



Carisk Kaleidoscope

October 14, 2024 | V04 . Q04



See page 13 for our
Exceptional Women Series

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 fall edition. The Council wishes every Carisk Family member and their loved ones a wonderful and happy season. We are welcoming an additional Council member, Xiomara Alonso.

Allen's "Exceptional Women Series" continues, featuring Patsy Takemoto Mink, the first woman of color elected to the U.S. House of Representatives and the first Asian-American woman to serve in Congress.

Bob, provided "Welcome Alcove," "Special Days," and "News from HR" series.



David, introduced "Bitty and Beau's," a wonderful organization which creates an experience that changes the way people see other people, one cup of coffee at a time.

Diane, presented "Positivity Poster" and contributed towards "Notables!"

Nubia, collaborated on "Notables!"

Please visit our Resources page for additional information.

Thank you CK planning committee (Bob, Diane, Lori, Sunita and Xiomara), 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 winter! HOPE FOR THE HOLIDAYS-2024 is right around the corner!

Anabel

CONTENTS

Acknowledgments	1	Words to Live By	17
The Multicultural Town	2	September is National Suicide Prevention Month	18
Members of the Diversity Council	3	Diversity Poster	20
Welcome Alcove	4	National Hispanic Heritage Month	21
The Talk	5	Grandparent’s Day	22
Remembering the Children of the 9/11 Flights	7	Special Days	23
News from HR	11	Notables!	24
Exceptional Women	13	Diversity in Sports	25
Positivity Poster	14	Bitty and Beau’s	26
National Minority Mental Health Awareness Month	15	Resources	27



THE MULTICULTURAL TOWN

So many different Races of black and white and brown
 So many different Nationalities in the multicultural town
 From every different Continent that one might wish to name
 Our differences make us interesting that’s how it would seem to be
 And to others I would seem boring if they all looked like me
 This thing called multiculturalism we all ought to embrace
 We would seem uninteresting if we were all of the one Race
 The streets crowded with shoppers from places near and far
 So much brightness and color where different Races are
 Mixed amongst the locals are people elsewhere
 So many different Races of the Bigger World out there
 All different shades of colors of black and white and brown
 It has a Worldly character this multicultural town

Frances Duggan 

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



Xiomara Alonso

Vice President of People and Culture
Miami, FL

True diversity is about meeting people where they are. Creating an atmosphere where everyone feels welcomed and valued to contribute openly, honestly, and respectfully.



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

Junior Data Scientist
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

Arbitration Coordinator
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

Senior Executive Assistant, Sales and Finance
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 its ten new team members who joined us in Q3, 2024. We wish them the best of luck for a great and long-term working association. All the best in their new positions.

- **Dedra Crawford** is the newest member of the Call Center, reporting to Kelly DeNichilo, Call Center Supervisor. Dedra has held a number of Customer Service and Administrative positions and is joining us after successfully completing her assignment as a temporary employee in our Call Center.
- **Alberto Fonseca and Ariel Huerta** are both joining Carisk as Software Engineers, reporting to Humberto Moya, Senior Vice President of IT. Most recently, both Alberto and Ariel were Software Developers.
- **Adam Giaquinto** has joined us as our newest Client Manager, reporting to Tyisha Torres, Senior Vice President of Client Strategies. Prior to joining Carisk, Adam had a long career in Workers' Compensation Sales and Account Management roles.
- **Michelle (Missi) Grantham** is our newest Payment Integrity Regional Sales Executive, reporting to Wendy Goddard, Vice President of Payment Integrity Sales. Previously, Missi has held Sales and Account Management positions for service providers within the Workers' Comp Industry as well as various healthcare-related organizations.
- **Ericka Gwaltney** is joining us as a Call Center Agent, reporting to Kelly DeNichilo, Call Center Supervisor. Prior to working with Carisk, she was a Lead Patient Support Representative for a pharmaceutical company.
- **Aly (Aliuxa) Machado** is joining Carisk as a Data and System Support Analyst, reporting to Humberto Moya, Senior Vice President of IT. Most recently, Aliuxa was a Lead IT Specialist for a DCF Managing Entity.
- **Jennifer Miranda** is one of our newest Workers' Compensation Care Coordinators, reporting to Kevin Glennon, Manager of Clinical Operations. Previously, Jennifer was a Nurse at an organization that focuses on chronic care and transitional care management.
- **Yamile Nicaragua** is also joining us as a Workers' Compensation Care Coordinator, reporting to Kevin Glennon, Manager of Clinical Operations. Previously, Yamile was a Care Coordinator at a kidney care organization, where she developed and implemented personalized care plans to optimize patient outcomes.
- **Brandi Rogers** is our newest Bill Review Analyst, reporting to Margaret Grupp, Payment Integrity's Director of Operations. Brandi joins us as a full-time employee after first being brought on as a temporary hire. Prior to working with Carisk, she was a Medical Biller at a family healthcare organization.

Adam, Alberto, Aliuxa, Ariel, Brandi, Dedra, Ericka, Jennifer, Missi, and Yamile, best of luck to all of you and welcome to the Carisk family. 🍁



THE TALK

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

Bloomberg gives \$600 million to four Black medical schools' endowments

By [THALIA BEATY](#) | Updated 1:10 PM EDT, August 6, 2024

NEW YORK (AP) — Michael Bloomberg's organization Bloomberg Philanthropies committed \$600 million to the endowments of four historically Black medical schools to help secure their future economic stability.

Speaking in New York at the annual convention of the National Medical Association, an organization that advocates for African American physicians, Bloomberg, the former New York City mayor and billionaire founder of Bloomberg LP, pointed to the closure in the last century of all but four historically Black medical schools, despite the well-documented impact that Black doctors have on improving health outcomes for Black patients.

"Lack of funding and support driven probably in no small part by prejudice and racism, have forced many to close their doors," Bloomberg said of those medical schools. "We cannot allow that to happen again, and this gift will help ensure it doesn't."

Black Americans fare worse in measures of health compared with white Americans, an [Associated Press series](#) reported last year. Experts believe [increasing the representation](#) among doctors is one solution that could disrupt these long-standing inequities. In 2022, only 6% of U.S. physicians were Black, even though Black Americans represent 13% of the population. Almost half of Black physicians graduate from the four historically Black medical schools, Bloomberg Philanthropies said.

The gifts are among the largest private donations to any historically Black college or university, with \$175 million each going to Howard University College of Medicine, Meharry Medical College and Morehouse School of Medicine. Charles Drew University of Medicine & Science will receive \$75 million. Xavier University of Louisiana, which is opening a new medical school, will also receive a \$5 million grant.

The donations will more than double the size of three of the medical schools' endowments, Bloomberg Philanthropies said. Donations to endowments are invested with the annual returns going into an organization's budget. Endowments can reduce financial pressure and, depending on restrictions, offer nonprofits more funds for discretionary spending.

The commitment follows a [\\$1 billion pledge](#) Bloomberg made in July to Johns Hopkins University that will mean most medical students there will no longer pay tuition. The four historically Black medical schools are still deciding with Bloomberg Philanthropies how the latest gifts to their endowments will be used, said Garnesha Ezediario, who leads Bloomberg Philanthropies' Greenwood Initiative.

