one accounting for about 85 percent of all ovarian cancers.

Symptoms of Ovarian Cancer

Historically, ovarian cancer was called the “silent killer” because symptoms were not thought to develop until the chance of cure was poor. However, recent studies have shown this term is untrue and that the following signs are much more likely to occur in women with ovarian cancer than in women in the general population, even in patients with early-stage disease.

These symptoms include:

- Bloating
- Pelvic or abdominal pain
- Difficulty eating or feeling full quickly
- Urinary symptoms (urgency or frequency)

Women who have these symptoms almost daily for more than a few weeks should see their doctor, preferably a gynecologist. Prompt medical evaluation may lead to detection at the earliest possible stage of the disease. Early-stage diagnosis is associated with an improved prognosis. Several other symptoms have been commonly reported by women with ovarian cancer. These symptoms include fatigue, indigestion, back pain, pain with intercourse, constipation, and menstrual irregularities. However, these other symptoms are not as useful in identifying ovarian cancer because they are also found in equal frequency in women in the general population who do not have ovarian cancer.

“Women’s health needs to be front and center – it often isn’t, but it needs to be.”

Cynthia Nixon, Actress 



SUICIDE PREVENTION MONTH

September marks National Suicide Prevention Month – a month to remember the lives lost to suicide, the millions of people who have struggled with suicidal ideation, and acknowledge the individuals, families, and communities that have been impacted. It is also a time to raise awareness about suicide prevention and share messages of hope.

Suicide is an important problem among [older adults](#). Suicide rates are particularly high among older men, with men ages 85 and older having the highest rate of any group in the country. Suicide attempts by older adults are much more likely to result in death than among younger persons. Reasons include:

- Older adults plan more carefully and use more deadly methods.
- Older adults are less likely to be discovered and rescued.
- The physical frailty of older adults means they are less likely to recover from an attempt.

Risk and Protective Factors

Suicide prevention efforts seek to reduce risk factors for suicide and strengthen the factors that protect individuals from suicide. Here are a few examples:

Risk factors

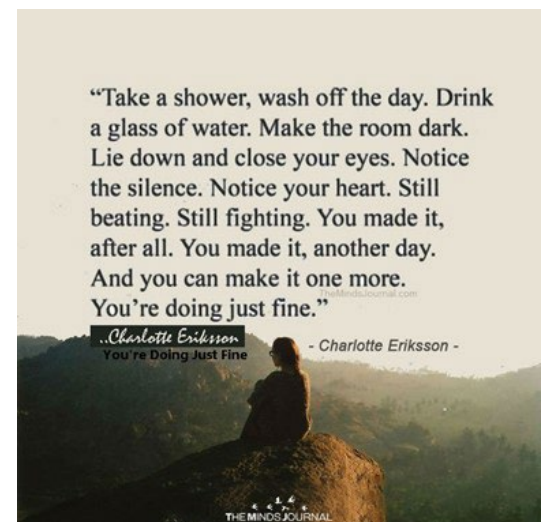
- Depression and other mental health problems
- Substance use problems (including prescription medications)
- Physical illness, disability, and pain
- Social isolation

Protective factors

- Care for mental and physical health problems
- Social connectedness
- Skills in coping and adapting to change

Please visit the link below for another relevant article.

[Loneliness Epidemic in Older Women](#) 



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OUT OF THE ASHES

Labor Day



The interior of the Triangle Shirtwaist Factory following the deadly fire.

The Triangle Shirtwaist Factory Tragedy galvanized the American Labor movement. It was one of the deadliest work related disasters in US history and served as a catalyst in labor history. From their deaths was born workers' compensation insurance and safety reforms still used today.

On March 25, 1911, a fire at the Triangle Shirtwaist Factory in New York City – lasting only half an hour – transformed how government protects workers. The company was in a building touted as fireproof. The conditions were hazardous -- operators had received many warnings. The owners refused to install sprinklers. They set up the factory for top output – not for safety.

The fire killed 146 workers. They were mostly immigrant Jewish and Italian teenage girls who died because there was no safe way for them to escape. They were trapped on the top three floors of a 10-story building that had bad fire escapes and doors that opened in.

The New York State Department of Labor of today was forged in that fire a century ago. It was the driving force behind state rules to set standards for wages, hours, sanitary conditions, and workplace safety.

