



Carisk Kaleidoscope

July 26, 2024 | V04 . Q03



See page 20 for our
Exceptional Women Series

SPECIAL EDITION

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 2024 summer edition. The Council wishes a fun filled season for the Carisk Family and their loved ones. We are welcoming one new Council member, Nubia Aparicio and saying goodbye to one of our Founders, Bob Post.

Allen's "Exceptional Women Series" continues, with Rev. Dr. Pauli Murray, a civil rights activist, advocate, legal scholar, theorist, author and an Episcopal priest.

Bob presented "Welcome Alcove," "Special Days," and "News from HR" series. He also contributed towards our "Health Disparities Forum."

David contributed towards "Bob's Page."

Diane headlined "Health Disparities Forum," "Asian American and Pacific Islanders Heritage Month" and contributed towards "Bob's Page."

Lori H, PJ, Sally, Caroline, Charlie, Conner, Faith, Talianna, and Tim, all contributed towards "Intern Corner."

Lori T. introduced "Sorriso Kitchen", a wonderful restaurant that closes one day a week to teach job skills to individuals with differing abilities.

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, and participation in our Council meetings. Great job by all. See you in the fall.



Anabel 

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STRENGTH IN DIVERSITY-CELEBRATING DIFFERENCES

In a world that’s filled with diversity,
We should celebrate our differences with clarity,
For in our uniqueness lies our strength,
A tapestry of colors, a symphony of lengths.
Our skin may be different hues,
Our eyes may be of different views,
Our cultures may have varied norms,
But in our hearts, we share the same forms.
We all have struggles we face,
But in our differences, we find grace,
We learn from one another’s stories,
And we gain strength from each other’s glories.
The world is a canvas of vibrant colors,
A patchwork of cultures that we should all savor,
For in the richness of our diversity,
Lies the strength that will guide us to victory.
So let us celebrate our differences with pride,
And stand together, side by side,
For in our diversity, we find our might,
And in our unity, we shine bright.

Unknown 



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



Nubia Aparicio

Human Resources Executive Administrator
Remote

"Diversity is being invited to the party. Inclusion is being asked to dance." – Verna Myers



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.



Natasha Charleston

Behavioral Health Specialist
Miami, FL

"Darkness cannot drive out darkness, only light can do that. Hate cannot drive out hate, only love can do that."

– The Reverend Dr. Martin Luther King Jr.



Nikia Harris

Claims Assistant
Florham Park, NJ

"Power without love is reckless and abusive, and love without power is sentimental and anemic. Power at its best is love implementing the demands of justice, and justice at its best is power correcting everything that stands against love."

– Martin Luther King Jr.



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/Chief Information Security Officer
Florham Park, NJ

"Nobody Wins Unless Everybody Wins" – Bruce Springsteen



Lori Terraciano

Staff Accountant
Florham Park, NJ

"We all live with the objective of being happy; our lives are all different and yet the same." – Anne Frank



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 Q2, 2024. We wish them the best of luck for a great and long-term working association. All the best in their new positions.



- **Maria Adorno** and **Dela Banerjee** are joining Carisk as Mailroom Coordinators, reporting to Rachel Browne, Director of Claims and Office Operations. Maria most recently held an operations position at a manufacturer of healthcare products, while Dela's background includes customer facing and supervisory positions in the retail environment.
- **Nubia Aparicio** is our new HR Executive Administrator, reporting to Robert J. Post, SVP of HR, Strategic Initiatives and Training. In her most recent position, Nubia was a Mortgage Loan Processor and a Personal Banker for a large national bank.
- **Surina Cardenas, LPC** has now joined Carisk as a full time Behavioral Health Specialist in the Carisk Outcomes division, reporting to David Vittoria, Carisk's Chief Behavioral Health Officer. Previously, Surina was working part time with the Carisk Clinical Team in the same role.
- **Nikia Harris** is our newest Arbitration Coordinator, reporting to Samantha Nicastro, Carisk's Claims Manager. Most recently, Nikia was a Carisk Medical Claims Assistant Intern.
- **Dr. Amy Kolarova** is the newest Physician on Carisk's Clinical Team, reporting to Dr. Carrie Stewart, one of Carisk's Medical Directors. Dr. Kolarova specializes in Physical Medicine and Rehabilitation, specifically as it relates to brain injuries. She most recently worked for a major Rehabilitation facility in Atlanta, where she created and acted as the Program Director for a Brain Injury Medicine Fellowship. She also worked for a Medical Center in Alaska, where she initiated the Tele-Physiatry consulting service.
- **Andee Maloney** is Carisk's newest Clinical Quality Nurse, reporting to Pat DeFrancisco, our Quality Manager. She is a Registered Nurse and a Certified Case Manager who most recently worked as an Auditor of Clinical Services for a large Managed Healthcare organization in New York State.

Maria, Dela, Nubia, Surina, Nikia, Dr. Amy Kolarova, and Andee 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



FILE - Students from Thomas Leadership Academy play on the school's playground in Eatonville, Fla., Aug. 23, 2023. Seventy years after the Supreme Court's Brown v. Board, America is both more diverse — and more segregated. (AP Photo/Rebecca Blackwell, File)

70 years after Brown v. Board, America is both more diverse — and more segregated

SHARON LURYE | May 17, 2024

On May 17, 1954, the Supreme Court laid out a new precedent: Separate but equal has no place in American schools.

The message of Brown v. Board of Education was clear. But 70 years later, the impact of the decision is still up for debate. Have Americans truly ended segregation in fact, not just in law?

The answer is complicated. U.S. schools in recent decades have grown far more diverse and, by some measures, more segregated, according to an Associated Press analysis.

On one hand, the number of Black and white students who go to school almost exclusively with students of the same race is at an all-time low.

On the other hand, huge shares of students of color still go to schools with almost no white students. Hispanic segregation is worse now than in the 1960s. The nation's largest school districts, in particular, have seen a surge in segregation since the 1990s, according to research from Stanford University's Educational Opportunity Project.

The history of school desegregation efforts, from Brown v. Board to today, shows how far the U.S. has come — and how far it has to go.

1954-1964: THE SOUTH DRAGS ITS FEET

The Brown v. Board decision declared white and Black students could not be forced to attend separate schools, even if those schools were allegedly equal in quality.

A few states such as Kansas and Delaware made some effort to comply with the order. But leaders in the Deep South immediately declared what U.S. Sen. Harry Byrd of Virginia called “massive resistance” to integration.

In all, segregation levels changed little over the next decade, despite the bravery of Black students like the Little Rock Nine in 1957 and 6-year-old Ruby Bridges in New Orleans in 1960, who faced violent, racist mobs when they tried to desegregate their local schools.

