

# SPARK

HIGHLIGHTING DIVERSITY, INCLUSIVE OF ALL VOICES

## A LOOK INSIDE THIS ISSUE

### April

- Essay by Clarissa Pinkola Estes
- Laughter is the Best Medicine

### May

- Mental Health Month
- AAPIHM
- Jewish American History Month

### June

- Tips for becoming an ally
- Loving Day

Expand your knowledge  
JCHD Employee Spotlight



## APRIL DATES TO REMEMBER

- April 2**  
Autism Awareness Day
- April 7**  
World Health Day
- April 10**  
Eid Al-Fitr (End of Ramadan)
- April 22**  
Earth Day

## YOU WERE MADE FOR THIS

Ours is not the task of fixing the entire world all at once, but of stretching out to mend the part of the world that is within our reach. Any small, calm thing that one soul can do to help another soul, to assist some portion of this poor suffering world, will help immensely. It is not given to us to know which acts or by whom, will cause the critical mass to tip toward an enduring good. What is needed for dramatic change is an accumulation of acts, adding, adding to, adding more, continuing. We know that it does not take everyone on Earth to bring justice and peace, but only a small, determined group who will not give up during the first, second, or hundredth gale.

One of the most calming and powerful actions you can do to intervene in a stormy world is to stand up and show your soul. Soul on deck shines like gold in dark times. The light of the soul throws sparks, can send up flares, builds signal fires, causes proper matters to catch fire. To display the lantern of soul in shadowy times like these -- to be fierce and to show mercy toward others; both are acts of immense bravery and greatest necessity. Struggling souls catch light from other souls who are fully lit and willing to show it. If you would help to calm the tumult, this is one of the strongest things you can do.

-Clarissa Pinkola Estes

### TYPES OF UNCONCIOUS BIAS



#### Affinity Bias

Feeling a connection to those similar to us



#### Perception Bias

Stereotypes and assumptions about different groups



#### Halo Effect

Projecting positive qualities onto people without actually knowing them



#### Confirmation Bias

Looking to confirm our own opinions and pre-existing ideas.

How is JCHD diverse?

We are: veterans, cooks, parents, siblings, caregivers, athletes, gardeners, sons, partners, volunteers, young, and old. We are all unique and deserve to be celebrated!

## APRIL FOOLS: LAUGHTER IS THE BEST MEDICINE

1. Why did the nurse need a red crayon?
  2. What's a recycling bin's favorite type of music?
  3. What do you call a sewer expert?
  4. What types of flowers do bacteria like?
- Answers on Page 3.

# MAY DATES TO REMEMBER

- May 5  
Cinco de Mayo
- May 12  
Mother's Day
- May 27  
Memorial Day



## MAY IS MENTAL HEALTH MONTH

• May 7 •

### ON THIS DAY IN HISTORY

Nakhama Manjiro, a 14-year-old boy, became the first Japanese immigrant to arrive in the U.S. on May 7, 1843.

• May 7 •

### ON THIS DAY IN HISTORY

President George H.W. Bush issued Presidential Proclamation 6130 on May 7, 1990, making May 1990 the first Asian American Heritage Month.

• May 10 •

### ON THIS DAY IN HISTORY

The transcontinental railroad, which was built in part by over 15,000 Chinese immigrants, was completed May 10, 1869.

• May 17 •

### ON THIS DAY IN HISTORY

State laws establishing racial segregation in public schools were ruled unconstitutional in 1954 Supreme Court case *Brown vs. Board of Education*

### FUN FACT:

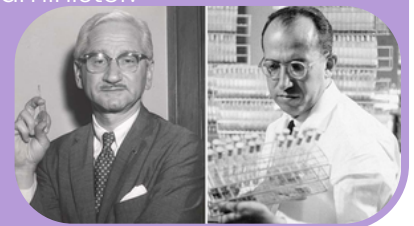
The bagel was brought to the U.S. by Jewish immigrants from Poland in the late 19th century.

### CELEBRATE JEWISH AMERICANS' CONTRIBUTIONS TO HEALTHCARE

Dr. Jonas Salk, an American virologist, developed the first effective polio vaccine. After proving his vaccine had no ill effects by injecting himself, his wife, and his children, Salk's vaccine was first tested in large-scale trials in 1954 and was declared safe and effective the following year. Salk's Jewishness was a barrier to his success in the medical field. Early in his career, his mentor, Dr. Francis, concluded his recommendation of Dr. Salk for a fellowship by addressing the anti-Semitism that was rampant at the time: "Dr. Salk is a member of the Jewish race but has, I believe, a very great capacity to get on with people."

Dr. Albert Sabin immigrated from Poland to the U.S. when he was 15 years old. After learning English in just 6 weeks, Albert enrolled in NYU, one of the few universities which didn't have Jewish quotas at the time. Instead of using dead poliovirus like Salk, Sabin's vaccine was developed with live strains of the virus and was therefore easier to administer.

Neither Salk nor Sabin patented their vaccine. By not profiting from their vaccines, both Dr. Salk and Dr. Sabin helped ensure that the vaccines would remain inexpensive and widely available.



