

WEBVTT

NOTE duration:"01:12:40"

NOTE recognizability:0.857

NOTE language:en-us

NOTE Confidence: 0.766613068571429

00:00:48.130 --> 00:00:52.498 All right, I would say let's start.

NOTE Confidence: 0.766613068571429

00:00:52.500 --> 00:00:54.335 Hi everyone, thank you for

NOTE Confidence: 0.766613068571429

00:00:54.335 --> 00:00:56.170 joining us today for this.

NOTE Confidence: 0.766613068571429

00:00:56.170 --> 00:01:00.870 The events at the Yale Child Study

NOTE Confidence: 0.766613068571429

00:01:00.870 --> 00:01:03.050 Center Department over the past

NOTE Confidence: 0.766613068571429

00:01:03.134 --> 00:01:05.942 year or so have implemented several

NOTE Confidence: 0.766613068571429

00:01:05.942 --> 00:01:08.751 DI initiative thanks to the work

NOTE Confidence: 0.766613068571429

00:01:08.751 --> 00:01:11.319 of the Chief of Diversity Officer

NOTE Confidence: 0.766613068571429

00:01:11.319 --> 00:01:13.950 Tara Davila and their colleagues.

NOTE Confidence: 0.766613068571429

00:01:13.950 --> 00:01:16.310 And so different steps.

NOTE Confidence: 0.766613068571429

00:01:16.310 --> 00:01:19.103 Have you put in place to try

NOTE Confidence: 0.766613068571429

00:01:19.103 --> 00:01:20.300 to incorporate diversity?

NOTE Confidence: 0.766613068571429

00:01:20.300 --> 00:01:22.930 Make it like the knowledge

NOTE Confidence: 0.766613068571429

00:01:22.930 --> 00:01:25.034 and try to perform.
NOTE Confidence: 0.766613068571429

00:01:25.040 --> 00:01:26.912 Equitability announced to ensure
NOTE Confidence: 0.766613068571429

00:01:26.912 --> 00:01:29.720 inclusion at all levels of our
NOTE Confidence: 0.766613068571429

00:01:29.802 --> 00:01:32.628 department and so with Karim Ibrahim,
NOTE Confidence: 0.766613068571429

00:01:32.630 --> 00:01:35.912 we thought also to dedicate an
NOTE Confidence: 0.766613068571429

00:01:35.912 --> 00:01:38.918 additional events within our format.
NOTE Confidence: 0.766613068571429

00:01:38.918 --> 00:01:42.734 The Yale Child Study Center postdoc seminars
NOTE Confidence: 0.766613068571429

00:01:42.734 --> 00:01:46.562 to try to help the cause and also
NOTE Confidence: 0.766613068571429

00:01:46.562 --> 00:01:49.404 show how we deserve to be like value,
NOTE Confidence: 0.766613068571429

00:01:49.410 --> 00:01:52.238 and we hope to receive an equitable
NOTE Confidence: 0.766613068571429

00:01:52.238 --> 00:01:54.750 treatments and so for this reason,
NOTE Confidence: 0.766613068571429

00:01:54.750 --> 00:01:55.776 we invited.
NOTE Confidence: 0.766613068571429

00:01:55.776 --> 00:01:58.222 Professor Beverly Sheares and
NOTE Confidence: 0.766613068571429

00:01:58.222 --> 00:02:00.966 we are very honored to have her
NOTE Confidence: 0.766613068571429

00:02:00.966 --> 00:02:03.795 because she's truly engaged in DEI
NOTE Confidence: 0.766613068571429

00:02:03.795 --> 00:02:06.560 promotion at the School of Medicine.

NOTE Confidence: 0.932305444545455
00:02:08.890 --> 00:02:10.474 OK, and I will go ahead
NOTE Confidence: 0.932305444545455
00:02:10.474 --> 00:02:11.900 and provide a little more.
NOTE Confidence: 0.877116390476191
00:02:14.390 --> 00:02:16.230 Background about doctor shears.
NOTE Confidence: 0.877116390476191
00:02:16.230 --> 00:02:19.627 So Dr Beverly Sheares is an associate
NOTE Confidence: 0.877116390476191
00:02:19.627 --> 00:02:22.412 professor of Pediatrics in pulmonary
NOTE Confidence: 0.877116390476191
00:02:22.412 --> 00:02:25.310 allergy immunology and Sleep Medicine
NOTE Confidence: 0.877116390476191
00:02:25.310 --> 00:02:28.530 section at the Yale School of Medicine.
NOTE Confidence: 0.877116390476191
00:02:28.530 --> 00:02:30.365 She's also the Health Equity thread
NOTE Confidence: 0.877116390476191
00:02:30.365 --> 00:02:32.989 leader for the Yale School of Medicine.
NOTE Confidence: 0.877116390476191
00:02:32.990 --> 00:02:34.750 Dr Sheares earned her undergraduate
NOTE Confidence: 0.877116390476191
00:02:34.750 --> 00:02:36.906 and medical degrees at the University
NOTE Confidence: 0.877116390476191
00:02:36.906 --> 00:02:38.946 of North Carolina at Chapel Hill,
NOTE Confidence: 0.877116390476191
00:02:38.950 --> 00:02:41.463 as well as a master's degree in
NOTE Confidence: 0.877116390476191
00:02:41.463 --> 00:02:43.180 Biostatistics and patient oriented.
NOTE Confidence: 0.877116390476191
00:02:43.180 --> 00:02:46.055 Research at Columbia's Mailman School
NOTE Confidence: 0.877116390476191

00:02:46.055 --> 00:02:48.908 of Public Health. Dr Sheares joined
NOTE Confidence: 0.877116390476191

00:02:48.908 --> 00:02:51.725 the faculty here at Yale in 2018,
NOTE Confidence: 0.877116390476191

00:02:51.725 --> 00:02:55.078 and in her capacity as Health Equity,
NOTE Confidence: 0.877116390476191

00:02:55.078 --> 00:02:56.234 thread leader,
NOTE Confidence: 0.877116390476191

00:02:56.234 --> 00:02:59.082 Dr Sheares works to develop Health Equity
NOTE Confidence: 0.877116390476191

00:02:59.082 --> 00:03:01.620 content for the medical school curriculum,
NOTE Confidence: 0.877116390476191

00:03:01.620 --> 00:03:03.994 as well as enhancing diversity, equity,
NOTE Confidence: 0.877116390476191

00:03:03.994 --> 00:03:07.918 and inclusive content in existing courses,
NOTE Confidence: 0.877116390476191

00:03:07.920 --> 00:03:10.218 and her work also focuses on
NOTE Confidence: 0.877116390476191

00:03:10.218 --> 00:03:11.367 creating opportunities for
NOTE Confidence: 0.877116390476191

00:03:11.367 --> 00:03:13.269 faculty and student development.
NOTE Confidence: 0.877116390476191

00:03:13.270 --> 00:03:14.180 And Health Equity,
NOTE Confidence: 0.877116390476191

00:03:14.180 --> 00:03:16.910 her research is focused on improving
NOTE Confidence: 0.877116390476191

00:03:16.910 --> 00:03:19.064 health outcomes for children and
NOTE Confidence: 0.877116390476191

00:03:19.064 --> 00:03:21.014 close thing to health outcomes,
NOTE Confidence: 0.877116390476191

00:03:21.020 --> 00:03:23.900 disparities gap and children with respiratory

NOTE Confidence: 0.877116390476191
00:03:23.900 --> 00:03:26.460 problems and behavioral sleep problems.
NOTE Confidence: 0.877116390476191
00:03:26.460 --> 00:03:28.120 In addition to our clinical
NOTE Confidence: 0.877116390476191
00:03:28.120 --> 00:03:29.116 care and research,
NOTE Confidence: 0.877116390476191
00:03:29.120 --> 00:03:32.074 doctor Shears also serves as a director
NOTE Confidence: 0.877116390476191
00:03:32.080 --> 00:03:34.055 for the pediatric Pulmonary Fellowship
NOTE Confidence: 0.877116390476191
00:03:34.055 --> 00:03:36.563 program and serves as a career
NOTE Confidence: 0.877116390476191
00:03:36.563 --> 00:03:38.898 research mentor for medical students,
NOTE Confidence: 0.877116390476191
00:03:38.900 --> 00:03:40.700 residents and junior faculty.
NOTE Confidence: 0.877116390476191
00:03:40.700 --> 00:03:42.950 In recognition of her dedication
NOTE Confidence: 0.877116390476191
00:03:42.950 --> 00:03:44.170 to mentoring,
NOTE Confidence: 0.877116390476191
00:03:44.170 --> 00:03:46.851 she is also the recipient of numerous
NOTE Confidence: 0.877116390476191
00:03:46.851 --> 00:03:48.510 teaching and mentorship awards.
NOTE Confidence: 0.877116390476191
00:03:48.510 --> 00:03:50.015 Please join me in welcoming
NOTE Confidence: 0.877116390476191
00:03:50.015 --> 00:03:50.918 Dr Beverly Sheares.
NOTE Confidence: 0.876403569375
00:03:53.980 --> 00:03:56.884 Thank you Karim and Soraya and I think
NOTE Confidence: 0.876403569375

00:03:56.884 --> 00:03:59.976 Julia was another person who met with us.

NOTE Confidence: 0.876403569375

00:03:59.980 --> 00:04:03.480 I thank you for your generous invitation.

NOTE Confidence: 0.876403569375

00:04:03.480 --> 00:04:07.566 I always find the time that I spend with

NOTE Confidence: 0.876403569375

00:04:07.566 --> 00:04:11.472 people who are in training to be a part

NOTE Confidence: 0.876403569375

00:04:11.472 --> 00:04:14.520 of the most rewarding pieces of my work.

NOTE Confidence: 0.876403569375

00:04:14.520 --> 00:04:17.376 And so I am grateful for the generosity

NOTE Confidence: 0.876403569375

00:04:17.376 --> 00:04:21.050 of all of your time as we talk about

NOTE Confidence: 0.876403569375

00:04:21.050 --> 00:04:23.380 striving towards equity and academia.

NOTE Confidence: 0.952942898333333

00:04:25.490 --> 00:04:29.320 I'm going to share my screen. We hope.

NOTE Confidence: 0.9775845

00:04:42.830 --> 00:04:43.370 OK.

NOTE Confidence: 0.924005314285714

00:04:47.640 --> 00:04:50.475 So I have no conflicts of interest,

NOTE Confidence: 0.924005314285714

00:04:50.480 --> 00:04:52.460 but I do have a disclaimer.

NOTE Confidence: 0.924005314285714

00:04:52.460 --> 00:04:55.452 So today I am not giving my science

NOTE Confidence: 0.924005314285714

00:04:55.452 --> 00:04:58.039 talk on equity and academia,

NOTE Confidence: 0.924005314285714

00:04:58.040 --> 00:05:02.045 so I'm not going to show you facts and

NOTE Confidence: 0.924005314285714

00:05:02.045 --> 00:05:04.523 figures about faculty members from

NOTE Confidence: 0.924005314285714

00:05:04.523 --> 00:05:07.409 emerging majorities and where they sit

NOTE Confidence: 0.924005314285714

00:05:07.409 --> 00:05:10.602 in terms of their rank in the nation's

NOTE Confidence: 0.924005314285714

00:05:10.602 --> 00:05:13.050 institutions of higher learning.

NOTE Confidence: 0.924005314285714

00:05:13.050 --> 00:05:16.452 But what I hope to do over the next

NOTE Confidence: 0.924005314285714

00:05:16.452 --> 00:05:19.779 few minutes is to share with you my

NOTE Confidence: 0.924005314285714

00:05:19.779 --> 00:05:22.810 story as I have been in academia,

NOTE Confidence: 0.924005314285714

00:05:22.810 --> 00:05:25.450 and if there's a singular history,

NOTE Confidence: 0.924005314285714

00:05:25.450 --> 00:05:26.998 so it's only mine,

NOTE Confidence: 0.924005314285714

00:05:26.998 --> 00:05:30.277 but I hope there are lessons that I

NOTE Confidence: 0.924005314285714

00:05:30.277 --> 00:05:32.893 have learned that you see similarities

NOTE Confidence: 0.924005314285714

00:05:32.893 --> 00:05:36.160 in your career walks and in your

NOTE Confidence: 0.924005314285714

00:05:36.160 --> 00:05:38.465 career journeys that will help.

NOTE Confidence: 0.924005314285714

00:05:38.470 --> 00:05:43.571 You as you move through academia and

NOTE Confidence: 0.924005314285714

00:05:43.571 --> 00:05:48.058 you work and you strive towards equity.