1964-1986: DESEGREGATION GETS SERIOUS

By the mid-1960s, the federal courts lost patience with the South. They started to mete out desegregation orders with teeth, requiring busing if necessary. Supreme Court Justice William J. Brennan Jr. declared segregation must be ripped out “root and branch.”

At the same time, civil rights legislation of the 1960s reshaped schools in far-reaching ways. The Civil Rights Act of 1964 banned discrimination in education; the Voting Rights Act gave Black voters more power to choose school boards; and the Elementary and Secondary Education Act offered schools federal cash if they desegregated. Meanwhile, the Immigration and Nationality Act opened the country to more immigrants from Asia, Africa and Latin America, leading to far more diverse schools.

From there, segregation decreased quickly. Almost every Black student in the South went to school only with people of color in 1963; only one-fourth of Black students did in 1968.

But desegregation came with a price: Thousands of qualified Black teachers were laid off, even though they were often more credentialed and qualified than white teachers.

“Integration has never been equitable,” said Ivory Toldson, a professor at Howard University.

Courts also began pushing desegregation in other parts of the country. Denver was one of the first cities outside the South called out for segregation in a 1973 Supreme Court case. Places like San Francisco and Cleveland were subject to desegregation orders, and riots broke out in 1974 over busing orders in Boston.

The momentum was short-lived. In 1974, the Supreme Court in *Milliken v. Bradley* struck down a desegregation plan that involved multiple school districts in and around Detroit. That meant metropolitan areas, with rare exceptions, could not be forced to bus students across school district lines.

The era saw massive white flight from urban school districts, in places where busing was required and where it was not. Los Angeles, Chicago and New York City collectively lost over half a million white public school students from 1968 to 1980. In just twelve years, the number of white students fell 71% in New Orleans, 78% in Detroit and 86% in Atlanta.

Still, federal court orders had succeeded in reducing Black segregation to its lowest level ever by 1986.

After that, progress began to stall.

1986-TODAY: DIVERSITY GROWS, DESEGREGATION LOSES STEAM

The courts gradually began to focus less on achieving racially balanced schools and more on other ways to promote desegregation, such as magnet schools. It became easier for school districts to argue they had made enough progress to be released from desegregation orders, and most of them were lifted by the early 2000s. A few hundred are still active today, but usually unenforced; school district leaders often don't know they're still under desegregation orders.

The segregation of Black students changed little after the 1980s. As Latino immigration soared, so did the segregation of Latino students.

The effects of isolation are particularly pernicious for students who come from an immigrant background, said Patricia Gándara, co-director of UCLA's Civil Rights Project. These families are less likely to speak English or know the unspoken rules of the American education system, like how to apply for college.

More court cases chipped away at policy tools to address desegregation, turning toward the conservative idea that setting targets by race is itself a form of racial discrimination.

Nevertheless, classrooms became more diverse, reflecting the country's changing demographics. A historic milestone came in 2014, when for the first time the majority of U.S. students were children of color.

Students of color may be more exposed to each other, but they're still often in separate schools from white students. Around 4 out of 10 Black and Hispanic students go to schools made up almost entirely of other students of color.

Racial imbalance is particularly acute in the nation's 100 largest districts, according to researchers from Stanford's Educational Opportunity Project. Using segregation scores of 0 to 100, they found Black-white segregation grew over 40% from 1991 to 2019, from 21 to 30 points, while Hispanic-white segregation grew from 15 to 24.

That's both because the government moved away from desegregation orders in the 1990s and because parents took advantage of the school choice movement in the 2000s.

Even before school choice, racial isolation was extreme in many large urban school districts. This is one of the reasons that many states with large cities outside the South, such as Illinois, Michigan, New York and California, have been among the most segregated in America since at least the 1980s.


This segregation matters, because concentration in high-poverty, racially segregated schools is strongly correlated with poorer outcomes for students.

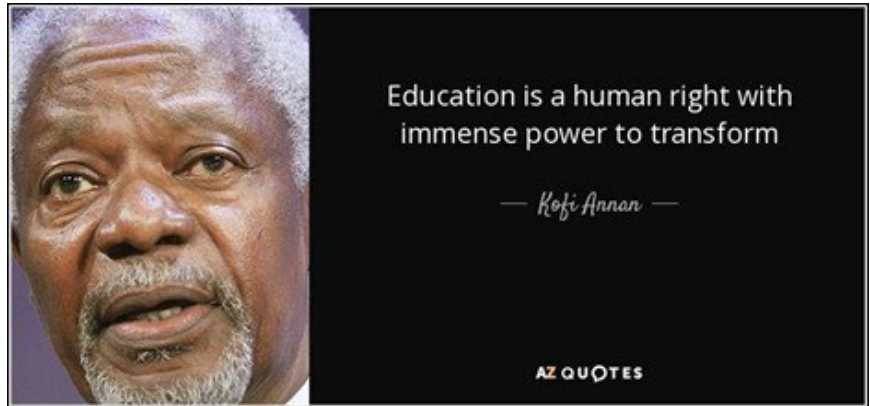
“Segregation is at the core of an awful lot of the problems that we have,” Gándara said. “No matter how much money you throw at it, if you're going to cluster poor kids and kids without family resources to support them in

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school, you're going to continue to have these uneven outcomes."

The Associated Press' education coverage receives financial support from multiple private foundations. AP is solely responsible for all content. Find AP's standards for working with philanthropies, a list of supporters and funded coverage areas at [AP.org](https://www.ap.org) 



Former Secretary-General of the United Nations

NEWS FROM HR

[Black Women's Equal Pay Day](#) is on July 27th this year, and means Black women must work an additional 208 days to catch up to what white, non-Hispanic men made the year before. Black women are typically paid only 67 cents for every dollar paid to white men, and the [wage gap actually widens](#) to 65 cents on the dollar for Black women who hold doctorate degrees compared to white men with the same education. This adds up to a loss of \$53,334 a year, and more than \$2.1 million over the course of a 40-year career, according to a [new analysis from the National Women's Law Center](#).



Black women are typically paid only 67 cents for every dollar paid to white men
GETTY

Getting higher education has long been seen as a pathway to economic mobility. Yet for Black women who attain higher degrees—such as Master's degrees, Law degrees, Ph.Ds, and M.D.s—the wage gap steepens as their education levels rise. "I suspect it is because when we compare the most educated Black women to the most educated white men, those are the white men whose salaries are especially inflated," says Emily Martin, VP of education and workplace justice at the National Women's Law Center. "If you look at workers who don't have a high school diploma, that is the education level at which the wage gap is smallest for Black women, who make a whole 75 cents for every dollar white men because there is more of a cap [on lower-wage earners]."

Larger numbers of Black women in particular are achieving more doctoral degrees than ever before: There was a 30% increase in the number of Black women doctoral recipients in 2019 as compared to 2010, [according to the National Science Foundation](#).