In 1914, New York passed a worker's compensation law (the first attempt was deemed unconstitutional). Wisconsin was the first to pass such as law in 1911. In 1914, the New York State Insurance Fund (NYSIF) began workers' compensation insurance. The NYSIF, forged from the Triangle Fire, remains the largest writer of workers' compensation insurance in New York. In honor of the lives lost and the significance of this tragedy, a [memorial](#) was dedicated on October 11, 2023.

Please visit [History of Labor Day](#) to learn more. 





HISPANIC HERITAGE MONTH

During Hispanic Heritage Month, from September 15 – October 15, the U.S. government celebrates the countless contributions of more than 60 million Hispanic Americans, Latinos, Latinas, and Latinx-identifying people to our culture and society. Hispanic Americans are the largest minority group in the United States today, and generations of Hispanic Americans have consistently helped make our country strong and prosperous.

They contribute to our Nation beyond description. Hispanic Americans embody the best of our American values, including commitment to faith, family, and country. The Hispanic-American community has left an indelible mark on our government, culture, and economy.

The Mendez Family is a perfect example of what Hispanic Heritage Month is all about. They fought school segregation and helped Mexican-American families in California secure an early legal victory in the push against school segregation in 1947, almost 8 years before *Brown v. Board of Education*.

While *Brown v. Board of Education* is a widely known landmark Supreme Court case, we can trace its origins to the case of nine-year-old [Sylvia Mendez](#) in *Mendez v. Westminster*.

Sylvia's case was decided in the federal courts in California. Thurgood Marshall represented Sylvia Mendez and Linda Brown. Marshall used some of the same arguments from *Mendez* to win *Brown v. Board of Education*.



(Scott Smeltzer/Daily Pilot)

Felicitas and Gonzalo Mendez, brought the court case, *Mendez vs. Westminster* that desegregated California schools.

**“My parents just wanted what was best for their children”
Sylvia Mendez, Educator and Civil Rights Activist**

Relevant to the celebration of Hispanic Heritage Month please visit the link below. It is a very good article and reminded me of the evolution of “Spanglish” spoken in certain parts of NYC.

[New Language Dialect Evolving in the US](#)

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GRANDPARENTS DAY

Sunday, September 10, 2023

Grandparents are special people
with wisdom and pride.

They are always offering love and kindness
and are always there to guide.

They often make you feel
so confident and strong.

Their arms are always open
no matter what you did wrong.

They try to help out
in every way they can.

They love all of their grandchildren
the same whether you are a man, woman or child.

They are always there to listen
and to lend a helping hand.

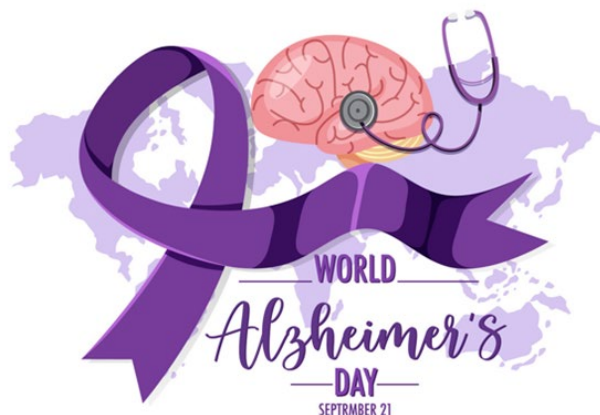
They show you respect
and they try to understand.

They give their love, devotion and so much more,
that's easy to see

GRANDPARENTS

What perfect examples
Of the kind of person that we should be.

By Stacy Smith



WORLD ALZHEIMER'S DAY

September 21, 2023

World Alzheimer's Day takes place during World Alzheimer's Month and is on 21 September every year.

In the build up to, and on the day of, many Alzheimer's and dementia associations around the world host awareness raising activities and campaigns to bring attention towards those in their community that are affected by Alzheimer's disease or other types of dementia.

A report released in the spring of 2023 stated that 14% of Hispanics and 19% of Black Americans compared with 10% of their White peers have [Alzheimer's](#).

With the number of people living with dementia set to almost triple by 2050, it has never been more important to recognize the [risk factors](#) associated with dementia and take proactive steps towards risk reduction. As such, this year's theme 'Never too early, never too late', centers on the key risk factors and risk reduction, aiming to emphasize their crucial role in delaying and potentially preventing the onset of dementia. This also importantly includes ongoing risk reduction for those who have been diagnosed.