NOTE Confidence: 0.924005314285714

00:05:48.060 --> 00:05:51.253 I do want to say that you know my

NOTE Confidence: 0.924005314285714

00:05:51.253 --> 00:05:55.118 life experiences shape my perspectives
NOTE Confidence: 0.924005314285714

00:05:55.118 --> 00:05:57.437 and my work,
NOTE Confidence: 0.924005314285714

00:05:57.440 --> 00:05:59.816 and I hope to share that with you.
NOTE Confidence: 0.924005314285714

00:05:59.820 --> 00:06:02.828 I don't have a ton of slides today,
NOTE Confidence: 0.924005314285714

00:06:02.830 --> 00:06:06.110 but I would like to have some opportunity
NOTE Confidence: 0.924005314285714

00:06:06.110 --> 00:06:08.843 either during this talk or at the
NOTE Confidence: 0.924005314285714

00:06:08.843 --> 00:06:11.420 end to have some conversation with you.
NOTE Confidence: 0.924005314285714

00:06:11.420 --> 00:06:13.172 If you have questions or comments
NOTE Confidence: 0.924005314285714

00:06:13.172 --> 00:06:14.900 about the slides or anything,
NOTE Confidence: 0.924005314285714

00:06:14.900 --> 00:06:15.750 I'm saying,
NOTE Confidence: 0.924005314285714

00:06:15.750 --> 00:06:17.875 feel free to break in.
NOTE Confidence: 0.924005314285714

00:06:17.880 --> 00:06:20.496 I am ready to engage in a conversation
NOTE Confidence: 0.924005314285714

00:06:20.496 --> 00:06:22.534 because I really want to hear
NOTE Confidence: 0.924005314285714

00:06:22.534 --> 00:06:24.981 from you and also learn from you
NOTE Confidence: 0.924005314285714

00:06:24.981 --> 00:06:27.026 and learn from your experiences.
NOTE Confidence: 0.729432237058824

00:06:30.980 --> 00:06:33.008 Some pediatricians...

NOTE Confidence: 0.729432237058824
00:06:33.008 --> 00:06:36.050 ...so I always often start with
NOTE Confidence: 0.729432237058824
00:06:36.146 --> 00:06:38.470 a baby and this baby is me.
NOTE Confidence: 0.729432237058824
00:06:38.470 --> 00:06:42.334 I was born to two college educated parents
NOTE Confidence: 0.729432237058824
00:06:42.334 --> 00:06:46.615 who had advanced degrees and they taught
NOTE Confidence: 0.729432237058824
00:06:46.615 --> 00:06:49.390 and worked in academic institutions.
NOTE Confidence: 0.729432237058824
00:06:49.390 --> 00:06:53.404 And while I say this rather matter of factly,
NOTE Confidence: 0.729432237058824
00:06:53.410 --> 00:06:58.270 it was not in fact a matter of fact.
NOTE Confidence: 0.729432237058824
00:06:58.270 --> 00:07:01.546 Although my parents and six of their
NOTE Confidence: 0.729432237058824
00:07:01.546 --> 00:07:04.460 seven siblings were college educated.
NOTE Confidence: 0.729432237058824
00:07:04.460 --> 00:07:08.000 None of my four grandparents and
NOTE Confidence: 0.729432237058824
00:07:08.000 --> 00:07:11.060 none of my 8 great grandparents.
NOTE Confidence: 0.729432237058824
00:07:11.060 --> 00:07:12.824 Had college degrees.
NOTE Confidence: 0.729432237058824
00:07:12.824 --> 00:07:16.774 And in fact, for my great grandparents.
NOTE Confidence: 0.729432237058824
00:07:16.774 --> 00:07:21.948 They lived at a time that learning to read,
NOTE Confidence: 0.729432237058824
00:07:21.950 --> 00:07:24.998 write and do math.
NOTE Confidence: 0.729432237058824

00:07:25.000 --> 00:07:27.388 Was viewed by the dominant white
NOTE Confidence: 0.729432237058824

00:07:27.388 --> 00:07:30.314 society as acts of rebellion and
NOTE Confidence: 0.729432237058824

00:07:30.314 --> 00:07:32.875 resistance and if discovered.
NOTE Confidence: 0.729432237058824

00:07:32.875 --> 00:07:37.390 That could put their lives in danger.
NOTE Confidence: 0.729432237058824

00:07:37.390 --> 00:07:42.376 But the way I heard this as a child.
NOTE Confidence: 0.729432237058824

00:07:42.380 --> 00:07:48.148 Was yes, there was an emphasis on education.
NOTE Confidence: 0.729432237058824

00:07:48.150 --> 00:07:52.512 But education was a tool that
NOTE Confidence: 0.729432237058824

00:07:52.512 --> 00:07:55.420 conferred power and independence.
NOTE Confidence: 0.729432237058824

00:07:55.420 --> 00:07:56.506 And as such,
NOTE Confidence: 0.729432237058824

00:07:56.506 --> 00:07:58.316 from the perspective of my
NOTE Confidence: 0.729432237058824

00:07:58.316 --> 00:08:00.340 grandparents and great grandparents,
NOTE Confidence: 0.729432237058824

00:08:00.340 --> 00:08:03.670 education of black people was
NOTE Confidence: 0.729432237058824

00:08:03.670 --> 00:08:07.000 an important step in achieving
NOTE Confidence: 0.729432237058824

00:08:07.117 --> 00:08:10.449 full citizenship and equality.
NOTE Confidence: 0.729432237058824

00:08:10.450 --> 00:08:14.330 Because education was a tool
NOTE Confidence: 0.729432237058824

00:08:14.330 --> 00:08:17.270 that conferred power.

NOTE Confidence: 0.729432237058824
00:08:17.270 --> 00:08:21.230 That is what made education dangerous
NOTE Confidence: 0.729432237058824
00:08:21.230 --> 00:08:23.785 for for the members of my family.
NOTE Confidence: 0.729432237058824
00:08:23.790 --> 00:08:26.862 For black people in the generation of my
NOTE Confidence: 0.729432237058824
00:08:26.862 --> 00:08:29.180 grandparents and my great grandparents.
NOTE Confidence: 0.909655462
00:08:32.480 --> 00:08:36.826 My parents met and married at Allen
NOTE Confidence: 0.909655462
00:08:36.826 --> 00:08:40.210 University, which is an HBC UA.
NOTE Confidence: 0.909655462
00:08:40.210 --> 00:08:42.470 Historically black college and
NOTE Confidence: 0.909655462
00:08:42.470 --> 00:08:44.776 university and it was HBC.
NOTE Confidence: 0.909655462
00:08:44.776 --> 00:08:47.380 Us are the main source of
NOTE Confidence: 0.909655462
00:08:47.487 --> 00:08:50.239 education of black people.
NOTE Confidence: 0.909655462
00:08:50.240 --> 00:08:52.752 After the Civil War,
NOTE Confidence: 0.909655462
00:08:52.752 --> 00:08:56.508 so Alan University was established in 1870,
NOTE Confidence: 0.909655462
00:08:56.508 --> 00:09:00.810 which is in the middle of reconstruction.
NOTE Confidence: 0.909655462
00:09:00.810 --> 00:09:06.108 And. As such it was a
NOTE Confidence: 0.909655462
00:09:06.108 --> 00:09:08.757 university that attracted.
NOTE Confidence: 0.909655462

00:09:08.760 --> 00:09:12.384 People from all over South Carolina
NOTE Confidence: 0.909655462

00:09:12.384 --> 00:09:15.889 and beyond because there were few
NOTE Confidence: 0.909655462

00:09:15.889 --> 00:09:18.847 HB CU places where black people
NOTE Confidence: 0.909655462

00:09:18.847 --> 00:09:21.749 could be formally educated.
NOTE Confidence: 0.909655462

00:09:21.750 --> 00:09:25.240 After reconstruction.
NOTE Confidence: 0.909655462

00:09:25.240 --> 00:09:27.760 My parents achieved their goals
NOTE Confidence: 0.909655462

00:09:27.760 --> 00:09:30.280 in academia and an environment
NOTE Confidence: 0.909655462

00:09:30.365 --> 00:09:33.050 that nurtured and supported them.
NOTE Confidence: 0.909655462

00:09:33.050 --> 00:09:34.500 Where black,
NOTE Confidence: 0.909655462

00:09:34.500 --> 00:09:37.400 excellence and culture or
NOTE Confidence: 0.909655462

00:09:37.400 --> 00:09:39.575 celebrated were promoted.
NOTE Confidence: 0.909655462

00:09:39.580 --> 00:09:43.800 And this was at a time when the country was
NOTE Confidence: 0.909655462

00:09:43.905 --> 00:09:48.300 still operating under separate but equal.
NOTE Confidence: 0.909655462

00:09:48.300 --> 00:09:49.760 In facilities,
NOTE Confidence: 0.909655462

00:09:49.760 --> 00:09:52.440 and particularly in schools.
NOTE Confidence: 0.909655462

00:09:52.440 --> 00:09:58.040 So it was in. An HBCU.

NOTE Confidence: 0.909655462

00:09:58.040 --> 00:10:01.358 Where black culture.

NOTE Confidence: 0.909655462

00:10:01.358 --> 00:10:04.656 Black excellence was lifted.

NOTE Confidence: 0.909655462

00:10:04.656 --> 00:10:09.000 That I got my beginnings in terms of.

NOTE Confidence: 0.909655462

00:10:09.000 --> 00:10:12.688 Seeing people in academia.

NOTE Confidence: 0.909655462

00:10:12.690 --> 00:10:14.958 Even as a very young child,

NOTE Confidence: 0.909655462

00:10:14.960 --> 00:10:16.886 just being in that mill year.

NOTE Confidence: 0.838198304

00:10:21.820 --> 00:10:26.160 And my parents. We're educators,

NOTE Confidence: 0.838198304

00:10:26.160 --> 00:10:29.390 and they saw education and

NOTE Confidence: 0.838198304

00:10:29.390 --> 00:10:33.140 teaching as a revolutionary act.

NOTE Confidence: 0.838198304

00:10:33.140 --> 00:10:36.787 And in fact it was revolutionary because

NOTE Confidence: 0.838198304

00:10:36.787 --> 00:10:40.670 they were not only teaching children.

NOTE Confidence: 0.838198304

00:10:40.670 --> 00:10:43.270 But they were teaching adults,

NOTE Confidence: 0.838198304

00:10:43.270 --> 00:10:45.122 and I distinctly remember

NOTE Confidence: 0.838198304

00:10:45.122 --> 00:10:46.974 my mother and father.

NOTE Confidence: 0.800897095

00:10:49.670 --> 00:10:54.140 And in the evenings going to.

NOTE Confidence: 0.800897095

00:10:54.140 --> 00:10:58.210 Looked like relatively small sheds.
NOTE Confidence: 0.800897095

00:10:58.210 --> 00:11:01.320 Where people would gather adults
NOTE Confidence: 0.800897095

00:11:01.320 --> 00:11:05.160 would gather to learn how to read.
NOTE Confidence: 0.800897095

00:11:05.160 --> 00:11:08.630 And it was more and and and they felt like
NOTE Confidence: 0.800897095

00:11:08.717 --> 00:11:14.260 their belief was education was a way of.
NOTE Confidence: 0.800897095

00:11:14.260 --> 00:11:15.316 Conferring power.
NOTE Confidence: 0.800897095

00:11:15.316 --> 00:11:19.012 And when people could read their own
NOTE Confidence: 0.800897095

00:11:19.012 --> 00:11:21.850 documents could do their own math.
NOTE Confidence: 0.800897095

00:11:21.850 --> 00:11:28.390 They were no longer. Subject to.
NOTE Confidence: 0.800897095

00:11:28.390 --> 00:11:31.010 Some of the discriminatory practices,
NOTE Confidence: 0.800897095

00:11:31.010 --> 00:11:34.472 at least unknowingly and and that
NOTE Confidence: 0.800897095

00:11:34.472 --> 00:11:37.682 gave them power and so that is
NOTE Confidence: 0.800897095

00:11:37.682 --> 00:11:40.250 the milieu in which I grew up.
NOTE Confidence: 0.800897095

00:11:40.250 --> 00:11:42.908 I must say that I also.
NOTE Confidence: 0.800897095

00:11:42.910 --> 00:11:45.409 Was a product of separate but equal.
NOTE Confidence: 0.800897095

00:11:45.410 --> 00:11:49.208 In fact my first two years of primary school,

NOTE Confidence: 0.800897095

00:11:49.210 --> 00:11:51.744 first year and 2nd year second grade.