While more Black women getting higher degrees is positive, there may also be a financial setback for Black women attaining higher degrees because they are also strapped with bigger student loans because they're going to school longer. Chandra Thomas Whitfield, journalist and podcast host of "[In The Gap](#)," told me in a previous [Forbes article on Black Women's Equal Pay Day](#), "We're among the most educated, yet we're getting paid less and we're also straddled with debt from student loans. Even the money we make is not our money, because we have to give it back to loans."

The gender and racial wage gap affects women who have not yet entered the workforce. For example, Kanyin Shonibare, a second-year law student at Columbia University, knows that even with her anticipated law degree in two years, this academic achievement won't shield her from the wage gap.


"It's a double whammy of my race and my gender playing against me, but I haven't even started in my career," says Shonibare. "There's already this steep obstacle right in front of me, and I'll be in debt when I graduate. It worries me

because, aside from the fact that law school is so expensive, I have a passion for social justice and advocacy, and so I'm not going into a higher-paying job in corporate law."

Shonibare says many of her classmates also share her financial concerns. "My friends and I wonder if we'll ever be able to afford to have a child or buy a house in a city as expensive as New York," says Shonibare. "Even when I have a law degree, I know I'll be paid less than a male lawyer doing the same work I'm doing. Making less money will affect how much I'm able to save and what kind of retirement I'll have. I'm only 22, but I'm thinking about these things."

Black Women's Equal Pay Day may be especially important in 2023 in terms of continuing to [raise awareness about long-existing inequities](#). "We just had the Supreme Court's decision striking down racially-conscious admissions in higher education, which has spurred a lot of threats [from the right wing about corporate diversity and inclusion programs](#), and conversation about whether maybe we're done with all that," says Martin. "This Black Women's Equal Pay Day is a really stark reminder that we have a lot of work left to do. We have not achieved equality in this country. The wage gap is just such a clear calculation of the degree of inequality that remains, and you still see it when you dice it by educational attainment and by occupation, because Black women are being paid less in any of those comparisons."

In order to get closer to equity, [there are a number of ways to help close the gap](#). [Salary transparency laws](#), not [basing compensation on salary history](#), and [pay equity audits](#) are all a step in the right direction, as is creating [equitable pathways for advancement to leadership positions](#) within organizations, which typically pay more. Affordable childcare is also key, as [about 80% of Black women are the breadwinners for their families](#), yet the majority of caregiving duties also remain on women's shoulders. Also, raising the minimum wage helps close the gap because women, and Black women in particular, are [overrepresented in the lowest-paid jobs](#).

It's time to close the wage gap for good. "I think what the wage gap tells us is that women are not valued equally," says Shonibare. "I hope that our view of Black women and women in general will change in society—because if we are seen as valuable, then our work will be fairly compensated." 

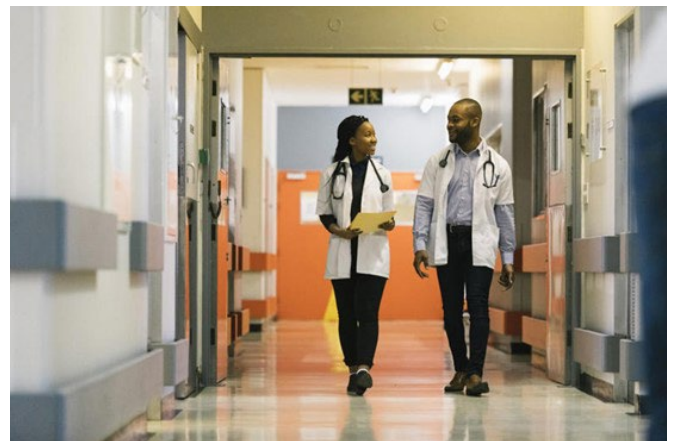
HEALTH DISPARITIES FORUM

Why America Needs More Diversity in the Doctor's Office

Picture this: Two dozen men gather in a classroom in rural south Georgia to get their hair shaped up and talk about life. The barbers are the main attraction, but the get-together is organized by medical students – specifically Black medical students – as a way to reach people who might not otherwise see a doctor. They check blood pressure amid the buzz of electric clippers. No surprise, nearly everyone in the room is hypertensive.

Evan Curry, a second-year student of osteopathic medicine in Moultrie, Georgia, and a member of Brothers in Medicine – the group that organized the "Barbershop Talk" and blood-pressure check – is a great embodiment of the new generation's commitment to making an impact. "We talked about emotional health. We talked about fatherhood. We talked about getting Black men to come into the doctor's office," [Curry said](#) to a newspaper in the area.

This real-life scenario illustrates a broader challenge within America's health care system: We need more Black doctors. Georgia is in the heart of the "[Stroke Belt](#)," where stroke mortality rates are highest in the nation. Although, we might have expected similar results at one of our health care centers in Philadelphia, where we serve the medical needs of the local community through quality health services, which has [comparable stroke mortality](#) and [significantly elevated hypertension rates](#) among Black residents.



Young African-American doctors walking down hospital corridor talking © Getty Stock

However, health disparities transcend geography and [socioeconomic status](#). Earlier this year, Olympic gold medalist Tori Bowie tragically [passed away](#) at only 32 years old due to complications from pregnancy. Tori's death is not an isolated occurrence, and it would be a disservice if we treated it as such. Black women have the highest maternal mortality rate of any demographic in the U.S. and are [three times more likely](#) to die from pregnancy complications compared to white women.

Across nearly every metric – from hypertension and stroke deaths to pregnancy complications and maternal mortality – Black patients have poorer outcomes compared to their white peers. Why?

There is no single answer, but the shortage of Black physicians is almost certainly a contributing factor. [Only 5.7% of U.S. doctors are Black](#), while the overall Black population in the U.S. is [at least 13.6%](#). Hispanic/Latino and Indigenous doctors are also chronically underrepresented. In fact, [only 6.9%](#) of physicians in this country are Hispanic despite making up 19.1% of the country, and even smaller than the Black doctor population is Indigenous doctors [at 0.4%](#) vs. 1.3% of the U.S. population.

Professional representation is important in its own right, but the lack of diversity in medicine also has drastic implications for patient care and population health. For example, [1 in 5](#) Black Americans say they have experienced discrimination in health care settings, and 70% believe that our health care system treats people differently based on race and ethnicity.

Across multiple studies, we see Black patients receive better care when treated by Black physicians. The effects are so significant that [Black life expectancy improves](#) in [counties with more Black primary care physicians](#), and Black patients are [more likely to receive preventative care](#) when treated by Black physicians.

Health disparities are complex, involving multitudes of public policy and socio-environmental factors. There is no single (or simple) solution. But there are steps we can take in medical education to support positive outcomes.