The initiative, named after the community that was destroyed during the [race massacre in Tulsa, Oklahoma](#) more than 100 years ago, was initially part of [Bloomberg's campaign](#) as a Democratic candidate for president in 2020. After he withdrew from the race, he asked his philanthropy to pursue efforts to reduce the racial wealth gap and so far, it has committed \$896 million, including this latest gift to the medical schools, Ezediario said.

In 2020, Bloomberg granted the same medical schools a total of \$100 million that mostly went to reducing the debt load of enrolled students, who schools said were in serious danger of not continuing because of the financial burdens compounded by the COVID-19 pandemic.



Michael Bloomberg announces his organization, Bloomberg Philanthropies, will give \$600 million to the endowments of the four historically Black medical schools at the National Medical Association convention, Tuesday Aug. 6, 2024, in New York (AP Photo/Kena Betancur)



From left, David M. Carlisle, President and CEO of Charles R. Drew University of Medicine and Science, Dr. Reynold Verret, President and second lay leader of Xavier University of Louisiana, Michael Bloomberg, Dr. James E.K. Hildreth, President and CEO of Meharry Medical College, Dr. Valerie Montgomery Rice, President and CEO, Morehouse School of Medicine and Ben Vinson III, Ph.D., Howard University President pose during the National Medical Association convention, Tuesday Aug 6, 2024, in New York (AP Photo/Kena Betancur)

“When we talked about helping to secure and support the next generation of Black doctors, we meant that literally,” Ezediaro said.

Valerie Montgomery Rice, president of Morehouse School of Medicine, said that gift relieved \$100,000 on average in debt for enrolled medical students. She said the gift has helped her school significantly increase its fundraising.

“But our endowment and the size of our endowment has continued to be a challenge, and we’ve been very vocal about that. And he heard us,” she said of Bloomberg and the latest donation.

In January, the Lilly Endowment gave [\\$100 million to The United Negro College Fund](#) toward a pooled endowment fund for 37 HBCUs. That same month, Spelman College, a historically Black women’s college in Atlanta, received a \$100 million donation from Ronda Stryker and her husband, William Johnston, chairman of Greenleaf Trust.

Denise Smith, deputy director of higher education policy and a senior fellow at The Century Foundation, said the gift to Spelman was the largest single donation to an HBCU that she was aware of, speaking before Bloomberg Philanthropies announcement Tuesday.

Smith authored a 2021 report on the [financial disparities between HBCUs](#) and other higher education institutions, including the failure of many states to fulfill their promises to fund historically Black land grant schools. As a result, she said philanthropic gifts have played an important role in sustaining HBCUs, and pointed to the billionaire philanthropist and author [MacKenzie Scott’s gifts to HBCUs in 2020 and 2021](#) as setting off a new chain reaction of support from other large donors.

“Donations that have followed are the type of momentum and support that institutions need in this moment,” Smith said.

Dr. Yolanda Lawson, president of the National Medical Association, said she felt “relief,” when she heard about the gifts to the four medical schools. With the Supreme Court’s decision striking down [affirmative action](#) last year and attacks on programs meant to support inclusion and equity at schools, she anticipates that the four schools will play an even larger role in training and increasing the number of Black physicians.

“This opportunity and this investment affects not only just those four institutions, but that affects our country. It affects the nation’s health,” she said.

Dr. William Ross, an orthopedic surgeon from Atlanta and a graduate of Meharry Medical College, has been coming to the National Medical Association conferences since he was a child with his father, who was also a physician. He

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said he could testify to the high quality of education at the schools, despite the bare minimum of resources and facilities.

“If we are as individuals to overcome health care disparities, it really does take in collaboration between folks who have funding and those who need funding and a willingness to share that funding,” he said in New York.

Utibe Essien, a physician and assistant professor at the David Geffen School of Medicine at UCLA, who researches racial disparities in treatment, said more investment and investment in earlier educational support before high school and college would make a difference in the number of Black students who decide to pursue medicine.

He said he also believes the Supreme Court decision on affirmative action and the backlash against efforts to rectify historic discrimination and racial inequities does have an impact on student choices.

“It’s hard for some of the trainees who are thinking about going into this space to see some of that backlash and pursue it,” he said. “Again, I think we get into this spiral where in five to 10 years we’re going to see a concerning drop in the numbers of diverse people in our field.”



Tosan Boyo, M.P.H.

“Equity work is fundamentally quality work. A question that I recommend organizations ask themselves is how are you ensuring that your organization understands the population being served – and are you reflecting the population being served? Healthcare is not just about the metrics. It’s not just about the structure. It’s also about intention – what are you trying to achieve and how are you trying to achieve it?” — Tosan Boyo, M.P.H., senior vice president of hospital operations at California-based John Muir Health

Associated Press coverage of philanthropy and nonprofits receives support through the AP’s collaboration with The Conversation US, with funding from Lilly Endowment Inc. The AP is solely responsible for this content. For all of AP’s philanthropy coverage, visit <https://apnews.com/hub/philanthropy>.

REMEMBERING THE CHILDREN WHO LOST THEIR LIVES ON THE FATEFUL 9/11 FLIGHTS

[Lauren Crosby Medicott](#) | Metro UK | Published Sep 11, 2024, 7:00am | Updated Sep 11, 2024, 10:27am

On a clear, September morning, residents of New York City were going about their normal Tuesday routines when a plane suddenly collided with the North Tower of the World Trade Center at 8:46am.

Over the next two hours, three further planes crashed into the South Tower of the World Trade Center, the Pentagon in Washington DC, and a field in Pennsylvania.

All around the world, people turned on radios and televisions to watch the tragedy of the unexpected terrorist attacks unfold.

In the aftermath, it was found a total of 2,996 people died on 9/11 at the hands of the Islamic extremist group al Qaeda.

A nation mourned the lives lost and it’s estimated that over 3,000 children lost a parent that day. However, there were also eight children on those tragic flights who also lost their lives.

Children who, as President Bush said at the time, were ‘the most important person on the Earth to somebody.’

In different circumstances these youngsters would all be adults now, maybe even with families of their own, had such an atrocity not occurred in their short lives.

Here, we remember the eight children who lost their lives on that fateful day 23 years ago.

“Time is passing. Yet, for the United States of America, there will be no forgetting September the 11th. We will remember every rescuer who died in honor. We will remember every family that lives in grief. We will remember the fire and ash, the last phone calls, the funerals of the children.”

GEORGE W. BUSH

SUCCESS



Eight children were aboard the flights that hit the Twin Towers and the Pentagon on 9/11 (Picture: Getty/Picasa)



Christine Lee Hanson, 2

Christine adored her Peter Rabbit teddy and her red Tellytubby

The youngest of the children killed, two-year-old Christine from Groton, Massachusetts, was described as a busy toddler who loved going to the playground and helping her dad in the garden.

