

DEInsider

a diversity, equity, and inclusion periodical from Nukk-Freeman & Cerra, P.C.



What's Your (Enneagram) Type?

AND WHY IT IS IMPORTANT...

BY BROOKE BUCKNUM

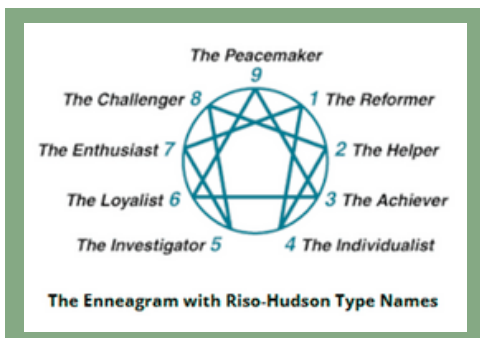
"You can't sit with us." – Gretchen Wieners to Regina George for wearing sweatpants to school in Mean Girls.

When I grow up, I want to be Tina Fey. Or Amy Poehler. But I digress . . .

Everyone has a story – the why to how we act and react in any given situation. And, at some point in our stories, we have all felt like an outsider – like we were not “normal” and did not fit in no matter how many jelly sandals or tops from Wet Seal we owned (I may have aged myself here). The question is, how do we use those experiences that make up our story, the ones that made us feel included AND excluded, to create more inclusive environments where everyone always feels welcome, seen, and heard? Enter the Enneagram . . .

What is the Enneagram?

The Enneagram defines nine personality types (sometimes called “enneatypes”), which are represented by the points of the geometric figure called an enneagram. The nine personality types of the Enneagram are characterized by our core motivations, how we navigate relationships, and our understanding of Self. However, the Enneagram is not simply a personality test, but “a system used to better understand our motivations and behaviors, as well as the motivations and behaviors of others.”



- Understanding the Enneagram types of others can foster empathy and build stronger relationships by promoting better communication and understanding different perspectives.
- It helps individuals understand why others react or behave in certain ways, fostering compassion and reducing misunderstandings.
- By identifying common patterns and motivations, people can learn how to better connect with each other.

Enneagram and Impact on Culture

Culture is a hot-button topic for all workplaces these days (as it should, since we seem to spend more time with our work colleagues than we do our family and friends). The Enneagram provides a framework that says, “What if we took something previously seen as normal vs. abnormal and reframe it as simply differing perspectives and unmet needs.” This can have a tremendous impact on culture as it supports healthier, more aware, and more adaptive work cultures. While I am certainly not an expert on culture, I have seen the benefits of this learning and understanding on the culture here at NFC.

It is in the creation of an inclusive environment that allows for vulnerability, free from fear of retribution or judgment. We are all fallible, and we all have days where we may not be at our best. But we feel safe to show up and be who we are on that day, and in those moments, because the environment allows for it. And that is a culture fostered from the top down. In Partners, Supervisors, and Managers who lead by example - the ones who say, “I may not feel equipped to deal with this, but we are going to fail forward together.” It is in the person next to you, seeing you struggle and saying, “How can I help?” Not because they have to, but because they genuinely care. It's in the collective adopting the motto, “Let's leave it better than we found it.”

I don't know about you, but that is a culture I am proud to be a part of and one I am excited to continue to build together.

Enneagram Tests & Results

I strongly encourage you to learn more about the Enneagram and your individual type. There are several websites that have an abundance of free and readily available information ([Enneagram Institute](#)) and some that provide free tests (in-depth results & reports are often available for a reasonable/nominal fee). These include Truity.com, EnneagramTest.com & PersonalityPath.com, to name a few.



diversity | equity | inclusion
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Sal's Recipes (Part III), Summer Edition:



POPPY SAL'S CRAB SAUCE

Growing up, my Italian-American family waited (impatiently), each year, for the start of summer. Then, every Memorial Day weekend, we'd pack our bags and head to a house that we shared with our cousins at the "Jersey Shore." At some point in every trip, we gathered around a dining table (or sometimes just sat outside when we were having too much fun to go inside), and (over)indulged in my father's "crab sauce." This tradition carries on to this day.

Crab sauce is not a mundane dining experience. Rather, it's an activity that involves not just enjoying spaghetti smothered in this sweet, briny tomato sauce, but then taking your time to eat dozens of blue crabs covered in the same sauce. Everyone and everything in the vicinity is a mess afterwards.

