

WEBVTT

NOTE duration:"01:12:36.5630000"

NOTE language:en-us

NOTE Confidence: 0.81952846

00:00:00.000 --> 00:00:03.186 Now, thanks to Laurie Cardona for

NOTE Confidence: 0.81952846

00:00:03.186 --> 00:00:05.850 training your trainees so well.

NOTE Confidence: 0.81952846

00:00:05.850 --> 00:00:08.480 The prodigal daughter comes home.

NOTE Confidence: 0.81952846

00:00:08.480 --> 00:00:10.799 Lori Cardona. It's

NOTE Confidence: 0.8664034

00:00:10.800 --> 00:00:14.076 just such an honor and such a

NOTE Confidence: 0.8664034

00:00:14.076 --> 00:00:16.560 privilege to introduce such a dear

NOTE Confidence: 0.8664034

00:00:16.560 --> 00:00:18.668 dear colleague and friend myself,

NOTE Confidence: 0.8664034

00:00:18.668 --> 00:00:20.698 Akbar, today tell you about

NOTE Confidence: 0.8664034

00:00:20.698 --> 00:00:22.320 her impressive background.

NOTE Confidence: 0.8664034

00:00:22.320 --> 00:00:25.098 Mice obtained her PhD in clinical

NOTE Confidence: 0.8664034

00:00:25.098 --> 00:00:27.445 psychology from Saint Louis University

NOTE Confidence: 0.8664034

00:00:27.445 --> 00:00:30.364 and then we were so blessed that

NOTE Confidence: 0.8664034

00:00:30.364 --> 00:00:33.009 she decided to do her predoctoral

NOTE Confidence: 0.8664034

00:00:33.009 --> 00:00:34.737 and postdoctoral training at

NOTE Confidence: 0.8664034

00:00:34.737 --> 00:00:37.382 the at the Child Study Center.

NOTE Confidence: 0.8664034

00:00:37.382 --> 00:00:39.597 Specializing in early childhood development,

NOTE Confidence: 0.8664034

00:00:39.600 --> 00:00:40.574 adversity, and.

NOTE Confidence: 0.8664034

00:00:40.574 --> 00:00:43.983 We were further fortunate that my son

NOTE Confidence: 0.8664034

00:00:43.983 --> 00:00:46.945 agreed to remain on our clinical faculty

NOTE Confidence: 0.8664034

00:00:46.945 --> 00:00:50.486 for a very long time from 2004 to date,

NOTE Confidence: 0.8664034

00:00:50.490 --> 00:00:53.040 where she has held many roles,

NOTE Confidence: 0.8664034

00:00:53.040 --> 00:00:56.029 most valuable E as a clinical supervisor,

NOTE Confidence: 0.8664034

00:00:56.030 --> 00:00:58.580 an also as a clinical instructor.

NOTE Confidence: 0.8664034

00:00:58.580 --> 00:01:03.588 All the while my son did this amazing.

NOTE Confidence: 0.8664034

00:01:03.590 --> 00:01:06.080 Forward thinking.

NOTE Confidence: 0.8664034

00:01:06.080 --> 00:01:06.445 Creation,

NOTE Confidence: 0.8664034

00:01:06.445 --> 00:01:10.404 she was the CEO or she is the CEO and

NOTE Confidence: 0.8664034

00:01:10.404 --> 00:01:13.309 founder of Integrated Wellness Group.

NOTE Confidence: 0.8664034

00:01:13.310 --> 00:01:15.615 It's a psychotherapy practice right

NOTE Confidence: 0.8664034

00:01:15.615 --> 00:01:17.920 here in New Haven specializing
NOTE Confidence: 0.8664034

00:01:17.993 --> 00:01:20.088 in treating race based trauma.
NOTE Confidence: 0.8664034

00:01:20.090 --> 00:01:23.254 And she's been doing so since 2008.
NOTE Confidence: 0.8664034

00:01:23.260 --> 00:01:25.064 While running this large
NOTE Confidence: 0.8664034

00:01:25.064 --> 00:01:26.417 child guidance clinic,
NOTE Confidence: 0.8664034

00:01:26.420 --> 00:01:28.680 she published her first book.
NOTE Confidence: 0.8664034

00:01:28.680 --> 00:01:31.748 I don't get kickbacks.
NOTE Confidence: 0.8664034

00:01:31.750 --> 00:01:34.935 And her first book is urban Trauma,
NOTE Confidence: 0.8664034

00:01:34.940 --> 00:01:38.575 a legacy of racism in which Doctor Akbar
NOTE Confidence: 0.8664034

00:01:38.575 --> 00:01:40.850 introduces the Urban Trauma framework,
NOTE Confidence: 0.8664034

00:01:40.850 --> 00:01:43.510 unpacking how people of color live in
NOTE Confidence: 0.8664034

00:01:43.510 --> 00:01:46.855 a state of crisis due to oppressive
NOTE Confidence: 0.8664034

00:01:46.855 --> 00:01:49.500 societal systems which result then,
NOTE Confidence: 0.8664034

00:01:49.500 --> 00:01:51.316 and feelings of anger,
NOTE Confidence: 0.8664034

00:01:51.316 --> 00:01:52.680 rage, and hopelessness,
NOTE Confidence: 0.8664034

00:01:52.680 --> 00:01:56.320 she has a second book called Beyond Ally,

NOTE Confidence: 0.8664034

00:01:56.320 --> 00:01:58.600 the pursuit of racial justice,

NOTE Confidence: 0.8664034

00:01:58.600 --> 00:02:00.935 in which she advances her

NOTE Confidence: 0.8664034

00:02:00.935 --> 00:02:02.336 racial justice work.

NOTE Confidence: 0.8664034

00:02:02.340 --> 00:02:04.384 Through the creation of

NOTE Confidence: 0.8664034

00:02:04.384 --> 00:02:06.435 the ally identity model,

NOTE Confidence: 0.8664034

00:02:06.435 --> 00:02:09.510 which details the stages of allyship

NOTE Confidence: 0.8664034

00:02:09.510 --> 00:02:11.674 in dismantling systemic oppression.

NOTE Confidence: 0.8664034

00:02:11.674 --> 00:02:14.920 And so if you aren't impressed,

NOTE Confidence: 0.8664034

00:02:14.920 --> 00:02:17.632 then know that Appa has been

NOTE Confidence: 0.8664034

00:02:17.632 --> 00:02:20.330 very impressed with my sock bar.

NOTE Confidence: 0.8664034

00:02:20.330 --> 00:02:21.680 That's the American

NOTE Confidence: 0.8664034

00:02:21.680 --> 00:02:22.580 Psychological Association,

NOTE Confidence: 0.8664034

00:02:22.580 --> 00:02:25.352 which has almost 200,000 members throughout

NOTE Confidence: 0.8664034

00:02:25.352 --> 00:02:29.344 the United States and this past fall she was

NOTE Confidence: 0.8664034

00:02:29.344 --> 00:02:32.050 appointed as Appa's Chief Diversity Officer,

NOTE Confidence: 0.8664034

00:02:32.050 --> 00:02:35.658 in which she is charged to infuse equity,
NOTE Confidence: 0.8664034

00:02:35.660 --> 00:02:38.036 diversity and inclusion into
NOTE Confidence: 0.8664034

00:02:38.036 --> 00:02:41.006 the fabric of Apas work.
NOTE Confidence: 0.8664034

00:02:41.010 --> 00:02:43.460 And so, as a CDO,
NOTE Confidence: 0.8664034

00:02:43.460 --> 00:02:46.400 she will also be the spokesperson
NOTE Confidence: 0.8664034

00:02:46.400 --> 00:02:48.360 and advocate for equity,
NOTE Confidence: 0.8664034

00:02:48.360 --> 00:02:49.340 equity, diversity,
NOTE Confidence: 0.8664034

00:02:49.340 --> 00:02:51.790 an inclusion nationally and internationally.
NOTE Confidence: 0.8664034

00:02:51.790 --> 00:02:53.260 One recognition is,
NOTE Confidence: 0.8664034

00:02:53.260 --> 00:02:54.240 for example,
NOTE Confidence: 0.8664034

00:02:54.240 --> 00:02:56.690 that mysa is appa's representative
NOTE Confidence: 0.8664034

00:02:56.690 --> 00:02:58.650 to the United Nations.
NOTE Confidence: 0.8664034

00:02:58.650 --> 00:03:01.863 So we are just so thrilled and
NOTE Confidence: 0.8664034

00:03:01.863 --> 00:03:05.307 so honored to have my son here
NOTE Confidence: 0.8664034

00:03:05.307 --> 00:03:08.247 to share her many talents with
NOTE Confidence: 0.8664034

00:03:08.356 --> 00:03:11.066 us today and welcome back.

NOTE Confidence: 0.8664034

00:03:11.070 --> 00:03:13.100 Myself.

NOTE Confidence: 0.8664034

00:03:13.100 --> 00:03:13.500 Thank

NOTE Confidence: 0.8322728

00:03:13.500 --> 00:03:14.709 you, Lori Andreas.

NOTE Confidence: 0.8322728

00:03:14.709 --> 00:03:15.918 Everyone that's here,

NOTE Confidence: 0.8322728

00:03:15.920 --> 00:03:17.940 my dear friends and colleagues,

NOTE Confidence: 0.8322728

00:03:17.940 --> 00:03:22.809 many who I've known for almost 20 years now.

NOTE Confidence: 0.8322728

00:03:22.810 --> 00:03:25.300 Many who have trailblazed before me.

NOTE Confidence: 0.8322728

00:03:25.300 --> 00:03:27.855 I see Doctor Comer and Doctor Brown

NOTE Confidence: 0.8322728

00:03:27.855 --> 00:03:30.591 in in these beautiful squares and I'm

NOTE Confidence: 0.8322728

00:03:30.591 --> 00:03:33.477 so happy to be here with longtime

NOTE Confidence: 0.8322728

00:03:33.477 --> 00:03:36.795 colleagues and to come to you in

NOTE Confidence: 0.8322728

00:03:36.795 --> 00:03:38.974 different positions because I've done

NOTE Confidence: 0.8322728

00:03:38.974 --> 00:03:42.320 grand rounds in the past and you know,

NOTE Confidence: 0.8322728

00:03:42.320 --> 00:03:45.218 have done that in playing different roles.

NOTE Confidence: 0.8322728

00:03:45.220 --> 00:03:48.540 So now it's a pleasure to do that,

NOTE Confidence: 0.8322728

00:03:48.540 --> 00:03:51.528 playing the role of the Chief
NOTE Confidence: 0.8322728

00:03:51.528 --> 00:03:53.910 Diversity Officer at a PA.
NOTE Confidence: 0.8322728

00:03:53.910 --> 00:03:55.926 Which is one of their accreditation
NOTE Confidence: 0.8322728

00:03:55.926 --> 00:03:58.110 bodies for the Child Study Center.
NOTE Confidence: 0.8322728

00:03:58.110 --> 00:04:00.140 So we're very deeply connected
NOTE Confidence: 0.8322728

00:04:00.140 --> 00:04:02.170 in so many different ways.
NOTE Confidence: 0.8322728

00:04:02.170 --> 00:04:04.468 I'm going to begin to the
NOTE Confidence: 0.8322728

00:04:04.468 --> 00:04:06.000 process of screen sharing,
NOTE Confidence: 0.8322728

00:04:06.000 --> 00:04:09.056 so bear with me here for one second,
NOTE Confidence: 0.8322728

00:04:09.060 --> 00:04:13.220 as I do that.
NOTE Confidence: 0.8322728

00:04:13.220 --> 00:04:14.260 And.
NOTE Confidence: 0.8322728

00:04:14.260 --> 00:04:17.140 We can, let's see.
NOTE Confidence: 0.9119196

00:04:19.960 --> 00:04:22.885 I'm trying to make sure that I see you,
NOTE Confidence: 0.9119196

00:04:22.890 --> 00:04:25.158 but I don't see you right now,
NOTE Confidence: 0.9119196

00:04:25.160 --> 00:04:27.762 so give me one second, let me just
NOTE Confidence: 0.9119196

00:04:27.762 --> 00:04:31.190 end again and see where everyone went.

NOTE Confidence: 0.9119196
00:04:31.190 --> 00:04:34.658 OK, there you are.
NOTE Confidence: 0.9119196
00:04:34.660 --> 00:04:37.886 And hopefully if I if I lose all of you,
NOTE Confidence: 0.9119196
00:04:37.890 --> 00:04:39.750 that means I'll lose the chat
NOTE Confidence: 0.9119196
00:04:39.750 --> 00:04:41.769 or any capacity to see anyone,
NOTE Confidence: 0.9119196
00:04:41.770 --> 00:04:44.454 I'll try that again.
NOTE Confidence: 0.9119196
00:04:44.454 --> 00:04:47.138 Just to make sure.
NOTE Confidence: 0.9119196
00:04:47.140 --> 00:04:48.481 Give me one second again
NOTE Confidence: 0.9119196
00:04:48.481 --> 00:04:49.549 just to screen share.
NOTE Confidence: 0.9119196
00:04:49.550 --> 00:04:51.464 We just tested this and it
NOTE Confidence: 0.9119196
00:04:51.464 --> 00:04:53.320 worked out and of course.
NOTE Confidence: 0.9119196
00:04:53.320 --> 00:04:55.480 Anne. We have
NOTE Confidence: 0.70659757
00:04:55.480 --> 00:04:57.598 a single monitor, my sorta monitor.
NOTE Confidence: 0.70659757
00:04:57.600 --> 00:04:59.338 I have two monitors that may be
NOTE Confidence: 0.70659757
00:04:59.338 --> 00:05:01.090 the issue. If you can't see it.
NOTE Confidence: 0.8361582
00:05:03.150 --> 00:05:04.191 If you can't get that,
NOTE Confidence: 0.8361582

00:05:04.191 --> 00:05:07.000 would unplug the other monitor.
NOTE Confidence: 0.8361582

00:05:07.000 --> 00:05:10.270 But anyway. And yes yes, yes.
NOTE Confidence: 0.9324164

00:05:12.110 --> 00:05:13.448 Let's see here.
NOTE Confidence: 0.9024642

00:05:16.770 --> 00:05:18.728 OK, I think it's going to do it.
NOTE Confidence: 0.9024642

00:05:18.730 --> 00:05:22.026 There we go. Now I lost you again.
NOTE Confidence: 0.9024642

00:05:22.030 --> 00:05:23.962 Well, I'm going to go ahead
NOTE Confidence: 0.9024642

00:05:23.962 --> 00:05:25.250 and just start anyway.
NOTE Confidence: 0.9024642

00:05:25.250 --> 00:05:26.614 And then you know,
NOTE Confidence: 0.9024642

00:05:26.614 --> 00:05:28.319 Andreas what I just invite
NOTE Confidence: 0.9024642

00:05:28.319 --> 00:05:30.398 you to do is to interrupt me
NOTE Confidence: 0.8865064

00:05:30.400 --> 00:05:31.688 and then that way.
NOTE Confidence: 0.8594646

00:05:33.340 --> 00:05:36.130 You know I can hold two to make sure
NOTE Confidence: 0.8594646

00:05:36.130 --> 00:05:39.165 that I can answer a question or there's
NOTE Confidence: 0.8594646

00:05:39.165 --> 00:05:41.970 a question that shows up in the chat.
NOTE Confidence: 0.8594646

00:05:41.970 --> 00:05:43.690 Sometimes that's what technology does.
NOTE Confidence: 0.8594646

00:05:43.690 --> 00:05:45.760 Yeah, you see the full screen.

NOTE Confidence: 0.8498027

00:05:48.280 --> 00:05:53.610 Yep, you do. OK fantastic OK so.

NOTE Confidence: 0.9040583

00:05:53.610 --> 00:05:55.920 We're going to have a conversation

NOTE Confidence: 0.9040583

00:05:55.920 --> 00:05:58.803 today in terms of I don't know if

NOTE Confidence: 0.9040583

00:05:58.803 --> 00:06:02.898 you all see that, my apologies.

NOTE Confidence: 0.9040583

00:06:02.900 --> 00:06:05.826 Related to the advancing of the equity,

NOTE Confidence: 0.9040583

00:06:05.830 --> 00:06:07.506 diversity and inclusion work

NOTE Confidence: 0.9040583

00:06:07.506 --> 00:06:10.020 that's being done at a PA,

NOTE Confidence: 0.9040583

00:06:10.020 --> 00:06:13.324 and then more specifically talking about the

NOTE Confidence: 0.9040583

00:06:13.324 --> 00:06:16.090 process of dismantling structural racism.

NOTE Confidence: 0.9040583

00:06:16.090 --> 00:06:19.132 One of the areas that I want to make

NOTE Confidence: 0.9040583

00:06:19.132 --> 00:06:22.338 sure that we are able to talk about is

NOTE Confidence: 0.9040583

00:06:22.338 --> 00:06:25.428 to share appa's commitment to equity,

NOTE Confidence: 0.9040583

00:06:25.430 --> 00:06:26.702 diversity, and inclusion.

NOTE Confidence: 0.9040583

00:06:26.702 --> 00:06:29.246 Appa is in a really interesting

NOTE Confidence: 0.9040583

00:06:29.246 --> 00:06:31.699 position right now to think about how

NOTE Confidence: 0.9040583

00:06:31.699 --> 00:06:33.980 to formulate the ideas around equity,
NOTE Confidence: 0.9040583

00:06:33.980 --> 00:06:35.540 diversity and inclusion both
NOTE Confidence: 0.9040583

00:06:35.540 --> 00:06:36.710 nationally and internationally,
NOTE Confidence: 0.9040583

00:06:36.710 --> 00:06:39.584 particularly as the field is changing
NOTE Confidence: 0.9040583

00:06:39.584 --> 00:06:42.940 very drastically just to give you a little
NOTE Confidence: 0.9040583

00:06:42.940 --> 00:06:46.138 bit of history in terms of the fields of.
NOTE Confidence: 0.9040583

00:06:46.140 --> 00:06:49.898 EDI or DVI, or DNI, or DNI and B,
NOTE Confidence: 0.9040583

00:06:49.898 --> 00:06:51.983 which goes for belonging this,
NOTE Confidence: 0.9040583

00:06:51.990 --> 00:06:52.754 you know.
NOTE Confidence: 0.9040583

00:06:52.754 --> 00:06:55.046 It was really something that birth
NOTE Confidence: 0.9040583

00:06:55.046 --> 00:06:57.838 out of the civil rights movement,
NOTE Confidence: 0.9040583

00:06:57.840 --> 00:07:00.348 and it was very much focused
NOTE Confidence: 0.9040583

00:07:00.348 --> 00:07:01.602 on affirmative action,
NOTE Confidence: 0.9040583

00:07:01.610 --> 00:07:04.090 and it was focused on looking at the
NOTE Confidence: 0.9040583

00:07:04.090 --> 00:07:06.413 way that corporations are conducting
NOTE Confidence: 0.9040583

00:07:06.413 --> 00:07:09.128 business with minority owned women,

NOTE Confidence: 0.9040583

00:07:09.130 --> 00:07:11.220 own veteran own LG, LGBTQ,

NOTE Confidence: 0.9040583

00:07:11.220 --> 00:07:12.507 plus own businesses,

NOTE Confidence: 0.9040583

00:07:12.507 --> 00:07:16.550 and how much of that work was being done.

NOTE Confidence: 0.9040583

00:07:16.550 --> 00:07:18.596 In terms of what's considered supplier

NOTE Confidence: 0.9040583

00:07:18.596 --> 00:07:20.710 diversity and so that was really

NOTE Confidence: 0.9040583

00:07:20.710 --> 00:07:22.786 the origin of EDI and incorporating

NOTE Confidence: 0.9040583

00:07:22.786 --> 00:07:24.509 diversity into corporate spaces,

NOTE Confidence: 0.9040583

00:07:24.510 --> 00:07:25.946 and as you know,

NOTE Confidence: 0.9040583

00:07:25.946 --> 00:07:27.741 given the evolution of that

NOTE Confidence: 0.9040583

00:07:27.741 --> 00:07:29.936 in the last 60 plus years,

NOTE Confidence: 0.9040583

00:07:29.940 --> 00:07:32.046 given what's happened this past year

NOTE Confidence: 0.9040583

00:07:32.046 --> 00:07:34.478 related to not just COVID but the

NOTE Confidence: 0.9040583

00:07:34.478 --> 00:07:36.398 racial reckoning that the way that

NOTE Confidence: 0.9040583

00:07:36.398 --> 00:07:38.787 we talk about equity and diversity

NOTE Confidence: 0.9040583

00:07:38.787 --> 00:07:40.792 and inclusion is very different.

NOTE Confidence: 0.9040583

00:07:40.800 --> 00:07:42.900 Now you know there were times
NOTE Confidence: 0.9040583

00:07:42.900 --> 00:07:45.139 where you couldn't even say things
NOTE Confidence: 0.9040583

00:07:45.139 --> 00:07:47.054 related to support white supremacy
NOTE Confidence: 0.9040583

00:07:47.054 --> 00:07:49.070 or racism in a workspace.
NOTE Confidence: 0.9040583

00:07:49.070 --> 00:07:51.410 I know that there are times in the 20
NOTE Confidence: 0.9040583

00:07:51.410 --> 00:07:53.925 year history of the Child Study Center
NOTE Confidence: 0.9040583

00:07:53.925 --> 00:07:55.835 where those words weren't necessarily
NOTE Confidence: 0.9040583

00:07:55.835 --> 00:07:58.115 an invitation to having a deep,
NOTE Confidence: 0.9040583

00:07:58.120 --> 00:07:59.910 deeper discussion where now the
NOTE Confidence: 0.9040583

00:07:59.910 --> 00:08:01.342 context of this conversation
NOTE Confidence: 0.9040583

00:08:01.342 --> 00:08:03.098 has really evolved overtime.
NOTE Confidence: 0.9040583

00:08:03.100 --> 00:08:05.460 So one of the things that I've been
NOTE Confidence: 0.9040583

00:08:05.460 --> 00:08:07.753 charged to do with is to establish
NOTE Confidence: 0.9040583

00:08:07.753 --> 00:08:10.100 what would be considered an EDI model.
NOTE Confidence: 0.9040583

00:08:10.100 --> 00:08:12.764 We put equity 1st and then we talk
NOTE Confidence: 0.9040583

00:08:12.764 --> 00:08:14.569 about diversity and inclusivity.

NOTE Confidence: 0.9040583

00:08:14.570 --> 00:08:17.076 And in the four months in a little

NOTE Confidence: 0.9040583

00:08:17.076 --> 00:08:19.268 bit of days that I've been there,

NOTE Confidence: 0.9040583

00:08:19.270 --> 00:08:21.461 when I've been able to do is

NOTE Confidence: 0.9040583

00:08:21.461 --> 00:08:23.483 complete that model, that EDI model,

NOTE Confidence: 0.9040583

00:08:23.483 --> 00:08:26.809 which I'll share some of that with you today.

NOTE Confidence: 0.9040583

00:08:26.810 --> 00:08:29.210 And then the last piece that I'd love

NOTE Confidence: 0.9040583

00:08:29.210 --> 00:08:31.686 for us to concentrate on and think

NOTE Confidence: 0.9040583

00:08:31.686 --> 00:08:34.590 about this as a beginning and not an end,

NOTE Confidence: 0.9040583

00:08:34.590 --> 00:08:36.802 is how can we incorporate some of

NOTE Confidence: 0.9040583

00:08:36.802 --> 00:08:38.414 the concepts that I'll introduce

NOTE Confidence: 0.9040583

00:08:38.414 --> 00:08:40.500 to you today into the work of

NOTE Confidence: 0.9040583

00:08:40.500 --> 00:08:42.039 the CHILD Study Center?

NOTE Confidence: 0.9040583

00:08:42.040 --> 00:08:44.128 And how can you consider embedding

NOTE Confidence: 0.9040583

00:08:44.128 --> 00:08:46.465 some of these concepts in the multiple

NOTE Confidence: 0.9040583

00:08:46.465 --> 00:08:48.516 facets by which you do the work,

NOTE Confidence: 0.9040583

00:08:48.520 --> 00:08:51.104 not just internal to the CHILD Study Center,

NOTE Confidence: 0.9040583

00:08:51.110 --> 00:08:53.028 but also in the way that you

NOTE Confidence: 0.9040583

00:08:53.028 --> 00:08:55.444 do it in the expression of the

NOTE Confidence: 0.9040583

00:08:55.444 --> 00:08:57.339 field in which we're in.

NOTE Confidence: 0.9040583

00:08:57.340 --> 00:08:59.512 And how it touches a society

NOTE Confidence: 0.9040583

00:08:59.512 --> 00:09:00.960 in the community around

NOTE Confidence: 0.89921004

00:09:01.031 --> 00:09:04.518 you. Which is very important.

NOTE Confidence: 0.89921004

00:09:04.520 --> 00:09:07.568 I also want us to think about that.