**"Please remember the real me
when I cannot remember you."**

—Julie White

DIVERSITY POSTER

**AREN'T WE LUCKY THAT OAKS
ARE NOT THE ONLY TYPES OF TREES**



“IN DIVERSITY THERE IS BEAUTY AND THERE IS STRENGTH.” MAYA ANGELOU

NEWS FROM HR

A growing number of states are outlawing hair discrimination in the workplace, but hairstyle bias continues to be a barrier to employment for many Black women, according to the 2023 CROWN Workplace Research Study.

The survey of 2,990 female respondents in the U.S revealed that:

- 25 percent of Black women believe they have been denied a job interview because of their hair.
- Approximately 2 in 3 Black women (66 percent) have changed their hair for job interviews. Among them, 41 percent changed their hair from curly to straight.
- Black women are 54 percent more likely than Hispanic or white women to feel that they have to wear their hair straight to a job interview to be successful.
- 44 percent of Black women under age 34 feel pressured to use a headshot with straight hair.



The report also showed that Black women's hair is 2.5 times more likely than white women's hair to be perceived as unprofessional—a statistic that Tiyale Hayes, the study's lead researcher, found most surprising.

"I see firsthand how proud Black women feel in the salon as the stylist and customers compliment them on their hair as they exit," Hayes said. "When these same women walk into the office, they are seen as less professional than others. That is shocking to me."

The report was co-commissioned by LinkedIn and Dove, the company that founded the CROWN Coalition—a nonprofit that launched the CROWN Act. As of this month, [23 states have passed legislation](#) supporting the CROWN Act. Hair discrimination is not prohibited at the federal level in the U.S.


Additional Survey Findings

During employment, Black women with coily or textured hair are twice as likely as Black women with straighter hair to experience microaggressions in the workplace, the CROWN survey indicated. Further, more than 20 percent of Black women ages 25 to 34 have been sent home from work because of their hair.

The study aligns with previous research detailing hair bias, including a 2015 study revealing that employees with hair textures that have a proximity to white and Eurocentric hair are often shown preference over those with Afro-textured hair that is coarser and more tightly curled.

Breanna Jackson, an HR coordinator at educational-services company Point Quest Group in Elk Grove, Calif., said she remains apprehensive about how her hair will be perceived in professional and nonprofessional environments.

"As an HR professional, it deeply saddens me to acknowledge that Black women have been sent home from work solely because of their hair," she said.

Jackson alluded to the 2023 CROWN study's finding that 20 percent of Black women have encountered instances of hair discrimination that led to employment termination. She said the report highlights "a distinct lack of empathy and understanding from management, particularly towards Black women." 

"WHEN LOOKING AT IMAGES OF HAIRSTYLES ON BLACK WOMEN AND NON-BLACK WOMEN, BLACK WOMEN'S HAIRSTYLES WERE CONSISTENTLY RATED LOWER OR "LESS READY" FOR JOB PERFORMANCE." - THE CROWN ACT

BACK TO SCHOOL

Resources for our Kiddos

WARNING SIGNS FOR BULLYING

Signs a Child Is Being Bullied

- Unexplainable injuries
- Lost or destroyed clothing, books, electronics, or jewelry
- Frequent headaches or stomach aches, feeling sick or faking illness
- Changes in eating habits, like suddenly skipping meals or binge eating. Kids may come home from school hungry because they did not eat lunch
- Difficulty sleeping or frequent nightmares
- Declining grades, loss of interest in schoolwork, or not wanting to go to school
- Sudden loss of friends or avoidance of social situations
- Feelings of helplessness or decreased self esteem
- Self-destructive behaviors such as running away from home, harming themselves, or talking about suicide

Signs a Child is Bullying Others

- Kids may be bullying others if they:
- Get into physical or verbal fights
- Have friends who bully others
- Are increasingly aggressive
- Get sent to the principal's office or to detention frequently
- Have unexplained extra money or new belongings
- Blame others for their problems
- Don't accept responsibility for their actions
- Are competitive and worry about their reputation or popularity

STOPBULLYING.GOV

SAMHSA

When to **stop** for a school bus

TWO-LANE:
Vehicles traveling in both directions **MUST** stop.