NOTE Confidence: 0.800897095

00:11:51.750 --> 00:11:56.986 I was in an all black school.

NOTE Confidence: 0.800897095

00:11:56.990 --> 00:11:59.528 And it was all black not because of choice.

NOTE Confidence: 0.800897095

00:11:59.530 --> 00:12:01.099 At that time.

NOTE Confidence: 0.800897095

00:12:01.099 --> 00:12:06.320 It was because of separate but equal ruling.

NOTE Confidence: 0.800897095

00:12:06.320 --> 00:12:08.567 I would say that the teachers that

NOTE Confidence: 0.800897095

00:12:08.567 --> 00:12:11.257 I had in those first two years.

NOTE Confidence: 0.800897095

00:12:11.260 --> 00:12:15.082 Also saw teaching and being in the

NOTE Confidence: 0.800897095

00:12:15.082 --> 00:12:18.482 academic space that they that they

NOTE Confidence: 0.800897095

00:12:18.482 --> 00:12:21.788 inhabited as an act of revolution.

NOTE Confidence: 0.800897095

00:12:21.790 --> 00:12:25.129 And they also saw it as life saving for

NOTE Confidence: 0.800897095

00:12:25.129 --> 00:12:28.446 the children that they were teaching.

NOTE Confidence: 0.800897095

00:12:28.450 --> 00:12:33.140 So, having been bathed in.

NOTE Confidence: 0.800897095

00:12:33.140 --> 00:12:37.826 So that the love and nurturing of teachers.

NOTE Confidence: 0.800897095

00:12:37.826 --> 00:12:38.809 Who?

NOTE Confidence: 0.830313276

00:12:41.590 --> 00:12:47.800 Demanded expected. And supported us.
NOTE Confidence: 0.830313276

00:12:47.800 --> 00:12:52.498 To be all the excellence that we could be.
NOTE Confidence: 0.830313276

00:12:52.500 --> 00:12:55.356 I under I later understood what they
NOTE Confidence: 0.830313276

00:12:55.356 --> 00:12:57.960 were doing and it in this slide.
NOTE Confidence: 0.830313276

00:12:57.960 --> 00:13:00.000 This is just a slide from.
NOTE Confidence: 0.830313276

00:13:00.000 --> 00:13:02.673 I used from a talk for high school students
NOTE Confidence: 0.830313276

00:13:02.673 --> 00:13:05.220 about the benefits of academic excellence.
NOTE Confidence: 0.830313276

00:13:05.220 --> 00:13:07.915 What they understood was if we were,
NOTE Confidence: 0.830313276

00:13:07.920 --> 00:13:11.096 they were trying to move all of us.
NOTE Confidence: 0.830313276

00:13:11.100 --> 00:13:14.670 Into that top right hand quadrant.
NOTE Confidence: 0.830313276

00:13:14.670 --> 00:13:18.730 Where as our confidence increased
NOTE Confidence: 0.830313276

00:13:18.730 --> 00:13:22.670 our knowledge and scores increased.
NOTE Confidence: 0.830313276

00:13:22.670 --> 00:13:26.798 And building that knowledge.
NOTE Confidence: 0.830313276

00:13:26.798 --> 00:13:29.894 Was really important.
NOTE Confidence: 0.830313276

00:13:29.900 --> 00:13:35.030 At a time of social change in the country.
NOTE Confidence: 0.830313276

00:13:35.030 --> 00:13:37.120 Because.

NOTE Confidence: 0.830313276

00:13:37.120 --> 00:13:39.576 As they were building this knowledge in me,

NOTE Confidence: 0.830313276

00:13:39.580 --> 00:13:42.090 and this confidence in me

NOTE Confidence: 0.830313276

00:13:42.090 --> 00:13:44.600 and all of my classmates.

NOTE Confidence: 0.830313276

00:13:44.600 --> 00:13:47.045 The next phase of educational

NOTE Confidence: 0.830313276

00:13:47.045 --> 00:13:49.490 reform was about to happen.

NOTE Confidence: 0.893052523333334

00:13:51.550 --> 00:13:54.238 And that was green versus the

NOTE Confidence: 0.893052523333334

00:13:54.238 --> 00:13:57.135 board of Virginia, and that's me,

NOTE Confidence: 0.893052523333334

00:13:57.135 --> 00:13:59.878 as a third grader. And it was.

NOTE Confidence: 0.91727726

00:14:02.560 --> 00:14:06.388 At this point, I first entered

NOTE Confidence: 0.91727726

00:14:06.388 --> 00:14:08.500 into white academic space.

NOTE Confidence: 0.919807391428571

00:14:10.620 --> 00:14:14.414 And it was under the ruling of.

NOTE Confidence: 0.919807391428571

00:14:14.420 --> 00:14:16.840 Something that was for shorthand

NOTE Confidence: 0.919807391428571

00:14:16.840 --> 00:14:18.776 called Freedom of choice.

NOTE Confidence: 0.919807391428571

00:14:18.780 --> 00:14:21.385 Which meant parents had the

NOTE Confidence: 0.919807391428571

00:14:21.385 --> 00:14:23.469 freedom to choose whatever

NOTE Confidence: 0.919807391428571

00:14:23.469 --> 00:14:26.100 schools their children attended.
NOTE Confidence: 0.919807391428571

00:14:26.100 --> 00:14:29.978 So the brown versus the Board of
NOTE Confidence: 0.919807391428571

00:14:29.978 --> 00:14:32.439 Education decision that came in
NOTE Confidence: 0.919807391428571

00:14:32.440 --> 00:14:35.163 1954 said that the schools had to
NOTE Confidence: 0.919807391428571

00:14:35.163 --> 00:14:37.390 desegregate and they needed to
NOTE Confidence: 0.919807391428571

00:14:37.390 --> 00:14:39.860 desegregate with all deliberate speed.
NOTE Confidence: 0.919807391428571

00:14:39.860 --> 00:14:42.458 But over a decade after that,
NOTE Confidence: 0.919807391428571

00:14:42.460 --> 00:14:44.352 nothing had really changed.
NOTE Confidence: 0.919807391428571

00:14:44.352 --> 00:14:47.740 There had not been all deliberate speed,
NOTE Confidence: 0.919807391428571

00:14:47.740 --> 00:14:50.974 and so this green decision said schools
NOTE Confidence: 0.919807391428571

00:14:50.974 --> 00:14:52.790 must desegregate immediately and
NOTE Confidence: 0.919807391428571

00:14:52.790 --> 00:14:54.908 parents would have freedom of choice
NOTE Confidence: 0.919807391428571

00:14:54.908 --> 00:14:57.608 as to where they sent their school.
NOTE Confidence: 0.919807391428571

00:14:57.610 --> 00:14:58.856 Their children.
NOTE Confidence: 0.919807391428571

00:14:58.856 --> 00:15:01.971 However, under this there was
NOTE Confidence: 0.919807391428571

00:15:01.971 --> 00:15:04.770 not but bidirectional movement.

NOTE Confidence: 0.919807391428571
00:15:04.770 --> 00:15:08.042 White children stayed in
NOTE Confidence: 0.919807391428571
00:15:08.042 --> 00:15:10.496 predominantly white space.
NOTE Confidence: 0.919807391428571
00:15:10.500 --> 00:15:12.290 And.
NOTE Confidence: 0.919807391428571
00:15:12.290 --> 00:15:15.153 Black parents then had to make the
NOTE Confidence: 0.919807391428571
00:15:15.153 --> 00:15:18.565 the choice as to whether or not to
NOTE Confidence: 0.919807391428571
00:15:18.565 --> 00:15:21.769 send their children into the white space.
NOTE Confidence: 0.919807391428571
00:15:21.770 --> 00:15:25.144 My parents, along with two other parents,
NOTE Confidence: 0.919807391428571
00:15:25.150 --> 00:15:27.290 decided that they were going
NOTE Confidence: 0.919807391428571
00:15:27.290 --> 00:15:30.040 to send us into white space.
NOTE Confidence: 0.919807391428571
00:15:30.040 --> 00:15:32.539 So I, along with four other children,
NOTE Confidence: 0.919807391428571
00:15:32.540 --> 00:15:35.580 including one, was my brother.
NOTE Confidence: 0.919807391428571
00:15:35.580 --> 00:15:39.348 Entered into this white academic space.
NOTE Confidence: 0.919807391428571
00:15:39.350 --> 00:15:42.030 As a third grade.
NOTE Confidence: 0.919807391428571
00:15:42.030 --> 00:15:45.270 Now it's important to know.
NOTE Confidence: 0.919807391428571
00:15:45.270 --> 00:15:50.500 That I entered into that space.
NOTE Confidence: 0.919807391428571

00:15:50.500 --> 00:15:53.668 In that upper quadrant that I showed you.

NOTE Confidence: 0.919807391428571

00:15:53.670 --> 00:15:58.188 With high knowledge and high confidence.

NOTE Confidence: 0.919807391428571

00:15:58.190 --> 00:16:01.772 But it was in that space that I in

NOTE Confidence: 0.919807391428571

00:16:01.772 --> 00:16:04.864 overtime because I stayed in that

NOTE Confidence: 0.919807391428571

00:16:04.864 --> 00:16:08.110 space throughout my high school years.

NOTE Confidence: 0.919807391428571

00:16:08.110 --> 00:16:11.110 I began to understand some things

NOTE Confidence: 0.919807391428571

00:16:11.110 --> 00:16:16.728 about equity. And academic spaces.

NOTE Confidence: 0.919807391428571

00:16:16.730 --> 00:16:23.070 And Sidney Dupree from a Yale

NOTE Confidence: 0.919807391428571

00:16:23.070 --> 00:16:26.568 scholar has written on this topic.

NOTE Confidence: 0.919807391428571

00:16:26.570 --> 00:16:30.434 One of the things I learned was about.

NOTE Confidence: 0.919807391428571

00:16:30.440 --> 00:16:32.830 Racial ignorance.

NOTE Confidence: 0.919807391428571

00:16:32.830 --> 00:16:35.269 I knew about racism even as a young child,

NOTE Confidence: 0.919807391428571

00:16:35.270 --> 00:16:37.435 but racial ignorance was actually

NOTE Confidence: 0.919807391428571

00:16:37.435 --> 00:16:38.734 a different thing.

NOTE Confidence: 0.919807391428571

00:16:38.740 --> 00:16:41.925 Because because of the structures

NOTE Confidence: 0.919807391428571

00:16:41.925 --> 00:16:45.492 of segregation. My principle.

NOTE Confidence: 0.919807391428571

00:16:45.492 --> 00:16:48.930 Administrators and teachers.

NOTE Confidence: 0.919807391428571

00:16:48.930 --> 00:16:51.990 Had just were racially ignorant.

NOTE Confidence: 0.919807391428571

00:16:51.990 --> 00:16:54.930 Do not know anything about.

NOTE Confidence: 0.919807391428571

00:16:54.930 --> 00:16:59.809 Black people or their real lived experiences?

NOTE Confidence: 0.919807391428571

00:16:59.810 --> 00:17:03.306 And they also were not prepared to

NOTE Confidence: 0.919807391428571

00:17:03.306 --> 00:17:06.986 dismantle any of the structures.

NOTE Confidence: 0.919807391428571

00:17:06.990 --> 00:17:08.370 Of racism.

NOTE Confidence: 0.919807391428571

00:17:08.370 --> 00:17:11.130 In that academic space,

NOTE Confidence: 0.919807391428571

00:17:11.130 --> 00:17:13.840 so that I could thrive.