First, we must fight discrimination and build understanding across groups throughout the health care industry. Clinicians must also be culturally competent in our practice and mindful of implicit biases – lest we inadvertently contribute to the problem. It's unfair to suggest that Black doctors and other BIPOC providers must solve racism and racial disparities alone.

That said, training more Black doctors will benefit everyone, regardless of race. Minority physicians are more likely to practice in primary care, [research shows](#), where there is enormous need, [and also to work in underserved communities](#).

For higher education, we must encourage underrepresented students to begin exploring medical careers [even before college](#) and ensure medical school applicants from disadvantaged backgrounds have a fair shot in the admissions process. By engaging early and throughout the educational journey, we can help students gain experience and build strong application packages. And then, through truly holistic review of applicants, we can see beyond test scores and admit intelligent, empathetic students who embrace our mission. After all, mastering the MCAT can require time and resources that aren't equally available to all students, and even the American Medical Association [acknowledges](#) that excellent test performance “doesn't mean you'll become a great, or even a good, doctor.”

Further, we need programs to support underrepresented students once they are enrolled in medical school or other advanced health education programs. Black students and those from marginalized backgrounds may be [two to three times more likely to drop out](#) of medical school on account of financial constraints and under-resourced backgrounds, and even as a result of bias or lack of diversity in the field. But this is preventable with smart interventions, supportive learning environments and diverse faculty to act as mentors.

Although the challenge is daunting and the stakes are high, there are reasons to be hopeful.

Medical students generally cite a desire to help as a [top motivator](#) in their decision to study medicine, and internal data shows more students citing our mission – caring for the whole person and making a commitment to diverse communities – as a primary factor in their school selection.

The health care system needs more of this – more empathy and also more diversity. We all stand to benefit.

Please visit the links below for additional articles on health disparities:

[Study Finds Black People Live Longer in Places with More Black Doctors](#)

[Kidneys from Black Donors are More Likely to be Thrown Away](#)

[Oximeter Readings and Skin Tone](#)



Implicit bias is the single most important determinant of health and health care disparities.

- Dayna Bowen Matthew
Professor of Law and
Public Health Sciences



Implicit bias is the single most important determinant of health and health care disparities.

- Dayna Bowen Matthew, Professor
of Law and Public Health Sciences

INTERN CORNER

The Council had the opportunity and pleasure to welcome several interns for the summer months. We are proud to present their perspectives on diversity, as well as additional observations on health disparities. We wish all of the interns much success in all of their future endeavors.

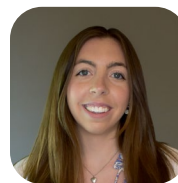


Talianna Bell
CiC Sales Assistant

I joined the Diversity Council at Carisk Partners because of my appreciation of the interaction and discussion amongst

everyone present. Engaging with one another while having an open mind helps to promote inclusion and equality while enriching perspectives. I strongly believe the presence of a diversity council enhances innovation in the workplace, considering a variety of different mindsets, cultures, and backgrounds which can further lead into positive business outcomes to strengthen the company.

I am proud to be a part of a company who acknowledges and prioritizes individuality. The Diversity Council sets a precedent for interns like me, to implement these practices of communication and understanding into the future of the workforce.



Faith Franklin
Implants - Intern

The biggest takeaway I have gotten from being a member of Carisk's diversity council is the importance of centering intersectionality in our discussions. While we have focused on a multitude of topics, from black history month to why LGBTQ+ pride exists today, it has always been stressed that marginalized identities do not exist in a bubble. Through open discussions on intersectionality, those involved in the diversity council can examine the way in which multiple identities create a unique experience for individuals that can be of both oppression and privilege. By establishing this framework, the council can utilize this thought process both in the meetings and in their day-to-day life to understand the complexity of discrimination.



Tim Gallagher
Sales Assistant, Carisk Intelligent Clearinghouse

Diversity encompasses the perspectives and experiences of others, giving us a more complete and holistic understanding of the world and our society. Incorporating diversity into the workplace makes us better co-workers, citizens, and friends.



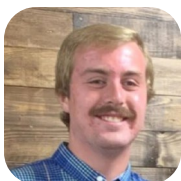
Caroline Height
Implants - Intern

I was looking to become as involved as I could this summer and when I heard about the DC it seemed like a great opportunity and I am so glad I have been able to participate. To me, diversity is appreciating and acknowledging individual differences. Recognizing the uniqueness of each individual contributes to a multitude of viewpoints and experiences. My biggest takeaway since joining the DC is realizing the diverse challenges others face and the importance of empathy and kindness in all interactions.



Charlie Height
Implants - Intern

I joined the Diversity Council to educate myself on certain topics that typically don't enter the everyday discussion between me and my peers.



Conner Nichols
Surgical Implants Special Projects

Diversity is all about embracing our differences and understanding that everyone brings something unique to the table. It means appreciating different perspectives, backgrounds, and experiences. When we have a mix of people from different walks of life, it sparks creativity and new ideas. 🤖



Tim contributed this article,

[Why Three NC Medical Students Think an Anti DEI Bill Would be a Disaster for Medicine](#)

Caroline shared her term paper with us,

[Unfair Reality of Females in Healthcare](#)



President Emeritus of Miami Dade College

POSITIVITY POSTER

Good people are all around us, and acts of generosity and kindness prevail. Kindness towards those we know and those we don't; kindness towards those who think or look different from us; kindness towards all.

Maria Shriver



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Celebrating ASIAN-PACIFIC AMERICAN HERITAGE MONTH

ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE MONTH

May 2024

Being a fish out of water is tough,
but that's how you evolve."

Quote by Kumail Nanjiani



In the month of May we take time to reflect and celebrate the important role that Asian Americans, Native Hawaiians, and Pacific Islanders (AANHPIs) have played in our shared history.

From Native Hawaiians and Pacific Islanders whose ancestors have called their lands home for hundreds of years to Asian immigrants who have newly arrived and those whose families have been here for generations — AA and NHPI heritage has long been a part of the history of our great country and a defining force in the soul of our Nation. As artists and journalists, doctors and engineers, business and community leaders, and so much more, AA and NHPI peoples have shaped the very fabric of our Nation and opened up new possibilities for all of us.

Our nation is filled with trailblazers and pioneers who have paved the way for others to continue and thrive. [George Lee](#) is the perfect example. Let us celebrate his life and accomplishments. 🙏

JEWISH AMERICAN HERITAGE MONTH

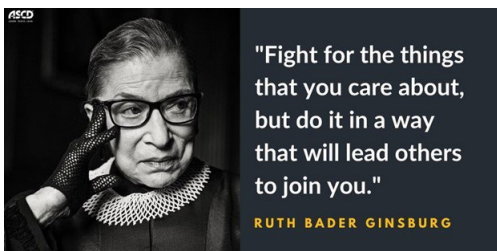
May 2024

May is Jewish American Heritage Month! This month serves as a time to celebrate the contributions and experiences of Jewish Americans throughout our nation's history. It was first federally recognized in 2006, thanks to the advocacy efforts of Jewish American leaders.