NOTE Confidence: 0.89921004

00:09:07.570 --> 00:09:09.470 In the past, EDI again,

NOTE Confidence: 0.89921004

00:09:09.470 --> 00:09:11.830 I'm going to call it the way that

NOTE Confidence: 0.89921004

00:09:11.830 --> 00:09:14.902 we do at a PA and structural racism

NOTE Confidence: 0.89921004

00:09:14.902 --> 00:09:17.490 were not a conversation that we

NOTE Confidence: 0.89921004

00:09:17.490 --> 00:09:19.760 had that were had interchangeably.

NOTE Confidence: 0.89921004

00:09:19.760 --> 00:09:21.896 Instead, they you know the way

NOTE Confidence: 0.89921004

00:09:21.896 --> 00:09:23.796 that anything related to structural

NOTE Confidence: 0.89921004

00:09:23.796 --> 00:09:26.238 racism or every aspect of racism.

NOTE Confidence: 0.89921004

00:09:26.240 --> 00:09:28.900 The four levels of racism was discussed.

NOTE Confidence: 0.89921004

00:09:28.900 --> 00:09:31.399 It was either as an adjunct or

NOTE Confidence: 0.89921004

00:09:31.399 --> 00:09:34.198 it was put in the category or

NOTE Confidence: 0.89921004

00:09:34.198 --> 00:09:36.652 the box of a social justice.

NOTE Confidence: 0.89921004

00:09:36.660 --> 00:09:38.950 Issue and that that didn't

NOTE Confidence: 0.89921004

00:09:38.950 --> 00:09:41.240 necessarily interact very well with

NOTE Confidence: 0.89921004

00:09:41.321 --> 00:09:43.907 mental health and by mental health.

NOTE Confidence: 0.89921004

00:09:43.910 --> 00:09:46.562 I'm covering both overall three psychiatry

NOTE Confidence: 0.89921004

00:09:46.562 --> 00:09:49.339 psychology and then masters level programs,

NOTE Confidence: 0.89921004

00:09:49.340 --> 00:09:50.675 including social work,

NOTE Confidence: 0.89921004

00:09:50.675 --> 00:09:52.455 LPC's marriage and family

NOTE Confidence: 0.89921004

00:09:52.455 --> 00:09:54.330 therapist and the others.

NOTE Confidence: 0.89921004

00:09:54.330 --> 00:09:57.116 And now what we're seeing is a

NOTE Confidence: 0.89921004

00:09:57.116 --> 00:09:59.310 direct connection and correlation.

NOTE Confidence: 0.89921004

00:09:59.310 --> 00:10:01.968 You almost can't talk about one

NOTE Confidence: 0.89921004

00:10:01.968 --> 00:10:04.290 without talking about the other,
NOTE Confidence: 0.89921004

00:10:04.290 --> 00:10:07.559 and so that's why I'm going to.
NOTE Confidence: 0.89921004

00:10:07.560 --> 00:10:08.033 First,
NOTE Confidence: 0.89921004

00:10:08.033 --> 00:10:10.871 talk about our approach to dismantling
NOTE Confidence: 0.89921004

00:10:10.871 --> 00:10:13.000 structural racism because the belief
NOTE Confidence: 0.89921004

00:10:13.000 --> 00:10:15.960 system really is that we can't do EDI work,
NOTE Confidence: 0.89921004

00:10:15.960 --> 00:10:17.960 we can't talk about equity.
NOTE Confidence: 0.89921004

00:10:17.960 --> 00:10:19.960 We can talk about diversity,
NOTE Confidence: 0.89921004

00:10:19.960 --> 00:10:22.192 and we certainly can't talk about
NOTE Confidence: 0.89921004

00:10:22.192 --> 00:10:24.253 inclusivity until we are beginning
NOTE Confidence: 0.89921004

00:10:24.253 --> 00:10:26.281 to have significant conversations
NOTE Confidence: 0.89921004

00:10:26.281 --> 00:10:28.309 about dismantling the structures
NOTE Confidence: 0.89921004

00:10:28.309 --> 00:10:30.420 of racism that live almost like
NOTE Confidence: 0.89921004

00:10:30.420 --> 00:10:32.360 in the walls of the organization
NOTE Confidence: 0.89921004

00:10:32.360 --> 00:10:34.360 by which we occupy space.
NOTE Confidence: 0.8906705

00:10:38.190 --> 00:10:41.390 So I'm going to talk a little bit

NOTE Confidence: 0.8906705

00:10:41.390 --> 00:10:44.594 about what was our process, you know,

NOTE Confidence: 0.8906705

00:10:44.594 --> 00:10:47.156 and this process is not clean.

NOTE Confidence: 0.8906705

00:10:47.160 --> 00:10:49.870 This process is not fast.

NOTE Confidence: 0.8906705

00:10:49.870 --> 00:10:52.948 This is a journey that has no clear ending.

NOTE Confidence: 0.8906705

00:10:52.950 --> 00:10:56.376 This is a journey that is.

NOTE Confidence: 0.8906705

00:10:56.380 --> 00:10:58.530 Can be very emotionally taxing.

NOTE Confidence: 0.8906705

00:10:58.530 --> 00:11:00.434 Can be extremely uncomfortable,

NOTE Confidence: 0.8906705

00:11:00.434 --> 00:11:03.290 but it is a necessary step

NOTE Confidence: 0.8906705

00:11:03.380 --> 00:11:05.600 in talking about this work.

NOTE Confidence: 0.8906705

00:11:05.600 --> 00:11:06.760 So for a PA,

NOTE Confidence: 0.8906705

00:11:06.760 --> 00:11:08.500 one of the foundational steps that

NOTE Confidence: 0.8906705

00:11:08.569 --> 00:11:10.573 we took was having a comprehensive

NOTE Confidence: 0.8906705

00:11:10.573 --> 00:11:13.008 look at our history and I'm going to

NOTE Confidence: 0.8906705

00:11:13.008 --> 00:11:15.232 talk in a lot more detail about that,

NOTE Confidence: 0.8906705

00:11:15.232 --> 00:11:17.218 but I'm going to give you

NOTE Confidence: 0.8906705

00:11:17.218 --> 00:11:18.989 a small overview here.
NOTE Confidence: 0.8906705

00:11:18.990 --> 00:11:22.413 We saw it very important to think
NOTE Confidence: 0.8906705

00:11:22.413 --> 00:11:26.566 about where does Appa and where to
NOTE Confidence: 0.8906705

00:11:26.566 --> 00:11:29.150 psychology have responsibility around
NOTE Confidence: 0.8906705

00:11:29.150 --> 00:11:32.886 harms that have been done to Marge,
NOTE Confidence: 0.8906705

00:11:32.890 --> 00:11:34.262 historically marginalized
NOTE Confidence: 0.8906705

00:11:34.262 --> 00:11:36.320 or minoritized communities?
NOTE Confidence: 0.8906705

00:11:36.320 --> 00:11:39.463 It was important for us to acknowledge
NOTE Confidence: 0.8906705

00:11:39.463 --> 00:11:43.278 those harms to take account of those harms,
NOTE Confidence: 0.8906705

00:11:43.280 --> 00:11:45.600 to recognize and realize that
NOTE Confidence: 0.8906705

00:11:45.600 --> 00:11:47.456 those harms don't disappear.
NOTE Confidence: 0.8906705

00:11:47.460 --> 00:11:50.694 Just because yesterday we said that equity,
NOTE Confidence: 0.8906705

00:11:50.700 --> 00:11:51.199 diversity,
NOTE Confidence: 0.8906705

00:11:51.199 --> 00:11:53.694 and inclusion were a necessary
NOTE Confidence: 0.8906705

00:11:53.694 --> 00:11:56.740 step forward for the association.
NOTE Confidence: 0.8906705

00:11:56.740 --> 00:11:59.278 I'd like to share that with

NOTE Confidence: 0.8906705

00:11:59.278 --> 00:12:00.970 you because as organizations,

NOTE Confidence: 0.8906705

00:12:00.970 --> 00:12:01.996 academic settings,

NOTE Confidence: 0.8906705

00:12:01.996 --> 00:12:05.074 medical settings such as Child Study

NOTE Confidence: 0.8906705

00:12:05.074 --> 00:12:07.899 Center are engaging in this work.

NOTE Confidence: 0.8906705

00:12:07.900 --> 00:12:10.966 It is so important for the healing

NOTE Confidence: 0.8906705

00:12:10.966 --> 00:12:13.003 process for the reconciliation

NOTE Confidence: 0.8906705

00:12:13.003 --> 00:12:16.789 process for the process of engaging

NOTE Confidence: 0.8906705

00:12:16.789 --> 00:12:20.253 authentically in this work for those

NOTE Confidence: 0.8906705

00:12:20.253 --> 00:12:22.718 past harms to be acknowledged.

NOTE Confidence: 0.8906705

00:12:22.720 --> 00:12:26.536 And for us, in terms of the history,

NOTE Confidence: 0.8906705

00:12:26.540 --> 00:12:30.492 we had a major pivotal point in the

NOTE Confidence: 0.8906705

00:12:30.492 --> 00:12:32.766 1960s where black psychologists

NOTE Confidence: 0.8906705

00:12:32.766 --> 00:12:35.696 walked out of a PA.

NOTE Confidence: 0.8906705

00:12:35.700 --> 00:12:38.108 And were very clear that they felt

NOTE Confidence: 0.8906705

00:12:38.108 --> 00:12:40.936 they had no space in a PA because

NOTE Confidence: 0.8906705

00:12:40.936 --> 00:12:43.225 of the way that systemic racism
NOTE Confidence: 0.8906705

00:12:43.225 --> 00:12:46.183 was working and moving forward and
NOTE Confidence: 0.8906705

00:12:46.183 --> 00:12:49.137 affecting their capacity to engage in
NOTE Confidence: 0.8906705

00:12:49.137 --> 00:12:53.040 psychology in the fullness of who they are.
NOTE Confidence: 0.8906705

00:12:53.040 --> 00:12:55.742 And we had to evaluate and reflect
NOTE Confidence: 0.8906705

00:12:55.742 --> 00:12:59.598 on that and reflect on that how Appa
NOTE Confidence: 0.8906705

00:12:59.598 --> 00:13:01.682 created oppressive structures and
NOTE Confidence: 0.8906705

00:13:01.682 --> 00:13:04.517 how Appa for then several decades
NOTE Confidence: 0.8906705

00:13:04.517 --> 00:13:08.379 after that was very had a lot of
NOTE Confidence: 0.8906705

00:13:08.379 --> 00:13:11.094 difficulty reconciling with that passed.
NOTE Confidence: 0.8906705

00:13:11.100 --> 00:13:14.012 So we were our next steps after
NOTE Confidence: 0.8906705

00:13:14.012 --> 00:13:15.912 understanding that history was part
NOTE Confidence: 0.8906705

00:13:15.912 --> 00:13:18.665 of what's made us who we are in the
NOTE Confidence: 0.8906705

00:13:18.665 --> 00:13:21.729 100 plus years that we've been in existence.
NOTE Confidence: 0.8906705

00:13:21.730 --> 00:13:26.066 We had to start to define the problem.
NOTE Confidence: 0.8906705

00:13:26.070 --> 00:13:28.518 How do we define the problem?

NOTE Confidence: 0.8906705

00:13:28.520 --> 00:13:30.748 By creating specific definitions

NOTE Confidence: 0.8906705

00:13:30.748 --> 00:13:33.533 around the structures that exist.

NOTE Confidence: 0.8906705

00:13:33.540 --> 00:13:36.228 A lot of times we want to go

NOTE Confidence: 0.8906705

00:13:36.228 --> 00:13:37.910 right to solutions.

NOTE Confidence: 0.8906705

00:13:37.910 --> 00:13:40.154 And to imagine what those solutions

NOTE Confidence: 0.8906705

00:13:40.154 --> 00:13:42.154 are for communities of color

NOTE Confidence: 0.8906705

00:13:42.154 --> 00:13:43.882 without really understanding first

NOTE Confidence: 0.8906705

00:13:43.882 --> 00:13:46.042 how to define the problem.

NOTE Confidence: 0.8906705

00:13:46.050 --> 00:13:48.642 And so we find ourselves almost

NOTE Confidence: 0.8906705

00:13:48.642 --> 00:13:51.922 shooting darts in the dark because we

NOTE Confidence: 0.8906705

00:13:51.922 --> 00:13:54.367 haven't fully grasped or understood

NOTE Confidence: 0.8906705

00:13:54.367 --> 00:13:57.466 what the problem is to begin with.

NOTE Confidence: 0.8906705

00:13:57.470 --> 00:13:59.276 And then the next part for us

NOTE Confidence: 0.8906705

00:13:59.276 --> 00:14:01.310 in terms of foundational steps,

NOTE Confidence: 0.8906705

00:14:01.310 --> 00:14:03.608 we're thinking about how do we

NOTE Confidence: 0.8906705

00:14:03.608 --> 00:14:04.757 create systemic change?
NOTE Confidence: 0.8906705

00:14:04.760 --> 00:14:07.448 We knew we didn't want to be
NOTE Confidence: 0.8906705

00:14:07.448 --> 00:14:09.640 performative in our EDI process,
NOTE Confidence: 0.8906705

00:14:09.640 --> 00:14:12.489 and that we didn't want to be
NOTE Confidence: 0.8906705

00:14:12.489 --> 00:14:14.589 performative in our allyship so
NOTE Confidence: 0.8906705

00:14:14.589 --> 00:14:17.375 that we needed to take a deeper
NOTE Confidence: 0.8906705

00:14:17.375 --> 00:14:20.251 look and understand how to re create
NOTE Confidence: 0.8906705

00:14:20.251 --> 00:14:21.843 a system that we
NOTE Confidence: 0.86625296

00:14:21.850 --> 00:14:23.730 knew had been already foundationally
NOTE Confidence: 0.86625296

00:14:23.730 --> 00:14:25.610 constructed to focus on the
NOTE Confidence: 0.86625296

00:14:25.670 --> 00:14:27.550 idealization of white supremacy.
NOTE Confidence: 0.86625296

00:14:27.550 --> 00:14:29.585 And then what policy changes
NOTE Confidence: 0.86625296

00:14:29.585 --> 00:14:30.806 would accompany that,
NOTE Confidence: 0.86625296

00:14:30.810 --> 00:14:34.709 as we're looking at those systemic changes.
NOTE Confidence: 0.86625296

00:14:34.710 --> 00:14:36.738 And then what happened what you
NOTE Confidence: 0.86625296

00:14:36.738 --> 00:14:38.679 can expect to happen to that.

NOTE Confidence: 0.86625296

00:14:38.680 --> 00:14:40.752 We made a lot of mistakes along

NOTE Confidence: 0.86625296

00:14:40.752 --> 00:14:43.146 the way and we continue to make

NOTE Confidence: 0.86625296

00:14:43.146 --> 00:14:45.294 those mistakes we ask for grace.

NOTE Confidence: 0.86625296

00:14:45.300 --> 00:14:46.736 We ask for forgiveness,

NOTE Confidence: 0.86625296

00:14:46.736 --> 00:14:48.890 and then we immediately immediately look

NOTE Confidence: 0.86625296

00:14:48.955 --> 00:14:51.259 at areas of opportunity for us to change.

NOTE Confidence: 0.86625296

00:14:51.260 --> 00:14:53.816 Sometimes we missed the mark completely.

NOTE Confidence: 0.86625296

00:14:53.820 --> 00:14:56.583 And a lot of times what we do is

NOTE Confidence: 0.86625296

00:14:56.583 --> 00:14:59.721 that there are a lot of different

NOTE Confidence: 0.86625296

00:14:59.721 --> 00:15:02.464 initiatives that are going on which

NOTE Confidence: 0.86625296

00:15:02.464 --> 00:15:04.954 can feel chaotic and confusing and

NOTE Confidence: 0.86625296

00:15:04.954 --> 00:15:07.735 at the same time we're not looking

NOTE Confidence: 0.86625296

00:15:07.735 --> 00:15:10.091 at this from the perspective of

NOTE Confidence: 0.86625296

00:15:10.091 --> 00:15:12.131 gathering all of our energy and

NOTE Confidence: 0.86625296

00:15:12.131 --> 00:15:15.129 forces to look at ways to dismantle

NOTE Confidence: 0.86625296

00:15:15.129 --> 00:15:16.557 structural racism together.
NOTE Confidence: 0.86625296

00:15:16.560 --> 00:15:16.960 Instead,
NOTE Confidence: 0.86625296

00:15:16.960 --> 00:15:18.960 sometimes there were competing demands.
NOTE Confidence: 0.86625296

00:15:18.960 --> 00:15:21.928 There were a lot of areas that we
NOTE Confidence: 0.86625296

00:15:21.928 --> 00:15:24.224 couldn't scale because there just
NOTE Confidence: 0.86625296

00:15:24.224 --> 00:15:26.684 wasn't enough manpower for that.
NOTE Confidence: 0.86625296

00:15:26.690 --> 00:15:29.440 And we needed to really take a look at that,
NOTE Confidence: 0.86625296

00:15:29.440 --> 00:15:29.819 seriously,
NOTE Confidence: 0.86625296

00:15:29.819 --> 00:15:32.093 to think about what our next
NOTE Confidence: 0.86625296

00:15:32.093 --> 00:15:34.069 steps forward we're going to be.
NOTE Confidence: 0.86625296

00:15:34.070 --> 00:15:36.596 And then in 2018 there was
NOTE Confidence: 0.86625296

00:15:36.596 --> 00:15:37.859 a concerted effort.
NOTE Confidence: 0.86625296

00:15:37.860 --> 00:15:40.534 It was the first time in the
NOTE Confidence: 0.86625296

00:15:40.534 --> 00:15:43.562 history of a PA where there was
NOTE Confidence: 0.86625296

00:15:43.562 --> 00:15:46.244 a CEO that was positioned who
NOTE Confidence: 0.86625296

00:15:46.341 --> 00:15:49.225 was a black male and there was.

NOTE Confidence: 0.86625296

00:15:49.230 --> 00:15:51.828 There were changes in the demographics

NOTE Confidence: 0.86625296

00:15:51.828 --> 00:15:54.493 of the board and the demographics

NOTE Confidence: 0.86625296

00:15:54.493 --> 00:15:57.468 of the EPA leadership in terms of

NOTE Confidence: 0.86625296

00:15:57.468 --> 00:16:00.417 the presidents that were coming in.

NOTE Confidence: 0.86625296

00:16:00.420 --> 00:16:02.305 That gave an opportunity now

NOTE Confidence: 0.86625296

00:16:02.305 --> 00:16:05.506 not only to sort of do just a

NOTE Confidence: 0.86625296

00:16:05.506 --> 00:16:07.566 check mark related to diversity,

NOTE Confidence: 0.86625296

00:16:07.570 --> 00:16:08.858 we didn't want that.

NOTE Confidence: 0.86625296

00:16:08.858 --> 00:16:12.329 We wanted to be able to continually revisit,

NOTE Confidence: 0.86625296

00:16:12.330 --> 00:16:12.700 revise,

NOTE Confidence: 0.86625296

00:16:12.700 --> 00:16:15.660 and re imagine the way that psychology was

NOTE Confidence: 0.86625296

00:16:15.660 --> 00:16:18.680 going to be conducted within the association.

NOTE Confidence: 0.86625296

00:16:18.680 --> 00:16:21.216 An impact in the field and how the

NOTE Confidence: 0.86625296

00:16:21.216 --> 00:16:23.840 field of psychology impact society.

NOTE Confidence: 0.86625296

00:16:23.840 --> 00:16:25.830 And so then in 2021,

NOTE Confidence: 0.86625296

00:16:25.830 --> 00:16:29.394 after I was brought in to support doing this,

NOTE Confidence: 0.86625296

00:16:29.400 --> 00:16:31.776 Appa started to establish a clear,

NOTE Confidence: 0.86625296

00:16:31.780 --> 00:16:32.832 clear mission.

NOTE Confidence: 0.86625296

00:16:32.832 --> 00:16:34.410 An vision forward.

NOTE Confidence: 0.86625296

00:16:34.410 --> 00:16:37.014 I share all of this with you,

NOTE Confidence: 0.86625296

00:16:37.020 --> 00:16:39.624 not because we we've got it 100%

NOTE Confidence: 0.86625296

00:16:39.630 --> 00:16:41.500 right or because it's perfect,

NOTE Confidence: 0.86625296

00:16:41.500 --> 00:16:43.360 or because I'm changing everything.

NOTE Confidence: 0.86625296

00:16:43.360 --> 00:16:44.700 Given that I'm there,

NOTE Confidence: 0.86625296

00:16:44.700 --> 00:16:47.179 I'm sharing this with you as steps

NOTE Confidence: 0.86625296

00:16:47.179 --> 00:16:49.189 that I'm offering is opportunities

NOTE Confidence: 0.86625296

00:16:49.189 --> 00:16:51.969 for the CHILD Study Center to consider

NOTE Confidence: 0.86625296

00:16:51.969 --> 00:16:54.545 how they are engaging in their work,

NOTE Confidence: 0.86625296

00:16:54.550 --> 00:16:57.161 how you are engaging in your work

NOTE Confidence: 0.86625296

00:16:57.161 --> 00:16:59.029 around diversity, equity and inclusion.

NOTE Confidence: 0.89487624

00:17:01.510 --> 00:17:04.690 So first let's talk about.

NOTE Confidence: 0.89487624

00:17:04.690 --> 00:17:07.270 The first piece in which we

NOTE Confidence: 0.89487624

00:17:07.270 --> 00:17:10.240 needed to look at our history.

NOTE Confidence: 0.89487624

00:17:10.240 --> 00:17:12.904 Our first approach around this was

NOTE Confidence: 0.89487624

00:17:12.904 --> 00:17:15.284 to begin to uncover psychology's

NOTE Confidence: 0.89487624

00:17:15.284 --> 00:17:17.356 history in understanding the

NOTE Confidence: 0.89487624

00:17:17.356 --> 00:17:20.690 harms and in order to do that,

NOTE Confidence: 0.89487624

00:17:20.690 --> 00:17:24.490 we needed to go back to the beginning.

NOTE Confidence: 0.89487624

00:17:24.490 --> 00:17:28.618 Even during a time where perhaps it was

NOTE Confidence: 0.89487624

00:17:28.618 --> 00:17:31.619 commonplace for a PA to be implicit,

NOTE Confidence: 0.89487624

00:17:31.620 --> 00:17:34.945 complicit or explicit in the way that

NOTE Confidence: 0.89487624

00:17:34.945 --> 00:17:36.370 discrimination and discrimination,

NOTE Confidence: 0.89487624

00:17:36.370 --> 00:17:37.132 discrimination,

NOTE Confidence: 0.89487624

00:17:37.132 --> 00:17:39.418 and equities happened.

NOTE Confidence: 0.89487624

00:17:39.420 --> 00:17:42.304 We needed to be committed to uplifting

NOTE Confidence: 0.89487624

00:17:42.304 --> 00:17:45.767 the voices of those who have been harmed.

NOTE Confidence: 0.89487624

00:17:45.770 --> 00:17:48.332 And we needed to learn from our
NOTE Confidence: 0.89487624

00:17:48.332 --> 00:17:50.973 history in order to be more inclusive
NOTE Confidence: 0.89487624

00:17:50.973 --> 00:17:54.185 in the future and to create a space
NOTE Confidence: 0.89487624

00:17:54.185 --> 00:17:56.525 of equity and psychological safety.
NOTE Confidence: 0.89487624

00:17:56.530 --> 00:17:58.852 And we needed to also understand
NOTE Confidence: 0.89487624

00:17:58.852 --> 00:18:01.720 how we were going to champion EDI,
NOTE Confidence: 0.89487624

00:18:01.720 --> 00:18:03.184 not just in silos,
NOTE Confidence: 0.89487624

00:18:03.184 --> 00:18:05.380 in little pieces like those who
NOTE Confidence: 0.89487624

00:18:05.460 --> 00:18:08.100 have always championed for EDI work,
NOTE Confidence: 0.89487624

00:18:08.100 --> 00:18:10.488 or always champion for work around
NOTE Confidence: 0.89487624

00:18:10.488 --> 00:18:11.284 racial justice.
NOTE Confidence: 0.89487624

00:18:11.290 --> 00:18:14.090 But how this work was going to be
NOTE Confidence: 0.89487624

00:18:14.090 --> 00:18:16.479 infused throughout the entire organization,
NOTE Confidence: 0.89487624

00:18:16.480 --> 00:18:19.304 and that it wasn't up to the Office
NOTE Confidence: 0.89487624

00:18:19.304 --> 00:18:21.684 of Diversity and Inclusion or the
NOTE Confidence: 0.89487624

00:18:21.684 --> 00:18:24.072 officer who was established to do

NOTE Confidence: 0.89487624

00:18:24.147 --> 00:18:26.577 the diversity and inclusion work.

