

## A PATH FORWARD

## COMMUNITY LEADERS ENVISION MORE CIVIL WORKPLACES

BY STEVEN P. DINKIN

On Tuesday, I joined other community leaders to formally launch the Workplace Equity & Civility Initiative. This collaborative effort will bring together San Diego employers of all sizes to adopt and enforce policies that promote pay equity and civil workplaces, characterized by respectful speech, language, and conduct — places where employees feel safe to speak up and report concerns.

The incivility that is seemingly pervasive in society has infiltrated our workplaces. A study in the McKinsey Quarterly (December 2016) reported that the share of employees who report being treated rudely by colleagues at least once a month has risen by 13 percentage points since 1998, to 62 percent. This is an unacceptable reality. After all, we spend one-third of our lives working — 90,000

hours over the course of a lifetime.

Left unaddressed, workplace incivility exacts a huge cost. A quote from the McKinsey study rings true: “Nearly everybody who experiences workplace incivility somehow settles the score — with their offender and the organization.” In a poll of 800 managers and employees, those who didn’t feel respected performed worse, intentionally decreasing their time at work (47 percent) and intentionally decreasing the quality of their work (38 percent). Seventy-eight percent said their commitment to the organization had declined. Dissatisfaction due to incivility can also be projected onto customers, impairing relationships.

It’s easy enough to speculate about the reasons for growing incivility. Today’s workplaces are more diverse than ever, not just racially and ethnically but generationally. Technology has height-

ened, rather than aided, the pressure to perform. We can say with certainty that most on-the-job conflict occurs when communication breaks down. Even unintentional lapses can leave employees feeling disrespected.

Change cannot happen without education. Managers need the tools to become effective communicators and coaches, engaging employees in problem solving and creating an atmosphere in which all ideas and interests have value and are considered. And employees must be trained to ensure more successful workplace interactions, especially when faced with complex or challenging situations. Often, self-discovery is key: learning how personal identity relates to communication style — and how it’s sometimes the root of a communication breakdown.

When people feel respected in the workplace, it fosters collabora-

tion, innovation and knowledge sharing. Employees are engaged, committed and motivated to contribute to what is viewed and valued as shared success.

While the Workplace Equity & Civility Initiative asks for a commitment from employers, each of us has a responsibility to make our workplaces more civil.

The employees of law firm Bryan Cave Leighton Paisner generated and adopted a Code of Civility for their workplace. It took them just one hour. Here are its 10 tenets:

1. We greet and acknowledge each other.
2. We say please and thank you.
3. We treat each other equally and with respect, no matter the conditions.
4. We acknowledge the impact of our behavior on others.
5. We welcome feedback from each other.
6. We are approachable.
7. We are direct, sensitive, and honest.
8. We acknowledge the contributions of others.
9. We respect each other’s time commitments.
10. We address incivility.

Are some or all of these principles in place where you work, even if not written into a formal code? If you adopted and practiced just one, how would it change your workday? You could be on your way to making one-third of your life more satisfying.

Steven P. Dinkin is president of the National Conflict Resolution Center (NCRC), a San Diego-based organization that is working to create innovative solutions to challenging issues, including intolerance and incivility. NCRC is nationally recognized for its conflict management and communication strategies. To learn about NCRC’s programming, visit [www.ncrconline.com](http://www.ncrconline.com).

## NOTEBOOKS

From Union-Tribune reporting staff

## THE READERS’ REPRESENTATIVE: ADRIAN VORE

## How readers can publicize events

Readers who have events to publicize have a variety of places in the Union-Tribune to tell others about their happenings, such as fall festivals, large fundraising rummage sales, exhibits and performances.

There are some guidelines to follow, though, that increase the chance of the item being published.

News releases, whether from volunteers or professional public relations practitioners, should be clear and accurate, and must contain the basic W’s — who, what, where, when, why. If an event is going to be held, a phone number, email, or website that can be published should be included in the release.

Many organizations will use a format that lists the W’s — Who: followed by the name of the group; What: followed by the event; and so on. This is probably the best method for this type of news release. It’s clear, concise and focused. Groups should double check the accuracy. For instance, a common mistake is a day and date that don’t match.