Her grandmother, Eunice Hanson, gave Christine a Peter Rabbit teddy to commemorate she had been born in the Chinese Year of the Rabbit. Both Peter Rabbit and a red Teletubby went everywhere with little girl.

Her parents, Peter and Sue Kim Hanson, left their home in Massachusetts to visit relatives in Los Angeles. After the visit, the family had planned to visit Disneyland with their daughter for a fun trip.

In 2014, Christine's cherished keepsakes were donated to the 9/11 Memorial Museum by her grandparents. Still on Peter Rabbit's torso are two Winnie the Poo stickers the little girl had stuck on her beloved toy.

'She put stickers on everything she liked,' remembered her grandmother, Eunice. 'I suppose it was her mark of approval.'

In an interview with NBC last year, Eunice shared how Christine was a 'kind' child, 'who bubbled'.

'If she did get into mischief, she found a way to make everyone laugh,' she added.



David Brandhorst, 3

David had been adopted by his two dads and was the 'loving focus of their lives'

Three-year-old David was a vegetable loving toddler who adored Lego and going to his swimming lessons every week.

The sister of his father, Ronald, has spoken about how the 'gentle' little boy often chose cherry

tomatoes over cake and ice cream at a birthday party.

David's fathers, Daniel Brandhorst and Ronald Gamboa, had been together since 1987 and decided

to grow their family 10 years later by adopting David, who called Ronald 'daddy' and Daniel 'papa'. They lived together in Los Angeles.

Both men were said to relish fatherhood, with a close friend saying the toddler was the 'loving focus of their lives.' Family members recalled the couple had made plans to adopt more children.

On September 11, David boarded flight 175 at Logan Airport with his fathers to return home to Los Angeles following a visit to Cape Cod.

Following the tragedy a plaque was added in the little boy's memory at the West Hollywood playground that David loved to go to with his dads. On it are the words: 'five more minutes Daddy!', to mark just how much the toddler enjoyed spending time there.



Juliana McCourt, 4

Juliana was on her way to a fun trip to Disneyland with her mummy (Credits: Picasa)

Even at just four years old, Juliana had a wittiness about her that got her the nickname 'Miss J' by those who knew her well.

Her grandmother, Paula, has said that the little girl was 'a nurturer like her mother.'

The youngster, who lived in New London, Connecticut, got on the United Airlines

Flight 175 with her mum, Ruth, who had made an elaborate plan to take Juliana to Disneyland for a fun getaway.

Ruth had planned to fly with her best friend, Paige Farley-Hackel, however Paige decided to take a different flight and instead, the pair made arrangements to meet in Los Angeles.

Paula said that with Ruth's long, red hair and Juliana's blond locks, the mother-daughter pair would have looked 'striking' sitting on the plane together.

Ron Clifford was the brother of Ruth and had witnessed the crashing of a plane into the South Tower of the World Trade Center. He didn't know at the time, but it was the plane his sister and niece were on board.

While the little girl's father – who was not on the plane

– told ABC News, 'I will never be able to look at this child again. This child will never be in my life. She was so beautiful. It's a way of almost denying it, but it's the only way I can cope at this point.'

In an even more tragic twist, the plane that Paige had decided to take was American Airlines Flight 11, which hit the North Tower shortly before Juliana and her mum also lost their lives.



Bernard Brown II,

As a keen student, Bernard was being taken on a school trip as a reward for all his hard work.

Bernard was described by his mum as a little boy who 'lived to go to school'.

It was the 11-year-old's love of learning that saw him heading out of his

hometown of Washington D.C. on an adventure to the Channel Islands Marine Sanctuary off the coast of California, with a group of teachers and two other students.

Bernard was renowned for his spelling, drawing, and 'zest' for living.

Out golfing for the day, Bernard's father, a Navy chief petty officer who worked in the Pentagon, had talked to his son about the fear he had about flying in preparation for his flight to California.

'To be honest, we talked about death,' Bernard Sr. told NBC. 'I just told him, "Don't be afraid. Just listen to what the people tell you, and the instructions. You'll be all right; you'll be fine." He said, "Daddy, I'm scared," and I said, "Hey, don't be scared; don't be afraid to die. Because we are all going to die someday.'"

Little did he know it would be one of the last conversations he would have with his beloved son, who was on the plane that crashed into the Pentagon at 9:37 am.

A keen basketball player, Bernard's mother said he had just purchased a pair of Air Jordan sneakers – ones he was wearing on that momentous trip.



Asia Cottom, 11

Kind-hearted Asia dreamed of being a pediatrician.

Asia was on the same plane as Bernard Brown. It was a dream trip for the smiley, eager-to-learn sixth grader. The 11-year-old had just started at a new school, Bertie Backus Middle School, in Northeast Washington.

Her father, Clifton Cottom, helped to coach basketball, patrolled the halls, and worked as a book clerk in the school same school.

Clifton told a news outlet his daughter was a ‘charmer who was trying hard to grow up,’ and that she dreamt of becoming a pediatrician. She loved jumping rope and her mother, Michelle Cottom, remembered her daughter loving ‘Tweety gear.’

Staff at the school described Asia as a kind-hearted kid, who helped other students with learning difficulties. Neighbours remembered how Asia greeted them when she was playing outside her house with her younger brother.

The day after the hijacking, one of Asia’s teachers attempted to talk to the class about what had happened: ‘We are missing someone today. Do you know who that is?’ she asked. Some of the children replied. ‘Yes,’ they said. ‘Asia.’



Rodney Dickens, 11

Rodney was also on the plane with his classmates, and worked hard to be a good role model for his four siblings.

The last of the three children chosen to participate in the trip to study ecology in California beside National Geographic Society

researchers, Rodney accompanied Bernard and Asia on the trip of a lifetime. It was the first time he had ever been on a plane.

One of Rodney’s classmates at Ketcham Elementary School remembered him as a kind kid ‘who loved Pokémon’ and ‘helped other people with their

homework if they didn’t understand it.’

Even though Rodney, who was 11, grew up in a dangerous Washington neighbourhood alongside his two brothers and two sisters, he always made the honour roll at school.

His mother, LaShawn, was a single parent who was raising her children with the help of her extended family, and she encouraged her beloved son to always try and be a role model to his siblings.

Rodney loved reading, playing on the computer, and spending time with his brothers and sisters, but his aunt, Cynthia Dickens, said his favourite thing to do was watch professional wrestling on TV.

‘I don’t care what he was doing, he made it home to see wrestling,’ Cynthia remembered.



Dana, 3, and Zoe Falkenberg, 8

Sisters Dana and Zoe were making their way to Australia with their parents

Charles Falkenberg and his wife Leslie Whittington were on their way to Australia from their home

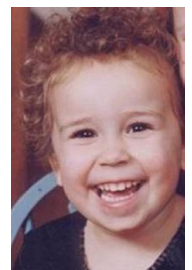
in University Park, Maryland, with their two young daughters, Dana, three, and Zoe, eight, on the morning September 11.

Leslie was planning to work for a few months at the Australian National University in Canberra, and the family had ended up boarding American Airlines flight 77, after missing their connecting flight on the long haul journey.