Like Sal's Sunday Gravy (see DEI Insider, February 2024 Edition), my dad – now "Poppy Sal" to my kids – learned this special family recipe from his own father, my original "Poppy Sal."

Recipe:

Ingredients:

- 1/2 cup extra-virgin olive oil
- 1 medium yellow onion, finely chopped
- 6 good sized cloves of garlic, smashed and finely chopped
- About 4 anchovies in oil (Sal says: optional, but trust me, you will not identify their taste)
- 1/2 tsp crushed red pepper, depending on the degree of spice you desire. (My father used to make this spicy for me and my wife, Lauren – but now for his grandchildren he uses very little red pepper!)
- 1-2 large handfuls basil (depending on the size of your hands), roughly chopped or hand torn
- 4 (28 ounce) cans high-quality whole peeled tomatoes, such as San Marzano, crushed by hand
- ~1 cup water to clean out bottom of cans and use every drop of tomatoes
- 1 tbsp salt + more for pasta water
- ½ tsp freshly ground black pepper
- About 12-15 raw whole blue crabs, top shell, lungs & other nasty bits removed, fully cleaned, halved (ask your fishmonger to do this) – as many as can fit in your pot (about 15+)
- 1 can lump crab meat
- 1-1.5 pounds spaghetti

Instructions:

- Make the crab sauce: In a large, heavy-bottomed pot or saucepan, heat the olive oil, onions, garlic, anchovies and crushed red pepper together over medium-low heat and cook until the onions and garlic are soft and starting to brown. At this point, if you are using the anchovies, they will have fully dissolved into the oil.
- Add the basil and sauté for about two minutes, to release its flavor, while stirring.
- Add the tomatoes, water, salt and black pepper and bring mixture to a light boil, then immediately reduce the heat to a low simmer and submerge all of the crabs in the tomatoes.
- Partially cover the pot and simmer for about 2 hours, stirring regularly. Remove the crabs from the sauce at this point and keep them warm, covered with foil.
- Break up canned lump crab and add to the sauce. Simmer for another ½ hour.
- Taste and adjust seasoning of the sauce.
- Heat a large pot of water to a boil to cook the pasta. In the meantime, place about three cups or so of the crab sauce in a large skillet over low heat.
- Cook pasta in a large pot of salted boiling water (should taste like the sea) until two minutes less than al dente. At this point, transfer the pasta and about ½ cup pasta water to the skillet with the sauce. Finish cooking the pasta in the delicious sauce so that it will soak up all of those delicious flavors! Add more sauce as desired or needed – the pasta will soak it up.
- Transfer the pasta to a serving bowl and enjoy! Serve the crabs on the side or after enjoying the pasta.
- Enjoy!

Please note that this is another highly confidential and privileged Lipari-family recipe. This is probably the simplest of the recipes so far (at least if you have the crabs cleaned by your fishmonger). The trick, in my opinion, is to **take your time**. My father says to cook the sauce for 2.5 hours. I would say to cook the sauce for closer to 5 hours. (My father would contest this, but I think I make better crab sauce than Sal himself at this point!) Either way, salute!



Photo Caption:
Sal with granddaughter, Eva. Both look like they are having a fin-tastic day at the beach!



SPOTLIGHT

Wrapped in Tradition: Different Roots, Shared Flavors

BY ALEX LAPES AND SHARINA RODRIGUEZ

It all started in the office kitchen. I was heating up leftovers for lunch — Halupki (or stuffed cabbage), my favorite comfort food from my Russian grandmother. Sharina walked in, took one look, and said, "Wait, we make that too!"

We were both surprised. Her version came from her Lebanese ancestry (with a Dominican twist), a completely different cultural background, but at its core, it was nearly identical — meat and rice wrapped in cabbage leaves, simmered in tomato sauce. We laughed, swapped stories, and soon realized that despite coming from different parts of

the world, our families had passed down remarkably similar recipes. All from women who cooked with love and pride for their families.

That moment reminded us how many of our traditions, especially those rooted in food, quietly overlap across cultures. They may be called different names or spiced in unique ways, but they carry the same intention - to feed, to nurture, to remember.

We're excited to share our two versions of this beloved dish, side by side, not just as recipes, but as a celebration of the diversity and connection that surrounds us.