Today, approximately 7.6 million Jewish Americans make up roughly 2.4% of the U.S. population, with roughly a quarter of that number estimated to be living in the New York City metropolitan area. In fact, New York City has the second largest Jewish population of any city in the world, behind only Tel Aviv, Israel.

The city's large Jewish population has produced trailblazers in nearly every field imaginable. From Supreme Court Justice, Ruth Bader Ginsburg to civil rights activists, [Andrew Goodman](#) and [Michael Schwerner](#), whom literally galvanized the Civil Rights Movement and served as a catalyst for the Voting Rights Act of 1965. Let's take the time to reflect on their contributions and sacrifices. 🕊️



Please visit the link for a related video.

When the KKK Murdered My Childhood Friend | Robert Reich" on YouTube

<https://youtu.be/u-kv3wdqqNo?si=JkgzRU1DXt4ixrTt>

THE EFFECTS OF BULLYING ON MENTAL HEALTH

By: Best Day Psychiatry and Counseling

Bullying has affected children and teens for generations. But we've only recently understood bullying's mental health effects, which extend beyond the victim to bystanders who witness it and the bullies themselves.

What is bullying?

The Centers for Disease Control defines bullying as a form of "youth violence" toward a victim involving unwanted aggressive behavior from a bully (an individual or a group). At the heart of bullying is a power imbalance—whether perceived or actual—of social status, wealth, physical strength or size. Bullying can be repeated over periods of time, resulting in physical, psychological, social or educational harm.

The prolonged nature of bullying makes it different from one-time behaviors or isolated incidents like arguments



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and fights. Bullying behaviors include:

- physical intimidation or harm—tripping, hitting, pushing or spitting on a victim
- social exclusion, making fun of the victim, teasing, name calling and/or insults
- threats, property destruction, making the victim do something s/he doesn't want to do
- spreading rumors or lies about the victim

Cyberbullies torment their victims publicly, privately and/or anonymously through texting, apps, forums and gaming platforms. Rumors, threats and name calling are their usual weapons, but social media and texting allow cyberbullies to send victims explicit images, or send images of victims to others. They can also bombard victims with constant questions: Where are you? Who are you with? What are you doing?

Unless it's reported and removed, social media content is a permanent digital record that can cause problems for both victims and bullies. Teachers and parents may not notice cyberbullying until the problem becomes advanced.



Prevalence of Bullying

One in five students age 12–18 say they have been bullied. It happens often, at least once a week in 14% of public schools. Instances are highest for middle schools, followed by high schools and elementary schools.

An even greater number of teenagers experience bullying online. The Pew Research Center found that nearly two in three American teenagers have experienced cyberbullying. Because cyberbullying can be 24/7 and public, victims may feel they can never get away from it.

Children and teens at greater risk for being bullied are often thought of as “different” in appearance, sexual orientation, cultural identity or disability. They may be new to school and/or have fewer friends. Bullies themselves may be popular and well known, or on the outside looking in. They may be victims of past bullying or victims while they are bullying others. They're more likely to bully others if they have trouble following rules, their parents are less involved and/or they view violence as acceptable.

“59% of U.S. teens have been bullied or harassed online, and a similar share says it's a major problem for people their age. At the same time, teens mostly think teachers, social media companies and politicians are failing at addressing this issue.” [Pew Research Center](#)

Mental Health Effects of Bullying

Bullying can affect mental, physical and emotional health during school years and into adulthood. It can lead to physical injury, social or emotional problems and in some cases, even death.

Bullied children and teens are more likely [to experience depression, anxiety and sometimes long-term damage to self-esteem](#). Victims often [feel lonely](#). Some victims may fight back with extreme, sudden violence; [stopbullying.gov](#) reports that in 12 of 15 school shootings, the shooters had been bullied.

Bullies are at higher risk for anti-social, sometimes violent behaviors like getting into fights and destroying property. They often have problems with school, up to and including dropping out. They're more likely to abuse substances and alcohol. This can continue into adulthood, when they are more likely to abuse their partners and spouses, or their children, or to engage in criminal behavior.

Bully-victims—those who both bully and are bullied—suffer the most serious effects. They are at greater risk for mental and behavioral problems than those who are victims or bullies alone. Rates of depression, anxiety and



suicide ideation and behaviors are greatest in this group.

Bystanders fall into one of two groups: those who act to stop bullying, and those who don't. The latter could be afraid of retaliation and upset because they wanted to intervene and didn't. They may experience increased anxiety and depression that can affect academic performance, and increase their use of substances, alcohol and tobacco. Bystanders who act to stop bullying, however, have beneficial outcomes, including increased self-esteem.

There is no direct correlation between bullying and suicide, which is usually not due to a single source of trauma. But bullying can contribute to the intense feelings of helplessness and hopelessness involved

in suicidal behaviors. Victims or perpetrators who experience continued, frequent bullying are at greater risk for suicidal behavior. Bully-victims have the highest risk for suicidal behavior.

Bullying victimization is an example of toxic stress, especially when it is cumulative and occurs year after year.

[Evans, et al., Journal of Child and Family Studies](#)

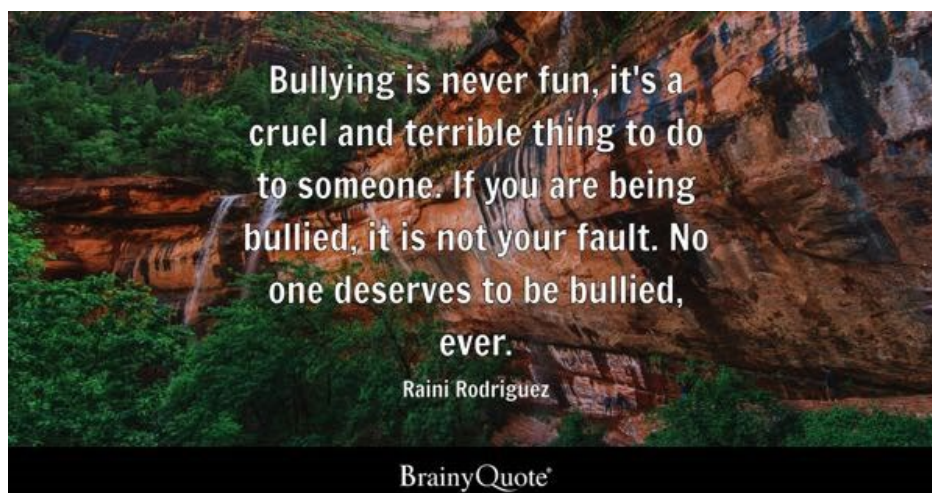
The Importance of Addressing Bullying

Because of the potential mental health effects on everyone involved, it's important to heed the warning signs of bullying.