NOTE Confidence: 0.919807391428571

00:17:13.840 --> 00:17:15.752 So the thing it came to my parents

NOTE Confidence: 0.919807391428571

00:17:15.752 --> 00:17:17.756 now my parents were clear that they

NOTE Confidence: 0.919807391428571

00:17:17.756 --> 00:17:19.785 were going to at some point have

NOTE Confidence: 0.919807391428571

00:17:19.785 --> 00:17:21.960 to go to school and have to work

NOTE Confidence: 0.919807391428571

00:17:21.960 --> 00:17:23.700 something out because then you don't

NOTE Confidence: 0.919807391428571

00:17:23.761 --> 00:17:25.602 send your black child to all the

NOTE Confidence: 0.919807391428571

00:17:25.602 --> 00:17:27.456 white space and don't think you have
NOTE Confidence: 0.919807391428571

00:17:27.456 --> 00:17:29.460 to go in and correct some things.
NOTE Confidence: 0.919807391428571

00:17:29.460 --> 00:17:32.890 But we used to have morning assembly,
NOTE Confidence: 0.919807391428571

00:17:32.890 --> 00:17:35.068 so before we went to class,
NOTE Confidence: 0.919807391428571

00:17:35.070 --> 00:17:36.538 everybody gathered in the
NOTE Confidence: 0.919807391428571

00:17:36.538 --> 00:17:38.698 auditorium and we had, you know,
NOTE Confidence: 0.919807391428571

00:17:38.698 --> 00:17:40.762 we said the Pledge of Allegiance
NOTE Confidence: 0.919807391428571

00:17:40.762 --> 00:17:42.469 and then we would sing.
NOTE Confidence: 0.919807391428571

00:17:42.470 --> 00:17:43.710 So one Saturday because
NOTE Confidence: 0.919807391428571

00:17:43.710 --> 00:17:45.570 I had to learn the songs,
NOTE Confidence: 0.919807391428571

00:17:45.570 --> 00:17:46.970 I didn't know they were,
NOTE Confidence: 0.919807391428571

00:17:46.970 --> 00:17:49.770 you know they were not of my culture.
NOTE Confidence: 0.919807391428571

00:17:49.770 --> 00:17:53.074 I'm at home and I'm singing just singing
NOTE Confidence: 0.919807391428571

00:17:53.074 --> 00:17:55.888 to myself and my parents hear me.
NOTE Confidence: 0.919807391428571

00:17:55.890 --> 00:18:00.552 And I am seeing a song of the Confederacy.
NOTE Confidence: 0.919807391428571

00:18:00.560 --> 00:18:01.328 I'm singing,

NOTE Confidence: 0.919807391428571
00:18:01.328 --> 00:18:05.440 oh I wish I were in the land of cotton,
NOTE Confidence: 0.919807391428571
00:18:05.440 --> 00:18:09.032 old times there and not forgotten look away,
NOTE Confidence: 0.919807391428571
00:18:09.032 --> 00:18:12.360 look away, look away, dixieland.
NOTE Confidence: 0.919807391428571
00:18:12.360 --> 00:18:16.560 My parents were what is happening.
NOTE Confidence: 0.919807391428571
00:18:16.560 --> 00:18:18.044 Like that wasn't all
NOTE Confidence: 0.919807391428571
00:18:18.044 --> 00:18:20.270 that was that was you can
NOTE Confidence: 0.796103662307692
00:18:20.351 --> 00:18:23.004 still hear it, but that is a
NOTE Confidence: 0.796103662307692
00:18:23.004 --> 00:18:24.909 true sign of the Confederacy,
NOTE Confidence: 0.796103662307692
00:18:24.910 --> 00:18:26.030 and I told my parents.
NOTE Confidence: 0.796103662307692
00:18:26.030 --> 00:18:28.634 Oh no, we've seen this every morning.
NOTE Confidence: 0.796103662307692
00:18:28.640 --> 00:18:30.740 And my and my mother and my
NOTE Confidence: 0.796103662307692
00:18:30.740 --> 00:18:32.279 mother and father said, well,
NOTE Confidence: 0.796103662307692
00:18:32.279 --> 00:18:34.430 let me tell you why we are not going
NOTE Confidence: 0.796103662307692
00:18:34.495 --> 00:18:36.648 to sing that every morning and not
NOTE Confidence: 0.796103662307692
00:18:36.648 --> 00:18:39.320 only are you not going to sing it.
NOTE Confidence: 0.796103662307692

00:18:39.320 --> 00:18:42.425 But the school is not going to see it.
NOTE Confidence: 0.796103662307692

00:18:42.430 --> 00:18:47.266 Because that is an old structure.
NOTE Confidence: 0.796103662307692

00:18:47.270 --> 00:18:52.178 That has not been dismantled for a new age.
NOTE Confidence: 0.796103662307692

00:18:52.180 --> 00:18:54.980 And I bring this to you because that
NOTE Confidence: 0.796103662307692

00:18:54.980 --> 00:18:58.394 is one of the things we grapple with as
NOTE Confidence: 0.796103662307692

00:18:58.394 --> 00:19:01.480 we talk about equity now in academia.
NOTE Confidence: 0.796103662307692

00:19:01.480 --> 00:19:04.185 All structures because they're that's
NOTE Confidence: 0.796103662307692

00:19:04.185 --> 00:19:07.535 what we do. Without a consideration.
NOTE Confidence: 0.796103662307692

00:19:07.535 --> 00:19:11.560 For the new and diverse identities that
NOTE Confidence: 0.796103662307692

00:19:11.654 --> 00:19:15.068 are entering into this academic space.
NOTE Confidence: 0.796103662307692

00:19:15.070 --> 00:19:18.160 Now while that song did not
NOTE Confidence: 0.796103662307692

00:19:18.160 --> 00:19:20.870 personally do me any harm.
NOTE Confidence: 0.796103662307692

00:19:20.870 --> 00:19:23.760 The symbol of the song.
NOTE Confidence: 0.796103662307692

00:19:23.760 --> 00:19:27.438 Did harm to millions of people,
NOTE Confidence: 0.796103662307692

00:19:27.440 --> 00:19:30.540 which is why my parents.
NOTE Confidence: 0.796103662307692

00:19:30.540 --> 00:19:34.124 Intervened and we stopped

NOTE Confidence: 0.796103662307692

00:19:34.124 --> 00:19:35.434 singing that at my school.

NOTE Confidence: 0.907624658

00:19:37.980 --> 00:19:40.228 But there are other ways. Other things,

NOTE Confidence: 0.907624658

00:19:40.228 --> 00:19:43.126 I also learned out of that experience.

NOTE Confidence: 0.907624658

00:19:43.130 --> 00:19:46.946 One was about like.

NOTE Confidence: 0.907624658

00:19:46.946 --> 00:19:49.808 How interpersonal relationships,

NOTE Confidence: 0.907624658

00:19:49.810 --> 00:19:52.249 interplay and interact.

NOTE Confidence: 0.907624658

00:19:52.249 --> 00:19:57.127 In ones confidence in academic spaces.

NOTE Confidence: 0.907624658

00:19:57.130 --> 00:19:57.918 As a third grader,

NOTE Confidence: 0.907624658

00:19:57.918 --> 00:20:00.089 I tell the story to the first year students.

NOTE Confidence: 0.907624658

00:20:00.090 --> 00:20:03.006 I have a story about kickball and what I

NOTE Confidence: 0.907624658

00:20:03.006 --> 00:20:06.138 say about myself as a third grader was I.

NOTE Confidence: 0.907624658

00:20:06.140 --> 00:20:08.468 I was the king and the Queen of

NOTE Confidence: 0.907624658

00:20:08.468 --> 00:20:10.719 Kickball I I was a kickball giant.

NOTE Confidence: 0.907624658

00:20:10.720 --> 00:20:11.620 I knew how to play.

NOTE Confidence: 0.907624658

00:20:11.620 --> 00:20:15.013 I could run, I could catch I could kick.

NOTE Confidence: 0.907624658

00:20:15.020 --> 00:20:18.350 But I was never chosen.
NOTE Confidence: 0.907624658

00:20:18.350 --> 00:20:19.109 For the team,
NOTE Confidence: 0.907624658

00:20:19.109 --> 00:20:20.627 I was always the last person
NOTE Confidence: 0.907624658

00:20:20.627 --> 00:20:22.589 and then I just had to go to
NOTE Confidence: 0.907624658

00:20:22.589 --> 00:20:23.800 whichever team was unequal.
NOTE Confidence: 0.925679936153846

00:20:26.220 --> 00:20:29.755 There were subtle and not so subtle
NOTE Confidence: 0.925679936153846

00:20:29.755 --> 00:20:32.990 ways of saying I didn't belong.
NOTE Confidence: 0.925679936153846

00:20:32.990 --> 00:20:37.736 Even when you're the most skilled.
NOTE Confidence: 0.925679936153846

00:20:37.740 --> 00:20:41.104 That is something that
NOTE Confidence: 0.925679936153846

00:20:41.104 --> 00:20:43.627 tracks throughout academia.
NOTE Confidence: 0.925679936153846

00:20:43.630 --> 00:20:46.878 And it's those more subtle ways of
NOTE Confidence: 0.925679936153846

00:20:46.878 --> 00:20:49.850 saying that one does not belong.
NOTE Confidence: 0.925679936153846

00:20:49.850 --> 00:20:52.830 That undermines one's confidence.
NOTE Confidence: 0.925679936153846

00:20:52.830 --> 00:20:54.320 Remember that.
NOTE Confidence: 0.925679936153846

00:20:54.320 --> 00:20:57.800 And can then reduce performance.
NOTE Confidence: 0.8575462925

00:21:00.380 --> 00:21:05.328 So I would say. Out of my elementary

NOTE Confidence: 0.8575462925

00:21:05.328 --> 00:21:07.936 and high school experiences.

NOTE Confidence: 0.8575462925

00:21:07.940 --> 00:21:10.474 That the lessons that I took from

NOTE Confidence: 0.8575462925

00:21:10.474 --> 00:21:14.668 that are we cannot achieve equity

NOTE Confidence: 0.8575462925

00:21:14.668 --> 00:21:17.269 without psychological parity.

NOTE Confidence: 0.8575462925

00:21:17.270 --> 00:21:22.880 And the structures. That support.

NOTE Confidence: 0.870516462

00:21:25.720 --> 00:21:29.464 Racism, sexism, homophobia,

NOTE Confidence: 0.870516462

00:21:29.464 --> 00:21:33.208 transphobia abelism anti immigrant.

NOTE Confidence: 0.870516462

00:21:33.208 --> 00:21:37.410 Any other idea? Anti Asian?

NOTE Confidence: 0.870516462

00:21:37.410 --> 00:21:39.975 Any other identities?

NOTE Confidence: 0.870516462

00:21:39.975 --> 00:21:43.395 Must be addressed and

NOTE Confidence: 0.870516462

00:21:43.395 --> 00:21:46.275 dismantled if we are going to

NOTE Confidence: 0.870516462

00:21:46.275 --> 00:21:48.342 achieve equity and diversity.

NOTE Confidence: 0.870516462

00:21:48.342 --> 00:21:50.846 True diversity in academia.

NOTE Confidence: 0.927240307857143

00:21:52.860 --> 00:21:56.000 Belonging is important because it

NOTE Confidence: 0.927240307857143

00:21:56.000 --> 00:21:59.140 gives space for experimentation and

NOTE Confidence: 0.927240307857143

00:21:59.236 --> 00:22:02.880 mistakes without excessive consequences.
NOTE Confidence: 0.927240307857143

00:22:02.880 --> 00:22:05.505 So when I was on the kickball
NOTE Confidence: 0.927240307857143

00:22:05.505 --> 00:22:07.364 field I was good at it,
NOTE Confidence: 0.927240307857143

00:22:07.364 --> 00:22:09.436 but I also felt I couldn't make
NOTE Confidence: 0.927240307857143

00:22:09.436 --> 00:22:11.524 a mistake because that would then
NOTE Confidence: 0.927240307857143

00:22:11.524 --> 00:22:13.668 just feed into the notion that
NOTE Confidence: 0.927240307857143

00:22:13.668 --> 00:22:15.726 they should not have picked me.
NOTE Confidence: 0.927240307857143

00:22:15.730 --> 00:22:18.745 But the but the truth of the matter is,
NOTE Confidence: 0.927240307857143

00:22:18.750 --> 00:22:22.478 it did not matter how good I was.
NOTE Confidence: 0.927240307857143

00:22:22.480 --> 00:22:24.670 I was not being picked.
NOTE Confidence: 0.927240307857143

00:22:24.670 --> 00:22:28.042 Because there there was an intention
NOTE Confidence: 0.927240307857143

00:22:28.042 --> 00:22:31.730 to place a barrier of otherness,
NOTE Confidence: 0.927240307857143

00:22:31.730 --> 00:22:35.366 and if we are going to get the best.
NOTE Confidence: 0.927240307857143

00:22:35.370 --> 00:22:39.836 Out of a diverse population of scholars.
NOTE Confidence: 0.927240307857143

00:22:39.840 --> 00:22:42.633 We need to create belonging just so
NOTE Confidence: 0.927240307857143

00:22:42.633 --> 00:22:46.296 that we can get the best of their ideas.