NOTE Confidence: 0.89487624

00:18:26.580 --> 00:18:28.740 To do this work alone,

NOTE Confidence: 0.89487624

00:18:28.740 --> 00:18:31.152 it was actually the responsibility of

NOTE Confidence: 0.89487624

00:18:31.152 --> 00:18:33.910 every single member of the association,

NOTE Confidence: 0.89487624

00:18:33.910 --> 00:18:36.490 and that it wasn't an afterthought.

NOTE Confidence: 0.89487624

00:18:36.490 --> 00:18:37.290 In fact,

NOTE Confidence: 0.89487624

00:18:37.290 --> 00:18:40.090 it was a forethought and that EDI

NOTE Confidence: 0.89487624

00:18:40.090 --> 00:18:43.118 would be supportive in making sure

NOTE Confidence: 0.89487624

00:18:43.118 --> 00:18:46.117 that all activities were focused first

NOTE Confidence: 0.89487624

00:18:46.117 --> 00:18:49.053 on EDI and then on the mission of

NOTE Confidence: 0.89487624

00:18:49.053 --> 00:18:51.580 what they were trying to accomplish.

NOTE Confidence: 0.8968783

00:18:54.550 --> 00:18:58.054 So we needed to change a few things,

NOTE Confidence: 0.8968783

00:18:58.060 --> 00:19:00.700 which was to establish that definition.

NOTE Confidence: 0.8968783

00:19:00.700 --> 00:19:03.334 First we started with the basic

NOTE Confidence: 0.8968783

00:19:03.334 --> 00:19:05.506 ideas of human rights, right?

NOTE Confidence: 0.8968783

00:19:05.506 --> 00:19:08.834 We wanted to make sure that we were
NOTE Confidence: 0.8968783

00:19:08.834 --> 00:19:12.107 grounded in our commitment to human rights,
NOTE Confidence: 0.8968783

00:19:12.110 --> 00:19:13.822 that psychologists possess human
NOTE Confidence: 0.8968783

00:19:13.822 --> 00:19:16.870 rights as a virtue of human beings
NOTE Confidence: 0.8968783

00:19:16.870 --> 00:19:19.270 as well as specific rights and
NOTE Confidence: 0.8968783

00:19:19.270 --> 00:19:21.330 essential to their profession.
NOTE Confidence: 0.8968783

00:19:21.330 --> 00:19:23.580 That psychologist and all members
NOTE Confidence: 0.8968783

00:19:23.580 --> 00:19:25.830 of the mental health community.
NOTE Confidence: 0.8968783

00:19:25.830 --> 00:19:27.800 Apply their knowledge and methods
NOTE Confidence: 0.8968783

00:19:27.800 --> 00:19:30.254 to the greater realization of human
NOTE Confidence: 0.8968783

00:19:30.254 --> 00:19:31.930 rights that psychologists respect
NOTE Confidence: 0.8968783

00:19:31.930 --> 00:19:34.577 human rights and oppose the misuse
NOTE Confidence: 0.8968783

00:19:34.577 --> 00:19:36.529 of psychological science practice
NOTE Confidence: 0.8968783

00:19:36.529 --> 00:19:38.969 application and their negative impact
NOTE Confidence: 0.8968783

00:19:38.970 --> 00:19:41.418 on human rights and that psychologists
NOTE Confidence: 0.8968783

00:19:41.418 --> 00:19:44.534 advance equal access to the benefit of

NOTE Confidence: 0.8968783

00:19:44.534 --> 00:19:46.414 psychological science and practice.

NOTE Confidence: 0.8968783

00:19:46.420 --> 00:19:46.858 Therefore,

NOTE Confidence: 0.8968783

00:19:46.858 --> 00:19:48.610 advocating for human rights.

NOTE Confidence: 0.8968783

00:19:48.610 --> 00:19:51.178 Remember before these two things in

NOTE Confidence: 0.8968783

00:19:51.178 --> 00:19:54.315 terms of human rights and the pursuit

NOTE Confidence: 0.8968783

00:19:54.315 --> 00:19:56.565 of human rights were considered.

NOTE Confidence: 0.8968783

00:19:56.570 --> 00:19:58.350 Considered a social justice initiative,

NOTE Confidence: 0.8968783

00:19:58.350 --> 00:19:59.894 a racial justice initiative,

NOTE Confidence: 0.8968783

00:19:59.894 --> 00:20:02.588 and we're not fully integrated into the

NOTE Confidence: 0.8968783

00:20:02.588 --> 00:20:05.108 idea that we cannot divide people of color.

NOTE Confidence: 0.8968783

00:20:05.110 --> 00:20:06.594 They the human rights,

NOTE Confidence: 0.8968783

00:20:06.594 --> 00:20:08.820 suffering and violations of human rights

NOTE Confidence: 0.8968783

00:20:08.888 --> 00:20:11.030 are very much related to the mental

NOTE Confidence: 0.8968783

00:20:11.030 --> 00:20:13.156 Wellness and the emotional Wellness and

NOTE Confidence: 0.8968783

00:20:13.156 --> 00:20:15.436 well being of communities of color.

NOTE Confidence: 0.8968783

00:20:15.440 --> 00:20:17.855 And I know you've learned about this

NOTE Confidence: 0.8968783

00:20:17.855 --> 00:20:20.517 because I've seen the work that's been

NOTE Confidence: 0.8968783

00:20:20.517 --> 00:20:22.467 done previously around racial trauma

NOTE Confidence: 0.8968783

00:20:22.467 --> 00:20:25.155 and some of the work that I've invited

NOTE Confidence: 0.8968783

00:20:25.155 --> 00:20:28.859 into the center around racial trauma.

NOTE Confidence: 0.8968783

00:20:28.860 --> 00:20:30.918 So first we define human rights.

NOTE Confidence: 0.8968783

00:20:30.920 --> 00:20:33.314 Then we went on to define racism.

NOTE Confidence: 0.8968783

00:20:33.320 --> 00:20:35.938 It was really important that we had

NOTE Confidence: 0.8968783

00:20:35.938 --> 00:20:38.110 a solid definition around racism.

NOTE Confidence: 0.8968783

00:20:38.110 --> 00:20:40.060 And so it you know,

NOTE Confidence: 0.8968783

00:20:40.060 --> 00:20:42.436 as you're looking at dismantling racism

NOTE Confidence: 0.8968783

00:20:42.436 --> 00:20:45.411 or being anti racist in your in your

NOTE Confidence: 0.8968783

00:20:45.411 --> 00:20:47.391 practice is very important for the

NOTE Confidence: 0.8968783

00:20:47.461 --> 00:20:50.167 center to establish and acknowledge well.

NOTE Confidence: 0.8968783

00:20:50.170 --> 00:20:53.662 How do we define racism to begin with right?

NOTE Confidence: 0.8968783

00:20:53.670 --> 00:20:54.902 And so for us,

NOTE Confidence: 0.8968783

00:20:54.902 --> 00:20:57.610 we wanted to make sure that we were

NOTE Confidence: 0.8968783

00:20:57.610 --> 00:20:59.944 looking at it beyond the interpersonal

NOTE Confidence: 0.8968783

00:20:59.944 --> 00:21:03.008 or the internalised levels of racism.

NOTE Confidence: 0.8968783

00:21:03.010 --> 00:21:04.518 A lot of times,

NOTE Confidence: 0.8968783

00:21:04.518 --> 00:21:06.780 mental health tends to focus in

NOTE Confidence: 0.8968783

00:21:06.865 --> 00:21:08.149 those two areas.

NOTE Confidence: 0.8968783

00:21:08.150 --> 00:21:09.023 And rightfully so.

NOTE Confidence: 0.8968783

00:21:09.023 --> 00:21:11.896 We look at this from a human behavior

NOTE Confidence: 0.8968783

00:21:11.896 --> 00:21:12.670 characteristics.

NOTE Confidence: 0.8968783

00:21:12.670 --> 00:21:15.298 Human change would have the baselines

NOTE Confidence: 0.8968783

00:21:15.298 --> 00:21:18.545 of people who come into the center and

NOTE Confidence: 0.8968783

00:21:18.545 --> 00:21:21.839 to come in that come into our practices.

NOTE Confidence: 0.8968783

00:21:21.840 --> 00:21:24.992 But this work really cause us to move

NOTE Confidence: 0.8968783

00:21:24.992 --> 00:21:27.000 from internalize and interpersonal

NOTE Confidence: 0.8968783

00:21:27.000 --> 00:21:29.850 ways of experiencing and combatting

NOTE Confidence: 0.8968783

00:21:29.850 --> 00:21:31.560 racism to institutional,
NOTE Confidence: 0.8968783

00:21:31.560 --> 00:21:33.500 structural and systemic ways
NOTE Confidence: 0.8968783

00:21:33.500 --> 00:21:34.955 of combating racism.
NOTE Confidence: 0.8968783

00:21:34.960 --> 00:21:36.277 And, in fact,
NOTE Confidence: 0.8968783

00:21:36.277 --> 00:21:40.790 what I say is that you cannot do diversity,
NOTE Confidence: 0.8968783

00:21:40.790 --> 00:21:42.890 equity and inclusion work unless
NOTE Confidence: 0.8968783

00:21:42.890 --> 00:21:45.675 you have tackled or are committed
NOTE Confidence: 0.8968783

00:21:45.675 --> 00:21:48.079 to tackling the institutional,
NOTE Confidence: 0.8968783

00:21:48.080 --> 00:21:49.074 systemic, structural,
NOTE Confidence: 0.8968783

00:21:49.074 --> 00:21:52.056 and systemic ways in which racism.
NOTE Confidence: 0.8968783

00:21:52.060 --> 00:21:54.946 Impacts the people that are doing
NOTE Confidence: 0.8968783

00:21:54.946 --> 00:21:58.118 this work day in and day out.
NOTE Confidence: 0.8968783

00:21:58.120 --> 00:22:00.312 And so it's important to define that we
NOTE Confidence: 0.8968783

00:22:00.312 --> 00:22:02.856 took the time to really define those areas,
NOTE Confidence: 0.8968783

00:22:02.860 --> 00:22:05.308 and we took the time to make a commitment
NOTE Confidence: 0.8968783

00:22:05.308 --> 00:22:07.483 that the way in which we're going

NOTE Confidence: 0.8968783

00:22:07.483 --> 00:22:09.367 to tackle and dismantle racism was

NOTE Confidence: 0.8968783

00:22:09.367 --> 00:22:11.432 going to be at the systemic level.

NOTE Confidence: 0.89144933

00:22:14.170 --> 00:22:16.220 The other piece that's important,

NOTE Confidence: 0.89144933

00:22:16.220 --> 00:22:18.270 around equity, diversity and inclusion,

NOTE Confidence: 0.89144933

00:22:18.270 --> 00:22:21.318 is to look at the other areas which

NOTE Confidence: 0.89144933

00:22:21.318 --> 00:22:24.418 are just as important to this work,

NOTE Confidence: 0.89144933

00:22:24.420 --> 00:22:27.206 and so we also wanted to establish

NOTE Confidence: 0.89144933

00:22:27.206 --> 00:22:29.383 definition for gender identity change

NOTE Confidence: 0.89144933

00:22:29.383 --> 00:22:31.658 efforts which we know historically

NOTE Confidence: 0.89144933

00:22:31.658 --> 00:22:34.542 has also been a space where mental

NOTE Confidence: 0.89144933

00:22:34.542 --> 00:22:36.714 health has created quite a bit

NOTE Confidence: 0.89144933

00:22:36.720 --> 00:22:38.770 of damage and harm overtime,

NOTE Confidence: 0.89144933

00:22:38.770 --> 00:22:42.042 and we also wanted to look at sexual

NOTE Confidence: 0.89144933

00:22:42.042 --> 00:22:44.570 orientation change efforts and to create.

NOTE Confidence: 0.89144933

00:22:44.570 --> 00:22:47.030 A position statement around that that

NOTE Confidence: 0.89144933

00:22:47.030 --> 00:22:49.650 we are committed as a profession
NOTE Confidence: 0.89144933

00:22:49.650 --> 00:22:51.915 to affirming into being culturally
NOTE Confidence: 0.89144933

00:22:51.915 --> 00:22:54.530 relevant in our approaches to
NOTE Confidence: 0.89144933

00:22:54.530 --> 00:22:56.300 diverse gender expressions,
NOTE Confidence: 0.89144933

00:22:56.300 --> 00:22:59.576 and that we are also committed to
NOTE Confidence: 0.89144933

00:22:59.576 --> 00:23:01.920 including those based on gender,
NOTE Confidence: 0.89144933

00:23:01.920 --> 00:23:02.860 gender identity,
NOTE Confidence: 0.89144933

00:23:02.860 --> 00:23:05.680 and sexual orientation and other differences,
NOTE Confidence: 0.89144933

00:23:05.680 --> 00:23:09.424 and to treat them with dignity and respect.
NOTE Confidence: 0.88653034

00:23:15.210 --> 00:23:16.950 So what guide is this work?
NOTE Confidence: 0.88653034

00:23:16.950 --> 00:23:19.026 How did we come up with
NOTE Confidence: 0.88653034

00:23:19.026 --> 00:23:20.920 the ideas of this work?
NOTE Confidence: 0.88653034

00:23:20.920 --> 00:23:24.097 I am very committed than any of those who
NOTE Confidence: 0.88653034

00:23:24.097 --> 00:23:27.364 know me and have known me for a long time.
NOTE Confidence: 0.88653034

00:23:27.370 --> 00:23:30.220 I'm particularly.
NOTE Confidence: 0.88653034

00:23:30.220 --> 00:23:33.468 Focused on wanting to make sure that

NOTE Confidence: 0.88653034

00:23:33.468 --> 00:23:37.225 we pay homage to those who have been

NOTE Confidence: 0.88653034

00:23:37.225 --> 00:23:40.340 committed to this work for decades,

NOTE Confidence: 0.88653034

00:23:40.340 --> 00:23:43.532 and who are often our unsung heroes

NOTE Confidence: 0.88653034

00:23:43.532 --> 00:23:46.820 whose work may or may not have

NOTE Confidence: 0.88653034

00:23:46.820 --> 00:23:49.556 been acknowledged and who are have

NOTE Confidence: 0.88653034

00:23:49.651 --> 00:23:52.386 been focused on doing changes.

NOTE Confidence: 0.88653034

00:23:52.390 --> 00:23:54.566 Engaging in changes overtime,

NOTE Confidence: 0.88653034

00:23:54.566 --> 00:23:58.919 but that in a lot of ways had

NOTE Confidence: 0.88653034

00:23:58.919 --> 00:24:01.853 not been lifted in any way.

NOTE Confidence: 0.88653034

00:24:01.860 --> 00:24:04.532 I bring this up in terms of our

NOTE Confidence: 0.88653034

00:24:04.532 --> 00:24:06.339 strategy for policy making,

NOTE Confidence: 0.88653034

00:24:06.340 --> 00:24:08.699 because this was a document that was

NOTE Confidence: 0.88653034

00:24:08.699 --> 00:24:11.560 created by the indigenous group of Psycho,

NOTE Confidence: 0.88653034

00:24:11.560 --> 00:24:14.170 an indigenous group of psychologists.

NOTE Confidence: 0.88653034

00:24:14.170 --> 00:24:15.139 And this report,

NOTE Confidence: 0.88653034

00:24:15.139 --> 00:24:18.050 which I'll be happy to share with everyone,

NOTE Confidence: 0.88653034

00:24:18.050 --> 00:24:20.874 because because it is now a public report,

NOTE Confidence: 0.88653034

00:24:20.880 --> 00:24:22.640 is called the Warriors path,

NOTE Confidence: 0.88653034

00:24:22.640 --> 00:24:25.104 and it was completed by Division 45,

NOTE Confidence: 0.88653034

00:24:25.110 --> 00:24:27.804 which is the division that focuses

NOTE Confidence: 0.88653034

00:24:27.804 --> 00:24:29.600 on diversity in psychology.

NOTE Confidence: 0.88653034

00:24:29.600 --> 00:24:32.015 And what the guidance was here is

NOTE Confidence: 0.88653034

00:24:32.015 --> 00:24:34.535 will look if you're going to really

NOTE Confidence: 0.88653034

00:24:34.535 --> 00:24:37.330 take a look at your past history,

NOTE Confidence: 0.88653034

00:24:37.330 --> 00:24:39.170 then a very important step.

NOTE Confidence: 0.88653034

00:24:39.170 --> 00:24:41.620 After looking at the past harms is

NOTE Confidence: 0.88653034

00:24:41.620 --> 00:24:44.255 to think about how you're going to

NOTE Confidence: 0.88653034

00:24:44.255 --> 00:24:46.523 make a public apology about this,

NOTE Confidence: 0.88653034

00:24:46.530 --> 00:24:49.466 and if many of you have read this,

NOTE Confidence: 0.88653034

00:24:49.470 --> 00:24:51.558 you've seen that the American Medical

NOTE Confidence: 0.88653034

00:24:51.558 --> 00:24:53.890 Association has made a public apology.

NOTE Confidence: 0.88653034

00:24:53.890 --> 00:24:55.750 The American Psychiatric Association

NOTE Confidence: 0.88653034

00:24:55.750 --> 00:24:58.075 has made a public apology.

NOTE Confidence: 0.88653034

00:24:58.080 --> 00:25:00.824 And that we really are being considerate

NOTE Confidence: 0.88653034

00:25:00.824 --> 00:25:03.857 in terms of the way that our apology

NOTE Confidence: 0.88653034

00:25:03.857 --> 00:25:06.703 will be issued out and the way that

NOTE Confidence: 0.88653034

00:25:06.703 --> 00:25:09.395 we're doing this is by going to the

NOTE Confidence: 0.88653034

00:25:09.395 --> 00:25:11.220 elders and asking the elders.

NOTE Confidence: 0.88653034

00:25:11.220 --> 00:25:13.410 Well, what makes a meaningful apology?

NOTE Confidence: 0.88653034

00:25:13.410 --> 00:25:15.235 We knew that a statement

NOTE Confidence: 0.88653034

00:25:15.235 --> 00:25:16.330 wouldn't be authentic,

NOTE Confidence: 0.88653034

00:25:16.330 --> 00:25:18.940 and it wouldn't make the impact

NOTE Confidence: 0.88653034

00:25:18.940 --> 00:25:21.490 that we wanted it to make.

NOTE Confidence: 0.88653034

00:25:21.490 --> 00:25:23.569 So what the elders in the indigenous

NOTE Confidence: 0.88653034

00:25:23.569 --> 00:25:25.129 community said to us is well,

NOTE Confidence: 0.88653034

00:25:25.130 --> 00:25:26.530 if you're going to have

NOTE Confidence: 0.88653034

00:25:26.530 --> 00:25:27.650 an apology with integrity,
NOTE Confidence: 0.88653034

00:25:27.650 --> 00:25:29.930 here's what you need to do.
NOTE Confidence: 0.88653034

00:25:29.930 --> 00:25:32.054 You need to acknowledge what was
NOTE Confidence: 0.88653034

00:25:32.054 --> 00:25:34.090 done and acknowledge that publicly.
NOTE Confidence: 0.88653034

00:25:34.090 --> 00:25:36.070 You need to acknowledge the
NOTE Confidence: 0.88653034

00:25:36.070 --> 00:25:37.654 impact that it had.
NOTE Confidence: 0.88653034

00:25:37.660 --> 00:25:39.772 And you need to identify what
NOTE Confidence: 0.88653034

00:25:39.772 --> 00:25:42.524 steps will be taken to ensure that
NOTE Confidence: 0.88653034

00:25:42.524 --> 00:25:44.634 this behavior does not continue.
NOTE Confidence: 0.88653034

00:25:44.640 --> 00:25:47.416 That third piece for us was so important
NOTE Confidence: 0.88653034

00:25:47.416 --> 00:25:50.719 and I'm hoping that as you're hearing this,
NOTE Confidence: 0.88653034

00:25:50.720 --> 00:25:52.620 you're also thinking about that.
NOTE Confidence: 0.88653034

00:25:52.620 --> 00:25:54.520 It's not enough just to
NOTE Confidence: 0.88653034

00:25:54.520 --> 00:25:56.040 acknowledge what was done.
NOTE Confidence: 0.88653034

00:25:56.040 --> 00:25:57.940 If that hasn't been done,
NOTE Confidence: 0.88653034

00:25:57.940 --> 00:25:59.840 how will you do it?

NOTE Confidence: 0.88653034

00:25:59.840 --> 00:26:01.740 It's not enough just to

NOTE Confidence: 0.88653034

00:26:01.740 --> 00:26:02.880 acknowledge the impact,

NOTE Confidence: 0.88653034

00:26:02.880 --> 00:26:04.332 how it's harm people,

NOTE Confidence: 0.88653034

00:26:04.332 --> 00:26:06.935 how people have been have felt that

NOTE Confidence: 0.88653034

00:26:06.935 --> 00:26:09.029 they didn't belong in this space

NOTE Confidence: 0.88653034

00:26:09.029 --> 00:26:11.619 or have left because there didn't.

NOTE Confidence: 0.88653034

00:26:11.620 --> 00:26:13.495 There wasn't psychological safety or

NOTE Confidence: 0.88653034

00:26:13.495 --> 00:26:16.260 couldn't thrive in terms of their careers.

NOTE Confidence: 0.88653034

00:26:16.260 --> 00:26:19.524 Or how there is a lack of diversity?

NOTE Confidence: 0.88653034

00:26:19.530 --> 00:26:21.959 But how do you ensure that this

NOTE Confidence: 0.88653034

00:26:21.959 --> 00:26:23.960 doesn't continue to happen right?

NOTE Confidence: 0.88653034

00:26:23.960 --> 00:26:26.417 And so we see this as a first step

NOTE Confidence: 0.88653034

00:26:26.417 --> 00:26:28.758 to reconciliation there today.

NOTE Confidence: 0.88653034

00:26:28.760 --> 00:26:30.590 I was reading something and

NOTE Confidence: 0.88653034

00:26:30.590 --> 00:26:32.420 a colleague of mine sent

NOTE Confidence: 0.88737226

00:26:32.494 --> 00:26:35.473 me this little saying and I thought, wow,
NOTE Confidence: 0.88737226

00:26:35.473 --> 00:26:38.574 these couple of words are so meaningful.
NOTE Confidence: 0.88737226

00:26:38.580 --> 00:26:40.818 And what the same said is.
NOTE Confidence: 0.88737226

00:26:40.820 --> 00:26:43.180 People start healing the
NOTE Confidence: 0.88737226

00:26:43.180 --> 00:26:46.130 moment that they feel heard.
NOTE Confidence: 0.88737226

00:26:46.130 --> 00:26:48.194 People start healing the
NOTE Confidence: 0.88737226

00:26:48.194 --> 00:26:50.258 moment they feel heard.
NOTE Confidence: 0.88737226

00:26:50.260 --> 00:26:52.772 So one of the things that we want
NOTE Confidence: 0.88737226

00:26:52.772 --> 00:26:55.256 to be able to do is to hear.
NOTE Confidence: 0.88737226

00:26:55.260 --> 00:26:57.857 How we've impacted folks as an association.
NOTE Confidence: 0.88737226

00:26:57.860 --> 00:27:00.324 How we have harmed them and to start
NOTE Confidence: 0.88737226

00:27:00.324 --> 00:27:02.700 to hear those the consideration.
NOTE Confidence: 0.88737226

00:27:02.700 --> 00:27:05.255 So this is not just about a
NOTE Confidence: 0.88737226

00:27:05.255 --> 00:27:07.159 historical overview of the harms,
NOTE Confidence: 0.88737226

00:27:07.160 --> 00:27:09.788 it's also about creating space for
NOTE Confidence: 0.88737226

00:27:09.788 --> 00:27:12.294 those conversations to happen and for

NOTE Confidence: 0.88737226

00:27:12.294 --> 00:27:14.688 us to be accountable for those things

NOTE Confidence: 0.88737226

00:27:14.688 --> 00:27:17.028 that have been brought up and for

NOTE Confidence: 0.88737226

00:27:17.028 --> 00:27:19.436 us to consider how not to recreate

NOTE Confidence: 0.88737226

00:27:19.436 --> 00:27:21.668 those harms over and over again.

NOTE Confidence: 0.8893548

00:27:27.110 --> 00:27:30.421 So before I move to this uncoordinated

NOTE Confidence: 0.8893548

00:27:30.421 --> 00:27:32.815 approach because that's the misstep

NOTE Confidence: 0.8893548

00:27:32.815 --> 00:27:36.307 that ends up happening, I want to

NOTE Confidence: 0.8893548

00:27:36.307 --> 00:27:40.840 tell you a little story in terms of.

NOTE Confidence: 0.8893548

00:27:40.840 --> 00:27:43.865 My process at the CHILD

NOTE Confidence: 0.8893548

00:27:43.865 --> 00:27:46.890 Study Center as a fellow.

NOTE Confidence: 0.8893548

00:27:46.890 --> 00:27:50.517 And I'm hoping that my sin sharing my story

NOTE Confidence: 0.8893548

00:27:50.517 --> 00:27:54.440 and in understanding my worldview an almost.