Dana was remembered as a funny, intense, and charming little girl with curly ringlets. It was reported she was seen as a miracle by her parents.

Toddler Dana was sitting next to her dad on the flight, alongside sister Zoe

Meanwhile, Zoe was one of the top students at University Park Elementary and was actively involved in Girl Scouts, ballet, and swimming. 🧘



NEWS FROM HR

Despite Employment Gains, Black Workers Now Face a New Challenge



January 31, 2024 | [Matt Gonzales](#)

Recent research shows that more Black individuals are making significant strides in their careers.

Black professionals are [earning college degrees](#) at much higher rates than they did two decades ago, are [starting more businesses](#) and are [landing jobs at record numbers](#). Further, the employment gap between white and Black individuals [has shrunk considerably](#).

However, a December report by McKinsey & Company predicts that the burgeoning use of generative artificial intelligence (GenAI) in the workplace could widen the racial wealth gap between Black and white households by \$43 billion annually by 2045, with Black workers also facing a higher risk of job loss due to this technology.

“As often happens, the advent of a new technology can create or exacerbate divides, including the racial wealth gap,” [the report said](#). “One of the most pressing questions about [GenAI] is how it will affect workers and, specifically, workers of color.”

According to the report:

- GenAI does not put low-wage jobs at particular risk in the same way previous advances in automation did—it actually has greater automation potential for higher-wage, knowledge work.
- Automation threatens to automate half of all jobs that don’t require a four-year degree and that pay over \$42,000 annually.
- Occupations most at risk include office support, production and food services—all categories where [Black workers are overrepresented](#).

If reskilling efforts are not undertaken, the likelihood of Black employees being replaced by AI only stands to worsen, the report warned.

Ways to Support Black Employees

However, companies could leverage AI in an inclusive way that accelerates the closure of the racial pay gap and

yields equitable benefits if developers “design generative AI with equity as a goal,” the report said.

This is important because GenAI “will alter professional pathways that Black workers rely on to move from low-wage to higher-paying roles,” researchers wrote.

To help Black workers sustain employment as the use of AI in the workplace continues to rise, researchers recommended:

- Employers in fields likely to automate, such as retail and food services, should contribute to [reskilling efforts](#).
- AI developers should ensure their models and algorithms aren’t [perpetuating or deepening biases](#).
- Inclusion, equity and diversity (IE&D) leaders and HR teams will need to quickly understand how to mitigate AI’s negative impacts or risk becoming part of the problem.

McKinsey researchers also recommended that Black individuals learn skills for well-paying jobs that don’t require four-year degrees or pose a high risk of being automated, such as dental hygienists, massage therapists and respiratory therapists.

[SHRM Online: [EEOC Solicits Recommendations to Curb AI-Driven Discrimination](#)]

The Need for Professional Development

Jen Mahone Rightler, an HR and IE&D leader based in Flower Mound, Texas, said she was excited about how automation could have a positive impact on Black workers—if done correctly and aligned with the right strategies.


“I especially think that, like anything else, we must have [a different set of lenses](#) on what we want the technology to do for us,” she said. “You need the right leaders with the right experience driving those conversations.”

Geri Johnson, an IE&D expert and chief operating officer at public relations firm Next PR in Colorado Springs, Colo., said that GenAI is being promoted as a tool that removes bias in the workplace, but the developers may hold their own biases that wind up impacting the technology.

“While the argument is that AI will remove bias, the people developing the code for generative AI are typically privileged individuals who likely hold biases themselves,” she said. “We’re still lacking diversity in STEM jobs—and STEM jobs are where this code is being developed.”

Companies, [especially those in the technology industry](#), should dedicate financial resources to level the playing field for Black workers, Johnson said. For example, if a company hires a first-generation Black college graduate, the company also needs to offer mentorship and upskilling opportunities that boost the employee’s exposure to AI and other technologies.

“Offering tuition reimbursement is a first step, but it’s not enough,” Johnson said. “If I’m a single Black mother working to make ends meet, how am I going to have time to go back to college, let alone front the money to enroll in the courses?”

Ongoing opportunities for professional growth and [mentorship](#), she explained, “will provide much more value for marginalized communities, make your workplace more equitable and even help prepare your larger workforce for increased AI integration.” 

EXCEPTIONAL WOMEN

Patsy Takemoto Mink
December 6, 1927- September 28, 2002

Patsy Matsu Takemoto was born on December 6, 1927, at the sugar plantation camp, Hāmākua Poko, near Paia, on the island of Maui. She was a third-generation descendant of Japanese immigrants.

Her mother, Mitama Tateyama, was a homemaker, and her father, Suematsu Takemoto, was a civil engineer. He graduated from the University of Hawai'i at Mānoa in 1922, the first Japanese American to graduate from the University of Hawaii with a degree in civil engineering.

Patsy Takemoto Mink was a distinguished, dedicated, and innovative legislator who served as a member of the territorial House of Representative of Hawaii, State Senator of Hawaii, and for over two decades as the representative of Hawaii's 2nd Congressional District.

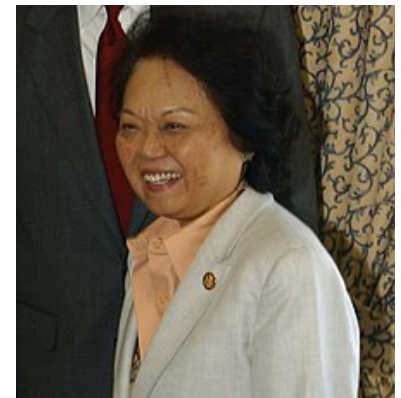
Compassionate, articulate, and focused, Patsy Mink riveted audiences and moved governmental bodies in ways that changed history. Mink was a legislative trailblazer who overcame gender and racial discrimination to become one of the most influential public servants of her generation.

A 1948 graduate of the University of Hawaii trained in chemistry and zoology; she was denied admission by all the medical schools to which she applied. She successfully gained admission to the University of Chicago Law School and graduated in 1951. She and her husband, John Mink, returned to Hawaii, where she started her own law practice, becoming the first woman of Japanese-American ancestry to practice law in Hawaii.

Mink began her political career in 1956, when she was elected to Hawaii's House of Representatives. In 1964, she made history when she was elected to the United States House of Representatives, becoming the first woman of color elected to the national legislature and the first Asian-American woman in congress.