NOTE Confidence: 0.927240307857143
00:22:46.300 --> 00:22:49.300 The best of our efforts.
NOTE Confidence: 0.927240307857143
00:22:49.300 --> 00:22:51.226 And so that we can fail.
NOTE Confidence: 0.918151131428571
00:22:53.370 --> 00:22:58.454 Get back up and stay on track. And finally,
NOTE Confidence: 0.918151131428571
00:22:58.454 --> 00:23:01.414 I think that diversifying academia.
NOTE Confidence: 0.918151131428571
00:23:01.420 --> 00:23:04.773 Will require space and inform my case
NOTE Confidence: 0.918151131428571
00:23:04.773 --> 00:23:07.779 for blackness and other identities.
NOTE Confidence: 0.918151131428571
00:23:07.780 --> 00:23:11.569 And what I'm saying by mean by that is.
NOTE Confidence: 0.918151131428571
00:23:11.570 --> 00:23:15.146 It is important as we look
NOTE Confidence: 0.918151131428571
00:23:15.146 --> 00:23:17.530 at scholars of color.
NOTE Confidence: 0.918151131428571
00:23:17.530 --> 00:23:20.226 Or scholars with identities
NOTE Confidence: 0.918151131428571
00:23:20.226 --> 00:23:23.210 other than cisgendered, white,
NOTE Confidence: 0.918151131428571
00:23:23.210 --> 00:23:26.090 cisgender white men.
NOTE Confidence: 0.918151131428571
00:23:26.090 --> 00:23:31.258 To make sure that we are creating community.
NOTE Confidence: 0.918151131428571
00:23:31.260 --> 00:23:35.845 So that the person's life can be
NOTE Confidence: 0.918151131428571
00:23:35.845 --> 00:23:38.508 sustained in that academic institution.
NOTE Confidence: 0.909207034444445

00:23:42.130 --> 00:23:43.672 So I went to the University
NOTE Confidence: 0.909207034444445

00:23:43.672 --> 00:23:44.443 of North Carolina.
NOTE Confidence: 0.909207034444445

00:23:44.450 --> 00:23:46.942 It's coming said it was the only
NOTE Confidence: 0.909207034444445

00:23:46.942 --> 00:23:49.130 place I applied for undergrad.
NOTE Confidence: 0.909207034444445

00:23:49.130 --> 00:23:52.034 So my parents maybe go early decision
NOTE Confidence: 0.909207034444445

00:23:52.034 --> 00:23:56.382 just in case. I love that college,
NOTE Confidence: 0.909207034444445

00:23:56.382 --> 00:24:00.795 I was enamored by the campus and
NOTE Confidence: 0.909207034444445

00:24:00.795 --> 00:24:05.549 because I went to school in the South,
NOTE Confidence: 0.909207034444445

00:24:05.550 --> 00:24:09.545 I had a large number of.
NOTE Confidence: 0.909207034444445

00:24:09.545 --> 00:24:14.320 Black and and otherwise diverse.
NOTE Confidence: 0.909207034444445

00:24:14.320 --> 00:24:17.260 Colleagues in my class.
NOTE Confidence: 0.909207034444445

00:24:17.260 --> 00:24:19.720 And I had.
NOTE Confidence: 0.909207034444445

00:24:19.720 --> 00:24:21.226 Some black professors,
NOTE Confidence: 0.909207034444445

00:24:21.226 --> 00:24:25.334 something that I had not had since I
NOTE Confidence: 0.909207034444445

00:24:25.334 --> 00:24:29.163 really in in in any significant way
NOTE Confidence: 0.909207034444445

00:24:29.163 --> 00:24:32.951 since I left elementary school and

NOTE Confidence: 0.909207034444445
00:24:32.951 --> 00:24:35.688 it was at the University of North
NOTE Confidence: 0.909207034444445
00:24:35.688 --> 00:24:38.925 Carolina where I began to really
NOTE Confidence: 0.909207034444445
00:24:38.925 --> 00:24:42.569 understand wheels of academia and how it,
NOTE Confidence: 0.909207034444445
00:24:42.570 --> 00:24:44.525 how tenure worked and what
NOTE Confidence: 0.909207034444445
00:24:44.525 --> 00:24:45.698 was promotion about.
NOTE Confidence: 0.909207034444445
00:24:45.700 --> 00:24:47.068 I was an undergrad.
NOTE Confidence: 0.909207034444445
00:24:47.068 --> 00:24:50.916 I was not in that, but my mentor.
NOTE Confidence: 0.909207034444445
00:24:50.916 --> 00:24:53.764 Doctor Sonia Haynes stone.
NOTE Confidence: 0.909207034444445
00:24:53.770 --> 00:24:56.955 40 years before Hannah Nicole
NOTE Confidence: 0.909207034444445
00:24:56.955 --> 00:24:59.503 Jones was denied tenure,
NOTE Confidence: 0.909207034444445
00:24:59.510 --> 00:25:01.850 was denied tenure.
NOTE Confidence: 0.909207034444445
00:25:01.850 --> 00:25:03.918 Dr Stone Scholarship focused
NOTE Confidence: 0.909207034444445
00:25:03.918 --> 00:25:05.986 on the black diaspora,
NOTE Confidence: 0.909207034444445
00:25:05.990 --> 00:25:09.084 and she was the director of the
NOTE Confidence: 0.909207034444445
00:25:09.084 --> 00:25:12.200 African American Studies section.
NOTE Confidence: 0.87542338

00:25:15.170 --> 00:25:17.840 What her work?
NOTE Confidence: 0.87542338

00:25:17.840 --> 00:25:22.796 And her struggles taught me about academia.
NOTE Confidence: 0.87542338

00:25:22.800 --> 00:25:25.746 Is something that is well documented
NOTE Confidence: 0.87542338

00:25:25.746 --> 00:25:29.170 in the literature. Which is.
NOTE Confidence: 0.87542338

00:25:29.170 --> 00:25:34.400 When? People of color or women.
NOTE Confidence: 0.87542338

00:25:34.400 --> 00:25:37.720 Or people of other identities.
NOTE Confidence: 0.87542338

00:25:37.720 --> 00:25:42.989 Focus. Their scholarly activities.
NOTE Confidence: 0.87542338

00:25:42.990 --> 00:25:46.980 On their own culture or their
NOTE Confidence: 0.87542338

00:25:46.980 --> 00:25:49.361 own historical experiences.
NOTE Confidence: 0.87542338

00:25:49.361 --> 00:25:54.616 Often that work is undervalued.
NOTE Confidence: 0.87542338

00:25:54.620 --> 00:25:56.920 And it shows up.
NOTE Confidence: 0.87542338

00:25:56.920 --> 00:25:59.795 In at times for promotion.
NOTE Confidence: 0.87542338

00:25:59.800 --> 00:26:04.036 So Doctor Stone was denied tenure.
NOTE Confidence: 0.87542338

00:26:04.040 --> 00:26:07.352 And. On the right hand side you can see
NOTE Confidence: 0.87542338

00:26:07.352 --> 00:26:10.498 their students protesting tenure stone,
NOTE Confidence: 0.87542338

00:26:10.500 --> 00:26:13.650 and that's the board of

NOTE Confidence: 0.87542338

00:26:13.650 --> 00:26:17.508 trustees who made the decision.

NOTE Confidence: 0.87542338

00:26:17.510 --> 00:26:19.790 Now she sued, she appealed,

NOTE Confidence: 0.87542338

00:26:19.790 --> 00:26:21.110 sued the university,

NOTE Confidence: 0.87542338

00:26:21.110 --> 00:26:24.190 and successfully won her case and came

NOTE Confidence: 0.87542338

00:26:24.265 --> 00:26:26.946 back to the university a year later.

NOTE Confidence: 0.87542338

00:26:26.950 --> 00:26:28.800 But the experience taught me

NOTE Confidence: 0.87542338

00:26:28.800 --> 00:26:31.537 as I look at this picture of

NOTE Confidence: 0.87542338

00:26:31.537 --> 00:26:33.547 the people at the table.

NOTE Confidence: 0.87542338

00:26:33.550 --> 00:26:36.698 The importance of representation.

NOTE Confidence: 0.87542338

00:26:36.700 --> 00:26:39.900 The first perspectives and experiences,

NOTE Confidence: 0.87542338

00:26:39.900 --> 00:26:42.800 particularly around a promotion table,

NOTE Confidence: 0.87542338

00:26:42.800 --> 00:26:46.020 because it decreases the tendency

NOTE Confidence: 0.87542338

00:26:46.020 --> 00:26:48.288 to produce mirror images of the

NOTE Confidence: 0.87542338

00:26:48.288 --> 00:26:50.650 people who are at the table.

NOTE Confidence: 0.80566866

00:26:53.520 --> 00:26:57.840 Even today, structures for promotion.

NOTE Confidence: 0.80566866

00:26:57.840 --> 00:27:01.215 Or even getting on the tenure track can

NOTE Confidence: 0.80566866

00:27:01.215 --> 00:27:05.310 be derailed if one scholarly work does

NOTE Confidence: 0.80566866

00:27:05.310 --> 00:27:09.760 not fit into a somewhat narrow box.

NOTE Confidence: 0.80566866

00:27:09.760 --> 00:27:14.840 And. That narrow box often privileges

NOTE Confidence: 0.80566866

00:27:14.840 --> 00:27:17.928 those who have been benefiting from

NOTE Confidence: 0.80566866

00:27:17.928 --> 00:27:21.520 the narrow box narrative, namely males.

NOTE Confidence: 0.80566866

00:27:21.520 --> 00:27:24.960 And often white males.

NOTE Confidence: 0.80566866

00:27:24.960 --> 00:27:30.770 So I learned that. It is important.

NOTE Confidence: 0.80566866

00:27:30.770 --> 00:27:34.328 That in this process of understanding.

NOTE Confidence: 0.77643289

00:27:36.740 --> 00:27:39.520 One's role in academia.

NOTE Confidence: 0.77643289

00:27:39.520 --> 00:27:42.289 Not to discount.

NOTE Confidence: 0.77643289

00:27:42.290 --> 00:27:45.216 The importance not of just your work.

NOTE Confidence: 0.77643289

00:27:45.220 --> 00:27:47.336 But of ones evaluate.

NOTE Confidence: 0.77643289

00:27:47.336 --> 00:27:49.981 And if we're going to

NOTE Confidence: 0.77643289

00:27:49.981 --> 00:27:52.589 achieve equity in academia.

NOTE Confidence: 0.77643289

00:27:52.590 --> 00:27:55.586 The table has to be set differently.

NOTE Confidence: 0.888664805789474

00:28:00.970 --> 00:28:03.945 So the lessons I learned were that

NOTE Confidence: 0.888664805789474

00:28:03.945 --> 00:28:06.301 we cannot achieve equity without

NOTE Confidence: 0.888664805789474

00:28:06.301 --> 00:28:09.794 confronting what I call goodness of fit.

NOTE Confidence: 0.888664805789474

00:28:09.800 --> 00:28:12.055 That's from my statistical days

NOTE Confidence: 0.888664805789474

00:28:12.055 --> 00:28:14.310 of my my statistical work.

NOTE Confidence: 0.888664805789474

00:28:14.310 --> 00:28:16.340 A lot of the argument

NOTE Confidence: 0.888664805789474

00:28:16.340 --> 00:28:17.964 around not giving tenure,

NOTE Confidence: 0.888664805789474

00:28:17.970 --> 00:28:21.658 not putting people on promotion on the on

NOTE Confidence: 0.888664805789474

00:28:21.658 --> 00:28:24.356 promotional tracks to get them to tenure.

NOTE Confidence: 0.888664805789474

00:28:24.360 --> 00:28:26.960 Or to full professor.

NOTE Confidence: 0.888664805789474

00:28:26.960 --> 00:28:31.226 Is because their work doesn't fit.

NOTE Confidence: 0.888664805789474

00:28:31.230 --> 00:28:34.638 Their ideas don't fit with the

NOTE Confidence: 0.888664805789474

00:28:34.638 --> 00:28:36.910 culture of the institution.