NOTE Confidence: 0.8893548

00:27:54.440 --> 00:27:57.140 I've gotten here pretty much

NOTE Confidence: 0.8893548

00:27:57.140 --> 00:27:59.300 like two decades later.

NOTE Confidence: 0.8893548

00:27:59.300 --> 00:28:01.820 You'll see that there are moments

NOTE Confidence: 0.8893548

00:28:01.820 --> 00:28:04.380 where you are absolutely influenced,
NOTE Confidence: 0.8893548

00:28:04.380 --> 00:28:06.680 influenced by the experiences
NOTE Confidence: 0.8893548

00:28:06.680 --> 00:28:09.555 that happen in your life.
NOTE Confidence: 0.8893548

00:28:09.560 --> 00:28:11.088 So as a fellow,
NOTE Confidence: 0.8893548

00:28:11.088 --> 00:28:14.819 I remember one day I was at Winchester,
NOTE Confidence: 0.8893548

00:28:14.820 --> 00:28:17.010 one it was my rotation,
NOTE Confidence: 0.8893548

00:28:17.010 --> 00:28:20.098 my turn to do the rotation at Winnie
NOTE Confidence: 0.8893548

00:28:20.098 --> 00:28:23.825 and I was the psychology fellow doing
NOTE Confidence: 0.8893548

00:28:23.825 --> 00:28:27.258 the assessments for those that were
NOTE Confidence: 0.8893548

00:28:27.258 --> 00:28:30.174 designated to have a psych eval.
NOTE Confidence: 0.8893548

00:28:30.180 --> 00:28:31.964 In the inpatient unit.
NOTE Confidence: 0.8893548

00:28:31.964 --> 00:28:35.588 We had a really interesting case of a
NOTE Confidence: 0.8893548

00:28:35.588 --> 00:28:38.598 young child that came in probably about
NOTE Confidence: 0.8893548

00:28:38.598 --> 00:28:41.550 anywhere between 5:00 or six years old.
NOTE Confidence: 0.8893548

00:28:41.550 --> 00:28:44.707 Maybe a wealthy family from Middle America
NOTE Confidence: 0.8893548

00:28:44.707 --> 00:28:47.729 believe it was probably like Texas.

NOTE Confidence: 0.8893548

00:28:47.730 --> 00:28:50.971 And this family had taken this child

NOTE Confidence: 0.8893548

00:28:50.971 --> 00:28:53.618 to multiple different places to try

NOTE Confidence: 0.8893548

00:28:53.618 --> 00:28:56.355 to get a diagnostic for this child.

NOTE Confidence: 0.8893548

00:28:56.360 --> 00:28:58.784 And we felt very compelled as a team.

NOTE Confidence: 0.8893548

00:28:58.790 --> 00:29:00.310 It was a strong team.

NOTE Confidence: 0.8893548

00:29:00.310 --> 00:29:02.152 We felt very compelled to make

NOTE Confidence: 0.8893548

00:29:02.152 --> 00:29:04.258 sure that we cross all our eyes.

NOTE Confidence: 0.8893548

00:29:04.260 --> 00:29:06.262 Look I'm sorry dot all our eyes

NOTE Confidence: 0.8893548

00:29:06.262 --> 00:29:08.641 cross all our T's looked at every

NOTE Confidence: 0.8893548

00:29:08.641 --> 00:29:10.819 way possible that we could understand

NOTE Confidence: 0.8893548

00:29:10.882 --> 00:29:12.916 the the diagnosis of this child.

NOTE Confidence: 0.8893548

00:29:12.920 --> 00:29:15.656 And it was time to do rounds and

NOTE Confidence: 0.8893548

00:29:15.656 --> 00:29:18.620 I believe at that time it was

NOTE Confidence: 0.8893548

00:29:18.620 --> 00:29:19.934 still Dorothy's office.

NOTE Confidence: 0.8893548

00:29:19.940 --> 00:29:22.551 But I don't remember exactly when 'cause

NOTE Confidence: 0.8893548

00:29:22.551 --> 00:29:25.786 my memory is getting a little older there,
NOTE Confidence: 0.8893548

00:29:25.790 --> 00:29:28.974 but I do remember that Andreas was in
NOTE Confidence: 0.8893548

00:29:28.974 --> 00:29:32.285 the room and Lori was in the room and
NOTE Confidence: 0.8893548

00:29:32.285 --> 00:29:35.045 there was a social worker that was
NOTE Confidence: 0.8893548

00:29:35.045 --> 00:29:38.226 on this case that was in the room.
NOTE Confidence: 0.8893548

00:29:38.226 --> 00:29:41.170 I was a fellow in the room and
NOTE Confidence: 0.8893548

00:29:41.265 --> 00:29:44.120 maybe there was another fellow.
NOTE Confidence: 0.8893548

00:29:44.120 --> 00:29:48.976 And we were having a very collegial but
NOTE Confidence: 0.8893548

00:29:48.976 --> 00:29:51.969 intense discussion about this case.
NOTE Confidence: 0.8893548

00:29:51.970 --> 00:29:54.679 And we were trying to approach this
NOTE Confidence: 0.8893548

00:29:54.679 --> 00:29:57.819 case in a lot of different ways.
NOTE Confidence: 0.8893548

00:29:57.820 --> 00:30:00.328 After the site testing an after
NOTE Confidence: 0.8893548

00:30:00.328 --> 00:30:02.000 my supervision with Lori,
NOTE Confidence: 0.8893548

00:30:02.000 --> 00:30:04.736 we felt pretty comfortable that to
NOTE Confidence: 0.8893548

00:30:04.736 --> 00:30:07.401 diagnose this child despite the age
NOTE Confidence: 0.8893548

00:30:07.401 --> 00:30:09.693 with a early onset of schizophrenia

NOTE Confidence: 0.8893548

00:30:09.693 --> 00:30:11.200 and some you know,

NOTE Confidence: 0.8893548

00:30:11.200 --> 00:30:14.119 sort of diagnosis around paranoia and etc.

NOTE Confidence: 0.8893548

00:30:14.120 --> 00:30:14.538 Again,

NOTE Confidence: 0.8893548

00:30:14.538 --> 00:30:16.682 I don't remember 100% the

NOTE Confidence: 0.8893548

00:30:16.682 --> 00:30:17.626 diagnostic formulation,

NOTE Confidence: 0.8893548

00:30:17.626 --> 00:30:20.458 but certainly you know that was

NOTE Confidence: 0.8893548

00:30:20.458 --> 00:30:23.146 a very heavy conversation to have

NOTE Confidence: 0.8893548

00:30:23.146 --> 00:30:25.276 for a child that young.

NOTE Confidence: 0.8893548

00:30:25.280 --> 00:30:27.716 And as we're having these conversations,

NOTE Confidence: 0.8893548

00:30:27.720 --> 00:30:30.150 the conversation gets a little intense.

NOTE Confidence: 0.8893548

00:30:30.150 --> 00:30:33.398 And, you know, I'm sort of a fellow.

NOTE Confidence: 0.8893548

00:30:33.400 --> 00:30:35.430 So I'm watching the other,

NOTE Confidence: 0.8893548

00:30:35.430 --> 00:30:36.138 you know,

NOTE Confidence: 0.8893548

00:30:36.138 --> 00:30:38.262 more seasoned people as they are

NOTE Confidence: 0.8893548

00:30:38.262 --> 00:30:40.480 having these discussions an as

NOTE Confidence: 0.8893548

00:30:40.480 --> 00:30:41.926 the conversation escalated,
NOTE Confidence: 0.8893548

00:30:41.930 --> 00:30:45.808 there was this moment where the social
NOTE Confidence: 0.8893548

00:30:45.808 --> 00:30:49.479 worker who happened to be a white woman.
NOTE Confidence: 0.8893548

00:30:49.480 --> 00:30:52.602 Opens or takes her bottle of water
NOTE Confidence: 0.8893548

00:30:52.602 --> 00:30:55.948 and throws the water on Lori's face.
NOTE Confidence: 0.9209124

00:30:58.140 --> 00:31:03.047 And you can imagine at that moment.
NOTE Confidence: 0.9209124

00:31:03.050 --> 00:31:05.738 Here I am a woman of color.
NOTE Confidence: 0.9209124

00:31:05.740 --> 00:31:08.617 A fellow that you know whose life
NOTE Confidence: 0.9209124

00:31:08.617 --> 00:31:11.475 had been a complete zigzag in
NOTE Confidence: 0.9209124

00:31:11.475 --> 00:31:14.529 terms of even getting to Yale.
NOTE Confidence: 0.9209124

00:31:14.530 --> 00:31:17.266 I really hadn't seen a lot of representation
NOTE Confidence: 0.9209124

00:31:17.266 --> 00:31:19.796 of me at the CHILD Study Center,
NOTE Confidence: 0.9209124

00:31:19.800 --> 00:31:22.376 so I was going to gravitate towards
NOTE Confidence: 0.9209124

00:31:22.376 --> 00:31:24.530 Laurie as one of the representations
NOTE Confidence: 0.9209124

00:31:24.530 --> 00:31:27.562 of who I can be in a person who
NOTE Confidence: 0.9209124

00:31:27.562 --> 00:31:29.984 actually had a seat at the table

NOTE Confidence: 0.9209124

00:31:29.984 --> 00:31:33.322 as another woman of color. And.

NOTE Confidence: 0.9209124

00:31:33.322 --> 00:31:37.498 There is a small man where this person,

NOTE Confidence: 0.9209124

00:31:37.500 --> 00:31:40.272 who I respected and who was

NOTE Confidence: 0.9209124

00:31:40.272 --> 00:31:42.900 my supervisor and my leader.

NOTE Confidence: 0.9209124

00:31:42.900 --> 00:31:45.821 Was diminished. When?

NOTE Confidence: 0.9209124

00:31:45.821 --> 00:31:48.947 A white woman throws a bottle

NOTE Confidence: 0.9209124

00:31:48.947 --> 00:31:51.620 of water in her face.

NOTE Confidence: 0.9209124

00:31:51.620 --> 00:31:53.876 And that was the most impressive

NOTE Confidence: 0.9209124

00:31:53.876 --> 00:31:55.380 I remember that day.

NOTE Confidence: 0.9209124

00:31:55.380 --> 00:31:58.117 Like I remember the birth of my

NOTE Confidence: 0.9209124

00:31:58.117 --> 00:32:00.380 children like I remember those

NOTE Confidence: 0.9209124

00:32:00.380 --> 00:32:02.880 huge milestones in my life.

NOTE Confidence: 0.9209124

00:32:02.880 --> 00:32:04.500 Because I thought to myself,

NOTE Confidence: 0.9209124

00:32:04.500 --> 00:32:06.831 what does this mean that this woman

NOTE Confidence: 0.9209124

00:32:06.831 --> 00:32:08.768 that has accomplished so much in

NOTE Confidence: 0.9209124

00:32:08.768 --> 00:32:10.520 her life and in her professional
NOTE Confidence: 0.9209124

00:32:10.520 --> 00:32:12.569 career is diminished at this moment,
NOTE Confidence: 0.9209124

00:32:12.570 --> 00:32:14.508 for someone to take away her
NOTE Confidence: 0.9209124

00:32:14.508 --> 00:32:15.800 dignity by doing that?
NOTE Confidence: 0.9209124

00:32:15.800 --> 00:32:17.172 And I tell you,
NOTE Confidence: 0.9209124

00:32:17.172 --> 00:32:19.600 the perfect example that she could have
NOTE Confidence: 0.9209124

00:32:19.600 --> 00:32:22.255 set for me is that with so much grace,
NOTE Confidence: 0.9209124

00:32:22.260 --> 00:32:23.572 and so much patience,
NOTE Confidence: 0.9209124

00:32:23.572 --> 00:32:26.140 she took some tissues out of her bag,
NOTE Confidence: 0.9209124

00:32:26.140 --> 00:32:28.668 cleaned up her face.
NOTE Confidence: 0.9209124

00:32:28.670 --> 00:32:31.420 And said to this woman.
NOTE Confidence: 0.9209124

00:32:31.420 --> 00:32:32.956 Something must be really
NOTE Confidence: 0.9209124

00:32:32.956 --> 00:32:34.876 happening with you right now,
NOTE Confidence: 0.9209124

00:32:34.880 --> 00:32:39.096 and perhaps we need to end this meeting.
NOTE Confidence: 0.9209124

00:32:39.100 --> 00:32:42.250 What I want to say by this story is that.
NOTE Confidence: 0.9209124

00:32:42.250 --> 00:32:44.610 I'm sure that many of us have multiple

NOTE Confidence: 0.9209124

00:32:44.610 --> 00:32:46.960 of those stories that have happened.

NOTE Confidence: 0.9209124

00:32:46.960 --> 00:32:47.731 And for me,

NOTE Confidence: 0.9209124

00:32:47.731 --> 00:32:50.439 as a woman of color as an Afro Latina,

NOTE Confidence: 0.9209124

00:32:50.440 --> 00:32:52.520 as a person that was trying to make

NOTE Confidence: 0.9209124

00:32:52.520 --> 00:32:54.758 my mark in this world I was in and

NOTE Confidence: 0.9209124

00:32:54.758 --> 00:32:56.664 trying to be a psychologist that

NOTE Confidence: 0.9209124

00:32:56.664 --> 00:32:58.554 was moving the needle forward.

NOTE Confidence: 0.9209124

00:32:58.560 --> 00:33:01.550 In terms of this work.

NOTE Confidence: 0.9209124

00:33:01.550 --> 00:33:03.368 That was one of the most

NOTE Confidence: 0.9209124

00:33:03.368 --> 00:33:03.974 demoralizing moments,

NOTE Confidence: 0.9209124

00:33:03.980 --> 00:33:06.108 and it didn't even happen to me.

NOTE Confidence: 0.9209124

00:33:06.110 --> 00:33:08.189 But it was also a very traumatic

NOTE Confidence: 0.9209124

00:33:08.189 --> 00:33:10.206 moment in my career and it set

NOTE Confidence: 0.9209124

00:33:10.206 --> 00:33:12.197 me back and it made me rethink

NOTE Confidence: 0.9209124

00:33:12.197 --> 00:33:14.556 whether I was going to be truly

NOTE Confidence: 0.9209124

00:33:14.556 --> 00:33:16.706 accepted in this kind of space.
NOTE Confidence: 0.9209124

00:33:16.706 --> 00:33:18.551 And I asked Lori's permission
NOTE Confidence: 0.9209124

00:33:18.551 --> 00:33:20.128 to tell this story,
NOTE Confidence: 0.9209124

00:33:20.130 --> 00:33:21.725 not only because of what
NOTE Confidence: 0.9209124

00:33:21.725 --> 00:33:23.700 it meant to me and how.
NOTE Confidence: 0.9209124

00:33:23.700 --> 00:33:25.884 20 years later I can still recall
NOTE Confidence: 0.9209124

00:33:25.884 --> 00:33:27.599 the details of this story,
NOTE Confidence: 0.9209124

00:33:27.600 --> 00:33:28.900 what she was wearing,
NOTE Confidence: 0.9209124

00:33:28.900 --> 00:33:29.875 how this happened,
NOTE Confidence: 0.9209124

00:33:29.880 --> 00:33:32.480 that issue that came out of her bag,
NOTE Confidence: 0.9209124

00:33:32.480 --> 00:33:35.120 but how it also positioned my
NOTE Confidence: 0.9209124

00:33:35.120 --> 00:33:37.769 pursuit to make sure that one.
NOTE Confidence: 0.9209124

00:33:37.770 --> 00:33:40.025 I was working towards dismantling
NOTE Confidence: 0.9209124

00:33:40.025 --> 00:33:42.655 systems that approach the work in
NOTE Confidence: 0.9209124

00:33:42.655 --> 00:33:44.776 this way too that I was relentless
NOTE Confidence: 0.9209124

00:33:44.776 --> 00:33:47.733 in my pursuit to make sure that this

NOTE Confidence: 0.9209124

00:33:47.733 --> 00:33:50.358 not only never happened to her again,

NOTE Confidence: 0.9209124

00:33:50.358 --> 00:33:53.438 but that it never happened to me when

NOTE Confidence: 0.9209124

00:33:53.438 --> 00:33:56.060 I was voicing my strong concerns

NOTE Confidence: 0.9209124

00:33:56.060 --> 00:33:58.890 or opinions about something my my

NOTE Confidence: 0.9209124

00:33:58.890 --> 00:34:01.275 training needed to be respected.

NOTE Confidence: 0.9209124

00:34:01.280 --> 00:34:05.710 In two and three that.

NOTE Confidence: 0.9209124

00:34:05.710 --> 00:34:07.940 That was a serious consideration

NOTE Confidence: 0.9209124

00:34:07.940 --> 00:34:11.103 in terms of my my steps forward

NOTE Confidence: 0.9209124

00:34:11.103 --> 00:34:14.455 in being in a setting that I feel

NOTE Confidence: 0.8955164

00:34:14.553 --> 00:34:16.249 that I felt wasn't.

NOTE Confidence: 0.8955164

00:34:16.250 --> 00:34:17.794 Wasn't safe for me.

NOTE Confidence: 0.8955164

00:34:17.794 --> 00:34:20.540 So I think that those are all.

NOTE Confidence: 0.8955164

00:34:20.540 --> 00:34:22.645 Pieces of the conversation that

NOTE Confidence: 0.8955164

00:34:22.645 --> 00:34:25.439 are so important for us to have.

NOTE Confidence: 0.8955164

00:34:25.440 --> 00:34:27.617 And as I move you along in

NOTE Confidence: 0.8955164

00:34:27.617 --> 00:34:29.380 this trajectory in this story,
NOTE Confidence: 0.8955164

00:34:29.380 --> 00:34:31.384 in this presentation what I want
NOTE Confidence: 0.8955164

00:34:31.384 --> 00:34:33.781 to talk about is that a lot of
NOTE Confidence: 0.8955164

00:34:33.781 --> 00:34:36.103 times we give a lot of energy to
NOTE Confidence: 0.8955164

00:34:36.103 --> 00:34:38.048 this work without being thoughtful
NOTE Confidence: 0.8955164

00:34:38.048 --> 00:34:40.540 about how we move forward and that.
NOTE Confidence: 0.8955164

00:34:40.540 --> 00:34:43.117 That is a that is a consideration
NOTE Confidence: 0.8955164

00:34:43.117 --> 00:34:46.225 of history that perhaps the CHILD
NOTE Confidence: 0.8955164

00:34:46.225 --> 00:34:49.120 Study Center needs to contend with,
NOTE Confidence: 0.8955164

00:34:49.120 --> 00:34:52.318 and many more of those incidents.
NOTE Confidence: 0.8955164

00:34:52.320 --> 00:34:56.037 In order for you all to really
NOTE Confidence: 0.8955164

00:34:56.037 --> 00:35:00.065 move forward in this DEI work
NOTE Confidence: 0.8955164

00:35:00.065 --> 00:35:02.375 with awesome authenticity.
NOTE Confidence: 0.8955164

00:35:02.380 --> 00:35:05.188 So how do we mess up along the way
NOTE Confidence: 0.8955164

00:35:05.188 --> 00:35:08.324 and how do we lean into understanding
NOTE Confidence: 0.8955164

00:35:08.324 --> 00:35:10.614 that messing up, making mistakes,

NOTE Confidence: 0.8955164

00:35:10.614 --> 00:35:12.442 recovering from those mistakes

NOTE Confidence: 0.8955164

00:35:12.442 --> 00:35:15.159 is actually part of the process.

NOTE Confidence: 0.8955164

00:35:15.160 --> 00:35:18.648 For a PA, I'll give you the example.

NOTE Confidence: 0.8955164

00:35:18.650 --> 00:35:19.149 Well,

NOTE Confidence: 0.8955164

00:35:19.149 --> 00:35:21.644 we have hotter people working

NOTE Confidence: 0.8955164

00:35:21.644 --> 00:35:23.640 on initiatives around EDI.

NOTE Confidence: 0.8955164

00:35:23.640 --> 00:35:25.467 And they were all over the place.

NOTE Confidence: 0.8955164

00:35:25.470 --> 00:35:27.854 I want to show you what it looked

NOTE Confidence: 0.8955164

00:35:27.854 --> 00:35:30.366 like for me when I first got there.

NOTE Confidence: 0.8955164

00:35:30.370 --> 00:35:32.608 There was the public interest director

NOTE Confidence: 0.8955164

00:35:32.608 --> 00:35:35.800 it I was working on all the initiatives

NOTE Confidence: 0.8955164

00:35:35.800 --> 00:35:37.835 related to eradicating racism and

NOTE Confidence: 0.8955164

00:35:37.835 --> 00:35:40.144 the human rights portfolio and how

NOTE Confidence: 0.8955164

00:35:40.144 --> 00:35:42.754 to be resilient and how to show

NOTE Confidence: 0.8955164

00:35:42.754 --> 00:35:44.689 resiliency connected to the science.

NOTE Confidence: 0.8955164

00:35:44.690 --> 00:35:46.510 There was the advocacy office
NOTE Confidence: 0.8955164

00:35:46.510 --> 00:35:48.330 that was advocating for policy
NOTE Confidence: 0.8955164

00:35:48.395 --> 00:35:50.420 changes and for additional rights
NOTE Confidence: 0.8955164

00:35:50.420 --> 00:35:52.040 at the governmental level.
NOTE Confidence: 0.8955164

00:35:52.040 --> 00:35:54.295 With the inclusion of psychological
NOTE Confidence: 0.8955164

00:35:54.295 --> 00:35:57.035 science in the thought process of
NOTE Confidence: 0.8955164

00:35:57.035 --> 00:35:59.495 the way that decision making was
NOTE Confidence: 0.8955164

00:35:59.495 --> 00:36:01.690 happening regarding laws and policies.
NOTE Confidence: 0.8955164

00:36:01.690 --> 00:36:03.760 There was the education director it
NOTE Confidence: 0.8955164

00:36:03.760 --> 00:36:05.888 that was looking at training that
NOTE Confidence: 0.8955164

00:36:05.888 --> 00:36:08.261 was looking at the student body that
NOTE Confidence: 0.8955164

00:36:08.261 --> 00:36:10.758 was looking at diversification and
NOTE Confidence: 0.8955164

00:36:10.758 --> 00:36:13.373 pathways to diversification into psychology.
NOTE Confidence: 0.8955164

00:36:13.380 --> 00:36:14.988 As you all know,
NOTE Confidence: 0.8955164

00:36:14.988 --> 00:36:17.682 in psychology under 4% of psychologists
NOTE Confidence: 0.8955164

00:36:17.682 --> 00:36:19.846 or psychologists of color.

NOTE Confidence: 0.8955164
00:36:19.850 --> 00:36:21.710 4%.
NOTE Confidence: 0.8955164
00:36:21.710 --> 00:36:24.230 So we had all of these areas.
NOTE Confidence: 0.8955164
00:36:24.230 --> 00:36:26.750 Then we were looking at the science
NOTE Confidence: 0.8955164
00:36:26.750 --> 00:36:27.110 directory.
NOTE Confidence: 0.8955164
00:36:27.110 --> 00:36:29.990 How do we embrace scholars of color an?
NOTE Confidence: 0.8955164
00:36:29.990 --> 00:36:32.078 Is there something that we needed
NOTE Confidence: 0.8955164
00:36:32.078 --> 00:36:34.880 to do related to the science to be
NOTE Confidence: 0.8955164
00:36:34.880 --> 00:36:37.341 more inclusive in the way that we
NOTE Confidence: 0.8955164
00:36:37.341 --> 00:36:39.639 conduct research that we talk about
NOTE Confidence: 0.8955164
00:36:39.639 --> 00:36:41.492 research that we disseminate research?
NOTE Confidence: 0.8955164
00:36:41.492 --> 00:36:44.783 Have we been doing that or have we been
NOTE Confidence: 0.8955164
00:36:44.783 --> 00:36:46.439 engaging in exclusionary practices
NOTE Confidence: 0.8955164
00:36:46.439 --> 00:36:49.330 related to the science and publication?
NOTE Confidence: 0.8955164
00:36:49.330 --> 00:36:51.340 Then there was the practice
NOTE Confidence: 0.8955164
00:36:51.340 --> 00:36:53.350 directory in everything related to
NOTE Confidence: 0.8955164

00:36:53.423 --> 00:36:55.831 to psychotherapy and the way that we

NOTE Confidence: 0.8955164

00:36:55.831 --> 00:36:58.436 do mental health work and they were

NOTE Confidence: 0.8955164

00:36:58.436 --> 00:37:00.316 working on Medicaid compliance and

NOTE Confidence: 0.8955164

00:37:00.316 --> 00:37:02.600 they were working on other areas.

NOTE Confidence: 0.8955164

00:37:02.600 --> 00:37:03.974 Of, you know,

NOTE Confidence: 0.8955164

00:37:03.974 --> 00:37:06.264 briefing in terms of immigration

NOTE Confidence: 0.8955164

00:37:06.264 --> 00:37:07.570 policies and etc.