News releases should be sent at least two weeks before the event.

Readers can also self-publish their events on the U-T’s website on the “Things To Do” page of the Entertainment section.

Some of these events might also appear in the calendar section of Thursday’s Night + Day print section. The web address is [sandiegouniontribune.com/thingstodo](http://sandiegouniontribune.com/thingstodo).

Following are email addresses to which readers can send information on their events:

For San Diego city: [fyi.city@sduniontribune.com](mailto:fyi.city@sduniontribune.com).

For North County: [north-county@sduniontribune.com](mailto:north-county@sduniontribune.com). This can also be used for community school news, business announcements, and community news in general.

For the South Bay: [fyi.south@sduniontribune.com](mailto:fyi.south@sduniontribune.com).

For East County: [fyi.east@sduniontribune.com](mailto:fyi.east@sduniontribune.com).

For business events: [aroundtown@sduniontribune.com](mailto:aroundtown@sduniontribune.com).

For sports events: [sports@sduniontribune.com](mailto:sports@sduniontribune.com).

For health events, such as fundraising walks or blood drives: [health@sduniontribune.com](mailto:health@sduniontribune.com).

For automotive events, such as car shows: [mark.maynard@sduniontribune.com](mailto:mark.maynard@sduniontribune.com).

[adrian.vore@sduniontribune.com](mailto:adrian.vore@sduniontribune.com)  
[readers.rep@sduniontribune.com](mailto:readers.rep@sduniontribune.com)

## BIOTECH: BRADLEY J. FIKES

## Progress made on artificial embryos

Salk Institute scientists report they’ve come the closest yet to making artificial embryos, in mice.

The structures generate all three of the main cell types in the early embryo and even implant into the uterus, the study said. But the tissues they produce are disorganized, unlike a true embryo.

This work represents progress toward understanding how mammalian embryos develop at the earliest stages, said Juan Carlos Izpisua Belmonte of the Salk. Knowledge of proper development will help scientists understand what goes wrong in abnormal development in humans, and how to fix it.

The study was published Thursday in the journal Cell.

Researchers led by Izpisua Belmonte and Jun Wu of University of Texas Southwestern Medical Center say they made these embryo-like structures from adult mouse cells.

Mice were chosen for this work because more is known about their early development than early human development, said Izpisua Belmonte and Wu, who used to be a member of his lab.

These structures were produced by reverting the cells into stem cells that can make all the structures in a body, including placental tissues. These are called “extended pluripotent stem cells,” and their invention was first reported by Salk scientists in 2017.

Most stem cells can’t make the placenta, so they aren’t capable of creating a viable embryo. This is a limitation of em-

brionic stem cells and their act-alike invention, induced pluripotent stem cells.

But these extended pluripotent stem cells were able to form a structure similar to the blastocyst stage of an embryo, which the scientists called blastoids. These blastoids developed tissues including what appeared to be early placental tissue.

Study funders included the Larry L. Hillblom Foundation; the Paul F. Glenn Foundation; the National Key R&D Program of China; and the G. Harold and Leila Y. Mathers Charitable Foundation.

## Biotech startup raises \$28 million

Plexium, a new San Diego biotech company, announced Thursday it has raised \$28 million in venture capital financing.

The startup is developing therapies to treat cancer and neurodegenerative diseases.

It bases those therapies on technology to control enzymes called E3 ligases. The goal is to create small molecule drugs to target proteins involved in these diseases.

The technology is derived from screening millions of small molecules at the same time for their effect on proteins and the RNA associated with those proteins. Molecules that meet the desired criteria are selected for further work as drug candidates.

Plexium’s financing was led by DCVC Bio and The Column Group; along with M Ventures, CRV, and Neotribe Ventures.

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## PUBLIC SAFETY

## 3 plead guilty in P.B. shotgun slaying

## SAN DIEGO

Three men who took part in the shotgun slaying of a Pacific Beach resident late last year pleaded guilty Friday to voluntary manslaughter and assault charges.