NOTE Confidence: 0.888664805789474

00:28:36.910 --> 00:28:39.507 We have to break whatever that fit

NOTE Confidence: 0.888664805789474

00:28:39.507 --> 00:28:42.176 is because the fit keeps diverse

NOTE Confidence: 0.888664805789474

00:28:42.176 --> 00:28:44.668 voices from being represented.
NOTE Confidence: 0.888664805789474

00:28:44.670 --> 00:28:49.094 It keeps diverse ideas from from being
NOTE Confidence: 0.888664805789474

00:28:49.094 --> 00:28:53.070 at the forefront and then reduces.
NOTE Confidence: 0.888664805789474

00:28:53.070 --> 00:28:56.090 The degree of excellence our
NOTE Confidence: 0.888664805789474

00:28:56.090 --> 00:28:58.506 institutions actually can achieve.
NOTE Confidence: 0.888664805789474

00:28:58.510 --> 00:29:01.534 We must create a create a critical
NOTE Confidence: 0.888664805789474

00:29:01.534 --> 00:29:04.654 mask mass of people with cluster
NOTE Confidence: 0.888664805789474

00:29:04.654 --> 00:29:07.440 hires having the days of having
NOTE Confidence: 0.888664805789474

00:29:07.440 --> 00:29:10.703 one or two scholars of a particular
NOTE Confidence: 0.888664805789474

00:29:10.703 --> 00:29:13.577 identity and holding them up as
NOTE Confidence: 0.888664805789474

00:29:13.577 --> 00:29:16.786 your as one symbol of diversity.
NOTE Confidence: 0.888664805789474

00:29:16.786 --> 00:29:19.258 Those days are over.
NOTE Confidence: 0.888664805789474

00:29:19.260 --> 00:29:22.086 If we are going to retain.
NOTE Confidence: 0.873121066666667

00:29:24.250 --> 00:29:27.430 Scholars of color.
NOTE Confidence: 0.873121066666667

00:29:27.430 --> 00:29:29.986 Retain scholars of different
NOTE Confidence: 0.873121066666667

00:29:29.986 --> 00:29:33.820 identities to produce a diverse and

NOTE Confidence: 0.873121066666667
00:29:33.921 --> 00:29:36.506 equitable landscape and academia.
NOTE Confidence: 0.873121066666667
00:29:36.506 --> 00:29:39.878 It is going to require that
NOTE Confidence: 0.873121066666667
00:29:39.878 --> 00:29:42.728 we fund them adequately.
NOTE Confidence: 0.873121066666667
00:29:42.730 --> 00:29:48.230 We provide. Sustained mentorship.
NOTE Confidence: 0.873121066666667
00:29:48.230 --> 00:29:51.956 And that we achieve pay equity.
NOTE Confidence: 0.873121066666667
00:29:51.960 --> 00:29:54.858 And although we are many institutions,
NOTE Confidence: 0.873121066666667
00:29:54.860 --> 00:29:59.880 including Yale is working to.
NOTE Confidence: 0.873121066666667
00:29:59.880 --> 00:30:02.100 Increased transparency in
NOTE Confidence: 0.873121066666667
00:30:02.100 --> 00:30:04.320 the promotion process.
NOTE Confidence: 0.873121066666667
00:30:04.320 --> 00:30:06.928 More transparency is needed.
NOTE Confidence: 0.89354641625
00:30:10.260 --> 00:30:12.116 So Fast forward I went to medical school.
NOTE Confidence: 0.89354641625
00:30:12.120 --> 00:30:15.612 I could tell you 100 stories about that but.
NOTE Confidence: 0.89354641625
00:30:15.620 --> 00:30:16.619 After medical school,
NOTE Confidence: 0.89354641625
00:30:16.619 --> 00:30:18.617 I did my training at Columbia.
NOTE Confidence: 0.89354641625
00:30:18.620 --> 00:30:20.630 This is a Children's Hospital in
NOTE Confidence: 0.89354641625

00:30:20.630 --> 00:30:24.348 New York and I came to New York.
NOTE Confidence: 0.89354641625

00:30:24.350 --> 00:30:29.538 Because. My father said.
NOTE Confidence: 0.89354641625

00:30:29.540 --> 00:30:32.977 If you're going to be a doctor.
NOTE Confidence: 0.89354641625

00:30:32.980 --> 00:30:36.868 You need a more diverse perspective.
NOTE Confidence: 0.89354641625

00:30:36.870 --> 00:30:38.522 Said the one you are getting from
NOTE Confidence: 0.89354641625

00:30:38.522 --> 00:30:40.512 8 years of being at the University
NOTE Confidence: 0.89354641625

00:30:40.512 --> 00:30:42.348 of North Carolina at Chapel Hill.
NOTE Confidence: 0.89354641625

00:30:42.350 --> 00:30:44.862 You got to go further than 40 minutes
NOTE Confidence: 0.89354641625

00:30:44.862 --> 00:30:48.340 from your front door and so I only looked
NOTE Confidence: 0.89354641625

00:30:48.340 --> 00:30:51.120 at residency programs in major cities.
NOTE Confidence: 0.89354641625

00:30:51.120 --> 00:30:54.788 And to my surprise.
NOTE Confidence: 0.89354641625

00:30:54.790 --> 00:31:00.316 Columbia had a diverse patient population.
NOTE Confidence: 0.89354641625

00:31:00.320 --> 00:31:03.763 But I was the only black person in my year as
NOTE Confidence: 0.89354641625

00:31:03.763 --> 00:31:06.697 an as a resident as an intern in resident.
NOTE Confidence: 0.89354641625

00:31:06.700 --> 00:31:09.208 So I went through my residency
NOTE Confidence: 0.89354641625

00:31:09.208 --> 00:31:12.034 with one other black person who was

NOTE Confidence: 0.89354641625

00:31:12.034 --> 00:31:14.164 in the year ahead of me.

NOTE Confidence: 0.89354641625

00:31:14.170 --> 00:31:16.450 And I had one year where I was the only

NOTE Confidence: 0.89354641625

00:31:16.516 --> 00:31:18.508 black person in the whole program.

NOTE Confidence: 0.89354641625

00:31:18.510 --> 00:31:21.870 That is not an uncommon story.

NOTE Confidence: 0.89354641625

00:31:21.870 --> 00:31:24.740 But I show you this slide because.

NOTE Confidence: 0.89354641625

00:31:24.740 --> 00:31:27.908 Equity in academia?

NOTE Confidence: 0.89354641625

00:31:27.910 --> 00:31:31.696 Also requires that we have to.

NOTE Confidence: 0.89354641625

00:31:31.700 --> 00:31:34.548 Find our own people.

NOTE Confidence: 0.89354641625

00:31:34.550 --> 00:31:37.380 Whatever that means to you.

NOTE Confidence: 0.89354641625

00:31:37.380 --> 00:31:38.870 Because in addition to the

NOTE Confidence: 0.89354641625

00:31:38.870 --> 00:31:40.360 work that we are doing,

NOTE Confidence: 0.89354641625

00:31:40.360 --> 00:31:43.454 we have to be nurtured and sustained

NOTE Confidence: 0.89354641625

00:31:43.454 --> 00:31:47.360 and supported in ways that are our,

NOTE Confidence: 0.89354641625

00:31:47.360 --> 00:31:50.545 our lifestyle. Our culture needs

NOTE Confidence: 0.89354641625

00:31:50.545 --> 00:31:53.730 to be nurtured and supported.

NOTE Confidence: 0.89354641625

00:31:53.730 --> 00:31:57.640 And so. At Columbia.
NOTE Confidence: 0.89354641625

00:31:57.640 --> 00:32:00.079 In the hospital.
NOTE Confidence: 0.89354641625

00:32:00.080 --> 00:32:04.787 My story is like many people of color story.
NOTE Confidence: 0.89354641625

00:32:04.790 --> 00:32:09.330 My support were the people.
NOTE Confidence: 0.89354641625

00:32:09.330 --> 00:32:11.340 Who worked at the hospital?
NOTE Confidence: 0.89354641625

00:32:11.340 --> 00:32:14.820 It's clearly if you heard Cory
NOTE Confidence: 0.89354641625

00:32:14.820 --> 00:32:17.366 Booker's impassioned statement around
NOTE Confidence: 0.89354641625

00:32:17.366 --> 00:32:20.138 Judge Brown Jackson's confirmation,
NOTE Confidence: 0.89354641625

00:32:20.140 --> 00:32:21.660 and he talked about.
NOTE Confidence: 0.89354641625

00:32:21.660 --> 00:32:23.560 As he's leaving the building,
NOTE Confidence: 0.89354641625

00:32:23.560 --> 00:32:26.052 how he sees people who work in
NOTE Confidence: 0.89354641625

00:32:26.052 --> 00:32:28.153 facilities and they lift him up
NOTE Confidence: 0.89354641625

00:32:28.153 --> 00:32:30.393 by saying they how proud they are
NOTE Confidence: 0.89354641625

00:32:30.469 --> 00:32:32.814 that he is serving in the Senate.
NOTE Confidence: 0.89354641625

00:32:32.820 --> 00:32:36.060 The same thing happens all across
NOTE Confidence: 0.89354641625

00:32:36.060 --> 00:32:39.388 professions, so my people.

NOTE Confidence: 0.89354641625

00:32:39.388 --> 00:32:41.884 We're in facilities.

NOTE Confidence: 0.89354641625

00:32:41.890 --> 00:32:45.890 My people were ward clerks.

NOTE Confidence: 0.89354641625

00:32:45.890 --> 00:32:49.076 My people were at the coffee

NOTE Confidence: 0.89354641625

00:32:49.076 --> 00:32:52.310 cart outside of the hospital.

NOTE Confidence: 0.89354641625

00:32:52.310 --> 00:32:55.604 Who said, you know? I'm proud of you adopt?

NOTE Confidence: 0.89354641625

00:32:55.610 --> 00:32:57.203 I'm going to give you an extra donut today.

NOTE Confidence: 0.89354641625

00:32:57.210 --> 00:33:00.314 Keep you keep it going keep it going

NOTE Confidence: 0.89354641625

00:33:00.314 --> 00:33:03.446 right or parents of children of color.

NOTE Confidence: 0.89354641625

00:33:03.446 --> 00:33:06.530 When I would go to a code.

NOTE Confidence: 0.89354641625

00:33:06.530 --> 00:33:08.726 And during my chief residency year,

NOTE Confidence: 0.89354641625

00:33:08.730 --> 00:33:10.548 they would always call the chief

NOTE Confidence: 0.89354641625

00:33:10.548 --> 00:33:12.560 residence name to go to the code

NOTE Confidence: 0.89354641625

00:33:12.560 --> 00:33:14.042 so they would hear my name.

NOTE Confidence: 0.89354641625

00:33:14.050 --> 00:33:16.474 And when I came back to the ward

NOTE Confidence: 0.89354641625

00:33:16.474 --> 00:33:17.630 to the floor,

NOTE Confidence: 0.89354641625

00:33:17.630 --> 00:33:19.406 they would stand outside the door

NOTE Confidence: 0.89354641625

00:33:19.406 --> 00:33:21.867 and say I heard them call your name.

NOTE Confidence: 0.89354641625

00:33:21.870 --> 00:33:23.150 I'm so proud of you.

NOTE Confidence: 0.89354641625

00:33:23.150 --> 00:33:25.607 I was like it was a code like this.

NOTE Confidence: 0.89354641625

00:33:25.610 --> 00:33:28.396 We're not going to be proud but.

NOTE Confidence: 0.89354641625

00:33:28.400 --> 00:33:29.640 I was like OK,

NOTE Confidence: 0.89354641625

00:33:29.640 --> 00:33:31.500 they were just keeping me going.

NOTE Confidence: 0.89354641625

00:33:31.500 --> 00:33:33.960 So what I would say is.

NOTE Confidence: 0.89354641625

00:33:33.960 --> 00:33:38.988 It is important in places where.

NOTE Confidence: 0.89354641625

00:33:38.990 --> 00:33:44.165 You don't have a whole system of

NOTE Confidence: 0.89354641625

00:33:44.165 --> 00:33:48.068 professionals. To find your people.

NOTE Confidence: 0.89354641625

00:33:48.068 --> 00:33:51.380 Whoever they are who are going

NOTE Confidence: 0.89354641625

00:33:51.380 --> 00:33:54.080 to nurture and sustain you?

NOTE Confidence: 0.89354641625

00:33:54.080 --> 00:33:55.802 The other reason I chose Columbia

NOTE Confidence: 0.89354641625

00:33:55.802 --> 00:33:56.950 is because it was

NOTE Confidence: 0.902392130833333

00:33:57.011 --> 00:33:59.906 well resourced and well resourced.

NOTE Confidence: 0.902392130833333

00:33:59.906 --> 00:34:02.714 Places have some advantages.

NOTE Confidence: 0.902392130833333

00:34:02.720 --> 00:34:05.324 I was able to get a Masters

NOTE Confidence: 0.902392130833333

00:34:05.324 --> 00:34:07.890 degree for free because.