NOTE Confidence: 0.8955164

00:37:07.570 --> 00:37:09.724 Then there was general counsel and

NOTE Confidence: 0.8955164

00:37:09.724 --> 00:37:11.540 communications and strategic and HR

NOTE Confidence: 0.8955164

00:37:11.540 --> 00:37:13.150 work internal to the association.

NOTE Confidence: 0.8955164

00:37:13.150 --> 00:37:14.900 But I tell you guys,

NOTE Confidence: 0.8955164

00:37:14.900 --> 00:37:16.012 none of these things,

NOTE Confidence: 0.8955164

00:37:16.012 --> 00:37:17.680 and I hope this slide is

NOTE Confidence: 0.8955164

00:37:17.745 --> 00:37:19.440 absolutely overwhelming you,

NOTE Confidence: 0.8955164

00:37:19.440 --> 00:37:21.876 because that's what I meant to do.

NOTE Confidence: 0.8955164

00:37:21.880 --> 00:37:23.968 None of these things were coordinated,

NOTE Confidence: 0.8955164

00:37:23.970 --> 00:37:26.574 so we weren't moving the needle

NOTE Confidence: 0.8955164

00:37:26.574 --> 00:37:29.412 at all forward because we didn't

NOTE Confidence: 0.8955164

00:37:29.412 --> 00:37:31.448 have a coordinated strategy.

NOTE Confidence: 0.8955164

00:37:31.450 --> 00:37:33.137 So where do we go from here,

NOTE Confidence: 0.8955164

00:37:33.140 --> 00:37:33.447 right?

NOTE Confidence: 0.8955164

00:37:33.447 --> 00:37:35.596 We understand that we have to review

NOTE Confidence: 0.8955164

00:37:35.596 --> 00:37:36.210 our past.

NOTE Confidence: 0.8625403

00:37:36.210 --> 00:37:38.234 We not only have to review our past,

NOTE Confidence: 0.8625403

00:37:38.240 --> 00:37:40.392 but we have to review the harms that

NOTE Confidence: 0.8625403

00:37:40.392 --> 00:37:43.036 have been done and now and how not to

NOTE Confidence: 0.8625403

00:37:43.036 --> 00:37:44.679 continue to perpetuate those harms.

NOTE Confidence: 0.8625403

00:37:44.680 --> 00:37:45.660 We understand that sometimes

NOTE Confidence: 0.8625403

00:37:45.660 --> 00:37:47.130 we are engaging in the work,

NOTE Confidence: 0.8625403

00:37:47.130 --> 00:37:49.194 but we're not coordinated in the way that

NOTE Confidence: 0.8625403

00:37:49.194 --> 00:37:50.564 we're engaging in the work. Therefore,

NOTE Confidence: 0.8625403

00:37:50.564 --> 00:37:52.028 we're not moving the needle forward,
NOTE Confidence: 0.8625403

00:37:52.030 --> 00:37:54.340 and sometimes it actually feels like
NOTE Confidence: 0.8625403

00:37:54.340 --> 00:37:56.250 we're taking several steps back.
NOTE Confidence: 0.8625403

00:37:56.250 --> 00:37:58.554 And what are some of the
NOTE Confidence: 0.8625403

00:37:58.554 --> 00:38:00.090 possibilities of moving forward?
NOTE Confidence: 0.8625403

00:38:00.090 --> 00:38:02.530 Well, one of the ways in which I
NOTE Confidence: 0.8625403

00:38:02.530 --> 00:38:04.998 wanted to make sure that we did
NOTE Confidence: 0.8625403

00:38:04.998 --> 00:38:07.522 this related to the science and that
NOTE Confidence: 0.8625403

00:38:07.522 --> 00:38:09.860 there is an opportunity for you to
NOTE Confidence: 0.8625403

00:38:09.860 --> 00:38:12.216 do this at the CHILD Study Center,
NOTE Confidence: 0.8625403

00:38:12.220 --> 00:38:14.692 is to look at what is the real
NOTE Confidence: 0.8625403

00:38:14.692 --> 00:38:16.598 vision and mission for EDI?
NOTE Confidence: 0.8625403

00:38:16.600 --> 00:38:18.525 How do you create a common language
NOTE Confidence: 0.8625403

00:38:18.525 --> 00:38:21.632 and how do you focus on a long term
NOTE Confidence: 0.8625403

00:38:21.632 --> 00:38:23.112 strategy towards dismantling systemic
NOTE Confidence: 0.8625403

00:38:23.180 --> 00:38:25.298 inequities and for that to exist

NOTE Confidence: 0.8625403

00:38:25.298 --> 00:38:27.763 across the association and for it to

NOTE Confidence: 0.8625403

00:38:27.763 --> 00:38:30.220 make sure that it is cascaded down.

NOTE Confidence: 0.8625403

00:38:30.220 --> 00:38:31.492 Into the psychological science

NOTE Confidence: 0.8625403

00:38:31.492 --> 00:38:33.400 into the field and into society,

NOTE Confidence: 0.8625403

00:38:33.400 --> 00:38:35.626 which is the impact that we make.

NOTE Confidence: 0.9150787

00:38:37.970 --> 00:38:40.118 We had a very clear mission

NOTE Confidence: 0.9150787

00:38:40.118 --> 00:38:42.410 and vision that we developed.

NOTE Confidence: 0.9150787

00:38:42.410 --> 00:38:44.678 We want it to be accessible,

NOTE Confidence: 0.9150787

00:38:44.680 --> 00:38:45.811 equitable and inclusive.

NOTE Confidence: 0.9150787

00:38:45.811 --> 00:38:47.696 Psychology that promotes human rights,

NOTE Confidence: 0.9150787

00:38:47.700 --> 00:38:49.590 fairness and dignity for all.

NOTE Confidence: 0.9150787

00:38:49.590 --> 00:38:51.072 That's our vision.

NOTE Confidence: 0.9150787

00:38:51.072 --> 00:38:53.048 And these diversity statements,

NOTE Confidence: 0.9150787

00:38:53.050 --> 00:38:55.458 by the way, are so important for you

NOTE Confidence: 0.9150787

00:38:55.458 --> 00:38:57.710 to anchor the diversity statement,

NOTE Confidence: 0.9150787

00:38:57.710 --> 00:39:00.146 because anytime that you need to be
NOTE Confidence: 0.9150787

00:39:00.146 --> 00:39:02.737 accountable to the work that you're doing,
NOTE Confidence: 0.9150787

00:39:02.740 --> 00:39:04.360 you can reference that diversity
NOTE Confidence: 0.9150787

00:39:04.360 --> 00:39:06.429 statement and our mission was to
NOTE Confidence: 0.9150787

00:39:06.429 --> 00:39:07.977 advance EDI through psychological
NOTE Confidence: 0.9150787

00:39:07.977 --> 00:39:09.912 shock Science that champions thought,
NOTE Confidence: 0.9150787

00:39:09.920 --> 00:39:11.360 leadership, innovation and excellence.
NOTE Confidence: 0.8720994

00:39:14.170 --> 00:39:16.081 And the way that this was created
NOTE Confidence: 0.8720994

00:39:16.081 --> 00:39:18.494 was using a model that was adopted
NOTE Confidence: 0.8720994

00:39:18.494 --> 00:39:20.022 through Darrell sues ecological
NOTE Confidence: 0.8720994

00:39:20.022 --> 00:39:22.848 model of conceptual framework of that
NOTE Confidence: 0.8720994

00:39:22.848 --> 00:39:24.840 incorporated some multidimensional facets
NOTE Confidence: 0.8720994

00:39:24.840 --> 00:39:27.007 of cultural competence in psychology.
NOTE Confidence: 0.8720994

00:39:27.007 --> 00:39:29.730 And so we looked at sues model.
NOTE Confidence: 0.8720994

00:39:29.730 --> 00:39:31.410 And we thought, well,
NOTE Confidence: 0.8720994

00:39:31.410 --> 00:39:34.296 let's really think about what is it

NOTE Confidence: 0.8720994

00:39:34.296 --> 00:39:36.879 that we need to do as a science to

NOTE Confidence: 0.8720994

00:39:36.965 --> 00:39:40.066 highlight the way that we want to

NOTE Confidence: 0.8720994

00:39:40.066 --> 00:39:41.874 structurally change the association

NOTE Confidence: 0.8720994

00:39:41.874 --> 00:39:44.718 and the work that we're doing.

NOTE Confidence: 0.8720994

00:39:44.720 --> 00:39:47.664 We adopted it to look at the several

NOTE Confidence: 0.8720994

00:39:47.664 --> 00:39:50.277 pieces that are interlocking in the

NOTE Confidence: 0.8720994

00:39:50.277 --> 00:39:52.832 way that psychology is, you know,

NOTE Confidence: 0.8720994

00:39:52.832 --> 00:39:55.464 we conduct our work and we wanted

NOTE Confidence: 0.8720994

00:39:55.464 --> 00:39:58.523 to make sure that it was embedded

NOTE Confidence: 0.8720994

00:39:58.523 --> 00:40:00.255 in these core domains.

NOTE Confidence: 0.8720994

00:40:00.260 --> 00:40:01.490 Access and equity,

NOTE Confidence: 0.8720994

00:40:01.490 --> 00:40:03.130 cultural and emotional intelligence,

NOTE Confidence: 0.8720994

00:40:03.130 --> 00:40:04.726 psychological safety and

NOTE Confidence: 0.8720994

00:40:04.726 --> 00:40:06.854 inclusive policies and practices.

NOTE Confidence: 0.8720994

00:40:06.860 --> 00:40:09.215 We defined everything that we

NOTE Confidence: 0.8720994

00:40:09.215 --> 00:40:12.380 did based on these core domains.

NOTE Confidence: 0.8720994

00:40:12.380 --> 00:40:14.837 And the most important part is to

NOTE Confidence: 0.8720994

00:40:14.837 --> 00:40:16.409 create accountability along the way.

NOTE Confidence: 0.8720994

00:40:16.410 --> 00:40:18.090 It's important that not only

NOTE Confidence: 0.8720994

00:40:18.090 --> 00:40:19.434 you save the statements,

NOTE Confidence: 0.8720994

00:40:19.440 --> 00:40:21.785 not only do you create these models,

NOTE Confidence: 0.8720994

00:40:21.790 --> 00:40:24.454 but what are going to be the accountable

NOTE Confidence: 0.8720994

00:40:24.454 --> 00:40:26.857 metrics that are put in place that

NOTE Confidence: 0.8720994

00:40:26.857 --> 00:40:28.921 juxtapose these types of models that

NOTE Confidence: 0.8720994

00:40:28.921 --> 00:40:31.210 are created in order to create an

NOTE Confidence: 0.8720994

00:40:31.210 --> 00:40:32.648 equitable and inclusive environment?

NOTE Confidence: 0.8720994

00:40:32.648 --> 00:40:36.126 One of the ways in which we're going to

NOTE Confidence: 0.8720994

00:40:36.126 --> 00:40:38.526 do that I won't talk about that today,

NOTE Confidence: 0.8720994

00:40:38.530 --> 00:40:41.284 but one of the ways in which we're going

NOTE Confidence: 0.8720994

00:40:41.284 --> 00:40:43.948 to do that is to create a road map.

NOTE Confidence: 0.8720994

00:40:43.950 --> 00:40:45.756 The road map is intended to

NOTE Confidence: 0.8720994

00:40:45.756 --> 00:40:46.960 be iterative in nature,

NOTE Confidence: 0.8720994

00:40:46.960 --> 00:40:48.934 but it will be the place where

NOTE Confidence: 0.8720994

00:40:48.934 --> 00:40:50.270 we set our goals,

NOTE Confidence: 0.8720994

00:40:50.270 --> 00:40:51.805 where we put the accountability

NOTE Confidence: 0.8720994

00:40:51.805 --> 00:40:53.674 measures in place and where we

NOTE Confidence: 0.8720994

00:40:53.674 --> 00:40:55.330 measure our success based on the

NOTE Confidence: 0.8720994

00:40:55.330 --> 00:40:56.890 metrics that have been defined.

NOTE Confidence: 0.8720994

00:40:56.890 --> 00:40:57.766 So, for example,

NOTE Confidence: 0.8720994

00:40:57.766 --> 00:41:00.200 if you haven't done in EDI or well,

NOTE Confidence: 0.8720994

00:41:00.200 --> 00:41:01.705 sometimes it's called an equity

NOTE Confidence: 0.8720994

00:41:01.705 --> 00:41:02.936 needs assessment. That's important.

NOTE Confidence: 0.8720994

00:41:02.936 --> 00:41:04.814 It's important for you to understand

NOTE Confidence: 0.8720994

00:41:04.814 --> 00:41:05.440 your baseline.

NOTE Confidence: 0.8720994

00:41:05.440 --> 00:41:06.652 And where you started,

NOTE Confidence: 0.8720994

00:41:06.652 --> 00:41:08.971 that's an area that we've looked at and

NOTE Confidence: 0.8720994

00:41:08.971 --> 00:41:11.180 now we have a position to be able to say.

NOTE Confidence: 0.8720994

00:41:11.180 --> 00:41:12.284 Here's where we are,

NOTE Confidence: 0.8720994

00:41:12.284 --> 00:41:14.240 and here are the multiple steps that

NOTE Confidence: 0.8720994

00:41:14.240 --> 00:41:16.192 need to be taken based on our mission

NOTE Confidence: 0.8720994

00:41:16.192 --> 00:41:18.230 and vision of where we want to go.

NOTE Confidence: 0.8648725

00:41:21.170 --> 00:41:23.346 So what are some of those guiding principles?

NOTE Confidence: 0.8648725

00:41:23.350 --> 00:41:25.247 What are we trying to do then?

NOTE Confidence: 0.8648725

00:41:25.250 --> 00:41:27.945 What will be we be accountable to?

NOTE Confidence: 0.8648725

00:41:27.950 --> 00:41:30.169 The first one that we're looking at

NOTE Confidence: 0.8648725

00:41:30.169 --> 00:41:32.960 is how do we decolonize psychology?

NOTE Confidence: 0.8648725

00:41:32.960 --> 00:41:34.775 See, it's important to understand

NOTE Confidence: 0.8648725

00:41:34.775 --> 00:41:37.466 that while we can be very well

NOTE Confidence: 0.8648725

00:41:37.466 --> 00:41:39.884 intentioned in our pursuit for equity,

NOTE Confidence: 0.8648725

00:41:39.890 --> 00:41:40.988 diversity, inclusion,

NOTE Confidence: 0.8648725

00:41:40.988 --> 00:41:44.282 the colonization of a particular space

NOTE Confidence: 0.8648725

00:41:44.282 --> 00:41:47.695 in which you know a lot of us occupy.

NOTE Confidence: 0.8648725

00:41:47.700 --> 00:41:50.004 The IT is inherent in the

NOTE Confidence: 0.8648725

00:41:50.004 --> 00:41:52.510 way that we do the work,

NOTE Confidence: 0.8648725

00:41:52.510 --> 00:41:55.044 and so we can't just apply something

NOTE Confidence: 0.8648725

00:41:55.044 --> 00:41:58.809 on top of what's already in the DNA of

NOTE Confidence: 0.8648725

00:41:58.809 --> 00:42:01.329 the organizations by which we're in.

NOTE Confidence: 0.8648725

00:42:01.330 --> 00:42:04.753 We have to deconstruct it and decolonize

NOTE Confidence: 0.8648725

00:42:04.753 --> 00:42:07.903 it and create new systems by which

NOTE Confidence: 0.8648725

00:42:07.903 --> 00:42:11.580 we do the work in order for us to

NOTE Confidence: 0.8648725

00:42:11.580 --> 00:42:14.366 see the full capacity of EDI work.

NOTE Confidence: 0.8648725

00:42:14.370 --> 00:42:17.690 We need to make sure that there are,

NOTE Confidence: 0.8648725

00:42:17.690 --> 00:42:18.492 you know,

NOTE Confidence: 0.8648725

00:42:18.492 --> 00:42:20.096 advocates in learning institutions

NOTE Confidence: 0.8648725

00:42:20.096 --> 00:42:22.907 such as yours with pedagogy that is

NOTE Confidence: 0.8648725

00:42:22.907 --> 00:42:24.812 anchored in talking about racism

NOTE Confidence: 0.8648725

00:42:24.812 --> 00:42:26.410 and health disparities,

NOTE Confidence: 0.8648725

00:42:26.410 --> 00:42:29.301 but also in ways that we're going

NOTE Confidence: 0.8648725

00:42:29.301 --> 00:42:31.839 to dismantle that not just in

NOTE Confidence: 0.8648725

00:42:31.839 --> 00:42:33.934 what causes the impact, right?

NOTE Confidence: 0.8648725

00:42:33.934 --> 00:42:38.200 I've been doing a lot of talks about this.

NOTE Confidence: 0.8648725

00:42:38.200 --> 00:42:40.566 I am no longer in the business

NOTE Confidence: 0.8648725

00:42:40.566 --> 00:42:42.884 of talking about all the laundry

NOTE Confidence: 0.8648725

00:42:42.884 --> 00:42:44.934 list of disparities that exist

NOTE Confidence: 0.8648725

00:42:44.934 --> 00:42:46.980 because of criminalization,

NOTE Confidence: 0.8648725

00:42:46.980 --> 00:42:49.070 because of poor police practices.

NOTE Confidence: 0.8648725

00:42:49.070 --> 00:42:50.324 Or, you know,

NOTE Confidence: 0.8648725

00:42:50.324 --> 00:42:51.578 discriminative police practices,

NOTE Confidence: 0.8648725

00:42:51.580 --> 00:42:51.993 or,

NOTE Confidence: 0.8648725

00:42:51.993 --> 00:42:54.471 you know the inequities in our

NOTE Confidence: 0.8648725

00:42:54.471 --> 00:42:57.000 healthcare system or poverty or the

NOTE Confidence: 0.8648725

00:42:57.000 --> 00:42:59.430 extensive ways in which racism has

NOTE Confidence: 0.8648725

00:42:59.430 --> 00:43:02.435 been embedded in our laws and our

NOTE Confidence: 0.8648725

00:43:02.435 --> 00:43:04.806 policies and government and etc.

NOTE Confidence: 0.8648725

00:43:04.806 --> 00:43:09.608 It always when I have these discussions.

NOTE Confidence: 0.8648725

00:43:09.610 --> 00:43:12.361 What ends up happening is that I

NOTE Confidence: 0.8648725

00:43:12.361 --> 00:43:14.340 exclude the responsibility of what

NOTE Confidence: 0.8648725

00:43:14.340 --> 00:43:16.536 created these systems to begin with,

NOTE Confidence: 0.8648725

00:43:16.540 --> 00:43:19.732 which is why I decided to publish

NOTE Confidence: 0.8648725

00:43:19.732 --> 00:43:21.100 the allyship book.

NOTE Confidence: 0.8648725

00:43:21.100 --> 00:43:23.487 There needs to be a responsible way

NOTE Confidence: 0.8648725

00:43:23.487 --> 00:43:25.404 of talking about white supremacy

NOTE Confidence: 0.8648725

00:43:25.404 --> 00:43:27.882 and talking about the systems that

NOTE Confidence: 0.8648725

00:43:27.882 --> 00:43:30.547 created this that led to them the

NOTE Confidence: 0.8648725

00:43:30.547 --> 00:43:32.317 disparities that we're seeing and

NOTE Confidence: 0.8648725

00:43:32.320 --> 00:43:34.200 without connecting those two things

NOTE Confidence: 0.8648725

00:43:34.200 --> 00:43:36.080 then we're really not talking

NOTE Confidence: 0.8648725

00:43:36.139 --> 00:43:37.180 about EDI anymore.

NOTE Confidence: 0.8806201

00:43:40.480 --> 00:43:42.727 Oh, and then this last statement here,
NOTE Confidence: 0.8806201

00:43:42.730 --> 00:43:44.335 moving from the individual and
NOTE Confidence: 0.8806201

00:43:44.335 --> 00:43:45.619 interpersonal level of racism,
NOTE Confidence: 0.8806201

00:43:45.620 --> 00:43:48.830 which is where a lot of people start and end.
NOTE Confidence: 0.8806201

00:43:48.830 --> 00:43:51.454 An and moving forward towards the systems and
NOTE Confidence: 0.8806201

00:43:51.454 --> 00:43:53.639 the structures that need to be dismantled.
NOTE Confidence: 0.8806201

00:43:53.640 --> 00:43:55.887 So before open it up for conversation.
NOTE Confidence: 0.8806201

00:43:55.890 --> 00:43:57.810 We have about 12 minutes left.
NOTE Confidence: 0.8806201

00:43:57.810 --> 00:43:59.094 Here are some questions
NOTE Confidence: 0.8806201

00:43:59.094 --> 00:44:01.020 that I want us to consider.
NOTE Confidence: 0.8806201

00:44:01.020 --> 00:44:04.056 What are your current EDI efforts?
NOTE Confidence: 0.8806201

00:44:04.060 --> 00:44:06.208 And based on those EDI efforts,
NOTE Confidence: 0.8806201

00:44:06.210 --> 00:44:08.926 what results are you looking for in
NOTE Confidence: 0.8806201

00:44:08.926 --> 00:44:11.762 order for you to have meaningful impact
NOTE Confidence: 0.8806201

00:44:11.762 --> 00:44:15.484 not only in the staff of the center but
NOTE Confidence: 0.8806201

00:44:15.484 --> 00:44:18.424 in the population that you also serve?

NOTE Confidence: 0.8806201

00:44:18.430 --> 00:44:20.085 Are you using any EDI

NOTE Confidence: 0.8806201

00:44:20.085 --> 00:44:21.740 principles to do your work,

NOTE Confidence: 0.8806201

00:44:21.740 --> 00:44:23.395 or is it more conceptual

NOTE Confidence: 0.8806201

00:44:23.395 --> 00:44:24.719 or more process oriented?

NOTE Confidence: 0.8806201

00:44:24.720 --> 00:44:27.222 How are you lining this up to know that

NOTE Confidence: 0.8806201

00:44:27.222 --> 00:44:29.678 you're actually moving the needle forward?

NOTE Confidence: 0.8806201

00:44:29.680 --> 00:44:31.997 If so, how are you doing it,

NOTE Confidence: 0.8806201

00:44:32.000 --> 00:44:32.849 and if not,

NOTE Confidence: 0.8806201

00:44:32.849 --> 00:44:35.273 what is a potential path forward in terms

NOTE Confidence: 0.8806201

00:44:35.273 --> 00:44:37.517 of incorporating some of the principles

NOTE Confidence: 0.8806201

00:44:37.517 --> 00:44:39.610 that I've shared with you today,

NOTE Confidence: 0.8806201

00:44:39.610 --> 00:44:40.308 and again,

NOTE Confidence: 0.8806201

00:44:40.308 --> 00:44:43.100 I can also share with you the EDI

NOTE Confidence: 0.8806201

00:44:43.186 --> 00:44:45.566 framework which is now public.

NOTE Confidence: 0.8806201

00:44:45.570 --> 00:44:47.370 And what supports are needed in

NOTE Confidence: 0.8806201

00:44:47.370 --> 00:44:49.090 order to prepare the fellows,
NOTE Confidence: 0.8806201

00:44:49.090 --> 00:44:50.740 the residents and the faculty to
NOTE Confidence: 0.8806201

00:44:50.740 --> 00:44:52.610 meet the mental health needs of
NOTE Confidence: 0.8806201

00:44:52.610 --> 00:44:54.410 children and families from diverse
NOTE Confidence: 0.8806201

00:44:54.410 --> 00:44:55.490 backgrounds and experiences?
NOTE Confidence: 0.8806201

00:44:55.490 --> 00:44:57.946 Now we can talk a little bit about
NOTE Confidence: 0.8806201

00:44:57.946 --> 00:45:00.560 this today or I can answer some of
NOTE Confidence: 0.8806201

00:45:00.560 --> 00:45:02.529 your questions that you may have,
NOTE Confidence: 0.8806201

00:45:02.530 --> 00:45:04.616 but I would also encourage you to
NOTE Confidence: 0.8806201

00:45:04.616 --> 00:45:07.010 take a quick picture of this slide.
NOTE Confidence: 0.8806201

00:45:07.010 --> 00:45:08.900 And when you're having your own
NOTE Confidence: 0.8806201

00:45:08.900 --> 00:45:10.530 huddle with your own team,
NOTE Confidence: 0.8806201

00:45:10.530 --> 00:45:12.896 how can you unpack some of these
NOTE Confidence: 0.8806201

00:45:12.896 --> 00:45:14.833 questions to think about what will
NOTE Confidence: 0.8806201

00:45:14.833 --> 00:45:17.360 be my role in adding to the larger?
NOTE Confidence: 0.8806201

00:45:17.360 --> 00:45:19.432 An initiative of diversity,

NOTE Confidence: 0.8806201

00:45:19.432 --> 00:45:22.540 equity and inclusion at the center.