Facebook




Mink, 2002-Wikipedia

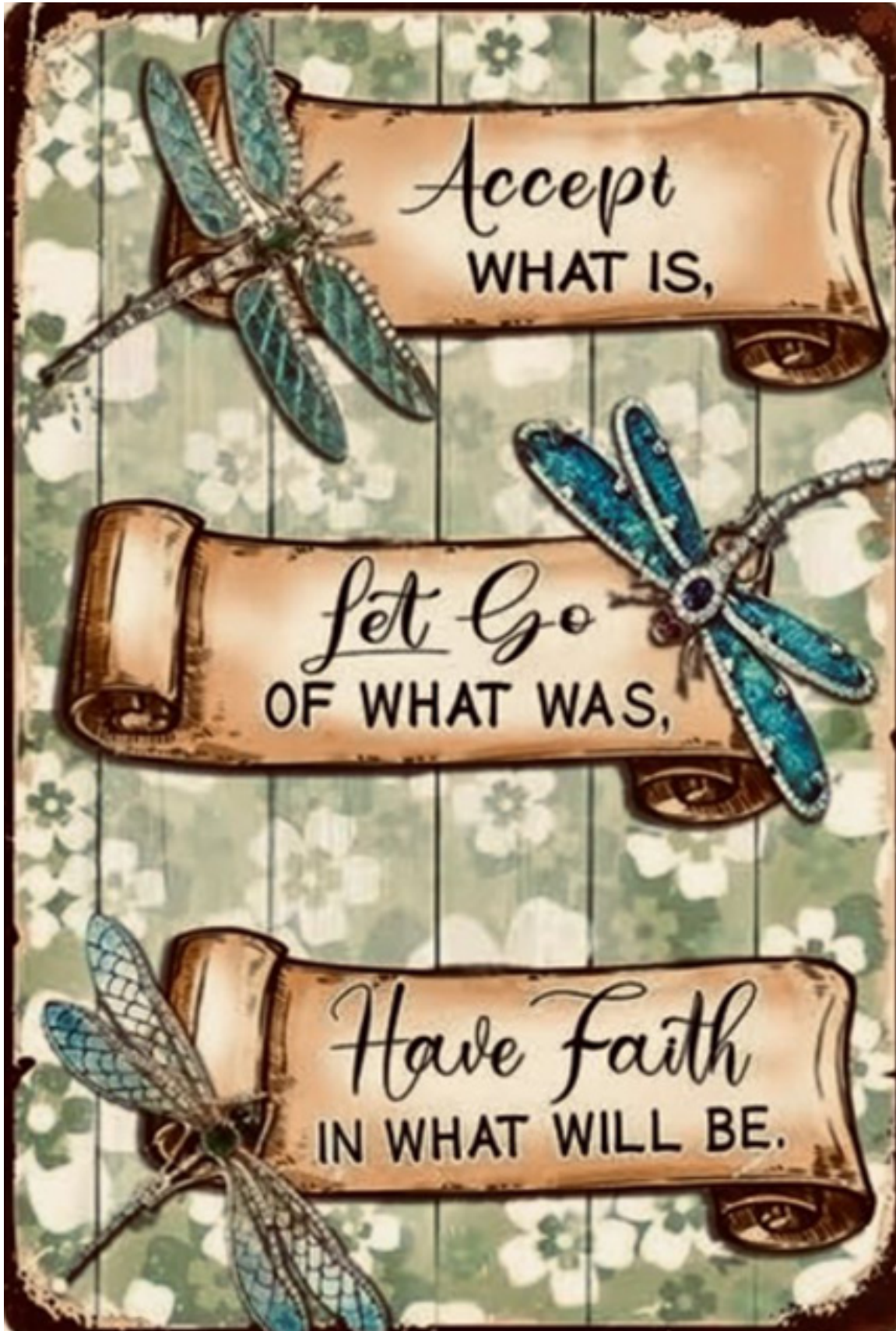


PBS

For over four decades, Mink championed the rights of immigrants, minorities, women, and children, and worked to eradicate the kind of discrimination she had faced in her life. Known for her integrity, determination, tenacity, and honesty, she is recognized as the major mover of Title IX, the legislation that brought academic and athletic equity to American educational institutions. She was a strong environmental advocate and worked tirelessly on energy policy issues of regional, national, and global impact. She was the recipient of numerous awards and honorary degrees.

On August 30, 2002, Mink was hospitalized in Honolulu's Straub Clinic and Hospital due to complications from chickenpox. Her condition steadily worsened, and on September 28, 2002, she died in Honolulu of viral pneumonia, at age 74. 

POSITIVITY POSTER

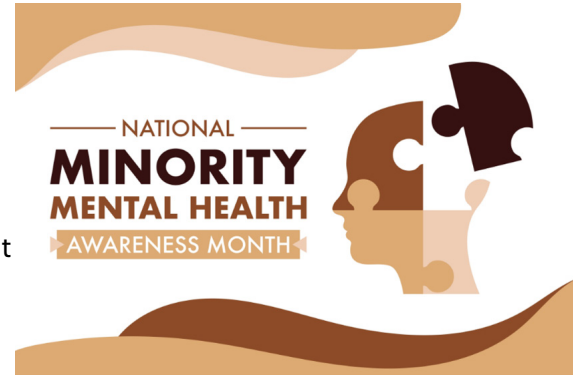


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NATIONAL MINORITY MENTAL HEALTH AWARENESS MONTH

July, 2024



In BIPOC (Black, Indigenous, People of Color) communities, talking about mental health can be considered taboo. This fact sheet will uncover different “myths” that may exist in BIPOC communities about seeking mental health support. It will also provide affirmations you can repeat to yourself to help you think positively about asking for help, even when you might hear messages saying the opposite.

Myth #1: “Talking about my feelings and needing help is a sign of weakness.”

It’s normal to need support from time to time and talking with others is a great way to get that. Some people in BIPOC communities might believe that being “strong” means they don’t face stress or emotional struggles and can just keep moving forward after a traumatic event. Others may feel that the challenges they face aren’t anyone else’s business.

However, being vulnerable about how you are feeling and accepting help when you need it requires a great deal of strength. By [speaking up about your feelings and needs](#), you set an example for others to tend to their own mental and emotional health.

Affirmations:

- Expressing my feelings and asking for help is a sign of strength, not a sign of weakness.
- Giving and receiving support is part of a natural cycle of life. I have given support in the past; I am allowed to receive support in the present; I can give support again in the future.

Myth #2: “What happens in the family should stay in the family.”

Family is important to many. Depending on your preferences or how you grew up, you might believe that sharing challenges going on within the family is inappropriate. You may have been taught that family concerns should stay “behind closed doors” or that you shouldn’t “air your dirty laundry in public.” Some may also have been taught that seeking mental health care would bring shame to their family.

However, sharing your feelings and experiences with friends or professionals you trust can be extremely valuable to you and your family. You might learn [healthy coping](#) or communication skills that would benefit you, but would also positively impact your family dynamic. Because we are all interconnected, anything you do to take care of yourself naturally helps take care of your family.

Affirmations:

- I am allowed to express myself to people I feel comfortable and safe with, even if they are not my biological family.
- I am allowed to create a “chosen family” that I can trust to listen when I need validation and support.

Myth #3: “Therapy is for ‘crazy’ people.”

Therapy is for everyone. No matter what stage of life you are in, and wherever you are in your mental health journey, [talking to a therapist who understands you](#) can be extremely beneficial. Therapy can help you view yourself with more compassion, improve your relationships, set goals for yourself and so much more.