Children who are bullied may come home with unexplained injuries, "lost" books or damaged possessions. They may have trouble sleeping and lose interest in favorite activities. If they're afraid to enter the cafeteria at lunchtime, they may come home hungry. They might pretend illness to avoid school, affecting their academic performance. Some may avoid social interactions, while some may begin to bully others. Victims may try to cope by harming themselves or running away.

Bullies, on the other hand, may become more aggressive; their friends may include other bullies. Bullying behavior may be a mechanism to cope with stress or abuse in their lives. They may play the "blame game," resisting responsibility for their actions. Unexplained extra money or possessions are also warning signs.

Because bullying is traumatic for everyone concerned, it's important to address it as early as possible. Parents and teachers can work to ensure safety and prevent future bullying. Stress management and relaxation techniques can also help. The first step is reaching out to mental health professionals who can offer appropriate solutions and treatment. 🔄



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PRIDE MONTH

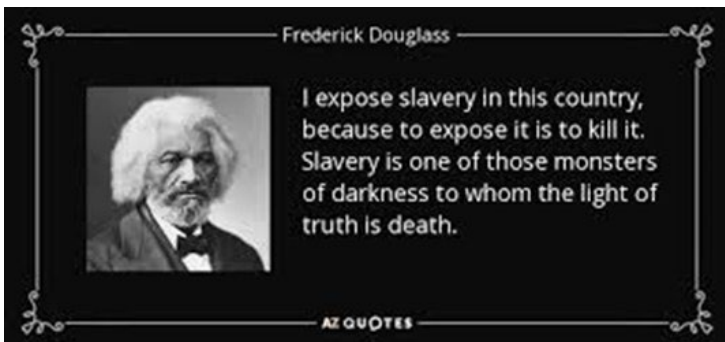
June 2024

Pride Month, sometimes specified as LGBT Pride Month, is a month long observance dedicated to the celebration of LGBT pride, commemorating the contributions of lesbian, gay, bisexual, and transgender culture and community.

For generations, LGBTQI+ Americans have summoned the courage to live authentically and proudly — even when it meant putting their lives and livelihoods at risk. In 1969 at the Stonewall Inn in New York, brave LGBTQI+ individuals protested the violence and marginalization they faced, boosting a civil rights movement for the liberation of LGBTQI+ people that has transformed our Nation. Since then, courageous LGBTQI+ Americans continue to inspire and bring hope to all people seeking a life true to who they are.

Additionally, many like Pakistani poet [Ifti Nasim](#) have been forced to emigrate from their native countries to escape persecution. Among 84 million people who are currently forcibly displaced worldwide, LGBTQI+ persons are particularly vulnerable and marginalized. Fleeing persecution and socio-economic exclusion, they often reside in countries that do not provide strong human rights protections or actively discriminate based on sexual orientation and gender identity. 🌐

“In Islam you can never be a homosexual. You might as well be a dead person.” –Ifti Nasim



JUNETEENTH

June 19, 2024

President Abraham Lincoln's battle to keep the Union together was spurred on by the seceding Southern states demand that the institution of slavery be upheld. Frederick Douglass and other influential Black men and women used their influence, as they urged President Lincoln to emancipate all enslaved people in the nation.

On June 19, 1865, nearly two years after President Lincoln emancipated enslaved Africans in America, Union troops arrived in Galveston Bay, Texas with news of freedom. More than 250,000 African Americans embraced freedom by executive decree in what became known as Juneteenth or Freedom Day. With the principles of self-determination, citizenship, and democracy magnifying their hopes and dreams.

The relationship between President Lincoln and abolitionist Frederick Douglass was [complicated](#). History remembers them as the two most important people in the national debate over slavery, the future of African-Americans and this nation. 🌐

OUR TIMELINE

May 17, 1954-70th Anniversary: *Brown v. Board of Education of Topeka*, 347 U.S. 483, was a landmark decision of the U.S. Supreme Court ruling that U.S. state laws establishing racial segregation in public schools are unconstitutional, even if the segregated schools are otherwise equal in quality.

June 21, 1964-On this date, 60 years ago, three young men were murdered by the KKK; energizing the Civil Rights Movement. We covered Andrew Goodman and Michael Schwerner on The Jewish American page. Coverage of the Freedom Summer Murders would be incomplete without [James Chaney's](#) story.

July 2, 1964, 60 years ago, our nation took a monumental step toward realizing the fundamental promise of equality and justice for all. With the signing of the Civil Rights Act of 1964, America turned the page on generations of discrimination and legal segregation and began a new chapter of hope and opportunity. 🌐



George E.C. Hayes, left, Thurgood Marshall, center, and James M. Nabrit; lawyers who led the fight before the U.S. Supreme Court for abolition of segregation in public schools, descend the court steps in Washington, D.C., on May 17, 1954. The Supreme Court ruled that segregation was unconstitutional.



Bernice A. King

Chief Executive Officer at The King Center

James Chaney. Andrew Goodman. Michael Schwerner. Say their names. Tell their stories. They were Freedom Summer activists working to increase Black voter turnout in Mississippi in the summer of 1964. 60 years ago today, a group of more than 20 KKK members killed them near Philadelphia, Mississippi. If we teach this gruesome history and plan with urgency, courage, and love to eradicate racism as it persists today, we can rid our World House of this horror.




President Lyndon Baines Johnson signs the Civil Rights Act of 1964

“If you want to understand today you have to search yesterday.”
Pearl S. Buck, American novelist (1892-1973)

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WORDS TO LIVE BY!

A photograph of two hands, one from each side, reaching towards the center and interlacing their fingers to form a heart shape. The hands are silhouetted against a warm, golden-yellow background. The heart shape is positioned at the top of the page, with the quote text centered below it.

*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

www.IAmPowerLiving.com

EXCEPTIONAL WOMEN

Reverend Dr. Pauli Murray

November 20, 1910-July 1, 1985

The 2024 Reverend Dr. Pauli Murray Quarter is the 11th coin in the [American Women Quarters™ Program](#). Rev. Dr. Pauli Murray was a poet, writer, activist, lawyer, and Episcopal priest. She is regarded as one of the most important social justice advocates of the twentieth century. She fought tirelessly for civil rights, women's rights, and gender equality.



Anna Pauline Murray was born in Baltimore, Maryland on November 20, 1910. Her mother, Agnes Fitzgerald Murray was a nurse and her father, William Murray was an educator and poet.

Pauli was a jurist and activist who contributed some of the legal groundwork to the civil rights movement, Pauli left Durham, NC, as a teenager to attend Hunter College in the 1920s and 1930s. Later, Pauli's failed attempt to study at the all-white University of North Carolina garnered national attention and established a reputation as a civil rights activist.