NOTE Confidence: 0.8806201

00:45:22.540 --> 00:45:25.108 So I'm going to stop there and then

NOTE Confidence: 0.8806201

00:45:25.108 --> 00:45:27.467 open it up for some questions.

NOTE Confidence: 0.8257492

00:45:34.020 --> 00:45:36.804 Thank you so much. My son and I.

NOTE Confidence: 0.9040705

00:45:36.810 --> 00:45:38.322 I know that there are many

NOTE Confidence: 0.9040705

00:45:38.322 --> 00:45:39.958 questions I have many in my mind,

NOTE Confidence: 0.9040705

00:45:39.960 --> 00:45:42.800 but let's go around and. Away.

NOTE Confidence: 0.9080365

00:45:48.230 --> 00:45:51.296 Hi, I'm actually not a member

NOTE Confidence: 0.9080365

00:45:51.296 --> 00:45:54.000 of your community here because

NOTE Confidence: 0.9080365

00:45:54.000 --> 00:45:57.366 I'm interested in the topic and.

NOTE Confidence: 0.9080365

00:45:57.370 --> 00:46:01.380 2nd. I work in a public school.

NOTE Confidence: 0.9080365

00:46:01.380 --> 00:46:05.444 As you can tell, and my question is.

NOTE Confidence: 0.9080365

00:46:05.450 --> 00:46:07.850 We discussed that.

NOTE Confidence: 0.9080365

00:46:07.850 --> 00:46:10.730 This process, an engaging in

NOTE Confidence: 0.9080365

00:46:10.730 --> 00:46:12.455 dismantling these systems,

NOTE Confidence: 0.9080365

00:46:12.460 --> 00:46:14.116 goes beyond the.
NOTE Confidence: 0.9080365

00:46:14.116 --> 00:46:16.876 Interpersonal dynamic and changes shift
NOTE Confidence: 0.9080365

00:46:16.876 --> 00:46:20.030 the conversation into a systematic dynamic.
NOTE Confidence: 0.9080365

00:46:20.030 --> 00:46:23.145 We're right at the beginning of this
NOTE Confidence: 0.9080365

00:46:23.145 --> 00:46:26.400 process in the district that I work,
NOTE Confidence: 0.9080365

00:46:26.400 --> 00:46:29.991 and I work in a small town in New
NOTE Confidence: 0.9080365

00:46:29.991 --> 00:46:32.928 England and by and large there's
NOTE Confidence: 0.9080365

00:46:32.928 --> 00:46:35.950 such a resistance to this work,
NOTE Confidence: 0.9080365

00:46:35.950 --> 00:46:38.872 even on an interpersonal level that
NOTE Confidence: 0.9080365

00:46:38.872 --> 00:46:43.213 I can't even imagine how we can shift
NOTE Confidence: 0.9080365

00:46:43.213 --> 00:46:45.517 the conversation from interpersonal.
NOTE Confidence: 0.9080365

00:46:45.520 --> 00:46:47.590 To systemic because people won't
NOTE Confidence: 0.9080365

00:46:47.590 --> 00:46:50.310 even admit that there's a problem.
NOTE Confidence: 0.86947995

00:46:52.260 --> 00:46:54.010 Yeah, you know that that's
NOTE Confidence: 0.86947995

00:46:54.010 --> 00:46:55.410 such an interesting question,
NOTE Confidence: 0.86947995

00:46:55.410 --> 00:46:58.380 and I and I get that quite a bit because

NOTE Confidence: 0.86947995

00:46:58.459 --> 00:47:01.357 you know that there are those barriers.

NOTE Confidence: 0.86947995

00:47:01.360 --> 00:47:04.141 I mean, I think that there is still a

NOTE Confidence: 0.86947995

00:47:04.141 --> 00:47:05.958 significant level of of uncomfortable

NOTE Confidence: 0.86947995

00:47:05.958 --> 00:47:08.118 ITI just saying the word racism

NOTE Confidence: 0.86947995

00:47:08.181 --> 00:47:10.110 and talking about racism, right?

NOTE Confidence: 0.86947995

00:47:10.110 --> 00:47:11.860 And forget about words like

NOTE Confidence: 0.86947995

00:47:11.860 --> 00:47:14.720 white supremacy, right?

NOTE Confidence: 0.86947995

00:47:14.720 --> 00:47:16.600 Acknowledgement of what that means,

NOTE Confidence: 0.86947995

00:47:16.600 --> 00:47:17.560 right? And so.

NOTE Confidence: 0.86947995

00:47:17.560 --> 00:47:20.309 But here's the thing right that I always

NOTE Confidence: 0.86947995

00:47:20.309 --> 00:47:23.347 think about when I'm answering this question.

NOTE Confidence: 0.86947995

00:47:23.350 --> 00:47:25.182 Is the chicken egg,

NOTE Confidence: 0.86947995

00:47:25.182 --> 00:47:26.556 you know dilemma?

NOTE Confidence: 0.86947995

00:47:26.560 --> 00:47:28.800 So if if we don't think about

NOTE Confidence: 0.86947995

00:47:28.800 --> 00:47:31.480 this from a systemic perspective,

NOTE Confidence: 0.86947995

00:47:31.480 --> 00:47:34.480 do we expect that there there are going
NOTE Confidence: 0.86947995

00:47:34.480 --> 00:47:37.951 to be changes at the interpersonal level
NOTE Confidence: 0.86947995

00:47:37.951 --> 00:47:41.250 or the internalized level of racism?
NOTE Confidence: 0.86947995

00:47:41.250 --> 00:47:42.084 And you know.
NOTE Confidence: 0.86947995

00:47:42.084 --> 00:47:44.960 And so we have to sort of think about.
NOTE Confidence: 0.86947995

00:47:44.960 --> 00:47:47.081 I think that the answer is going
NOTE Confidence: 0.86947995

00:47:47.081 --> 00:47:48.977 to be different for each for
NOTE Confidence: 0.86947995

00:47:48.977 --> 00:47:50.825 each system in which we occupy.
NOTE Confidence: 0.86947995

00:47:50.830 --> 00:47:53.134 But we do have to consider that if
NOTE Confidence: 0.86947995

00:47:53.134 --> 00:47:55.505 we leave it at the interpersonal
NOTE Confidence: 0.86947995

00:47:55.505 --> 00:47:56.798 and the internalised.
NOTE Confidence: 0.86947995

00:47:56.800 --> 00:47:59.884 We may not move much further
NOTE Confidence: 0.86947995

00:47:59.884 --> 00:48:01.940 than just having discussions.
NOTE Confidence: 0.86947995

00:48:01.940 --> 00:48:04.020 And trainings on micro aggression
NOTE Confidence: 0.86947995

00:48:04.020 --> 00:48:06.495 and implicit bias and right and
NOTE Confidence: 0.86947995

00:48:06.495 --> 00:48:08.457 you're on the hamster wheel and

NOTE Confidence: 0.86947995

00:48:08.457 --> 00:48:10.840 and then you have to get this one

NOTE Confidence: 0.86947995

00:48:10.840 --> 00:48:13.414 to buy in and that one to buy in.

NOTE Confidence: 0.86947995

00:48:13.414 --> 00:48:15.673 And then there are hundreds of people

NOTE Confidence: 0.86947995

00:48:15.673 --> 00:48:18.217 in systems to buy in that the work

NOTE Confidence: 0.86947995

00:48:18.217 --> 00:48:21.375 then never really moves where my argument is.

NOTE Confidence: 0.86947995

00:48:21.380 --> 00:48:23.739 Well if we start to look at

NOTE Confidence: 0.86947995

00:48:23.739 --> 00:48:25.809 the policies that are in place.

NOTE Confidence: 0.86947995

00:48:25.810 --> 00:48:28.043 So for example if you lack severe

NOTE Confidence: 0.86947995

00:48:28.043 --> 00:48:30.238 diversity in terms of your leadership,

NOTE Confidence: 0.86947995

00:48:30.240 --> 00:48:31.020 your board,

NOTE Confidence: 0.86947995

00:48:31.020 --> 00:48:32.190 your you know.

NOTE Confidence: 0.86947995

00:48:32.190 --> 00:48:34.176 The decision makers what needs to

NOTE Confidence: 0.86947995

00:48:34.176 --> 00:48:36.981 be done for us to think about how

NOTE Confidence: 0.86947995

00:48:36.981 --> 00:48:39.093 to apply that level of diversity

NOTE Confidence: 0.86947995

00:48:39.163 --> 00:48:41.333 at all of those levels of system

NOTE Confidence: 0.86947995

00:48:41.333 --> 00:48:42.606 and not just diversity.
NOTE Confidence: 0.86947995

00:48:42.606 --> 00:48:44.286 For the purposes of diversity,
NOTE Confidence: 0.86947995

00:48:44.290 --> 00:48:45.965 but diversity that is meaningful
NOTE Confidence: 0.86947995

00:48:45.965 --> 00:48:47.306 rather than performative, right?
NOTE Confidence: 0.86947995

00:48:47.306 --> 00:48:49.658 We don't want people to be tokenized.
NOTE Confidence: 0.86947995

00:48:49.660 --> 00:48:52.236 We want people to have a voice around
NOTE Confidence: 0.86947995

00:48:52.236 --> 00:48:55.056 the table and to be able to engage
NOTE Confidence: 0.86947995

00:48:55.056 --> 00:48:57.166 in systemic change because they are
NOTE Confidence: 0.86947995

00:48:57.166 --> 00:48:59.406 able to see where those gaps lie,
NOTE Confidence: 0.86947995

00:48:59.410 --> 00:49:01.906 and to give them a voice to be
NOTE Confidence: 0.86947995

00:49:01.906 --> 00:49:03.770 able to do that right.
NOTE Confidence: 0.86947995

00:49:03.770 --> 00:49:05.665 Because if you have diversity
NOTE Confidence: 0.86947995

00:49:05.665 --> 00:49:07.560 and then I'm shut down.
NOTE Confidence: 0.86947995

00:49:07.560 --> 00:49:09.359 Right if I'm if I'm brought into
NOTE Confidence: 0.86947995

00:49:09.359 --> 00:49:11.201 AP and they're like, go ahead CDO.
NOTE Confidence: 0.86947995

00:49:11.201 --> 00:49:13.370 You do what you need to do right?

NOTE Confidence: 0.86947995

00:49:13.370 --> 00:49:14.690 And then it's like, yeah,

NOTE Confidence: 0.86947995

00:49:14.690 --> 00:49:16.538 but we're not giving you any resources.

NOTE Confidence: 0.86947995

00:49:16.540 --> 00:49:18.644 You never get any time with the board.

NOTE Confidence: 0.86947995

00:49:18.650 --> 00:49:20.754 No, we're not going to change anything then.

NOTE Confidence: 0.86947995

00:49:20.760 --> 00:49:22.344 What's really the point of me

NOTE Confidence: 0.86947995

00:49:22.344 --> 00:49:23.136 having that position,

NOTE Confidence: 0.86947995

00:49:23.140 --> 00:49:25.317 which is why you see that most

NOTE Confidence: 0.86947995

00:49:25.317 --> 00:49:27.069 CEO's only last six months.

NOTE Confidence: 0.86947995

00:49:27.070 --> 00:49:29.344 Six months a 700% increase in

NOTE Confidence: 0.86947995

00:49:29.344 --> 00:49:31.681 this industry of naming a lot

NOTE Confidence: 0.86947995

00:49:31.681 --> 00:49:33.541 of chief diversity officers with

NOTE Confidence: 0.86947995

00:49:33.541 --> 00:49:35.520 a lifespan of six months.

NOTE Confidence: 0.86947995

00:49:35.520 --> 00:49:38.548 Can you believe that?

NOTE Confidence: 0.86947995

00:49:38.550 --> 00:49:40.566 Because they don't get the resources,

NOTE Confidence: 0.86947995

00:49:40.570 --> 00:49:41.569 it's all tokenism.

NOTE Confidence: 0.86947995

00:49:41.569 --> 00:49:43.567 We have to understand the difference
NOTE Confidence: 0.86947995

00:49:43.567 --> 00:49:45.855 between those. Which is why I am
NOTE Confidence: 0.86947995

00:49:45.855 --> 00:49:47.990 sort of saying in this space.
NOTE Confidence: 0.86947995

00:49:47.990 --> 00:49:49.334 Let's target the system.
NOTE Confidence: 0.86947995

00:49:49.334 --> 00:49:50.006 The institution.
NOTE Confidence: 0.8853117

00:49:50.010 --> 00:49:51.690 Let's put energy towards that.
NOTE Confidence: 0.8853117

00:49:51.690 --> 00:49:54.049 Because if you are an ambassador for
NOTE Confidence: 0.8853117

00:49:54.049 --> 00:49:56.365 that change, I rather that you execute
NOTE Confidence: 0.8853117

00:49:56.365 --> 00:49:58.769 that energy in looking at the system,
NOTE Confidence: 0.8853117

00:49:58.770 --> 00:50:00.930 then trying to convince me otherwise
NOTE Confidence: 0.8853117

00:50:00.930 --> 00:50:03.326 that I should talk about whatever it
NOTE Confidence: 0.8853117

00:50:03.326 --> 00:50:05.850 is that you need me to talk about,
NOTE Confidence: 0.8853117

00:50:05.850 --> 00:50:09.732 right like? Where is the power lie?
NOTE Confidence: 0.8853117

00:50:09.732 --> 00:50:11.522 That's what I would say.
NOTE Confidence: 0.8853117

00:50:11.530 --> 00:50:12.796 Look at where the power is.
NOTE Confidence: 0.7605988

00:50:13.810 --> 00:50:16.194 Thank you my so we have a couple

NOTE Confidence: 0.7605988

00:50:16.194 --> 00:50:17.918 of questions and cake Keisha.

NOTE Confidence: 0.7605988

00:50:17.920 --> 00:50:19.816 Thank you so much and I

NOTE Confidence: 0.7605988

00:50:19.816 --> 00:50:21.080 love your Cascadia flag.

NOTE Confidence: 0.7605988

00:50:21.080 --> 00:50:24.550 You know my son he's got a power so I see

NOTE Confidence: 0.7605988

00:50:24.550 --> 00:50:26.130 some other key scale representing

NOTE Confidence: 0.7605988

00:50:26.130 --> 00:50:27.710 from myself and my students.

NOTE Confidence: 0.69592816

00:50:29.160 --> 00:50:31.332 Sis, I'm sorry. Before Celia we

NOTE Confidence: 0.69592816

00:50:31.332 --> 00:50:34.256 had rob Rob you wanted to say

NOTE Confidence: 0.69592816

00:50:34.256 --> 00:50:35.629 something. And then, Belinda.

NOTE Confidence: 0.85324466

00:50:36.420 --> 00:50:39.428 First of all, thank you so much for

NOTE Confidence: 0.85324466

00:50:39.428 --> 00:50:41.799 what you're doing. God bless you.

NOTE Confidence: 0.85324466

00:50:41.799 --> 00:50:44.270 I wanted to return back to the

NOTE Confidence: 0.85324466

00:50:44.355 --> 00:50:47.414 definition of racism back in the 1990s.

NOTE Confidence: 0.85324466

00:50:47.420 --> 00:50:50.175 A lot of scholars made a distinction

NOTE Confidence: 0.85324466

00:50:50.175 --> 00:50:51.747 between prejudice and racism,

NOTE Confidence: 0.85324466

00:50:51.750 --> 00:50:54.501 and the difference is that racism has
NOTE Confidence: 0.85324466

00:50:54.501 --> 00:50:56.859 an underlying power structure to it.
NOTE Confidence: 0.85324466

00:50:56.860 --> 00:50:58.823 So basically, people of color
NOTE Confidence: 0.85324466

00:50:58.823 --> 00:51:00.786 can't be racist because they
NOTE Confidence: 0.85324466

00:51:00.786 --> 00:51:03.138 lack the power to do anything.
NOTE Confidence: 0.85324466

00:51:03.140 --> 00:51:06.160 They could be prejudice, but not racist.
NOTE Confidence: 0.85324466

00:51:06.160 --> 00:51:09.310 What are your views on that?
NOTE Confidence: 0.85324466

00:51:09.310 --> 00:51:10.790 I agree with that.
NOTE Confidence: 0.85324466

00:51:10.790 --> 00:51:13.365 I think that we do have to continue
NOTE Confidence: 0.85324466

00:51:13.365 --> 00:51:15.210 to make that distinction.
NOTE Confidence: 0.85324466

00:51:15.210 --> 00:51:17.430 That's why I talk about the
NOTE Confidence: 0.85324466

00:51:17.430 --> 00:51:18.538 difference between internalised
NOTE Confidence: 0.85324466

00:51:18.538 --> 00:51:20.010 racism and interpersonal racism,
NOTE Confidence: 0.85324466

00:51:20.010 --> 00:51:21.120 and internalized racism
NOTE Confidence: 0.85324466

00:51:21.120 --> 00:51:23.700 can be the way that I, you
NOTE Confidence: 0.8891102

00:51:23.700 --> 00:51:26.276 know, that the the way that I

NOTE Confidence: 0.8891102

00:51:26.280 --> 00:51:28.500 have adopted the doctrine of white

NOTE Confidence: 0.8891102

00:51:28.500 --> 00:51:29.968 supremacy and white superiority,

NOTE Confidence: 0.8891102

00:51:29.970 --> 00:51:31.820 and therefore I enact that.

NOTE Confidence: 0.8891102

00:51:31.820 --> 00:51:35.132 And even though I'm a person of color right

NOTE Confidence: 0.8891102

00:51:35.140 --> 00:51:36.980 there are, there are ways

NOTE Confidence: 0.8891102

00:51:36.980 --> 00:51:38.625 in which that happens.

NOTE Confidence: 0.8891102

00:51:38.625 --> 00:51:40.822 The difference is that if I

NOTE Confidence: 0.8891102

00:51:40.822 --> 00:51:42.936 don't have the power to change

NOTE Confidence: 0.8891102

00:51:42.936 --> 00:51:45.054 anything right or to oppress other

NOTE Confidence: 0.8891102

00:51:45.054 --> 00:51:46.818 people or communities of people,

NOTE Confidence: 0.8891102

00:51:46.820 --> 00:51:49.286 then it's very hard to legitimize that.

NOTE Confidence: 0.8891102

00:51:49.286 --> 00:51:51.053 Then I'm enacting racism rather

NOTE Confidence: 0.8891102

00:51:51.053 --> 00:51:53.168 than things like prejudice or bias.

NOTE Confidence: 0.8891102

00:51:53.170 --> 00:51:55.292 You know, or other forms in

NOTE Confidence: 0.8891102

00:51:55.292 --> 00:51:57.765 which this you know can be done.

NOTE Confidence: 0.8891102

00:51:57.765 --> 00:51:59.176 I can even technically,
NOTE Confidence: 0.8891102

00:51:59.176 --> 00:52:00.939 if I'm a person of
NOTE Confidence: 0.85653394

00:52:00.940 --> 00:52:03.756 color, and I have a little bit of,
NOTE Confidence: 0.85653394

00:52:03.760 --> 00:52:05.526 let's say I'm a supervisor,
NOTE Confidence: 0.85653394

00:52:05.526 --> 00:52:08.890 so I have a little bit of power, right?
NOTE Confidence: 0.85653394

00:52:08.890 --> 00:52:11.104 I can engage in oppressive systems,
NOTE Confidence: 0.85653394

00:52:11.104 --> 00:52:13.318 but the actual definition of racism
NOTE Confidence: 0.85653394

00:52:13.318 --> 00:52:15.160 it's very difficult to support
NOTE Confidence: 0.85653394

00:52:15.160 --> 00:52:18.180 that when you are a person of color
NOTE Confidence: 0.85653394

00:52:18.180 --> 00:52:20.700 because of the lack of power that
NOTE Confidence: 0.85653394

00:52:20.700 --> 00:52:22.540 exists specially in this country.
NOTE Confidence: 0.85653394

00:52:22.540 --> 00:52:23.650 But when you
NOTE Confidence: 0.8906125

00:52:23.650 --> 00:52:26.226 look at it from a globalized perspective,
NOTE Confidence: 0.8906125

00:52:26.230 --> 00:52:28.450 it doesn't change very much either.
NOTE Confidence: 0.875684

00:52:29.370 --> 00:52:31.477 And I will actually give you the
NOTE Confidence: 0.875684

00:52:31.477 --> 00:52:33.277 definition of racism that we adopted

NOTE Confidence: 0.875684

00:52:33.277 --> 00:52:35.460 in the author by which we adopted it.

NOTE Confidence: 0.875684

00:52:35.460 --> 00:52:37.917 I mean, it. We we took months to figure

NOTE Confidence: 0.875684

00:52:37.917 --> 00:52:40.099 out which one we wanted to adopt,

NOTE Confidence: 0.875684

00:52:40.100 --> 00:52:42.074 so perhaps it can be something that

NOTE Confidence: 0.875684

00:52:42.074 --> 00:52:44.141 you can reference or or have others

NOTE Confidence: 0.875684

00:52:44.141 --> 00:52:45.893 reference in terms of the definition.

NOTE Confidence: 0.875684

00:52:45.900 --> 00:52:47.930 I'm not saying it's the best one,

NOTE Confidence: 0.875684

00:52:47.930 --> 00:52:50.009 but I'm saying it's the one that

NOTE Confidence: 0.875684

00:52:50.009 --> 00:52:52.458 we chose as our guiding principle.

NOTE Confidence: 0.875684

00:52:52.460 --> 00:52:53.792 And I'll send that to Lori

NOTE Confidence: 0.875684

00:52:53.792 --> 00:52:54.680 and Andreas as well.

NOTE Confidence: 0.7636791

00:52:55.810 --> 00:52:57.310 Terrific, thank you so much.

NOTE Confidence: 0.7636791

00:52:57.310 --> 00:52:58.522 Thanks for that question.

NOTE Confidence: 0.7636791

00:52:58.522 --> 00:53:00.890 Belinda you were next and this is Celia.

NOTE Confidence: 0.86508965

00:53:02.000 --> 00:53:02.654 Awesome presentation,

NOTE Confidence: 0.86508965

00:53:02.654 --> 00:53:04.952 my eyes are a couple of things.

NOTE Confidence: 0.86508965

00:53:04.952 --> 00:53:07.250 Is have you all come up with

NOTE Confidence: 0.86508965

00:53:07.250 --> 00:53:09.086 because I mentioned in the chat

NOTE Confidence: 0.86508965

00:53:09.086 --> 00:53:11.105 the moment that we feel heard

NOTE Confidence: 0.86508965

00:53:11.105 --> 00:53:12.821 the narrative will change but

NOTE Confidence: 0.86508965

00:53:12.821 --> 00:53:14.458 after being heard there also

NOTE Confidence: 0.86508965

00:53:14.460 --> 00:53:16.756 has to be that change an I

NOTE Confidence: 0.86508965

00:53:16.760 --> 00:53:19.049 realized a few months ago after going

NOTE Confidence: 0.86508965

00:53:19.049 --> 00:53:21.350 back to school the policies have to

NOTE Confidence: 0.86508965

00:53:21.350 --> 00:53:23.336 change so the question becomes have

NOTE Confidence: 0.86508965

00:53:23.336 --> 00:53:25.616 you all started some sort of bridge?

NOTE Confidence: 0.86508965

00:53:25.616 --> 00:53:28.896 How do we change the policy is in the system?

NOTE Confidence: 0.8647765

00:53:29.800 --> 00:53:30.960 Because there's various, it's

NOTE Confidence: 0.8647765

00:53:30.960 --> 00:53:31.830 not. It's not

NOTE Confidence: 0.8647765

00:53:31.830 --> 00:53:32.990 just, say Yale University,

NOTE Confidence: 0.8647765

00:53:32.990 --> 00:53:33.860 but it's from

NOTE Confidence: 0.8647765

00:53:33.860 --> 00:53:35.600 the top, bottom. And of course,

NOTE Confidence: 0.8647765

00:53:35.600 --> 00:53:37.630 there's going to be reaction against that

NOTE Confidence: 0.8647765

00:53:37.630 --> 00:53:38.500 because people. There's

NOTE Confidence: 0.8647765

00:53:38.500 --> 00:53:39.950 certain people that don't want

NOTE Confidence: 0.8647765

00:53:39.950 --> 00:53:41.410 things to change because

NOTE Confidence: 0.8647765

00:53:41.410 --> 00:53:42.870 they're holding the power.

NOTE Confidence: 0.8647765

00:53:42.870 --> 00:53:45.280 So how do we make that first step?

NOTE Confidence: 0.8647765

00:53:45.280 --> 00:53:46.480 Let's say even within

NOTE Confidence: 0.85225886

00:53:46.480 --> 00:53:48.587 the CHILD Study Center and myself before,

NOTE Confidence: 0.85225886

00:53:48.590 --> 00:53:50.198 before you answer, let me just

NOTE Confidence: 0.85225886

00:53:50.198 --> 00:53:52.500 say we have a queue of questions,

NOTE Confidence: 0.85225886

00:53:52.500 --> 00:53:53.403 which is wonderful.