BIPOC celebrities, such as [Charlamagne tha God](#) and [many others](#), have opened up about the positive impact therapy has had on their lives. BIPOC athletes [Simone Biles](#) and [Naomi Osaka](#) shared that therapy was important for them after taking a break from competitions to take care of their mental health. Celebrity or not, therapy is something we can all benefit from as humans since we are hard-wired for connection.

Affirmations:

- Going to therapy does not make me “crazy.” It makes me wise.
- Therapy gives me a space to heal and grow so I can thrive.

Myth #4: “Mental illness is a white people problem.”

Just like we all have physical health and sometimes get sick, we all have mental health and can experience mental health conditions. [According to recent statistics](#), 17% of Black/African Americans, 15% of Latin/Hispanic Americans, 13% of Asian Americans, and 23% of First Nations people live with a mental health condition.

While the field of psychology is growing more diverse; the [majority of psychologists in the U.S. are white](#). With this in mind, it can seem as though going to therapy is only something white people do. It is important for people from BIPOC communities to [receive culturally responsive care](#) when in therapy. [Therapists providing culturally responsive care](#) will work to understand your cultural background, validate your experiences of discrimination and stigma, and also apologize for any communication errors that cause harm.

Affirmations:

- My faith supports and strengthens me, and I am allowed to seek help from a therapist if I am struggling with my mental health.
- My faith can support my work in therapy; my work in therapy can support my faith.

Myth #5: “If you’re struggling, you aren’t praying enough.”

Struggling with your mental health does not mean that you are being spiritually tested or punished for your sins. We all need support with our mental health sometimes.

Spiritual support can come in many forms, such as the people and resources that are put in your path to help you heal. Working with a mental health professional can supplement other [sources of spiritual or emotional support](#), and many therapists are also spiritually-minded. Finding someone [who shares your religion](#) or recognizes the importance of faith in your life can make your healing experience more personal and effective.

Affirmations:

- My faith supports and strengthens me, and I am allowed to seek help from a therapist if I am struggling with my mental health.
- My faith can support my work in therapy; my work in therapy can support my faith.

Myth #6: “My ancestors and family had it worse, so I don’t have a right to feel how I do.”

You may feel guilty if you are struggling with your mental health because your family made sacrifices in order for you to have what you have. You may feel like you don’t have the right to “complain” because you feel like your circumstances are nothing compared to the levels of racism, displacement, and violence others went through.

However, two things can be true at once. You can feel gratitude for your ancestors/family and all they have done for you. You are also allowed to have and express your own feelings about what you are going through in the present. By seeking and accepting help, you can actually play a part in [healing generational trauma](#). In this way, you are both working to heal yourself and the trauma your ancestors went through.

Affirmations:

- My feelings are valid and I deserve care and support. When I care for myself, I care for my family/ancestors.
- My ancestors would want me to be as happy and healthy as possible. 🙏



WORDS TO LIVE BY



In a world
where you
can be
anything,
choose
to be kind.

SEPTEMBER IS NATIONAL SUICIDE PREVENTION MONTH

Suicide and Older Adults: What You Should Know

[Depression & Anxiety](#) | Jan 09, 2024

Suicide is more than a preventable tragedy—it's a growing public health crisis. According to provisional statistics released by the Centers for Disease Control and Prevention (CDC), the U.S. suicide rate reached a historic high in 2022. And, while nearly every age group experienced an increase, older Americans fared the worst. Compared to 2021, suicide deaths rose 8.1% among people age 65 and over. Other concerning facts about suicide and older adults include:



- While older adults comprise just 16.8% of the population, they make up approximately 22% of suicides.
- In 2022, among the nearly 49,449 suicides that took place in the U.S., 10,433 were attributed to people age 65 and up.
- Older adults tend to plan suicide more carefully. They are also more likely to use more lethal methods.
- Among people who attempt suicide, one in four older adults will succeed, compared to 1 in 200 youths. Even if an older adult fails a suicide attempt, they are less likely to recover from the effects due to frailty or underlying health conditions.
- Men age 75 and older face the highest overall rate of suicide.

Why is suicide higher in older adults?

Suicidal behavior is common in older adults for a number of reasons. One is that many seniors are homebound and live on their own. If their spouse has recently died and there are no family members or friends nearby, they may lack the social connections they need to thrive.

“I believe that it's rooted in loneliness. We have an epidemic of loneliness, of folks feeling disconnected from other people,” said [Tia Dole, PhD](#), in a breakout session held during our [Older Adults Mental Health Awareness Day \(OAMHAD\) Symposium](#) called “[Suicide Prevention — Updates on 988](#).” Dole is the Chief 988 Suicide & Crisis Lifeline Officer at Vibrant Emotional Health, which administers the 988 Lifeline.

“The good news is that many of us experience greater resilience as we age,” said [Kathleen Cameron](#), senior director of NCOA's Center for Healthy Aging in [a recent article](#) written by Emily Listfield.

“If you are feeling lonely, though, it's important to first understand if it is a sign of other potential mental health issues such as depression, which can exacerbate the situation,” Cameron continued. “If loneliness is ongoing and interferes with your daily life, talk to your primary care provider who can steer you to appropriate help. Be aware, too, that self-medicating with alcohol or not getting enough sleep can lower your motivation to take health steps and make the loneliness worse.”

Other reasons for suicidal intent in older adults include:

- **Grief over lost loved ones:** Adults who live long enough may begin to [lose cherished family members and friends](#) to old age and illness. They may wrestle with their own mortality and experience anxiety about dying. For some, this “age of loss” is overwhelming and can intensify feelings of loneliness and hopelessness.
- **Loss of self-sufficiency:** Seniors who were once able to dress themselves, drive, read, and lead an active life may grapple with a loss of identity. They may mourn the independent, vibrant person they once were.

- **Chronic illness and pain:** Older adults are more likely to face illnesses and [chronic disease](#) such as arthritis, heart problems, high blood pressure, and diabetes. These conditions can bring on pain and mobility issues that compromise quality of life. Seniors may also experience loss of vision and other senses, such as hearing, making it harder to do the things they love.
- **Cognitive impairment:** In a 2021 study, researchers found that older adults with mild cognitive impairment and dementia had a higher risk for suicide. Declines in cognitive function can affect a person’s decision-making abilities and increase impulsivity.
- **Financial troubles:** Older adults living on a fixed income may struggle to pay their bills or keep food on the table. For someone who is already struggling with health issues or grief, financial stress can be a trigger for suicidal thoughts.

The physical, emotional, and cognitive struggles faced by older adults can lead to feelings of depression, which over time can evolve into clinical [depression](#). Clinical depression is a mood disorder characterized by prolonged feelings of sadness, hopelessness, and loss of interest in activities.

“[Clinical depression](#) is not a normal part of aging,” stressed Cameron, “yet it remains woefully under-recognized, under-diagnosed, and under-treated.”

Speaking to the [Los Angeles Times](#), she noted that “even in the mental health community, there aren’t a lot of people trained specifically in geriatrics.” Further, because some providers [opt out of billing Medicare](#), insurance barriers mean that “older adults generally get neglected — and their mental health gets neglected,” Cameron said.