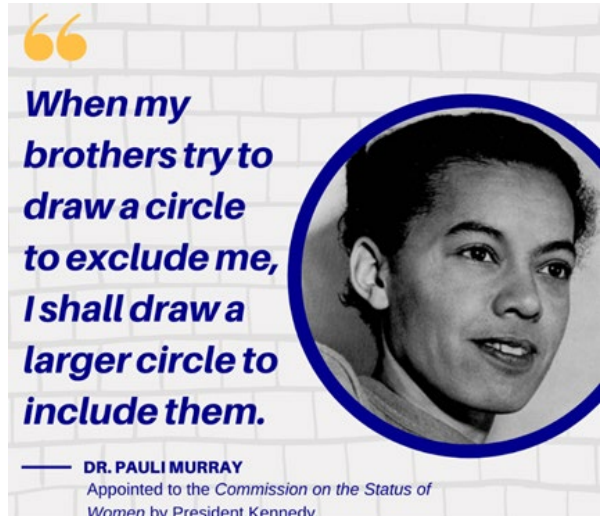
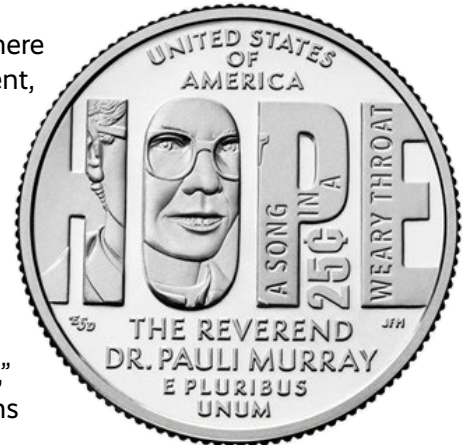
Murray was arrested in 1940 for disorderly conduct on an interstate bus trip where she challenged the constitutionality of segregating bus passengers. This incident, coupled with her time working with the Workers Defense League, inspired her to attend law school at Howard University. While there, she participated in civil rights protests in an attempt to desegregate public facilities. She also joined with George Houser, James Farmer and Bayard Rustin to form the Congress of Racial Equality (CORE)

In 1965, Pauli became the first African-American to receive a JSD degree from Yale Law School. Later Pauli wrote "Jane Crow and the Law: Sex Discrimination and Title VII" and "Roots of the Racial Crisis: Prologue to Policy," both of which proved profoundly influential in challenging the legal foundations of racial discrimination.

Pauli wrestled with gender identity and most of her romantic relationships were with women. A co-founder of the National Organization for Women, a vice-president of Benedict College in South Carolina, the first person to teach African-American Studies and Women's Studies at Brandeis University, Pauli was a trailblazer. Late in life, Pauli became the first African-American woman ordained as an Episcopal priest, and received an honorary degree from the Yale Divinity School in 1979.

Pauli's career reveals bravery, persistence, and diligence in the pursuit of an equal society. Pauli's story and achievements continue to inspire the work of scholars and activists today.

Reverend Dr. Pauli Murray died of pancreatic cancer in Pittsburgh, Pennsylvania on July 1, 1985 at the age of 74. 🌐



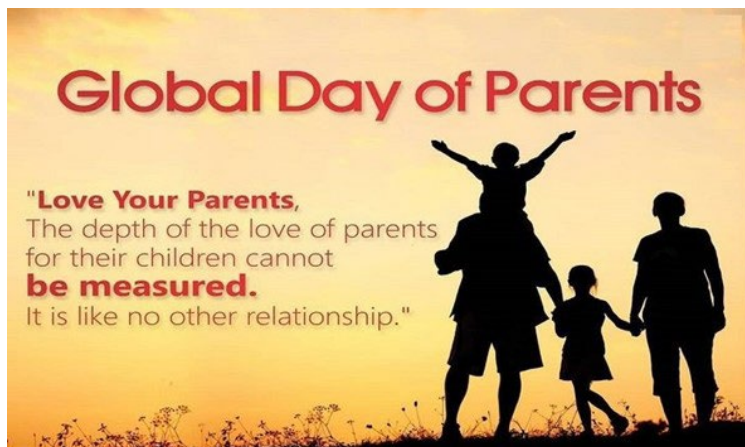
SPECIAL DAYS



Saturday, May 18, 2024



Monday, May 27, 2024



Saturday, June 1, 2024



Thursday, July 4, 2024

John Adams, 2nd US President. One of only two Presidents in the nation's first half century not to own slaves. His son, John Quincy Adams (1843-1848), 6th US President was the second. 🔄

DIVERSITY POSTER



Strength in Diversity

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DIVERSITY IN SPORTS

The Negro Leagues are officially part of MLB history — with the records to prove it

MAY 29, 2024 12:00 PM ET | By [Rachel Treisman](#)

Hundreds of Black athletes who were shut out of Major League Baseball a century ago are now officially a part of it.

The MLB announced on Wednesday, May 29 that it has incorporated the statistics of more than 2,300 Negro Leagues players from 1920 to 1948 into its records, which are now available in a newly integrated online database.

It follows nearly four years of research and a [move the league made](#) in December 2020. That year saw both the 100th anniversary of the Negro Leagues and nationwide protests against racial injustice.

The MLB said at the time that it was “correcting a longtime oversight” by officially elevating the Negro Leagues to Major League status and including their stats in its history books.

“All of us who love baseball have long known that the Negro Leagues produced many of our game’s finest players, innovations and triumphs against the backdrop of injustice,” MLB Commissioner Robert Manfred [said at the time](#).

The seven leagues that made up the racially segregated Negro Leagues were home to legendary talents, with [35 of its stars](#) now enshrined in the National Baseball Hall of Fame.

Some of its many dominant players included Satchel Paige, whom many subsequent greats [deemed the best pitcher ever](#); power-hitter [Josh Gibson](#), who was considered the “greatest slugger in Negro baseball leagues” and “Cool Papa” Bell, whom the hall of fame says “may well have been the fastest man to ever play the game.”

As their statistics enter the MLB record, some of their names have risen to the top of the leaderboards.

Gibson, who died of a stroke at age 35 in 1947, is now the MLB’s [all-time career leader in batting average](#), slugging percentage and on-base plus slugging percentage. He also holds the all-time single-season records in all three categories.

Organized Black baseball — and its fan base — grew considerably throughout the 1930s and 1940s, drawing an estimated 3 million fans to games in the 1942 season, [according to the MLB](#). It was considered equivalent to the talent of the majors — both by fans and by Negro Leagues players themselves.

Robinson joined the Brooklyn Dodgers in 1947, breaking the MLB’s color barrier. Other Black stars quickly followed him into the majors, prompting the dissolution of the Negro Leagues around the middle of the century.

Despite its many contributions to the sport, the Negro Leagues were passed over for recognition in the ensuing decades.