Carlos Yslas, 25, Pedro Ramirez, 27, and Freddy Sosa, 38, were previously facing murder charges in the Dec. 29, 2018, death of 44-year-old Marcanthony Mendivil, who was killed in a home on Wilbur Avenue.

Yslas, who admitted to firing the shotgun, faces up to 30 years in state prison when he is sentenced Jan. 10 in San Diego Superior Court. Ramirez, who faces eight years in prison, is to be sentenced the same day. Sosa also faces eight years in prison, and is expected to be sentenced Nov. 15.

A fourth defendant, Paul Charles Weinberger, 51, is charged with murder and assault. He’s due back in court this week for a status conference, with a preliminary hear-

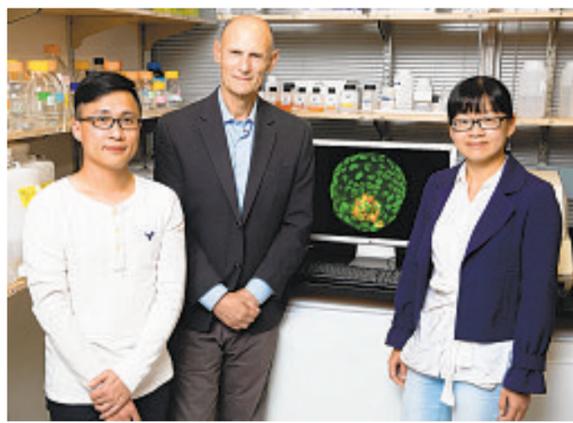
ing scheduled for Nov. 18. He remains out of custody on \$1 million bail.

Prosecutors have said that Weinberger lived in the residence where Mendivil was shot in the predawn hours of Dec. 29. However, neither a motive for the slaying nor the defendants’ relationships to each other and the victim have been disclosed.

Deputy District Attorney Flavio Nominati alleged in court earlier this year that Yslas and Ramirez entered the home masked and gloved. Yslas threatened another witness with the shotgun, then fired twice on Mendivil, the prosecutor said.

The men then fled in a vehicle, according to Nominati. Weinberger and Sosa were arrested that day. Yslas and Ramirez were arrested and booked later on unrelated charges, then re-arrested in February and charged in connection with the killing.

CITY NEWS SERVICE



From left, Salk Institute scientists Ronghui Li, Juan Carlos Izpisua Belmonte and Cuiqing Zhong. SALK INSTITUTE

## FOR THEIR BENEFIT

TODAY \$200. [wastedcelebration.com](http://wastedcelebration.com)  
Looking ahead  
OCT. 30  
“A Wicked Affair, Come if You Dare” annual dinner and auction: Benefiting Point Loma

Association. 5 p.m. Kona Kai Resort and Spa, 1551 Shelter Island Drive, San Diego. \$100 per person. [pointloma.org/calendar/a-wicked-affair-come-if-you-dare/](http://pointloma.org/calendar/a-wicked-affair-come-if-you-dare/)

NOV. 2  
The Junior League of San

Diego Gala: Benefiting local transitional age foster youth. San Diego Natural History Museum, 1788 El Prado, Balboa Park. [jlsd.org](http://jlsd.org)  
Noche de Gala 25th Anniversary Annual Fundraiser: Benefiting the Corazon de Vida Foundation. 5:30 p.m. Crown

room at the Hotel del Coronado, 1500 Orange Ave. \$150. [ndg.givesmart.com](http://ndg.givesmart.com) or [corazondevida.org](http://corazondevida.org)

NOV. 9  
Waves of Appreciation bag assembly: Benefiting military families during the holidays. 11

a.m. to 2 p.m. USO Neil Ash Airport Center, 3705 N. Harbor Drive, San Diego. [wavesofappreciation.org](http://wavesofappreciation.org)

Email calendar items at least two weeks in advance of the event to [fortheirbenefit@sduniontribune.com](mailto:fortheirbenefit@sduniontribune.com).

## FROM THE ARCHIVES

## MACABRE MYSTERY UNFOLDED IN SAN DIEGO IN 1923

George F. Schick, a wealthy San Diego real estate agent, went missing from his Kensington Park home on Feb. 7, 1923. His disappearance was not reported for months. His body was never found.