This is concerning. While most people with clinical depression do not commit suicide, having major depression does [increase the risk](#).

What are the warning signs of suicide in older adults?

An important first step in preventing suicide is knowing the warning signs. In addition to an explicit expression of suicidal intent, there are [certain behaviors](#) that can indicate an older adult is thinking about self-harm. These include:

- Loss of interest in activities they used to enjoy
- Giving away beloved items or changing their will
- Avoiding social activities
- Neglecting self-care, medical regimens, and grooming
- Exhibiting a preoccupation with death
- Lacking concern for personal safety



Key Takeaways

- Suicide is one of the leading causes of death in the U.S., and rates are on the rise—especially among people age 65 and over.
- Suicide is higher in older adults for a number of reasons. These range from depression, to grief over the passing of loved ones, to [chronic illness](#).
- If an older adult you know exhibits suicidal thoughts or behavior, you can help. One option is calling the [988 Suicide & Crisis Lifeline](#).

“You will get help,” said Xavier Becerra, the secretary of the U.S. Department of Health and Human Services, at a July 2022 press briefing. “If you are willing to turn to someone in your moment of crisis, 988 will be there.”

To read the entire article please visit this site:

[Suicide and Older Adults What You Should Know](#) 

DIVERSITY POSTER



EMBRACE DIVERSITY, FOSTER UNITY



NATIONAL HISPANIC HERITAGE MONTH

We celebrate National Hispanic Heritage Month with the profile of Dolores Clara Fernandez Huerta, Co-founder of the United Farm Workers Association and one of the most influential labor activists of the 20th century and a leader of the Chicano civil rights movement.

Born on April 10, 1930 in Dawson, New Mexico, Huerta was the second of three children of Alicia and Juan Fernandez, a farm worker and miner who became a state legislator in 1938. Her parents divorced when Huerta was three years old, and her mother moved to Stockton, California with her children. Huerta's grandfather helped raise Huerta and her two brothers while her mother juggled jobs as a waitress and cannery worker until she could buy a small hotel and restaurant. Alicia's community activism and compassionate treatment of workers greatly influenced her daughter.

Discrimination also helped shape Huerta. A schoolteacher, prejudiced against Hispanics, accused Huerta of cheating because her papers were too well-written. In 1945 at the end of World War II, white men brutally beat her brother for wearing a Zoot-Suit, a popular Latino fashion.

Huerta received an associate teaching degree from the University of the Pacific's Delta College. She married Ralph Head while a student and had two daughters, though the couple soon divorced. She subsequently married fellow activist Ventura Huerta with whom she had five children, though that marriage also did not last. Huerta briefly taught school in the 1950s, but seeing so many hungry farm children coming to school, she thought she could do more to help them by organizing farmers and farm workers.

In 1955 Huerta began her career as an activist when she co-founded the Stockton chapter of the Community Service Organization (CSO), which led voter registration drives and fought for economic improvements for Hispanics. She also founded the Agricultural Workers Association. Through a CSO associate, Huerta met activist César Chávez, with whom she shared an interest in organizing farm workers. In 1962, Huerta and Chávez founded the National Farm Workers Association (NFWA), the predecessor of the United Farm Workers' Union (UFW), which formed three years later. Huerta served as UFW vice president until 1999.

Despite ethnic and gender bias, Huerta helped organize the 1965 Delano strike of 5,000 grape workers and was the lead negotiator in the workers' contract that followed. Throughout her work with the UFW, Huerta organized workers, negotiated contracts, advocated for safer working conditions including the elimination of harmful

pesticides. She also fought for unemployment and healthcare benefits for agricultural workers. Huerta was the driving force behind the nationwide table grape boycotts in the late 1960s that led to a successful union contract by 1970.

In 1973, Huerta led another consumer boycott of grapes that resulted in the ground-breaking California Agricultural Labor Relations Act of 1975, which allowed farm workers to form unions and bargain for better wages and conditions. Throughout the 1970s and '80s, Huerta worked as a lobbyist to improve workers' legislative representation. During the 1990s and 2000s, she worked to elect more Latinos and women to political office and has championed women's issues.

The recipient of many honors, Huerta received the Eleanor Roosevelt Human Rights Award in 1998 and the Presidential Medal of Freedom in 2012. As of 2015, she was a board member of the Feminist Majority Foundation, the Secretary-Treasurer Emeritus of the United Farm Workers of America, and the President of the Dolores Huerta Foundation.

“¡Sí, se puede!”: This Spanish phrase means “yes, it is possible”. Huerta is credited with coming up with this rallying cry after activists in Arizona told her “We can’t do that here” 🌐



GRANDPARENT'S DAY

Sunday, September 8, 2024

A grandparent's love knows no bound
They do not recognize bedtimes or curfews
And agreed that dinner can be cookies and ice cream
Grandparents provide unlimited cuddles and kisses
And always have time for just one more story



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SPECIAL DAYS



July 18—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 combatting poverty, encouraging land reform, expanding health services, and supporting education. Mandela set out to demonstrate an example of peace, anti-racism, and human rights adherence for other nations.



August 30—International Day of the Victims of Enforced Disappearances, is dedicated to raising awareness about the heinous crime of enforced disappearances and its impact on both the victims and their families. Enforced disappearance occurs when a person is secretly abducted or imprisoned by a state or political organization, often followed by a refusal to acknowledge the person's fate and whereabouts. This observance seeks to raise awareness about the need for initiatives and laws that prevent these unlawful abductions and safeguard the rights of those affected.



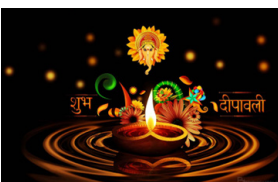
September 29—Gold Star Mother's Day, stands as a poignant observance where national regard is directed towards mothers who have lost a son or daughter while serving the United States Armed Forces. This day exists to commemorate and acknowledge the immeasurable pain these brave women endure, and to honor their fortitude and sacrifice.



Evening of Wed, Oct 2–Fri, Oct 4—Rosh Hashanah, 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 Hashanah include the blowing of the shofar, reciting special prayers, and reflecting on the past year.

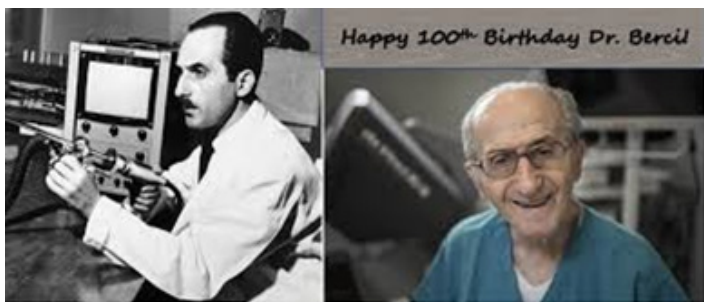


Evening of Fri, Oct 11–Sat, Oct 12—Yom Kippur (Day of Atonement), is the holiest day of the year in Judaism. It occurs annually on the 10th of Tishrei, corresponding to a date in late September or early October. For traditional Jewish people, it is primarily centered on atonement and repentance. It is a day of reflection, prayer, and fasting. It's a time to connect with faith, seek forgiveness, and make amends for past wrongs.