In the late 1960s, MLB’s Special Baseball Records Committee met to discuss which past professional leagues should be classified as Major Leagues in the first edition of “The Baseball Encyclopedia,” [per the MLB](#).

They recognized several leagues, but never even discussed the Negro Leagues, Bob Kendrick, president of the Negro Leagues Baseball Museum, [told NPR in 2021](#).

“You know it was racially motivated, because we’re talking about a league that was as good as any, and had more impact on Major League Baseball than any of the leagues that were recognized,” Kendrick said, adding that many major-league owners profited off the Negro Leagues teams filling ballpark seats, not to mention the unprecedented influx of talent that flooded the MLB after 1947.



Satchel Paige of the Monarchs talks with Josh Gibson of the Homestead Grays before a game in Kansas City in 1941. Mark Rucker/Transcendental Graphics, Getty Images

It's that decision that the MLB said it sought to rectify in 2020, assembling a team of historians and statisticians to set about "righting a historic wrong," according to a fact sheet distributed by the league.

That process was complicated by the lack of comparable data, both because of the paucity of Negro Leagues statistics and the difference in their season length compared to the MLB. The 17-person review committee said they had to settle on "minimum qualifying standards."

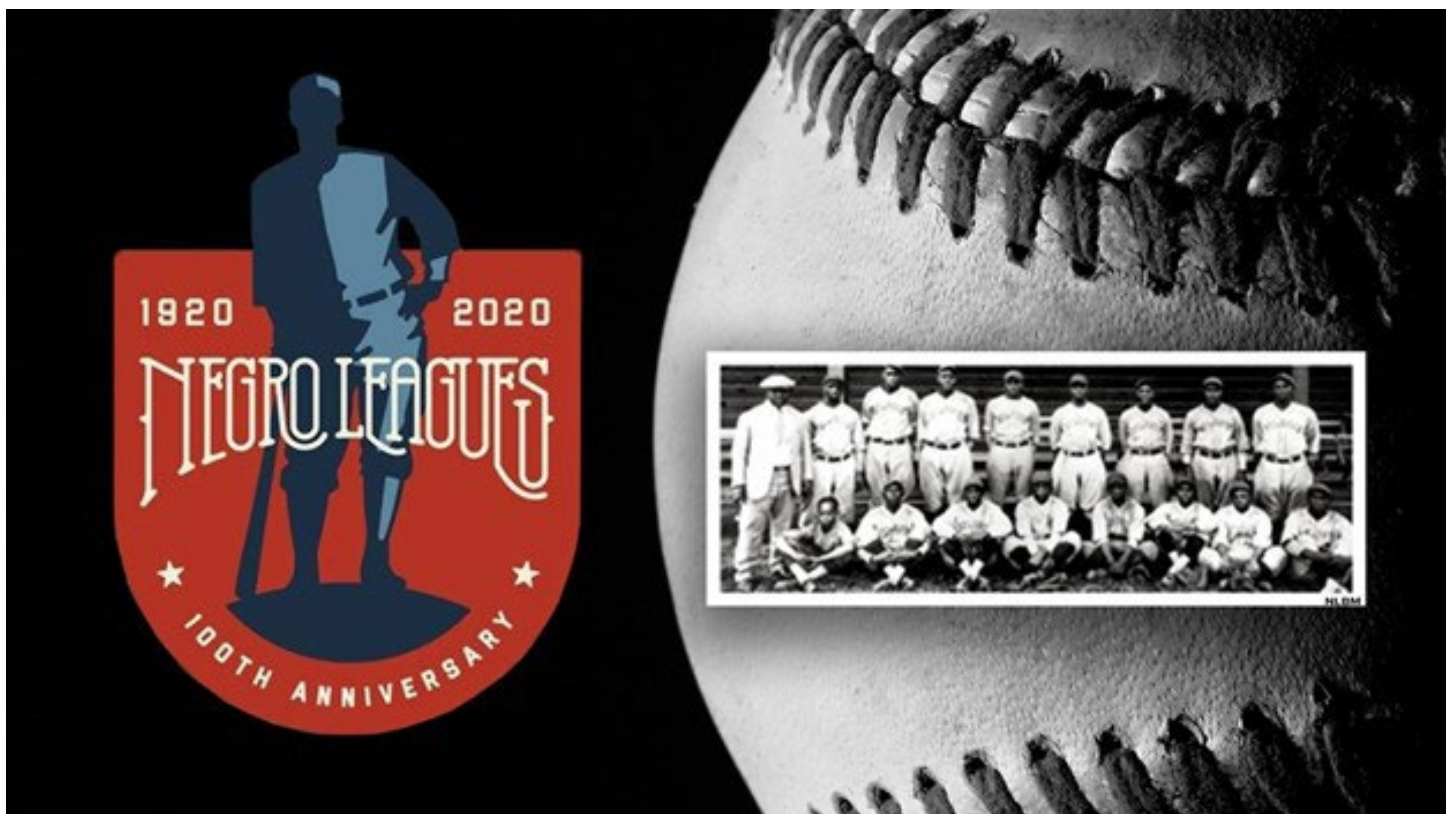
"How are we to understand the MLB's new database?" they wrote. "By realizing that statistics are shorthand for stories, that history is not product but process, and that the reasons for the very existence of the Negro Leagues are worthy of our study."

Please visit the link for the complete NPR article:

[MLB Negro Leagues Stats](#)

Please visit the link for a heartfelt and raw interview with No. 44, legendary right fielder from the New York Yankees

[Reggie Jackson Discusses Racism at Rickwood Field Game](#)





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THANK YOU BOB!

Our Diversity Council started with an email from Bob during an unprecedented global lockdown in July 2020. Eight of us answered his call, remotely from four different states and two different time zones. Four years later, we are now seventeen members strong.

We are sorry to see you go and will definitely miss you. Wishing you a healthy, wealthy, long and happy retirement. Hoping for the very best, as you enter the next chapter in your life on the...



*Never Underestimate
the Difference
you made
and the Lives
you touched*
Happy Retirement

“No one deserves a retirement as much as you do!”

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Peter Halas, Nikia Harris, Lori Height, Anne Lepre,
Sunita Mathur, Diane Nicolo, Michael Rydman,
Allen Spokane, Lori Terracino, and David Vittoria

RESOURCES

“Read a thousand books, and your words will flow like a river.” –Lisa See, writer and novelist



[Asian American and Pacific Islanders Heritage Month](#)

[Brown v. Board of Education](#)

[Exploring Rev Pauli Murray](#)

[Forcibly Displaced LGBTQ+ Persons Face Major Challenges](#)

[Freedom Summer Murders](#)

[MLB and the Negro Leagues](#)

[Negro League Statistics Shakes Record Books](#)

[Pauli Murray Center](#)

[Pride Month 2024](#)