Halupki (Russian)

From Alex Lapes – Russian Family Tradition

This dish, called Halupki in our family, comes from my Russian grandmother. She taught it to my mom, and now it's something we all continue to make (well, not me exactly - I've got two left hands in the kitchen). Still, I happily eat it every time it appears, especially when our family is together or when someone needs comfort. It's a humble and hearty dish, and every bite brings me closer to my grandmother, who was my heart, and to the generations of women who came before her.



Ingredients

3 pounds ground beef
White rice (I use the 12-serving portion on a Minute Rice package)
2 large onions, diced
1 stick butter
3 cans tomato soup
2 heads of cabbage
3 eggs
Kosher salt and pepper

Directions

Prepare the Cabbage Leaves

- Option 1: Peel the cabbage leaves one by one while raw. Boil each leaf for about 15 minutes until soft but still sturdy.
- Option 2: Boil the whole cabbage head and gently remove the softened outer leaves as they loosen.
- Once cooled, trim the thick ridge off the back of each leaf to make rolling easier.

Make the Rice

- Cook the white rice according to package directions. Set aside.

Sauté the Onions

- Melt butter in a pan and sauté the diced onions until soft and lightly golden.

Make the Filling

- In a large bowl, mix the raw ground beef with the sautéed onions (including the butter), cooked rice, eggs, salt (start with 1 tablespoon kosher salt), and pepper. Mix thoroughly with your hands.

Assemble the Rolls

- Place a scoop of the beef mixture near the base of each cabbage leaf. Fold in the sides and roll forward like a burrito. Place seam-side down in a baking dish.

Bake

- In a separate bowl, whisk together the tomato soup and an equal amount of water (3 cans each). Pour over the cabbage rolls until fully covered.
- Cover tightly with foil and bake at 350°F for 1 hour.
- After an hour, carefully flip each roll over, cover again, and return to the oven for another hour.

Chef's Note

This makes two large trays and tastes even better the next day. For me, it's the kind of dish that always feels like a hug from home.

Malfouf (Lebanese)/Rellenos de Repollo (Dominican)

From Sharina Rodriguez – Lebanese/Dominican Family Tradition

I grew up eating this dish, which is a recipe that was passed down from my Lebanese great grandmother to my grandmother and then to my mom (this article helped it make its way to me). It is a Lebanese dish known as Malfouf, and given a large Lebanese community in the Dominican Republic, the dish has adopted other Spanish names like Rellenos de Repollo (“stuffed cabbage”), or informally, Niños Envueltos (“wrapped children” – think pigs in a blanket, except human...I know). My family refers to the dish as Rellenos de Repollo, and I remember it being a huge deal every time my grandmother made it. We all looked forward to it anxiously and all family members were sure to stop by for a plate every time. This is certainly one of my abuela’s many signature dishes that makes me most nostalgic and the basis of many unforgettable family memories.



Ingredients

9 cabbage leaves
200 grams pork cut into small cubes (or your choice of protein) – Season with diced, garlic, diced onion, diced peppers, diced plum tomato, cilantro, to taste.
1 cup rice
1/2 red onion (peeled and diced)
1 garlic clove (finely chopped)
1 handful of chopped cilantro
Salt and pepper to taste
200 grams of tomato paste
1 fresh lime
As needed, hot water
1 medium red onion, peeled and sliced into rings

Directions

1. In a pot of boiling water, place the cabbage leaves for 5 minutes (just to soften them a bit and make them easier to handle). After that time, transfer them to a colander and stop the cooking with cold water. Set aside.
2. In a bowl, combine the rice, seasoned meat, chopped cilantro, diced onion, salt, and pepper to taste. Mix well. Set aside.
3. In a large pot, place the onion slices at the bottom (this prevents the cabbage rolls from sticking and also adds flavor).
4. On a plate, lay out one cabbage leaf with the thick vein side down. Place 1 or 2 tablespoons of the rice and meat mixture in the center. Fold the thick part of the leaf upward over the filling, then fold in the sides, and roll up tightly.
5. Place the larger cabbage rolls on the bottom of the pot and layer the smaller ones on top.
6. Cook the tomato paste with hot water to make it like a sauce consistency, add salt, juice of 1 fresh lime, garlic, and pour the sauce over the cabbage rolls. This should be enough to cover all the rolls, but if not, add hot water just until the rolls are covered. Bring to a boil over medium heat, then reduce the heat and cook for 1 hour. By this time, the water and tomato sauce will have reduced and thickened.
7. Now the stuffed cabbage rolls are ready to enjoy, topped with the delicious sauce that has formed.