NOTE Confidence: 0.902392130833333

00:34:07.890 --> 00:34:10.080 They have resources.

NOTE Confidence: 0.902392130833333

00:34:10.080 --> 00:34:14.391 I also was able to use the resources of

NOTE Confidence: 0.902392130833333

00:34:14.391 --> 00:34:17.829 Columbia to form Community Partnerships

NOTE Confidence: 0.902392130833333

00:34:17.829 --> 00:34:22.050 that further enhanced my research.

NOTE Confidence: 0.902392130833333

00:34:22.050 --> 00:34:26.434 And I was able to fulfill my passion

NOTE Confidence: 0.902392130833333

00:34:26.434 --> 00:34:30.388 in clinical care by serving diverse.

NOTE Confidence: 0.902392130833333

00:34:30.390 --> 00:34:33.042 Underserved populations but the

NOTE Confidence: 0.902392130833333

00:34:33.042 --> 00:34:37.020 key to my experience there for

NOTE Confidence: 0.902392130833333

00:34:37.128 --> 00:34:41.030 academia and equity is that.

NOTE Confidence: 0.902392130833333

00:34:41.030 --> 00:34:44.339 In places where.

NOTE Confidence: 0.902392130833333

00:34:44.340 --> 00:34:49.230 You don't have internal support.

NOTE Confidence: 0.902392130833333

00:34:49.230 --> 00:34:52.326 Find your people and nurture yourself,

NOTE Confidence: 0.902392130833333

00:34:52.330 --> 00:34:54.010 because balance is important.
NOTE Confidence: 0.78973671

00:34:58.990 --> 00:35:03.390 It was at Columbia that I found my.
NOTE Confidence: 0.78973671

00:35:03.390 --> 00:35:06.603 Career mentor and I should say he
NOTE Confidence: 0.78973671

00:35:06.603 --> 00:35:09.839 found me this is Robert Mellins.
NOTE Confidence: 0.78973671

00:35:09.840 --> 00:35:13.520 He was one of the founders of pediatric
NOTE Confidence: 0.78973671

00:35:13.520 --> 00:35:15.708 pulmonary medicine as a specialty.
NOTE Confidence: 0.78973671

00:35:15.710 --> 00:35:18.516 He was. He became my mentor, my sponsor.
NOTE Confidence: 0.78973671

00:35:18.516 --> 00:35:21.594 He sought out opportunities for me.
NOTE Confidence: 0.78973671

00:35:21.600 --> 00:35:23.328 And most importantly.
NOTE Confidence: 0.78973671

00:35:23.328 --> 00:35:27.999 He understood my values and then made sure
NOTE Confidence: 0.78973671

00:35:27.999 --> 00:35:32.594 that my research aligned with my values so.
NOTE Confidence: 0.78973671

00:35:32.594 --> 00:35:37.880 I met Doctor Mellins. Umm?
NOTE Confidence: 0.78973671

00:35:37.880 --> 00:35:41.165 By happenstance, I have to tell you I my
NOTE Confidence: 0.78973671

00:35:41.165 --> 00:35:44.138 favorite organ system as a medical student,
NOTE Confidence: 0.78973671

00:35:44.140 --> 00:35:46.572 kidneys, ureters and bladders.
NOTE Confidence: 0.78973671

00:35:46.572 --> 00:35:49.004 And the respiratory system

NOTE Confidence: 0.78973671

00:35:49.004 --> 00:35:51.559 was my worst system.

NOTE Confidence: 0.78973671

00:35:51.560 --> 00:35:53.976 I would call my father every day

NOTE Confidence: 0.78973671

00:35:53.976 --> 00:35:55.816 after pulmonary physiologist like Dad.

NOTE Confidence: 0.78973671

00:35:55.820 --> 00:35:57.516 I don't think I'm going to make it.

NOTE Confidence: 0.78973671

00:35:57.520 --> 00:35:59.205 I cannot do Physiology in

NOTE Confidence: 0.78973671

00:35:59.205 --> 00:36:00.216 the respiratory system.

NOTE Confidence: 0.78973671

00:36:00.220 --> 00:36:01.290 It's a House of Cards.

NOTE Confidence: 0.78973671

00:36:01.290 --> 00:36:04.593 I can't do it and so I was not

NOTE Confidence: 0.78973671

00:36:04.593 --> 00:36:07.018 interested in pulmonary medicine.

NOTE Confidence: 0.78973671

00:36:07.020 --> 00:36:09.320 And during my chiefs year.

NOTE Confidence: 0.78973671

00:36:09.320 --> 00:36:10.848 Doctor Melons would come

NOTE Confidence: 0.78973671

00:36:10.848 --> 00:36:12.376 to the chief's office.

NOTE Confidence: 0.78973671

00:36:12.380 --> 00:36:14.786 I had no relationship with him.

NOTE Confidence: 0.78973671

00:36:14.790 --> 00:36:17.590 And he would just come to the door and said,

NOTE Confidence: 0.78973671

00:36:17.590 --> 00:36:17.868 Beverly,

NOTE Confidence: 0.78973671

00:36:17.868 --> 00:36:20.370 what are you planning to do with your life?

NOTE Confidence: 0.78973671

00:36:20.370 --> 00:36:23.440 That was his question and I I would say by

NOTE Confidence: 0.78973671

00:36:23.517 --> 00:36:26.586 this time I had had enough of white space.

NOTE Confidence: 0.78973671

00:36:26.590 --> 00:36:28.984 I said I'm getting a real job in the

NOTE Confidence: 0.78973671

00:36:28.984 --> 00:36:30.868 real world and that's all I would say.

NOTE Confidence: 0.78973671

00:36:30.870 --> 00:36:34.256 He said OK and he'd walk away and he

NOTE Confidence: 0.78973671

00:36:34.256 --> 00:36:37.094 did this about every three months.

NOTE Confidence: 0.78973671

00:36:37.100 --> 00:36:38.134 And. Eventually.

NOTE Confidence: 0.78973671

00:36:38.134 --> 00:36:41.236 I got what I considered my

NOTE Confidence: 0.78973671

00:36:41.236 --> 00:36:44.129 dream job in the real world.

NOTE Confidence: 0.926097178333333

00:36:48.110 --> 00:36:51.176 I went to Harlem Hospital Center where I

NOTE Confidence: 0.926097178333333

00:36:51.176 --> 00:36:54.080 worked for three years as a pediatric as

NOTE Confidence: 0.926097178333333

00:36:54.162 --> 00:36:57.037 a pediatric emergency medicine doctor.

NOTE Confidence: 0.926097178333333

00:36:57.040 --> 00:36:58.640 That was the best job.

NOTE Confidence: 0.926097178333333

00:36:58.640 --> 00:37:01.224 It was the toughest job of my career.

NOTE Confidence: 0.926097178333333

00:37:01.230 --> 00:37:04.366 But it was the most fulfilling job.

NOTE Confidence: 0.926097178333333
00:37:04.370 --> 00:37:08.150 And it was most fulfilling.
NOTE Confidence: 0.926097178333333
00:37:08.150 --> 00:37:11.410 Because I was nurtured.
NOTE Confidence: 0.926097178333333
00:37:11.410 --> 00:37:17.800 In and supported. In a community.
NOTE Confidence: 0.926097178333333
00:37:17.800 --> 00:37:21.076 Where I could get on an elevator?
NOTE Confidence: 0.926097178333333
00:37:21.080 --> 00:37:23.439 And everybody on the elevator was black.
NOTE Confidence: 0.926097178333333
00:37:23.440 --> 00:37:24.706 I had not seen that since
NOTE Confidence: 0.926097178333333
00:37:24.706 --> 00:37:26.339 I was in the second grade.
NOTE Confidence: 0.926097178333333
00:37:26.340 --> 00:37:27.680 I was like, oh,
NOTE Confidence: 0.926097178333333
00:37:27.680 --> 00:37:30.982 this is what it is like to be in
NOTE Confidence: 0.926097178333333
00:37:30.982 --> 00:37:33.388 this space in my day-to-day life.
NOTE Confidence: 0.926097178333333
00:37:33.390 --> 00:37:38.087 And that propelled me in my career
NOTE Confidence: 0.926097178333333
00:37:38.090 --> 00:37:41.730 that experience. But it also.
NOTE Confidence: 0.926097178333333
00:37:41.730 --> 00:37:44.794 Helped me to understand where I was going.
NOTE Confidence: 0.926097178333333
00:37:44.800 --> 00:37:46.960 As an emergency medicine doctor,
NOTE Confidence: 0.926097178333333
00:37:46.960 --> 00:37:51.370 I was at the intersection of seeing.
NOTE Confidence: 0.926097178333333

00:37:51.370 --> 00:37:53.238 Severe asthma in children.
NOTE Confidence: 0.921057176

00:37:55.910 --> 00:37:58.730 At the intersection of understanding
NOTE Confidence: 0.921057176

00:37:58.730 --> 00:38:01.595 the structures and policies that
NOTE Confidence: 0.921057176

00:38:01.595 --> 00:38:05.265 led to poor housing resources and
NOTE Confidence: 0.921057176

00:38:05.265 --> 00:38:08.820 neighborhood resources that increase the
NOTE Confidence: 0.921057176

00:38:08.820 --> 00:38:12.851 environmental exposures that led to worse
NOTE Confidence: 0.921057176

00:38:12.851 --> 00:38:16.109 asthma outcomes in children in Harlem.
NOTE Confidence: 0.921057176

00:38:16.110 --> 00:38:19.046 And that's how I ended up in pulmonary.
NOTE Confidence: 0.921057176

00:38:19.050 --> 00:38:22.032 So three years into my career as
NOTE Confidence: 0.921057176

00:38:22.032 --> 00:38:23.950 an emergency medicine doctor,
NOTE Confidence: 0.921057176

00:38:23.950 --> 00:38:25.310 I went back to Doctor.
NOTE Confidence: 0.921057176

00:38:25.310 --> 00:38:26.882 Balance and I said.
NOTE Confidence: 0.921057176

00:38:26.882 --> 00:38:29.930 This is what I'm seeing in Harlem.
NOTE Confidence: 0.921057176

00:38:29.930 --> 00:38:31.331 I'm seeing death.
NOTE Confidence: 0.921057176

00:38:31.331 --> 00:38:34.133 I'm seeing children who are intubated
NOTE Confidence: 0.921057176

00:38:34.133 --> 00:38:36.190 multiple times for asthma and

NOTE Confidence: 0.921057176

00:38:36.190 --> 00:38:38.464 over my four years at Columbia,

NOTE Confidence: 0.921057176

00:38:38.470 --> 00:38:41.098 I could count on one hand the number of

NOTE Confidence: 0.921057176

00:38:41.098 --> 00:38:43.408 children that were intubated from asthma.

NOTE Confidence: 0.921057176

00:38:43.410 --> 00:38:45.294 I was seeing children who had

NOTE Confidence: 0.921057176

00:38:45.294 --> 00:38:47.219 been intubated five or six times.

NOTE Confidence: 0.921057176

00:38:47.220 --> 00:38:49.492 And I started to talk to him about

NOTE Confidence: 0.921057176

00:38:49.492 --> 00:38:51.446 doing some research to figure out

NOTE Confidence: 0.921057176

00:38:51.446 --> 00:38:53.800 why this was happening and he said,

NOTE Confidence: 0.921057176

00:38:53.800 --> 00:38:56.880 OK, you're going to need to do

NOTE Confidence: 0.921057176

00:38:56.880 --> 00:38:58.620 a pulmonary fellowship now.

NOTE Confidence: 0.921057176

00:38:58.620 --> 00:38:59.848 This was like April.

NOTE Confidence: 0.921057176

00:38:59.848 --> 00:39:01.690 I never interviewed for the fellowship.

NOTE Confidence: 0.921057176

00:39:01.690 --> 00:39:03.482 He says you could start in July

NOTE Confidence: 0.921057176

00:39:03.482 --> 00:39:04.800 and that's what happened.

NOTE Confidence: 0.921057176

00:39:04.800 --> 00:39:08.252 And I was like, OK, so he was leaving.