### VETERANS HISTORY PROJECT

## ASIAN AMERICANS: GOING FOR BROKE

Asian Pacific Americans have made lasting contributions to America's wartime efforts. [This Veterans History Project Collection](#) features eight stories from World War II, Korea, Vietnam, and Iraq, with special emphasis on the 442nd Regimental Combat Team, the "Go for Broke" outfit of Japanese Americans who fought valiantly in Europe during World War II. Many of these men put their lives on the line for their country while their families were confined to internment camps back in the States. This collection also features from [Jewish Veterans of WWII](#) and [Serving in Silence: LGBTQ+ Veterans](#).

# JUNE DATES TO REMEMBER

June 16

Father's Day

June 19

Juneteenth

June 20

World Refugee Day

June 21

National Indigenous Peoples' Day



• June 26th •  
**ON THIS DAY IN HISTORY**  
The U.S. Supreme Court granted same-sex couples in all 50 states the right to full, equal recognition under the law on June 26, 2015.

## THE STONEWALL RIOTS,

also called the Stonewall Uprising, began in the early hours of June 28, 1969 when NYC police raided the Stonewall Inn, a gay club located in NYC. The raid sparked a riot among bar patrons and neighborhood residents as police roughly hauled employees and patrons out of the bar, leading to six days of protests and violent clashes with law enforcement outside the bar, in neighboring streets and in a nearby park. The Stonewall Riots served as a catalyst for the gay rights movement in the U.S. and around the world.

## TIPS FOR BECOMING AN ALLY IN THE WORKPLACE

- Know that not all diversity is apparent.
- Be an active listener and request feedback
- Set an example to others by being an active bystander
- Acknowledge important dates and celebrate life milestones
- Amplify unheard voices

## LOVING DAY | June 12

Mildred Jeter, a Black woman, and Richard Loving, a white man, encountered legal barriers when they tried to marry in Virginia in 1958 due to the state's ban on interracial marriage. Despite this, they wed in Washington, D.C., where such unions were legal, but were arrested upon returning to Virginia. Facing imprisonment, they sought legal assistance and their case eventually made its way to the Supreme Court.

In the historic Loving v. Virginia case of 1967, the Supreme Court unanimously ruled in their favor, striking down laws prohibiting interracial marriage across the country. This landmark decision, based on the Fourteenth Amendment's Equal Protection Clause, not only secured the Lovings' right to love and marry but also established a precedent for civil rights and equality in marriage. Their courage and perseverance in the face of discrimination continue to inspire and remind us of the ongoing struggle for justice and equality.



1. They needed to draw blood.
2. Heavy Metal
3. A connoisseur
4. Germaniums

## EXPAND YOUR DEI KNOWLEDGE

### ***And the Band Played On*** (Film and novel!)

1993 drama featuring epidemiologist Don Francis as he learns of an increased rate of death among gay men in urban areas. The startling information leads him to begin investigating the outbreak, which is ultimately identified as AIDS. His journey finds mostly opposition from politicians and doctors, but several join him in his cause. As it becomes apparent that people have personal reasons to turn the other cheek, Francis persists. Meanwhile, the number of deaths continues to grow.

### ***Drag Becomes Him***

This 2015 documentary provides an intimate glimpse inside the life of internationally acclaimed drag performer Jinkx Monsoon. This film explores how Jerick Hoffer creates their character and how the role helps them connect with their family.

### ***They Called Us Exceptional*** by Prachi Gupta

How do we understand ourselves when the story about who we are supposed to be is stronger than our sense of self? What do we stand to gain—and lose—by taking control of our narrative? These questions propel Prachi Gupta's heartfelt memoir and can feel particularly fraught for immigrants and their children who live under immense pressure to belong in America.



## EMPLOYEE SPOTLIGHT: JOE FRY



Q: What inspired your career choice?

A: Ha, IMRF retirement. No, actually I was passively recruited by a former inspector.



Q: What's one thing you're looking forward to in 2024?

A: I'm looking forward to spending more time with my family and our RV.

Q: If Bart gave you 2 weeks off to travel anywhere in the world, where would you go?

A: I'd tour the Mediterranean coast and eat amazing seafood. Maybe cold press my own olive oil. That'd be fun and weird.



Q: If you could have dinner with one famous person (dead or alive) who would it be?

A: My Grandfather Fry, he passed just as I was starting my family. It would be great to talk about all the life changes that go with that and his perspective.

Q: What is your favorite holiday/holiday tradition?

A: Every year for St. Patrick's Day my children build leprechaun traps and every year their traps fail and the leprechauns play harmless pranks like dyeing the milk green.



Q: What's the best piece of advice you've ever received?

A: The embarrassment from asking a stupid question is shorter lived than the potential mistake if you don't ask.

Q: What's one thing people don't know about you that they'd be surprised to find out?

A: I have two musical loves: Irish Folk music and EDM.



Q: If you could speak any language, what would it be?

A: Spanish is the obvious choice (would be very useful) but if functionality doesn't matter, French.

Q: What was the first job you ever had?

A: I used to stock shelves at a local department store. I've come a long ways from slinging tissue boxes and mopping bathrooms!

Q: What is one thing on your bucket list?

A: I want to sky dive, or scuba dive, some sort of significant diving.