TWO CULTURES, ONE COMFORT

While our ingredients, seasonings, or techniques may differ slightly, our dishes reflect the same intention — to feed and care for the people we love. We hope this shared culinary moment inspires you to reflect on your own traditions and maybe even ask a colleague what they grew up eating. After all, sometimes the best way to understand someone’s story is through what’s on their plate.

Conquering Cognitive Overload

NIX DECISION FATIGUE WITH 5 QUICK TIPS FROM BOB

An email pops into your inbox. You quickly scan the subject line, trying to make a decision to read it now or later, to reply immediately or wait, or to put it in a file or the trash. Having to make a lot of decisions within a few seconds is information overload, and it can lead to decision fatigue. With these five small tips, you can conquer it:

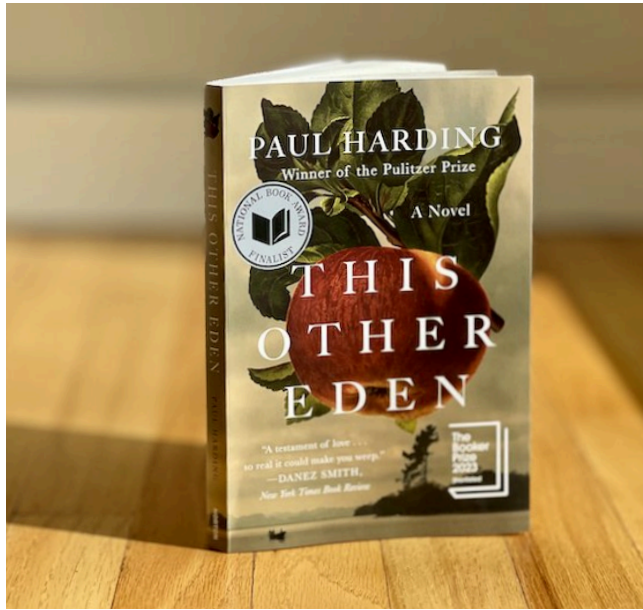
- 1 **Assess the information.** Not every email, message, or tweet is the same priority level. Don’t feel guilty if you ignore the ones that rank pretty low or can’t reply at lightning speed. Rank which are important and which can wait.
- 2 **Make quick decisions when the stakes are small.** Sometimes information overload can cause us to fear making a decision until

we’ve researched, re-researched and uber-researched everything. Before you get to that stage, just decide. If the consequences aren’t that great, the effort shouldn’t be either.

- 3 **Do not disturb . . . yourself.** When you are working on something important, put your phone, email, and messaging apps on silent. If it’s something that can’t wait, ask the person to call so you know it’s important.
- 4 **Filter out the mundane.** Create filters on your email inbox so you get the most important emails at the top.
- 5 **Delegate often.** You don’t have to know everything. Lean on your colleagues who are the experts in what they do.



BOOK REVIEW



“THIS OTHER EDEN”

AUTHOR: PAUL HARDING

Paul Harding is an acclaimed American author, best known for his Pulitzer Prize-winning debut novel "Tinkers." Born in 1967, he is a graduate of the Iowa Writers' Workshop and a former drummer for the band Cold Water Flat. Harding's work is celebrated for its lyrical prose and exploration of time and memory. He has also taught creative writing at Harvard University and the University of Iowa.



BY HOLLY ENGLISH

This is a short, powerful novel set on an Island in Maine in the early 1900's.

It's a fascinating imagining of what life was like for a mixed-race group of about 15 people and their ancestors, who lived on the island for 100 years, before being summarily evicted by the State of Maine and the inhabitants sent to various institutions. (The State of Maine apologized: 100 years later.)

That's the big picture. The author's characters – a man who lives in a tree creating hieroglyphics on the interior; a woman who killed her husband, also her father, to escape abuse; children who know how to fish and forage for food and also are taught to read and write – are vividly brought to life.

The novel takes a turn when a promising kid, who appears white but is of mixed blood, is sent away to take formal art training.

What happens after that is a heartbreaking additional sad side plot to the eviction.