NOTE Confidence: 0.85225886

00:53:53.403 --> 00:53:55.510 So we're going to keep on going.

NOTE Confidence: 0.85225886

00:53:55.510 --> 00:53:58.223 I see that we have Cecilia. And then Jose,

NOTE Confidence: 0.85225886

00:53:58.223 --> 00:54:00.029 and then Sophia and doctor Comer.

NOTE Confidence: 0.85225886

00:54:00.030 --> 00:54:02.286 I really want you to have the last
NOTE Confidence: 0.85225886

00:54:02.286 --> 00:54:04.237 word because you're you're the guy.
NOTE Confidence: 0.85225886

00:54:04.240 --> 00:54:05.408 So so whatever happens,
NOTE Confidence: 0.85225886

00:54:05.408 --> 00:54:07.850 we want you to have the last word,
NOTE Confidence: 0.85225886

00:54:07.850 --> 00:54:11.160 but my so back to you. Yeah,
NOTE Confidence: 0.8805473

00:54:11.160 --> 00:54:12.980 I, I think that really
NOTE Confidence: 0.8805473

00:54:12.980 --> 00:54:15.026 what you're talking about is that
NOTE Confidence: 0.8805473

00:54:15.026 --> 00:54:16.970 performative piece that I mentioned
NOTE Confidence: 0.8805473

00:54:16.970 --> 00:54:19.504 Belinda, and that we can't claim it
NOTE Confidence: 0.8805473

00:54:19.510 --> 00:54:22.414 by name and not do it by action,
NOTE Confidence: 0.8805473

00:54:22.420 --> 00:54:26.410 right? And, and so it is. It is up to us
NOTE Confidence: 0.8805473

00:54:26.410 --> 00:54:29.210 to be able to stay.
NOTE Confidence: 0.8805473

00:54:29.210 --> 00:54:31.948 If the university if the medical
NOTE Confidence: 0.8805473

00:54:31.950 --> 00:54:34.685 school if the Child Study Center
NOTE Confidence: 0.8805473

00:54:34.685 --> 00:54:36.960 has made it clear, statement
NOTE Confidence: 0.871164016666667

00:54:36.960 --> 00:54:38.924 that. Anti racism work.

NOTE Confidence: 0.871164016666667
00:54:38.924 --> 00:54:40.626 Racial justice, work diversity,
NOTE Confidence: 0.871164016666667
00:54:40.626 --> 00:54:42.416 equity and inclusion is important.
NOTE Confidence: 0.871164016666667
00:54:42.420 --> 00:54:44.478 Then we can do the same thing
NOTE Confidence: 0.871164016666667
00:54:44.478 --> 00:54:46.305 except expect a different outcome
NOTE Confidence: 0.871164016666667
00:54:46.305 --> 00:54:48.500 because what are we defining?
NOTE Confidence: 0.871164016666667
00:54:48.500 --> 00:54:51.713 All you can put that in the chat right?
NOTE Confidence: 0.871164016666667
00:54:51.720 --> 00:54:54.488 So we that is part of the accountability
NOTE Confidence: 0.871164016666667
00:54:54.488 --> 00:54:56.736 with the other thing that I
NOTE Confidence: 0.871164016666667
00:54:56.736 --> 00:54:58.854 recommended is that you know those
NOTE Confidence: 0.871164016666667
00:54:58.854 --> 00:55:01.390 that are engaged in this work here.
NOTE Confidence: 0.871164016666667
00:55:01.390 --> 00:55:03.538 Do think about what a road
NOTE Confidence: 0.871164016666667
00:55:03.538 --> 00:55:04.970 map will look like.
NOTE Confidence: 0.871164016666667
00:55:04.970 --> 00:55:08.183 We don't want this to be a nebulous thing.
NOTE Confidence: 0.871164016666667
00:55:08.190 --> 00:55:10.212 Like yeah, we should do equity
NOTE Confidence: 0.871164016666667
00:55:10.212 --> 00:55:12.240 stuff that sounds really important.
NOTE Confidence: 0.871164016666667

00:55:12.240 --> 00:55:15.120 And then we do a series of talks and we
NOTE Confidence: 0.871164016666667

00:55:15.202 --> 00:55:18.090 do a series of you know Community work,
NOTE Confidence: 0.871164016666667

00:55:18.090 --> 00:55:19.956 but there are no actionable steps
NOTE Confidence: 0.871164016666667

00:55:19.956 --> 00:55:21.670 in terms of changing policy.
NOTE Confidence: 0.871164016666667

00:55:21.670 --> 00:55:24.078 So what can groups who are engaged in
NOTE Confidence: 0.871164016666667

00:55:24.078 --> 00:55:27.053 this work do to hold the the decision
NOTE Confidence: 0.871164016666667

00:55:27.053 --> 00:55:28.589 makers around policy accountable
NOTE Confidence: 0.871164016666667

00:55:28.662 --> 00:55:30.862 to what needs to be done in order
NOTE Confidence: 0.871164016666667

00:55:30.862 --> 00:55:32.377 to change those things right?
NOTE Confidence: 0.871164016666667

00:55:32.377 --> 00:55:34.610 And I don't know what those things
NOTE Confidence: 0.871164016666667

00:55:34.670 --> 00:55:36.620 are 'cause I don't have intimacy.
NOTE Confidence: 0.871164016666667

00:55:36.620 --> 00:55:39.364 I can give you a very quick example
NOTE Confidence: 0.871164016666667

00:55:39.364 --> 00:55:41.489 of something that we did for us,
NOTE Confidence: 0.871164016666667

00:55:41.490 --> 00:55:42.510 the decision-making body,
NOTE Confidence: 0.871164016666667

00:55:42.510 --> 00:55:43.870 and what creates positionality.
NOTE Confidence: 0.871164016666667

00:55:43.870 --> 00:55:46.327 For a PA is our council members.

NOTE Confidence: 0.871164016666667

00:55:46.330 --> 00:55:49.210 Our Council has to agree an vote by

NOTE Confidence: 0.871164016666667

00:55:49.210 --> 00:55:51.632 majority rule that we are going to

NOTE Confidence: 0.871164016666667

00:55:51.632 --> 00:55:54.429 pursue a certain way of doing the work.

NOTE Confidence: 0.871164016666667

00:55:54.430 --> 00:55:56.887 So what do we do in February?

NOTE Confidence: 0.871164016666667

00:55:56.890 --> 00:55:59.470 Council a resolution around the definition

NOTE Confidence: 0.871164016666667

00:55:59.470 --> 00:56:02.548 of racism was positioned in front of Council.

NOTE Confidence: 0.871164016666667

00:56:02.550 --> 00:56:06.106 And it was passed minus one vote.

NOTE Confidence: 0.871164016666667

00:56:06.110 --> 00:56:06.880 Well gosh,

NOTE Confidence: 0.871164016666667

00:56:06.880 --> 00:56:08.805 who was at Long Ranger.

NOTE Confidence: 0.871164016666667

00:56:08.810 --> 00:56:11.505 That didn't pass the racism resolution right?

NOTE Confidence: 0.871164016666667

00:56:11.510 --> 00:56:13.440 But here's what it did.

NOTE Confidence: 0.871164016666667

00:56:13.440 --> 00:56:14.487 Passing that now.

NOTE Confidence: 0.871164016666667

00:56:14.487 --> 00:56:17.335 Change the policy in which the way that

NOTE Confidence: 0.871164016666667

00:56:17.335 --> 00:56:20.015 we define racism and what we can pursue

NOTE Confidence: 0.871164016666667

00:56:20.015 --> 00:56:22.710 later for dismantling structural racism.

NOTE Confidence: 0.871164016666667

00:56:22.710 --> 00:56:25.542 And that now AP can make a bold
NOTE Confidence: 0.871164016666667

00:56:25.542 --> 00:56:28.108 statement that that is our commitment.
NOTE Confidence: 0.871164016666667

00:56:28.110 --> 00:56:29.673 Psychology's contribution to
NOTE Confidence: 0.871164016666667

00:56:29.673 --> 00:56:31.236 dismantling structural racism.
NOTE Confidence: 0.871164016666667

00:56:31.240 --> 00:56:33.515 So it's a systemic and systematic approach,
NOTE Confidence: 0.871164016666667

00:56:33.520 --> 00:56:35.620 but we knew that we couldn't jump
NOTE Confidence: 0.871164016666667

00:56:35.620 --> 00:56:37.419 forward without getting councils policy,
NOTE Confidence: 0.871164016666667

00:56:37.420 --> 00:56:39.262 making body to make those types
NOTE Confidence: 0.871164016666667

00:56:39.262 --> 00:56:41.542 of decisions so that you have to
NOTE Confidence: 0.871164016666667

00:56:41.542 --> 00:56:43.522 sort of understand who makes those
NOTE Confidence: 0.871164016666667

00:56:43.522 --> 00:56:45.220 decisions in the medical school.
NOTE Confidence: 0.871164016666667

00:56:45.220 --> 00:56:46.195 In the university,
NOTE Confidence: 0.871164016666667

00:56:46.195 --> 00:56:47.820 at the Child Study Center,
NOTE Confidence: 0.871164016666667

00:56:47.820 --> 00:56:49.764 and then that's how you position
NOTE Confidence: 0.871164016666667

00:56:49.764 --> 00:56:50.736 the path forward.
NOTE Confidence: 0.8374031

00:56:53.340 --> 00:56:54.870 Thank you my son Cecilia.

NOTE Confidence: 0.8425661

00:56:57.090 --> 00:56:58.668 And I saw it

NOTE Confidence: 0.8425661

00:56:58.670 --> 00:57:01.819 is such a pleasure such a pleasure to

NOTE Confidence: 0.8425661

00:57:01.820 --> 00:57:04.964 have you here. And thank you so much.

NOTE Confidence: 0.8425661

00:57:04.970 --> 00:57:07.728 I learned so much from you every

NOTE Confidence: 0.8425661

00:57:07.730 --> 00:57:09.302 time that you speak,

NOTE Confidence: 0.8425661

00:57:09.302 --> 00:57:11.666 and I so appreciate this conversation.

NOTE Confidence: 0.8425661

00:57:11.666 --> 00:57:14.430 My question has to do with healing.

NOTE Confidence: 0.8425661

00:57:14.430 --> 00:57:16.393 You mentioned that and apologizing,

NOTE Confidence: 0.8425661

00:57:16.393 --> 00:57:19.744 and you know you've been here

NOTE Confidence: 0.8425661

00:57:19.744 --> 00:57:21.120 at the CHILD Study Center, and

NOTE Confidence: 0.8425661

00:57:21.120 --> 00:57:22.308 I thank you

NOTE Confidence: 0.8425661

00:57:22.310 --> 00:57:24.280 for sharing your intimate story.

NOTE Confidence: 0.8425661

00:57:24.280 --> 00:57:27.408 And you know, as as as you know.

NOTE Confidence: 0.8425661

00:57:27.408 --> 00:57:28.180 Large donors,

NOTE Confidence: 0.8425661

00:57:28.180 --> 00:57:31.084 one of my mentors, so it really.

NOTE Confidence: 0.8425661

00:57:31.084 --> 00:57:35.750 You know it really touched me very deeply.

NOTE Confidence: 0.8425661

00:57:35.750 --> 00:57:38.800 And I'm sorry that that happened.

NOTE Confidence: 0.8425661

00:57:38.800 --> 00:57:42.244 And dumb. I guess my question has

NOTE Confidence: 0.8425661

00:57:42.244 --> 00:57:44.564 to do with healing, how do you?

NOTE Confidence: 0.8425661

00:57:44.564 --> 00:57:47.341 How do you help a community like this

NOTE Confidence: 0.8425661

00:57:47.341 --> 00:57:50.148 at the CHILD Study Center heal period?

NOTE Confidence: 0.8425661

00:57:50.150 --> 00:57:50.990 Where do you start?

NOTE Confidence: 0.8761031

00:57:52.320 --> 00:57:55.650 Well, you know what I can say to you and why.

NOTE Confidence: 0.8761031

00:57:55.650 --> 00:57:57.384 I positioned the conversation the way

NOTE Confidence: 0.8761031

00:57:57.384 --> 00:58:00.134 that I did is I was sort of creating

NOTE Confidence: 0.8761031

00:58:00.134 --> 00:58:02.030 this presentation for the CHILD Study

NOTE Confidence: 0.8761031

00:58:02.030 --> 00:58:04.137 Center is to perhaps even role model

NOTE Confidence: 0.8761031

00:58:04.137 --> 00:58:06.120 what we've decided to do right,

NOTE Confidence: 0.8761031

00:58:06.120 --> 00:58:08.190 and what we've decided to do

NOTE Confidence: 0.8761031

00:58:08.266 --> 00:58:10.240 is to contend with our past.

NOTE Confidence: 0.8761031

00:58:10.240 --> 00:58:12.718 We couldn't move forward without doing that.

NOTE Confidence: 0.8761031

00:58:12.720 --> 00:58:15.198 You have to look at the harms

NOTE Confidence: 0.8761031

00:58:15.198 --> 00:58:16.260 that you've done.

NOTE Confidence: 0.8761031

00:58:16.260 --> 00:58:19.800 You know I see it like the cycle of violence.

NOTE Confidence: 0.8761031

00:58:19.800 --> 00:58:22.650 To me, that's like an abuser, you know,

NOTE Confidence: 0.8761031

00:58:22.650 --> 00:58:24.475 engaging in physical and physical

NOTE Confidence: 0.8761031

00:58:24.475 --> 00:58:26.645 assault towards an intimate partner and

NOTE Confidence: 0.8761031

00:58:26.645 --> 00:58:28.997 then saying you know what it's over.

NOTE Confidence: 0.8761031

00:58:29.000 --> 00:58:31.912 Let's just continue now and I'm I'm

NOTE Confidence: 0.8761031

00:58:31.912 --> 00:58:34.784 recharged and I'm changed and I won't

NOTE Confidence: 0.8761031

00:58:34.784 --> 00:58:37.879 abuse you ever again and we're all good.

NOTE Confidence: 0.8761031

00:58:37.880 --> 00:58:40.610 Would that make sense as a way

NOTE Confidence: 0.8761031

00:58:40.610 --> 00:58:41.780 to move forward?

NOTE Confidence: 0.8761031

00:58:41.780 --> 00:58:44.328 Would we as practitioners as people that

NOTE Confidence: 0.8761031

00:58:44.328 --> 00:58:46.718 are responsible for guiding both victims

NOTE Confidence: 0.8761031

00:58:46.718 --> 00:58:49.184 and sometimes perpetrators in this work,

NOTE Confidence: 0.8761031

00:58:49.190 --> 00:58:52.310 ever advise someone to just get over it,
NOTE Confidence: 0.8761031

00:58:52.310 --> 00:58:54.840 or just to move on?
NOTE Confidence: 0.8761031

00:58:54.840 --> 00:58:56.670 No, we would never do that.
NOTE Confidence: 0.8761031

00:58:56.670 --> 00:58:57.890 We have more sensibility,
NOTE Confidence: 0.8761031

00:58:57.890 --> 00:58:58.500 more compassion,
NOTE Confidence: 0.8761031

00:58:58.500 --> 00:59:00.030 more thought about this work.
NOTE Confidence: 0.8761031

00:59:00.030 --> 00:59:00.942 We have empathy.
NOTE Confidence: 0.8761031

00:59:00.942 --> 00:59:02.158 And because of that,
NOTE Confidence: 0.8761031

00:59:02.160 --> 00:59:04.616 that is why we were so well positioned
NOTE Confidence: 0.8761031

00:59:04.616 --> 00:59:07.061 to be able to look at our history
NOTE Confidence: 0.8761031

00:59:07.061 --> 00:59:09.807 and to be able to move forward in a
NOTE Confidence: 0.8761031

00:59:09.807 --> 00:59:11.920 way where we do engage in authentic
NOTE Confidence: 0.8761031

00:59:11.920 --> 00:59:13.445 apologies about what we've done.
NOTE Confidence: 0.8761031

00:59:13.450 --> 00:59:16.186 Even if we weren't the ones who did it.
NOTE Confidence: 0.8761031

00:59:16.190 --> 00:59:18.490 But now we represent.
NOTE Confidence: 0.8761031

00:59:18.490 --> 00:59:21.940 The Ancestral part of who did.

NOTE Confidence: 0.8761031
00:59:21.940 --> 00:59:24.768 It is our responsibility to do that,
NOTE Confidence: 0.8761031
00:59:24.770 --> 00:59:27.178 and I would say that these kinds
NOTE Confidence: 0.8761031
00:59:27.178 --> 00:59:29.712 of apologies are essential for the
NOTE Confidence: 0.8761031
00:59:29.712 --> 00:59:31.620 healing process and reconciliation
NOTE Confidence: 0.8761031
00:59:31.620 --> 00:59:34.458 will never come until that is done.
NOTE Confidence: 0.85822535
00:59:36.490 --> 00:59:37.414 Thank you my son.
NOTE Confidence: 0.85822535
00:59:37.414 --> 00:59:39.739 I suspect we could go on for a long time,
NOTE Confidence: 0.85822535
00:59:39.740 --> 00:59:42.062 but we have to stay in Sofia and then
NOTE Confidence: 0.85822535
00:59:42.062 --> 00:59:44.104 doctor Comer and then if anyone wants
NOTE Confidence: 0.85822535
00:59:44.104 --> 00:59:46.140 to stay after that would be fine.
NOTE Confidence: 0.85822535
00:59:46.140 --> 00:59:49.458 Jose Sofia please.
NOTE Confidence: 0.85822535
00:59:49.460 --> 00:59:52.676 Thank you so much for helping Schiano here.
NOTE Confidence: 0.6869496
00:59:54.620 --> 00:59:56.170 Get the word out.
NOTE Confidence: 0.823265
00:59:58.350 --> 01:00:00.252 So wonderful presentation and I have
NOTE Confidence: 0.823265
01:00:00.252 --> 01:00:02.391 a question and primarily this is about
NOTE Confidence: 0.823265

01:00:02.391 --> 01:00:04.281 making the changes at a systems level.

NOTE Confidence: 0.823265

01:00:04.290 --> 01:00:06.222 I know systems have many parts

NOTE Confidence: 0.823265

01:00:06.222 --> 01:00:08.348 gears that make the system go an

NOTE Confidence: 0.823265

01:00:08.348 --> 01:00:10.632 if we see a problem with specific.

NOTE Confidence: 0.823265

01:00:10.632 --> 01:00:13.279 Part of the system, you know what is,

NOTE Confidence: 0.823265

01:00:13.280 --> 01:00:15.268 you know your view and how would

NOTE Confidence: 0.823265

01:00:15.268 --> 01:00:17.569 you think is the best way to kind

NOTE Confidence: 0.823265

01:00:17.569 --> 01:00:19.720 of escalate that to the leadership.

NOTE Confidence: 0.823265

01:00:19.720 --> 01:00:21.792 You know, the way I'm thinking about

NOTE Confidence: 0.823265

01:00:21.792 --> 01:00:24.020 is like fear of retribution or or,

NOTE Confidence: 0.823265

01:00:24.020 --> 01:00:25.856 you know, becoming the person with

NOTE Confidence: 0.823265

01:00:25.856 --> 01:00:27.394 the scarlet letter, you know.

NOTE Confidence: 0.823265

01:00:27.394 --> 01:00:29.543 So what would be the best way?

NOTE Confidence: 0.823265

01:00:29.550 --> 01:00:31.326 Or you know some recommendation about

NOTE Confidence: 0.823265

01:00:31.326 --> 01:00:33.850 the best way to escalate that would be.

NOTE Confidence: 0.88533986

01:00:35.150 --> 01:00:37.940 Yeah, I mean, you're absolutely right.

NOTE Confidence: 0.88533986
01:00:37.940 --> 01:00:40.999 I wish I can somehow tell you
NOTE Confidence: 0.88533986
01:00:40.999 --> 01:00:43.060 that that doesn't happen,
NOTE Confidence: 0.88533986
01:00:43.060 --> 01:00:46.400 and even for, you know.
NOTE Confidence: 0.88533986
01:00:46.400 --> 01:00:48.615 Organizations that have been very
NOTE Confidence: 0.88533986
01:00:48.615 --> 01:00:51.367 vocal in their EDI work that
NOTE Confidence: 0.88533986
01:00:51.367 --> 01:00:53.657 retribution or punishment in some
NOTE Confidence: 0.88533986
01:00:53.657 --> 01:00:56.740 way or another still doesn't happen.
NOTE Confidence: 0.88533986
01:00:56.740 --> 01:01:00.030 I can't guarantee that that won't happen,
NOTE Confidence: 0.88533986
01:01:00.030 --> 01:01:03.082 but what I do know is that
NOTE Confidence: 0.88533986
01:01:03.082 --> 01:01:05.669 there is power in numbers.
NOTE Confidence: 0.88533986
01:01:05.670 --> 01:01:08.878 The more that we can bring a collective
NOTE Confidence: 0.88533986
01:01:08.878 --> 01:01:11.222 together to position a substantive
NOTE Confidence: 0.88533986
01:01:11.222 --> 01:01:14.144 argument around the way that things
NOTE Confidence: 0.88533986
01:01:14.144 --> 01:01:16.998 are have been traditionally done.
NOTE Confidence: 0.88533986
01:01:17.000 --> 01:01:20.368 In the way that things need to change
NOTE Confidence: 0.88533986

01:01:20.368 --> 01:01:24.376 that there is less of a risk for one
NOTE Confidence: 0.88533986

01:01:24.376 --> 01:01:27.100 individualized person to be singled out.
NOTE Confidence: 0.88533986

01:01:27.100 --> 01:01:29.326 There and then there are voices,
NOTE Confidence: 0.88533986

01:01:29.330 --> 01:01:31.180 collective voices that are elevated.
NOTE Confidence: 0.88533986

01:01:31.180 --> 01:01:33.777 So I absolutely believe in the collective.
NOTE Confidence: 0.88533986

01:01:33.780 --> 01:01:37.173 I think that when we look at even what's
NOTE Confidence: 0.88533986

01:01:37.173 --> 01:01:39.365 happening at the societal level and
NOTE Confidence: 0.88533986

01:01:39.365 --> 01:01:42.309 let's take a look at the passing of,
NOTE Confidence: 0.88533986

01:01:42.310 --> 01:01:43.750 you know, the Asian,
NOTE Confidence: 0.88533986

01:01:43.750 --> 01:01:46.361 the hate crime that happened as a
NOTE Confidence: 0.88533986

01:01:46.361 --> 01:01:48.617 result of Asian anti Asian American,
NOTE Confidence: 0.88533986

01:01:48.620 --> 01:01:49.868 you know sentiment.
NOTE Confidence: 0.88533986

01:01:49.868 --> 01:01:52.364 Those are things that needed to
NOTE Confidence: 0.88533986

01:01:52.364 --> 01:01:54.584 happen because the collective decided
NOTE Confidence: 0.88533986

01:01:54.584 --> 01:01:57.460 to come together when we look at,
NOTE Confidence: 0.88533986

01:01:57.460 --> 01:01:58.158 you know,

NOTE Confidence: 0.88533986

01:01:58.158 --> 01:02:00.252 the death of George Floyd and

NOTE Confidence: 0.88533986

01:02:00.252 --> 01:02:02.487 what what the Black Lives Matter

NOTE Confidence: 0.88533986

01:02:02.487 --> 01:02:05.614 movement did and what we did not just

NOTE Confidence: 0.88533986

01:02:05.614 --> 01:02:07.789 nationally but globally to change

NOTE Confidence: 0.88533986

01:02:07.789 --> 01:02:09.876 the perspective of anti blackness.

NOTE Confidence: 0.88533986

01:02:09.876 --> 01:02:11.428 It was a collective.

NOTE Confidence: 0.88533986

01:02:11.430 --> 01:02:13.776 It was a collective movement towards

NOTE Confidence: 0.88533986

01:02:13.776 --> 01:02:17.006 change and I think that there's a way

NOTE Confidence: 0.88533986

01:02:17.006 --> 01:02:19.394 to engage in productive advocacy that

NOTE Confidence: 0.88533986

01:02:19.470 --> 01:02:21.960 allows to hold systems accountable.

NOTE Confidence: 0.88533986

01:02:21.960 --> 01:02:24.280 And So what I would say to that

NOTE Confidence: 0.88533986

01:02:24.280 --> 01:02:26.469 is who else is like minded?

NOTE Confidence: 0.88533986

01:02:26.470 --> 01:02:28.717 Who else is feeling what you're feeling?

NOTE Confidence: 0.88533986

01:02:28.720 --> 01:02:30.330 Who else is thinking what

NOTE Confidence: 0.88533986

01:02:30.330 --> 01:02:31.618 you're thinking after this?