Eventually, Everett Drew Clark, a family friend and furniture store clerk, was arrested on charges of murdering Schick and accused of stealing Schick’s wife. During a sensational trial that attracted international attention, prosecutors contended that Clark had killed Schick, boiled his body, ground his bones to powder and then fed the remains to chickens at the Schick’s El Cajon ranch.

Schick’s wife, Sara Margaret Schick, confessed to forging her husband’s signature on bank documents and a power of attorney and testified against Clark. She was pregnant with Clark’s child and said Clark, who claimed to be a psychic, had used occult influence to gain her love and assistance. John V. Hendrix, a convicted murderer and Clark’s cellmate from county jail, testified that Clark had described to him how he had killed Schick then dismembered and disposed of the body.

Clark was convicted of murder in a San Diego courtroom on March 31, 1924, and sentenced to life in prison based on circumstantial evidence. Clark was the first person in California history convicted without the state producing the victim’s body or an eyewitness to the crime.

From The San Diego Union, Saturday, Oct. 20, 1923:

## MRS. SCHICK CONFESSES

INVOLVES E.D. CLARK IN MURDER OF HUSBAND;  
ADMITS THEFT OF PROPERTY BY FORGED DOCUMENTS

FULL and complete confession involving Everett Drew Clark, May Drew Clark and Mrs. George E. Schick in forgery charges in connection with the disappearance of George E. Schick, and Clark at least in probable murder charge was made last night by Mrs. Schick, District Attorney Chester Kem-

pley announced early this (Saturday) morning. Kempley’s announcement came after Mrs. Schick had been grilled for more than four hours.

For this time Kempley, Sheriff James C. Byers and Detective George Pross grilled Mrs. Schick while Fred Robinson, court re-



porter, made a stenographic record. Then the three officers conferred in the sheriff’s office, and shortly afterward Kempley made his announcement to the assembled newspaper reporters.

“The sheriff has instructed me to tell you that Mrs. Schick has made a full and complete confession involving all three of the parties in the case,” he said. “We will not and cannot give any further details at this time.” After making this startling announcement, Kempley amplified his statement by explaining that the confession involved Clark at least in both murder and forgery charges, and that the authorities had good reason to believe they would be able to find the body of George E. Schick, who has been missing since Feb. 7. Until the body is found, no murder charges can be placed, Kempley said.

Search for the body on information obtained last night will be started at once, Kempley intimated.

“We don’t know if we can find it, but we think we can,” he said. ...

## Mrs. Schick Now Says She Hates Man Who Won Her Love

## Through Exercise of Occult Influence

DETAILS of Everett Drew Clark’s alleged relations with Mrs. George E. Schick, wife of the missing broker, and the story of how Clark first won Mrs. Schick’s interest and then her love through exercise of occult influence were related yesterday by George Pross Burns, detective, who said Mrs. Schick talked freely to him following her arrest. Under the same roof of the county jail where Mrs. Schick told her story is the man she holds responsible for her plight and the legal wife of that man.

Mrs. Schick sits in abject misery, her heart torn by conflicting emotions. She says she hates Clark because of the sad ending of the intrigue. But she has another life in her keeping which Pross thinks attracts her towards her fellow prisoner. It is feared to question the woman too closely on account of her present physical condition. The baby is expected late in November or early in December.

The stars, spirits and the convincing occult personality Clark chose to show toward Mrs. Schick all had a part in the woman’s downfall, she admitted. Among the startling array of his doctrine that Clark sought to fix in Mrs. Schick’s mind, as related by the detective were the following:

That Mrs. Schick was Clark’s fore-ordained mate, kept apart from him only by man-made laws which should be disregarded because the stars and the spirits had ruled against them.

HISTORICAL PHOTOS AND ARTICLES FROM THE SAN DIEGO UNION-TRIBUNE ARCHIVES ARE COMPILED BY MERRIE MONTEAGUDO. SEARCH THE U-T HISTORIC ARCHIVES AT [NEWSLIBRARY.COM/SITES/SDUB](http://NEWSLIBRARY.COM/SITES/SDUB)