MULTI-LANE PAVED ACROSS:
Vehicles traveling in both directions **MUST** stop.

DIVIDED HIGHWAY:
(Unpaved space (Min. 5ft.) OR any raised median or physical barrier)
Vehicles behind bus **MUST** stop.
Vehicles traveling in the opposite direction proceed with caution.

INDIANA STATE POLICE

***Graphic from Indiana State Police**

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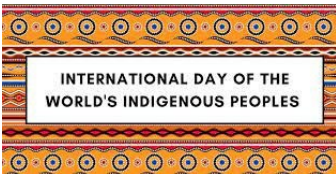
SPECIAL DAYS



July 18, Nelson Mandela Day—Nelson Mandela 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 combating 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.



August 7, Purple Heart Day—Purple Heart Day seeks to honor the individuals that were wounded or killed in action while serving in the military. The Purple Heart Medal is given to those who displayed not only instances of unusual gallantry in battle, but also extraordinary fidelity and essential service in any way. According to uso.org, as of 2019, about 1.8 million Purple Heart medals have been given to service members since its inception in 1782. **And special “Thank you for your service” to Buell Dodrill, the father of Sharyn and Kay Dodrill, and Jimmy Berrier, Tina Ford’s Brother-in-law. Both are Purple Heart recipients.**



August 9, International Day of the World’s Indigenous Peoples—This day serves to increase the appreciation for the rich cultural heritage, unique traditions, and contributions of indigenous populations around the globe. The day also focuses on promoting and protecting the rights of indigenous peoples, while recognizing the ways in which their knowledge, values, and actions have helped to shape societies and influence sustainable development efforts. The observance highlights the importance of listening to indigenous voices and fostering partnerships to achieve balanced growth and sustainability for all



September 11, Patriot Day—Patriot Day is a day the US remembers the terrorist attacks on September 11, 2001. This day is commonly referred to as 9-11. It is believed that 2,977 people died in the attacks. Rest in Peace, my friends.



September 15-17, Rosh Hashanah—Rosh Hashana signifies the beginning of the Jewish New Year and lasts for two days. During this time, Jewish people gather in synagogues and pray, celebrate with family and friends, and participate in various traditional customs such as eating symbolic foods. Some of the important aspects of the observance of Rosh Hashana include the blowing of the shofar, reciting special prayers, and reflecting on the past year.



September 24-25, Yom Kippur—Yom Kippur (Day of Atonement) is the last day to atone for our sins of the Ten Days of Repentance, which start on the New Year (Rosh Hashanah). This is a fast mentioned in the Bible and the punishment mentioned for not keeping this fast is excommunication. Jews seek to ‘purify their souls’ on this day, by abstaining from common pleasures.🕊

DATES TO LIVE BY

75th Anniversary of the Desegregation in the US Military,
July 26, 1948



Members of the 2nd Inf. Div. north of the Chongchon River. Sfc. Major Cleveland, weapons squad leader, points out Communist-led North Korean position to his machine gun crew in 1950. National Archives