NOTE Confidence: 0.88533986

01:02:31.620 --> 01:02:32.194 This talk?
NOTE Confidence: 0.88533986

01:02:32.194 --> 01:02:33.916 How can systemic change happened and
NOTE Confidence: 0.88533986

01:02:33.916 --> 01:02:36.129 how does a collective champion together?
NOTE Confidence: 0.88533986

01:02:36.130 --> 01:02:37.735 What areas are opportunities right
NOTE Confidence: 0.88533986

01:02:37.735 --> 01:02:38.698 now for change?
NOTE Confidence: 0.84625643

01:02:41.100 --> 01:02:42.838 Thank you Howard has been
NOTE Confidence: 0.84625643

01:02:42.838 --> 01:02:44.226 really raising his hand,
NOTE Confidence: 0.84625643

01:02:44.230 --> 01:02:46.114 so Howard, we're going to let
NOTE Confidence: 0.84625643

01:02:46.114 --> 01:02:48.759 you go in and then doctor comma.
NOTE Confidence: 0.84625643

01:02:48.760 --> 01:02:50.836 You're going to close this out.
NOTE Confidence: 0.84625643

01:02:50.840 --> 01:02:53.157 We could go on forever and let
NOTE Confidence: 0.84625643

01:02:53.157 --> 01:02:55.720 me just say thank you. Thank you.
NOTE Confidence: 0.84625643

01:02:55.720 --> 01:02:58.843 Thank you. My cell you make us proud Howard.
NOTE Confidence: 0.84625643

01:02:58.850 --> 01:03:02.144 Thank you I I've had the pleasure of teaching
NOTE Confidence: 0.84625643

01:03:02.144 --> 01:03:04.738 several years with my certain Cecilia and
NOTE Confidence: 0.84625643

01:03:04.738 --> 01:03:07.464 it was a wonderful pleasure to teach a

NOTE Confidence: 0.84625643

01:03:07.464 --> 01:03:10.006 course in my side of the family therapy.

NOTE Confidence: 0.84625643

01:03:10.006 --> 01:03:11.796 But and cultural diversity were

NOTE Confidence: 0.84625643

01:03:11.796 --> 01:03:14.107 talking about. Racial equality yet,

NOTE Confidence: 0.84625643

01:03:14.107 --> 01:03:19.346 and I I think that the struggle that one sing

NOTE Confidence: 0.84625643

01:03:19.346 --> 01:03:23.610 it strikes me and his troubles me is that.

NOTE Confidence: 0.84625643

01:03:23.610 --> 01:03:26.256 Not only that, there's two areas,

NOTE Confidence: 0.84625643

01:03:26.260 --> 01:03:28.472 one is healing it to

NOTE Confidence: 0.84625643

01:03:28.472 --> 01:03:30.240 address what Cecilia said.

NOTE Confidence: 0.84625643

01:03:30.240 --> 01:03:34.034 I see comes from communicates of intimacy.

NOTE Confidence: 0.84625643

01:03:34.040 --> 01:03:36.294 And the connection with each other that

NOTE Confidence: 0.84625643

01:03:36.294 --> 01:03:39.165 we need to take time to raise each

NOTE Confidence: 0.84625643

01:03:39.165 --> 01:03:41.443 other's consciousness and to talk about

NOTE Confidence: 0.84625643

01:03:41.443 --> 01:03:44.040 our own experiences in his painful away.

NOTE Confidence: 0.84625643

01:03:44.040 --> 01:03:45.159 As I thought,

NOTE Confidence: 0.84625643

01:03:45.159 --> 01:03:47.397 I found that story very painful

NOTE Confidence: 0.84625643

01:03:47.397 --> 01:03:50.392 to hear and I am sorry you had to
NOTE Confidence: 0.84625643

01:03:50.392 --> 01:03:51.889 go through that Lori.
NOTE Confidence: 0.84625643

01:03:51.890 --> 01:03:54.026 And but it's not only you,
NOTE Confidence: 0.84625643

01:03:54.030 --> 01:03:56.543 its that it's bringing it to this
NOTE Confidence: 0.84625643

01:03:56.543 --> 01:03:59.298 community I think is very helpful because
NOTE Confidence: 0.84625643

01:03:59.298 --> 01:04:02.076 we see our vulnerability and what we
NOTE Confidence: 0.84625643

01:04:02.076 --> 01:04:04.436 need to do is to recognize the value
NOTE Confidence: 0.84625643

01:04:04.436 --> 01:04:07.128 of our own connection with each other.
NOTE Confidence: 0.84625643

01:04:07.130 --> 01:04:08.430 And that, I think,
NOTE Confidence: 0.84625643

01:04:08.430 --> 01:04:10.960 has to be systemically done with talking.
NOTE Confidence: 0.84625643

01:04:10.960 --> 01:04:13.736 They used to call it in the 60s.
NOTE Confidence: 0.84625643

01:04:13.740 --> 01:04:16.176 It was teachings and it was it.
NOTE Confidence: 0.84625643

01:04:16.180 --> 01:04:17.424 This there was spontaneous.
NOTE Confidence: 0.84625643

01:04:17.424 --> 01:04:20.698 But I think we can do it with organization.
NOTE Confidence: 0.84625643

01:04:20.700 --> 01:04:22.788 The second thing is that when
NOTE Confidence: 0.84625643

01:04:22.788 --> 01:04:24.180 we talk about power,

NOTE Confidence: 0.84625643

01:04:24.180 --> 01:04:26.268 power is what I think psychologists

NOTE Confidence: 0.84625643

01:04:26.268 --> 01:04:27.660 and other mental health.

NOTE Confidence: 0.84625643

01:04:27.660 --> 01:04:28.356 You know,

NOTE Confidence: 0.84625643

01:04:28.356 --> 01:04:29.400 just know people.

NOTE Confidence: 0.84625643

01:04:29.400 --> 01:04:32.256 I don't seek where we really that

NOTE Confidence: 0.84625643

01:04:32.256 --> 01:04:34.714 knowledgeable about power as much as we

NOTE Confidence: 0.84625643

01:04:34.714 --> 01:04:37.500 talk about and now notice it that power is.

NOTE Confidence: 0.84625643

01:04:37.500 --> 01:04:44.087 It is a is a a tremendous.

NOTE Confidence: 0.84625643

01:04:44.090 --> 01:04:44.872 It is.

NOTE Confidence: 0.84625643

01:04:44.872 --> 01:04:47.218 It is a tremendous importance and

NOTE Confidence: 0.84625643

01:04:47.218 --> 01:04:50.757 I I think we have to struggle with

NOTE Confidence: 0.84625643

01:04:50.757 --> 01:04:53.518 it because like how does a PA?

NOTE Confidence: 0.84625643

01:04:53.520 --> 01:04:55.570 How does Child study center?

NOTE Confidence: 0.84625643

01:04:55.570 --> 01:04:57.900 How do organized entities really

NOTE Confidence: 0.84625643

01:04:57.900 --> 01:05:00.230 influence Congress and influence the

NOTE Confidence: 0.84625643

01:05:00.297 --> 01:05:02.287 Senate and influence the misguided
NOTE Confidence: 0.84625643

01:05:02.287 --> 01:05:04.686 forces that are going on today
NOTE Confidence: 0.84625643

01:05:04.686 --> 01:05:07.045 with people they know about the Q.
NOTE Confidence: 0.84625643

01:05:07.050 --> 01:05:09.983 Anon knows about power and and they
NOTE Confidence: 0.84625643

01:05:09.983 --> 01:05:12.790 they know how to try to coerce.
NOTE Confidence: 0.84625643

01:05:12.790 --> 01:05:14.370 And we want to.
NOTE Confidence: 0.84625643

01:05:14.370 --> 01:05:18.130 Act in a way where we're not coercive.
NOTE Confidence: 0.84625643

01:05:18.130 --> 01:05:21.258 When we were not dealing dirty but to
NOTE Confidence: 0.84625643

01:05:21.258 --> 01:05:23.853 really exercise power and and and to
NOTE Confidence: 0.84625643

01:05:23.853 --> 01:05:26.490 to enable people to really see the
NOTE Confidence: 0.84625643

01:05:26.490 --> 01:05:28.555 importance of equality is something
NOTE Confidence: 0.84625643

01:05:28.555 --> 01:05:30.964 that I think institutionally we have
NOTE Confidence: 0.84625643

01:05:30.964 --> 01:05:33.292 to struggle with to be political.
NOTE Confidence: 0.84625643

01:05:33.300 --> 01:05:35.754 And that's something that I I
NOTE Confidence: 0.84625643

01:05:35.754 --> 01:05:37.970 I have thought about a lot.
NOTE Confidence: 0.84625643

01:05:37.970 --> 01:05:39.530 So at the meeting.

NOTE Confidence: 0.87598705

01:05:41.750 --> 01:05:43.050 Yeah, I just finished with

NOTE Confidence: 0.87598705

01:05:43.050 --> 01:05:44.610 that that I wanna say that.

NOTE Confidence: 0.63315976

01:05:45.640 --> 01:05:46.590 Thank you Howard.

NOTE Confidence: 0.8473795

01:05:48.860 --> 01:05:51.357 I think we're going to go to our

NOTE Confidence: 0.8473795

01:05:51.357 --> 01:05:52.979 elder statesman and our leader

NOTE Confidence: 0.8473795

01:05:52.980 --> 01:05:55.518 in so many things. Jim send us off.

NOTE Confidence: 0.8852096

01:05:56.180 --> 01:05:59.687 Thank you, thank you my so that

NOTE Confidence: 0.8852096

01:05:59.687 --> 01:06:02.690 was a wonderful presentation.

NOTE Confidence: 0.8852096

01:06:02.690 --> 01:06:08.074 And I found myself at the same spot.

NOTE Confidence: 0.8852096

01:06:08.080 --> 01:06:11.580 Struggling with the same issue.

NOTE Confidence: 0.8852096

01:06:11.580 --> 01:06:21.670 Oh you know? I am now 86 years old.

NOTE Confidence: 0.8852096

01:06:21.670 --> 01:06:23.630 I have been through.

NOTE Confidence: 0.9035355

01:06:26.100 --> 01:06:31.260 Starting out as a young. Stir.

NOTE Confidence: 0.9035355

01:06:31.260 --> 01:06:33.612 Wanting to a poor kid wanting

NOTE Confidence: 0.9035355

01:06:33.612 --> 01:06:36.225 to live the American dream and

NOTE Confidence: 0.9035355

01:06:36.225 --> 01:06:38.157 believing that that's that,
NOTE Confidence: 0.9035355

01:06:38.160 --> 01:06:41.250 was the goal of goals.
NOTE Confidence: 0.9035355

01:06:41.250 --> 01:06:45.146 Anne, that it was a simple matter of.
NOTE Confidence: 0.9035355

01:06:45.150 --> 01:06:47.750 Fighting hard, working hard and you
NOTE Confidence: 0.9035355

01:06:47.750 --> 01:06:50.976 could achieve it only to discover that
NOTE Confidence: 0.9035355

01:06:50.976 --> 01:06:53.988 it was more complicated than that,
NOTE Confidence: 0.9035355

01:06:53.990 --> 01:06:57.800 and that there was this history.
NOTE Confidence: 0.9035355

01:06:57.800 --> 01:06:59.950 And that there was power.
NOTE Confidence: 0.9035355

01:06:59.950 --> 01:07:03.256 And Howard's last point about power.
NOTE Confidence: 0.9035355

01:07:03.260 --> 01:07:06.437 Is the one I want to agree that we
NOTE Confidence: 0.9035355

01:07:06.437 --> 01:07:09.106 need to struggle with and figure
NOTE Confidence: 0.9035355

01:07:09.106 --> 01:07:12.324 out because as I look at history
NOTE Confidence: 0.9035355

01:07:12.324 --> 01:07:15.042 seems to me that that's what
NOTE Confidence: 0.9035355

01:07:15.042 --> 01:07:17.216 the people who established the
NOTE Confidence: 0.9035355

01:07:17.216 --> 01:07:19.326 traditions were really all about.
NOTE Confidence: 0.9035355

01:07:19.330 --> 01:07:21.880 They were trying to establish

NOTE Confidence: 0.9035355

01:07:21.880 --> 01:07:24.430 power for themselves and that

NOTE Confidence: 0.9035355

01:07:24.526 --> 01:07:27.207 much of what they came up with.

NOTE Confidence: 0.9035355

01:07:27.210 --> 01:07:30.154 To take the power away from others was

NOTE Confidence: 0.9035355

01:07:30.154 --> 01:07:32.479 to establish power for themselves,

NOTE Confidence: 0.9035355

01:07:32.480 --> 01:07:35.066 and that what you're proposing and

NOTE Confidence: 0.9035355

01:07:35.066 --> 01:07:37.740 pointing out that we need to do,

NOTE Confidence: 0.9035355

01:07:37.740 --> 01:07:39.244 I agree very much.

NOTE Confidence: 0.9035355

01:07:39.244 --> 01:07:42.128 With and and that is to understand

NOTE Confidence: 0.9035355

01:07:42.128 --> 01:07:45.350 it and to understand the process

NOTE Confidence: 0.9035355

01:07:45.350 --> 01:07:48.075 through which it was established

NOTE Confidence: 0.9035355

01:07:48.075 --> 01:07:51.135 and the process through which you

NOTE Confidence: 0.9035355

01:07:51.135 --> 01:07:55.028 take it apart and re establish.

NOTE Confidence: 0.9035355

01:07:55.030 --> 01:07:58.595 A structure and structures that

NOTE Confidence: 0.9035355

01:07:58.595 --> 01:08:02.888 function for most of the people

NOTE Confidence: 0.9035355

01:08:02.888 --> 01:08:06.488 most of the time and that.

NOTE Confidence: 0.9035355

01:08:06.490 --> 01:08:09.120 The intent?
NOTE Confidence: 0.9035355

01:08:09.120 --> 01:08:11.430 Historically and traditionally was not.
NOTE Confidence: 0.9035355

01:08:11.430 --> 01:08:15.417 Most of the people, most of the time it
NOTE Confidence: 0.9035355

01:08:15.417 --> 01:08:20.880 was me and my little group, my oligarchy.
NOTE Confidence: 0.9035355

01:08:20.880 --> 01:08:22.910 And.
NOTE Confidence: 0.9035355

01:08:22.910 --> 01:08:25.829 That is what we're really up against,
NOTE Confidence: 0.9035355

01:08:25.830 --> 01:08:29.430 so that's why I like your idea of really
NOTE Confidence: 0.9035355

01:08:29.430 --> 01:08:32.647 trying to understand it and understand.
NOTE Confidence: 0.9035355

01:08:32.650 --> 01:08:34.442 How you?
NOTE Confidence: 0.9035355

01:08:34.442 --> 01:08:35.338 Disconnected,
NOTE Confidence: 0.9035355

01:08:35.338 --> 01:08:41.610 but they recognize it as very tricky
NOTE Confidence: 0.9035355

01:08:41.762 --> 01:08:47.228 and very difficult because you know.
NOTE Confidence: 0.9035355

01:08:47.230 --> 01:08:50.506 My father used to have the.
NOTE Confidence: 0.9035355

01:08:50.510 --> 01:08:53.120 Song about watch the curve
NOTE Confidence: 0.9035355

01:08:53.120 --> 01:08:55.208 that fills the tunnel.
NOTE Confidence: 0.9035355

01:08:55.210 --> 01:08:58.458 An I never understood it and I

NOTE Confidence: 0.9035355

01:08:58.458 --> 01:09:00.780 probably still have it wrong.

NOTE Confidence: 0.9035355

01:09:00.780 --> 01:09:03.908 But the point of the song was if

NOTE Confidence: 0.9035355

01:09:03.908 --> 01:09:07.597 you go through the tunnel too fast.

NOTE Confidence: 0.9035355

01:09:07.600 --> 01:09:09.720 Without being careful enough to

NOTE Confidence: 0.9035355

01:09:09.720 --> 01:09:11.840 understand what the load the

NOTE Confidence: 0.9035355

01:09:11.920 --> 01:09:14.048 tunnel can bear and how fast you

NOTE Confidence: 0.9035355

01:09:14.048 --> 01:09:16.521 can go and the the the soil and

NOTE Confidence: 0.9035355

01:09:16.521 --> 01:09:19.186 the weight and all of those things

NOTE Confidence: 0.9035355

01:09:19.186 --> 01:09:22.714 you have to take into account.

NOTE Confidence: 0.9035355

01:09:22.720 --> 01:09:25.554 In other words, a careful.

NOTE Confidence: 0.9035355

01:09:25.554 --> 01:09:30.170 Well plan process of making this change.

NOTE Confidence: 0.9035355

01:09:30.170 --> 01:09:32.025 I happen to believe we're

NOTE Confidence: 0.9035355

01:09:32.025 --> 01:09:33.880 in a very dangerous time.

NOTE Confidence: 0.9035355

01:09:33.880 --> 01:09:38.240 And at if you don't do it well.

NOTE Confidence: 0.9035355

01:09:38.240 --> 01:09:41.654 It may not be done at all, ever.

NOTE Confidence: 0.9035355

01:09:41.654 --> 01:09:43.950 We could self destruct.
NOTE Confidence: 0.9035355

01:09:43.950 --> 01:09:49.050 In the years around and the
NOTE Confidence: 0.9035355

01:09:49.050 --> 01:09:51.600 issues around resolving.
NOTE Confidence: 0.9035355

01:09:51.600 --> 01:09:54.348 Problems of racism which.
NOTE Confidence: 0.9035355

01:09:54.350 --> 01:09:57.451 As after your fight it is much
NOTE Confidence: 0.9035355

01:09:57.451 --> 01:09:59.470 more complicated than racism.
NOTE Confidence: 0.8358705

01:10:00.780 --> 01:10:01.818 Absolutely. I mean,
NOTE Confidence: 0.8358705

01:10:01.818 --> 01:10:03.894 I think the hardest thing to
NOTE Confidence: 0.8358705

01:10:03.894 --> 01:10:05.868 do is to share power, right?
NOTE Confidence: 0.8358705

01:10:05.868 --> 01:10:07.220 Well, what does that?
NOTE Confidence: 0.8358705

01:10:07.220 --> 01:10:08.234 Can you imagine?
NOTE Confidence: 0.8358705

01:10:08.234 --> 01:10:10.270 What does that mean to the
NOTE Confidence: 0.8358705

01:10:10.270 --> 01:10:11.970 psyche of those that have
NOTE Confidence: 0.8358705

01:10:11.970 --> 01:10:12.980 been absolutely, absolutely?
NOTE Confidence: 0.8358705

01:10:12.980 --> 01:10:17.300 And I am anan? How do we help them?
NOTE Confidence: 0.8762978

01:10:17.300 --> 01:10:19.160 Those who must share power.

NOTE Confidence: 0.8762978

01:10:19.160 --> 01:10:22.840 How do we help them come to understand

NOTE Confidence: 0.8762978

01:10:22.840 --> 01:10:25.310 that it's OK? And if you can.

NOTE Confidence: 0.8762978

01:10:25.310 --> 01:10:28.198 And I will and it will all be better.

NOTE Confidence: 0.8056714

01:10:28.910 --> 01:10:30.460 That's right, and like people

NOTE Confidence: 0.8056714

01:10:30.460 --> 01:10:32.320 say that it's not a pie.

NOTE Confidence: 0.8056714

01:10:32.320 --> 01:10:33.870 Yeah, getting power doesn't mean

NOTE Confidence: 0.8056714

01:10:33.870 --> 01:10:35.730 that I'm taking away from, yeah,

NOTE Confidence: 0.8056714

01:10:35.730 --> 01:10:37.390 right, right, right, right,

NOTE Confidence: 0.8056714

01:10:37.390 --> 01:10:39.990 writing diversity into the conversation.

NOTE Confidence: 0.8056714

01:10:39.990 --> 01:10:41.994 Yeah, I, I think that doctor

NOTE Confidence: 0.8056714

01:10:41.994 --> 01:10:43.840 Colmery as you as usual,

NOTE Confidence: 0.8056714

01:10:43.840 --> 01:10:45.940 you're bringing up an extremely thoughtful,

NOTE Confidence: 0.8056714

01:10:45.940 --> 01:10:48.070 you know, Anne Anne Howard thoughtful

NOTE Confidence: 0.8056714

01:10:48.070 --> 01:10:49.880 conversation that perhaps is the

NOTE Confidence: 0.8056714

01:10:49.880 --> 01:10:51.540 next conversation for this group.

NOTE Confidence: 0.8056714

01:10:51.540 --> 01:10:53.990 You know, how do you share power?
NOTE Confidence: 0.8056714

01:10:53.990 --> 01:10:57.038 How do we begin that process
NOTE Confidence: 0.8056714

01:10:57.038 --> 01:10:58.562 of sharing power?
NOTE Confidence: 0.8056714

01:10:58.570 --> 01:10:59.980 And what does that look like?
NOTE Confidence: 0.88200694

01:11:01.460 --> 01:11:03.945 You reminded me of a story early
NOTE Confidence: 0.88200694

01:11:03.945 --> 01:11:06.418 in our school program when I
NOTE Confidence: 0.88200694

01:11:06.418 --> 01:11:08.633 was sitting with the principle.
NOTE Confidence: 0.88200694

01:11:08.640 --> 01:11:10.968 Ann talking about how about sharing
NOTE Confidence: 0.88200694

01:11:10.968 --> 01:11:13.744 power and he had a meeting and
NOTE Confidence: 0.88200694

01:11:13.744 --> 01:11:16.030 things went much better and he
NOTE Confidence: 0.88200694

01:11:16.030 --> 01:11:20.320 turned to me said, you know? You're
NOTE Confidence: 0.85874754

01:11:20.320 --> 01:11:22.910 right, the more I shared
NOTE Confidence: 0.85874754

01:11:22.910 --> 01:11:27.563 power with the group, the more I got done,
NOTE Confidence: 0.85874754

01:11:27.570 --> 01:11:31.854 and it's that realization in practice that.
NOTE Confidence: 0.85874754

01:11:31.860 --> 01:11:33.645 I think makes it different than that.
NOTE Confidence: 0.85874754

01:11:33.650 --> 01:11:35.698 We have to figure out how to do.

NOTE Confidence: 0.86358863

01:11:37.360 --> 01:11:38.484 Absolutely. I completely agree.

NOTE Confidence: 0.86358863

01:11:38.484 --> 01:11:40.490 I Andreas. I want to hand it back

NOTE Confidence: 0.86358863

01:11:40.490 --> 01:11:42.477 over to you with and leave the

NOTE Confidence: 0.86358863

01:11:42.477 --> 01:11:44.403 group with those words of wisdom.

NOTE Confidence: 0.86358863

01:11:44.410 --> 01:11:47.092 I don't know that I can

NOTE Confidence: 0.86358863

01:11:47.092 --> 01:11:48.880 add anymore into that.

NOTE Confidence: 0.86358863

01:11:48.880 --> 01:11:50.224 Thank you Doctor Komer,

NOTE Confidence: 0.86358863

01:11:50.224 --> 01:11:52.240 another iconic figure for me and

NOTE Confidence: 0.86358863

01:11:52.305 --> 01:11:54.141 the way you've influenced my life

NOTE Confidence: 0.86358863

01:11:54.141 --> 01:11:56.269 and my career and my profession.

NOTE Confidence: 0.86358863

01:11:56.270 --> 01:11:58.482 And thank you for making way for

NOTE Confidence: 0.86358863

01:11:58.482 --> 01:12:01.248 all of us that have come. You know,

NOTE Confidence: 0.86358863

01:12:01.248 --> 01:12:04.340 after you I do not take that for granted,

NOTE Confidence: 0.86358863

01:12:04.340 --> 01:12:07.156 an I think that we have to continually

NOTE Confidence: 0.86358863

01:12:07.156 --> 01:12:09.380 pay homage to you in your work.

NOTE Confidence: 0.86358863

01:12:09.380 --> 01:12:12.424 And I know that it wasn't easy, but I,
NOTE Confidence: 0.86358863

01:12:12.424 --> 01:12:14.506 but please know that your legacy
NOTE Confidence: 0.86358863

01:12:14.506 --> 01:12:16.767 will always live on in our spirit,
NOTE Confidence: 0.86358863

01:12:16.770 --> 01:12:19.206 in the way that we're doing in.
NOTE Confidence: 0.86358863

01:12:19.210 --> 01:12:21.310 The work and the way that we're
NOTE Confidence: 0.86358863

01:12:21.310 --> 01:12:22.870 changing the world because of
NOTE Confidence: 0.885825

01:12:22.870 --> 01:12:24.900 what you've begun. Well, thank you and
NOTE Confidence: 0.885825

01:12:24.900 --> 01:12:27.139 my reward is that you're here today.
NOTE Confidence: 0.8047697

01:12:28.770 --> 01:12:31.566 Amen to doctors, Akbar and Comer.
NOTE Confidence: 0.8047697

01:12:31.570 --> 01:12:33.900 There's nothing more to say.
NOTE Confidence: 0.8047697

01:12:33.900 --> 01:12:36.560 See you next week.