Although this sounds depressing, it's much more interesting than that. Harding's depiction of the islanders as real, quirky, characters is convincing and fascinating. Although their depiction is challenging at first, I found myself caring for them more and more. And the ultimate confrontation and tragedy at the end is a searing rebuke of the racist assumptions that drove the islanders' removal and of the reverberations thereafter.

This book is yet another take on our racial history and how we can learn more to do better in the future.

Highly recommended!



3 QUESTIONS TO BUILD THE INCLUSIVITY HABIT

COURTESY OF BLUE OCEAN BRAIN

As with learning any new skill, practice makes perfect. And becoming more inclusive is no exception. If you want to exercise your inclusivity muscles, you need to build better habits. Start working on your inclusivity skills by making a habit of asking yourself these questions:

What Am I Missing?

One of the biggest benefits of a diverse workplace is having a variety of points of view. When we look at a problem from one angle or with a team of people who think similarly to the way we do, we all should wonder, "What am I missing?" **The next time you start a new project, consider the ways your blind spots may impact your ability to create the best solution. Next, seek out colleagues and mentors with different identities and backgrounds than you—and therefore different perspectives—and ask for their feedback.**

What Can I Do Better?

Doing better is the essential concept behind the growth mindset and, really, progress overall. Whether you're fifty years or fifty minutes into your career, we all need to be asking ourselves this question. This goes beyond innovation and productivity. **Improving means challenging ourselves to be better communicators, collaborators, empathizers, and more.**

Who Should Be Included?

An essential aspect of inclusivity involves shifting focus away from similarity. By nature, people tend to gravitate toward those who are most like them. It's just how humans work. But it doesn't have to stay that way. Instead, we should be asking ourselves, "Who should be included?" **Reach outside of the box. Think about who has a fresh point of view, whose ideas will challenge us to reach the next level, and who might bring an innovative approach to the table.**

JULY - AUGUST - SEPTEMBER DEI Calendar

JULY

DISABILITY PRIDE MONTH
SOUTH ASIAN HERITAGE MONTH

7/1 - Canada Day (Dominion Day)
7/4 - Holiday (4th of July)
7/9 - DEI Council Meeting
7/14 - International Non-Binary People's Day
7/16 - July Huddle
7/22 - NJ LEEP Career Day
7/23 - CORE Day
7/27 - Muharram (Start of Islamic New Year)
7/27 - Black Women's Equal Pay Day

AUGUST

8/8 - NFCW - Kick off to Summer Party
8/9 - Raksha Bandhan
8/13 - DEI Council Meeting
8/16 - Janmashtami
8/20 - August Huddle
8/21 - Attorney Bonding Day
8/23 - International Day for the
Remembrance of Slave Trade and its
Abolition
8/26 - Ganesh Chaturthi
8/27 - CORE Day

SEPTEMBER

AMERINDIAN HERITAGE MONTH
NATIONAL HISPANIC HERITAGE MONTH
NATIONAL RECOVERY MONTH

9/1 - Holiday (Labor Day)
9/2 - VJ DAY, WWII
9/10 - NFCU - Taking & Defending Depositions
9/10 - DEI Council Meeting
9/11 - 911 Remembrance
9/14 - 17 - NAMWOLF Annual Meeting
9/15 - International Day of Democracy
9/16 - Mexican Independence Day
9/17 - September Huddle
9/17 - Constitution Day
9/20 - Octoberfest
9/21 - International Peace Day
9/22 - 24 - Rosh Hashanah
9/24 - CORE DAY
9/26 - Native American Day



A Tapestry of Us A POEM

AUTHOR UNKNOWN

*Not all threads are the same, yet each plays
its part,
In the vibrant weave of our shared human
heart.
Some are bold, some subtle,
some spun from light,
But all are needed to make the
picture bright.*

*Diversity's the color, the rich,
varied hue,
Equity's the balance, ensuring all
see through.
Inclusion's the strength, the way
threads intertwine,
Creating a masterpiece, truly
divine.*

*When shadows of prejudice try to
divide,
Let empathy be our compass, our
guide.
For in understanding, acceptance,
and grace.
A world of belonging, we can
embrace.*

*So let us celebrate the threads
that we are,
And strive for a future, shining like
a star,
Where every voice is heard, every
heart finds its place
In a tapestry of us, filled with love
and with grace.*