60th Anniversary of the March on Washington, August
28, 1963



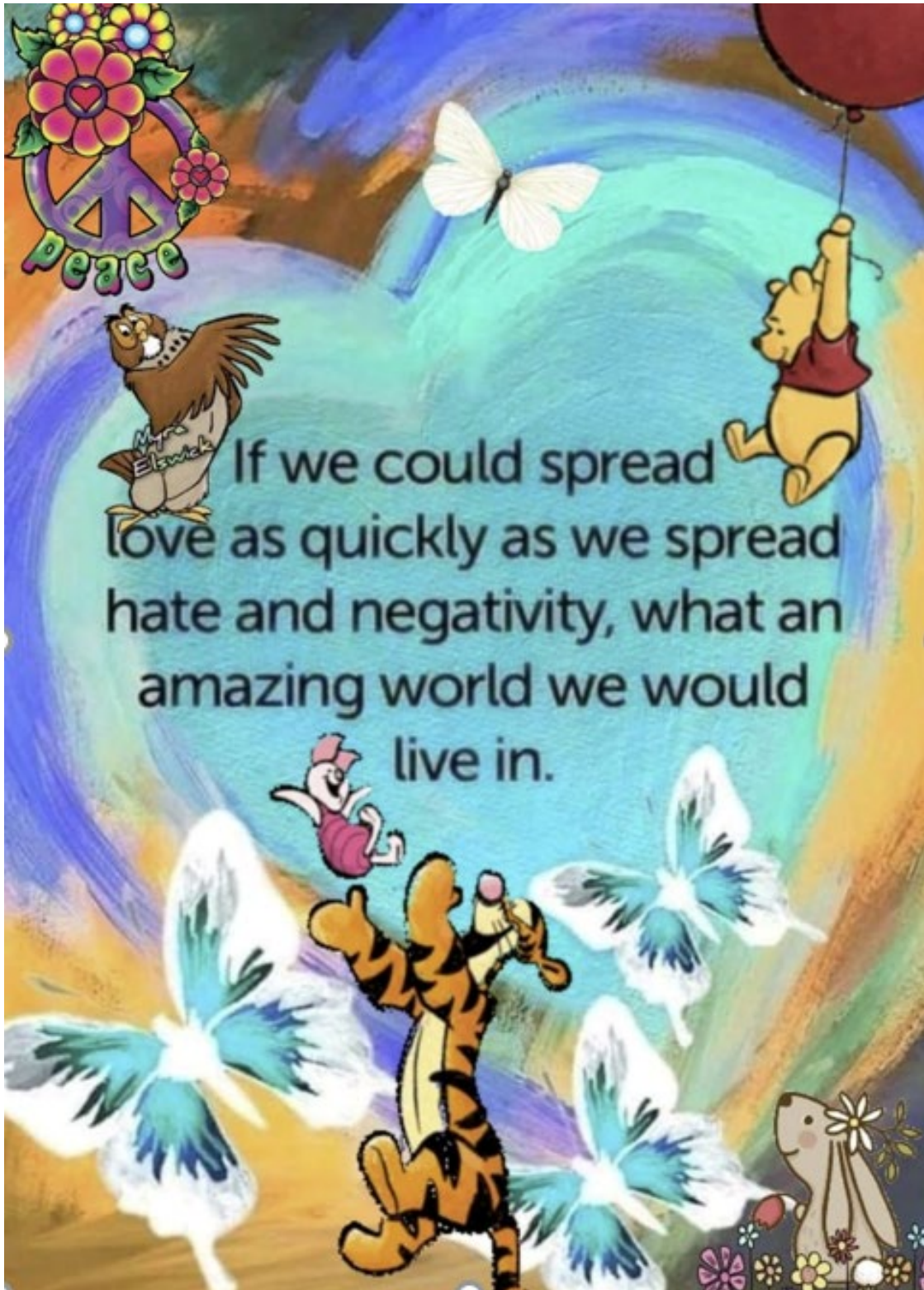
President John F. Kennedy meeting with the leaders of the March on Washington
The History Place



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POSITIVITY POSTER



TRAILBLAZERS AND ICONS

A Standing Ovation for Our Trailblazers



NBC

Harry Belafonte, 1st Black Person to win an [Emmy](#)



Wikipedia

Robert Garcia, 1st Peruvian-American elected to [Congress](#)



Facebook

Cathay Williams, became a [Buffalo Soldier](#)



NASA, reveals [Artemis II](#) team for the 1st moon mission in 50 years



NBC Chicago

Jacqueline Ruiz, breaking [barriers](#) in aviation

IT'S HALLOWEEN AT THE CARISK CAFÉ



It was a dark and stormy night.
Suddenly, werewolves howled with all their might
With vampires, monsters and witches galore
Lurking behind every closed door
As the patrons knock, beware the host
Will they be a ghost, a ghoul or friendly?
Will they bear [treats](#) of food aplenty?
The pumpkins and lights show they're happy to play
Or are they a trick to attract their prey?
Knock carefully dear patrons and be ready to run
Should a goblin answer looking for fun
Just how fast can your legs really go?
Can you outrun a werewolf?
Should one open the door?
Beware of Count Dracula and good old Freddy should they make themselves known
For near these houses they are likely to roam
Happy Halloween
BUT be very aware of where you may knock. 🧛

RESOURCES



[Disability Pride Month](#)

[Drowning Prevention Day](#)

[Gynecological Cancer](#)

[Human Trafficking](#)

[Mental Health Crisis](#)

[September is Gynecologic Cancer Awareness Month](#)

[The Crown Act](#)

[Workers Comp Sparked by Tragedy](#)