Thur, Oct 31, 2024, 6:22 AM–Fri, Nov 1, 2024, 8:46 AM—Diwali (Festival of Lights), Diwali, one of the most significant Hindu festivals, will be celebrated on October 31, 2024. The main event, Laxmi Puja, will take place after sunset. The festival spans five days starting with Dhanteras on October 29 and concluding with Bhai Dooj on November 3. Diwali symbolizes the triumph of light over darkness. 🪔

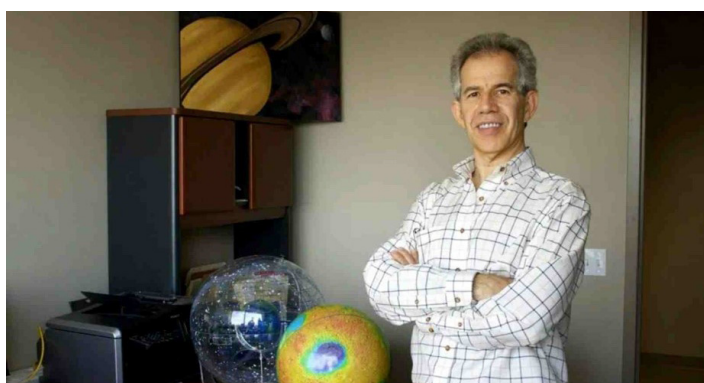
NOTABLES!



Dr. George Berci, (Died: Age 103 years), revolutionized the way [surgery](#) is performed worldwide.



Major LeRoy Homer Jr., (August 27, 1965-September 11, 2001)—veteran pilot, [fought](#) 9/11 terrorists on United Airlines Flight #93.



Humberto Campins, (Born: November 9, 1954)—Venezuelan-American scientist helped NASA [land](#) on an asteroid.



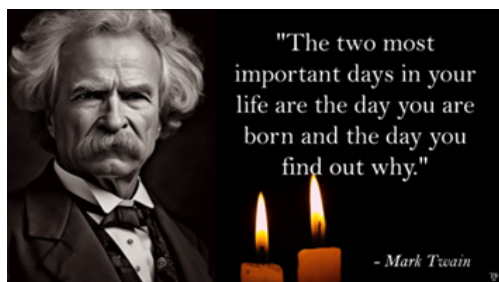
Captain Lucinda Cunningham, (Age: 52 years) first African-American female promoted to the rank of [Captain](#) in the US Coast Guard.



Kayla Kosmalski, (Age: 18 years) first contestant with Down syndrome, [crowned](#) Miss Delaware Teen USA.



Sunita Williams, (Born: November 9, 1954)—is an American [astronaut](#) of Indian and Slovenian heritage.



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DIVERSITY IN SPORTS

Celebrating Diversity in the 2024 Olympic Games

By Ayda Özeren

The Olympic Games in Paris were especially delightful this year. They marked a historic milestone in gender equality. After 128 years, an equal number of male and female athletes are participating.

For the first time, the number of male and female athletes were equal in 28 of the 32 sports that will award medals. The number of mixed-gender events where women and men compete together increased from 18 to 20. Women competed in 152 events, while men competed in 157 events.



We wouldn't be here if it weren't for a woman named Stamata Revithi. One hundred and twenty-eight years ago, Revithi became the catalyst for an incredible uprising in sports history when she insisted on running a marathon. She was around 30 and had moved to Athens, Greece, with her two children to find work. She loved long-distance running, so she applied to participate in the Olympic marathon. The International Olympic Committee rejected her application.

Paving the way

Revithi was stubborn. To at least show the Athenians that she could do it, she decided to run the 40-kilometer course on her own the day after the official marathon. She started her run at 8 a.m. and finished in about 5 hours and 30 minutes. During this time, she collected witnesses and documents to verify her run. But when she arrived at the Panathenaic Stadium, soldiers prevented her from entering. This historic moment became a symbol of the struggle for women's participation in the Olympics. Revithi paved the way for women to compete in the next Games.

Since then, diversity, inclusion, and equal opportunity have become the Olympics' most important values. In the 1936 Berlin Olympics hosted by Nazi Germany, African American athlete Jesse Owens defied the racist rhetoric of the host country by winning four gold medals. His long-jump record remained unbroken for 25 years.

The 1980 and 1984 Olympics failed to provide equal opportunities and inclusiveness due to politics. The United States boycotted the 1980 Moscow Olympics to protest the Soviet invasion of Afghanistan, and the Soviet Union retaliated by boycotting the 1984 games in the U.S. For athletes in both countries, years of preparation were wiped out.

My own country made its first appearance at the Paris Olympic Games 100 years ago, with 40 athletes. All our representatives that year were men. But Turkey did have a commitment to women's sports. Mustafa Kemal Atatürk considered sports something that determined the level of development of a country. In 1926, to enable women's participation, specialists were brought from Sweden to train Turkey's first female physical education teachers at the Çapa Girls' Teacher School.

The last Olympic Games Atatürk witnessed was the 1936 Berlin Olympics. Here, Turkey not only won its first medals but was represented by female athletes for the first time. Halet Çambel and Suat Fetgeri Aşeni, who competed in fencing, were the first Muslim female athletes to compete in the Games. In this year's Olympics, a



Ayda Özeren, past governor of District 2440 (Türkiye)

total of 102 Turkish athletes – including 54 women and 48 men – participated in 18 sports.

Olympic motto

The Olympic motto is “Citius, Altius, Fortius,” or “Faster, Higher, Stronger.” Can we be faster if one of us is missing? Can we reach higher if we separate a few of us? Is there a possibility of being stronger if we do not include everyone? I don’t think so.

“I believe the Olympics brings us closer to global citizenship. I believe that sports, like art, will heal us by using the ointments of universality and diversity. I believe that competition under the roof of friendship blunts the power struggles in our souls.” –Ayda Özeren

BITTY AND BEAU’S

Bitty and Beau’s is a human rights movement disguised as a coffee shop where people with intellectual and developmental disabilities are valued in the workplace. It’s a place where diversity isn’t just appreciated, its celebrated. Bitty and Beau’s Coffee proudly employs 400+ individuals with disabilities nationwide. Please visit this [link](#) to learn more about them.



Original 500 sq/ft location



New 5000 sq/ft location



RESOURCES

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



Exceptional Women

<https://www.womenofthehall.org/inductee/patsy-takemoto-mink/>

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

Minority Mental Health Month

<https://mhanational.org/bipoc/mental-health-month>

National Hispanic Heritage Month

<https://www.womenshistory.org/education-resources/biographies/dolores-huerta>

Special Days

<https://www.un.org/en/observances/victims-enforced-disappearance>

<https://nationaltoday.com/gold-star-mothers-and-family-day/>

Suicide Prevention Month

<https://www.nimh.nih.gov/get-involved/digital-shareables/shareable-resources-on-suicide-prevention>