NOTE Confidence: 0.921057176

00:39:08.252 --> 00:39:09.536 I don't know.
NOTE Confidence: 0.921057176

00:39:09.540 --> 00:39:12.096 I think he was laying the
NOTE Confidence: 0.921057176

00:39:12.096 --> 00:39:13.800 groundwork for my career.
NOTE Confidence: 0.921057176

00:39:13.800 --> 00:39:17.195 He certainly did and I ended up.
NOTE Confidence: 0.921057176

00:39:17.200 --> 00:39:18.598 Back at Columbia,
NOTE Confidence: 0.921057176

00:39:18.598 --> 00:39:21.394 doing a pulmonary fellowship and then
NOTE Confidence: 0.921057176

00:39:21.394 --> 00:39:24.883 staying there for over 2 decades as a
NOTE Confidence: 0.921057176

00:39:24.883 --> 00:39:27.190 pediatric pulmonologist and a researcher.
NOTE Confidence: 0.921057176

00:39:27.190 --> 00:39:29.591 And I'm I would say that the
NOTE Confidence: 0.921057176

00:39:29.591 --> 00:39:31.740 lessons that I learned from.
NOTE Confidence: 0.921057176

00:39:31.740 --> 00:39:34.664 That experience is that
NOTE Confidence: 0.921057176

00:39:34.664 --> 00:39:37.588 achieving equity in academia.
NOTE Confidence: 0.921057176

00:39:37.590 --> 00:39:39.910 Requires committed mentorship so
NOTE Confidence: 0.921057176

00:39:39.910 --> 00:39:42.810 Dr melons in later years.
NOTE Confidence: 0.921057176

00:39:42.810 --> 00:39:45.198 We talked about this.
NOTE Confidence: 0.921057176

00:39:45.200 --> 00:39:47.135 He committed himself to me

NOTE Confidence: 0.921057176

00:39:47.135 --> 00:39:49.070 before I ever knew him.

NOTE Confidence: 0.956281781666667

00:39:51.820 --> 00:39:54.275 Which is why he was making the

NOTE Confidence: 0.956281781666667

00:39:54.275 --> 00:39:56.550 trips to the Chiefs Office.

NOTE Confidence: 0.956281781666667

00:39:56.550 --> 00:40:00.276 He saw me when I did not see him.

NOTE Confidence: 0.956281781666667

00:40:00.280 --> 00:40:03.016 I was not interested in pulmonary.

NOTE Confidence: 0.956281781666667

00:40:03.020 --> 00:40:06.380 But he learned about me.

NOTE Confidence: 0.956281781666667

00:40:06.380 --> 00:40:08.096 He learned about what I valued.

NOTE Confidence: 0.956281781666667

00:40:08.100 --> 00:40:10.518 He learned about my interesting community,

NOTE Confidence: 0.956281781666667

00:40:10.520 --> 00:40:11.756 and when I said I'm getting

NOTE Confidence: 0.956281781666667

00:40:11.756 --> 00:40:13.388 a real job in the real world,

NOTE Confidence: 0.956281781666667

00:40:13.390 --> 00:40:16.113 he found out that I was going

NOTE Confidence: 0.956281781666667

00:40:16.113 --> 00:40:17.930 to Harlem Hospital Center.

NOTE Confidence: 0.956281781666667

00:40:17.930 --> 00:40:22.261 So he understood my values before mentorship,

NOTE Confidence: 0.956281781666667

00:40:22.261 --> 00:40:25.978 so I so he's that's what I

NOTE Confidence: 0.956281781666667

00:40:25.978 --> 00:40:28.250 call committed mentorship.

NOTE Confidence: 0.956281781666667

00:40:28.250 --> 00:40:31.106 He also suggested in the way he
NOTE Confidence: 0.956281781666667

00:40:31.106 --> 00:40:33.909 interacted with me that if we're
NOTE Confidence: 0.956281781666667

00:40:33.909 --> 00:40:36.404 going to have effective mentorship,
NOTE Confidence: 0.956281781666667

00:40:36.410 --> 00:40:39.394 particularly around first generation
NOTE Confidence: 0.956281781666667

00:40:39.394 --> 00:40:42.378 students around students of
NOTE Confidence: 0.956281781666667

00:40:42.378 --> 00:40:45.645 color around students who bring a
NOTE Confidence: 0.956281781666667

00:40:45.645 --> 00:40:48.160 diversity of identities that may
NOTE Confidence: 0.956281781666667

00:40:48.248 --> 00:40:50.772 not be reflected in the faculty.
NOTE Confidence: 0.956281781666667

00:40:50.772 --> 00:40:53.530 We may need to change the paradigm
NOTE Confidence: 0.956281781666667

00:40:53.609 --> 00:40:56.207 of students seeking out a mentor.
NOTE Confidence: 0.857096204545454

00:40:58.300 --> 00:41:01.779 At some point, we're holding as mentors
NOTE Confidence: 0.857096204545454

00:41:01.779 --> 00:41:05.182 the resources we need to go out and
NOTE Confidence: 0.857096204545454

00:41:05.182 --> 00:41:08.577 find the people who we can mentor and
NOTE Confidence: 0.857096204545454

00:41:08.577 --> 00:41:12.756 and and bring our resources to them.
NOTE Confidence: 0.857096204545454

00:41:12.760 --> 00:41:15.500 Balance is important. Find your people,
NOTE Confidence: 0.857096204545454

00:41:15.500 --> 00:41:17.820 no matter what you're doing.

NOTE Confidence: 0.857096204545454

00:41:17.820 --> 00:41:20.049 Find your people.

NOTE Confidence: 0.857096204545454

00:41:20.050 --> 00:41:23.700 And then find people who can

NOTE Confidence: 0.857096204545454

00:41:23.700 --> 00:41:25.970 not only support you.

NOTE Confidence: 0.857096204545454

00:41:25.970 --> 00:41:30.095 But find mentors who will promote and act.

NOTE Confidence: 0.857096204545454

00:41:30.095 --> 00:41:33.726 Based on your values, which means.

NOTE Confidence: 0.857096204545454

00:41:33.726 --> 00:41:36.984 They think about the research that

NOTE Confidence: 0.857096204545454

00:41:36.984 --> 00:41:39.385 they are that that you're doing and

NOTE Confidence: 0.857096204545454

00:41:39.385 --> 00:41:41.090 that they're going to mentor you in.

NOTE Confidence: 0.857096204545454

00:41:41.090 --> 00:41:44.090 They're going to think about where,

NOTE Confidence: 0.857096204545454

00:41:44.090 --> 00:41:45.970 where are you gifted?

NOTE Confidence: 0.857096204545454

00:41:45.970 --> 00:41:47.728 Where are your your talents lie?

NOTE Confidence: 0.857096204545454

00:41:47.730 --> 00:41:50.090 Where are your interest and

NOTE Confidence: 0.857096204545454

00:41:50.090 --> 00:41:52.450 then try to align that.

NOTE Confidence: 0.857096204545454

00:41:52.450 --> 00:41:55.845 With using their resources it even if

NOTE Confidence: 0.857096204545454

00:41:55.845 --> 00:41:59.258 your mentor is not doing that work.

NOTE Confidence: 0.857096204545454

00:41:59.260 --> 00:42:00.800 Doctor Mills was not doing
NOTE Confidence: 0.857096204545454

00:42:00.800 --> 00:42:02.580 the work I was interested in,
NOTE Confidence: 0.857096204545454

00:42:02.580 --> 00:42:05.870 but he took me to the American
NOTE Confidence: 0.857096204545454

00:42:05.870 --> 00:42:08.618 Thoracic Society where I got mentors.
NOTE Confidence: 0.857096204545454

00:42:08.620 --> 00:42:11.637 From across the country who were who
NOTE Confidence: 0.857096204545454

00:42:11.637 --> 00:42:13.899 were already involved in the work,
NOTE Confidence: 0.857096204545454

00:42:13.900 --> 00:42:16.310 and he supported me with
NOTE Confidence: 0.857096204545454

00:42:16.310 --> 00:42:18.238 resources and with time.
NOTE Confidence: 0.857096204545454

00:42:18.240 --> 00:42:21.102 And eventually he became coauthors because
NOTE Confidence: 0.857096204545454

00:42:21.102 --> 00:42:24.249 he started to write grants with me.
NOTE Confidence: 0.857096204545454

00:42:24.250 --> 00:42:26.994 So I think that is an important.
NOTE Confidence: 0.902671295714286

00:42:29.030 --> 00:42:33.300 And then finally. I came to Yale.
NOTE Confidence: 0.902671295714286

00:42:33.300 --> 00:42:35.673 Now the only two things I want
NOTE Confidence: 0.902671295714286

00:42:35.673 --> 00:42:39.400 to say about you. Is that?
NOTE Confidence: 0.902671295714286

00:42:39.400 --> 00:42:41.290 This is not necessarily about yield,
NOTE Confidence: 0.902671295714286

00:42:41.290 --> 00:42:44.850 but it is about a move and what I say

NOTE Confidence: 0.902671295714286
00:42:44.949 --> 00:42:48.706 to people who come to me that I mentor,
NOTE Confidence: 0.902671295714286
00:42:48.706 --> 00:42:50.634 particularly those who identify
NOTE Confidence: 0.902671295714286
00:42:50.634 --> 00:42:53.404 as women and those from diverse
NOTE Confidence: 0.902671295714286
00:42:53.404 --> 00:42:54.757 backgrounds or identities,
NOTE Confidence: 0.902671295714286
00:42:54.760 --> 00:42:56.790 do not get wedded to one place.
NOTE Confidence: 0.881201813333333
00:42:58.810 --> 00:43:00.758 Don't stay too long,
NOTE Confidence: 0.881201813333333
00:43:00.758 --> 00:43:04.609 stay long enough to achieve what you want.
NOTE Confidence: 0.881201813333333
00:43:04.610 --> 00:43:05.828 But keep moving.
NOTE Confidence: 0.881201813333333
00:43:05.828 --> 00:43:08.670 Why is it important to keep moving?
NOTE Confidence: 0.881201813333333
00:43:08.670 --> 00:43:11.730 Because that is a way to get paid equity.
NOTE Confidence: 0.881201813333333
00:43:11.730 --> 00:43:13.370 If, particularly if you start
NOTE Confidence: 0.881201813333333
00:43:13.370 --> 00:43:15.869 out at a place where you trained,
NOTE Confidence: 0.881201813333333
00:43:15.870 --> 00:43:18.383 you will never get pay equity because
NOTE Confidence: 0.881201813333333
00:43:18.383 --> 00:43:21.290 they knew you before you knew yourself.
NOTE Confidence: 0.881201813333333
00:43:21.290 --> 00:43:22.928 Go keep moving.
NOTE Confidence: 0.859609534375

00:43:25.050 --> 00:43:28.578 Make sure. That when you move that the job

NOTE Confidence: 0.859609534375

00:43:28.578 --> 00:43:32.279 is structured to align with your values,

NOTE Confidence: 0.859609534375

00:43:32.280 --> 00:43:36.880 which is what I found when I moved to Yale.

NOTE Confidence: 0.859609534375

00:43:36.880 --> 00:43:39.080 And make sure that your

NOTE Confidence: 0.859609534375

00:43:39.080 --> 00:43:42.480 work is funded and valued.

NOTE Confidence: 0.859609534375

00:43:42.480 --> 00:43:45.616 The advantage of moving is that you

NOTE Confidence: 0.859609534375

00:43:45.616 --> 00:43:48.718 get to reinvent or remake yourself.

NOTE Confidence: 0.859609534375

00:43:48.720 --> 00:43:51.786 In a into a more equitable colleague.

NOTE Confidence: 0.804572162

00:43:53.850 --> 00:43:58.320 And then align the job.

NOTE Confidence: 0.804572162

00:43:58.320 --> 00:44:00.220 This job was aligned with

NOTE Confidence: 0.804572162

00:44:00.220 --> 00:44:02.120 what I wanted to do,

NOTE Confidence: 0.804572162

00:44:02.120 --> 00:44:04.390 and particularly the work I'm

NOTE Confidence: 0.804572162

00:44:04.390 --> 00:44:06.660 doing now and has HealthEquity,

NOTE Confidence: 0.804572162

00:44:06.660 --> 00:44:09.356 so I want to finish up by just

NOTE Confidence: 0.804572162

00:44:09.356 --> 00:44:11.858 telling you two things about

NOTE Confidence: 0.804572162

00:44:11.858 --> 00:44:14.548 HealthEquity that we're doing so.

NOTE Confidence: 0.904781934444444

00:44:16.750 --> 00:44:20.150 We are doing. I am the leader of

NOTE Confidence: 0.904781934444444

00:44:20.150 --> 00:44:22.012 the HealthEquity threat for the

NOTE Confidence: 0.904781934444444

00:44:22.012 --> 00:44:25.298 School of Medicine and in 2018 the

NOTE Confidence: 0.904781934444444

00:44:25.298 --> 00:44:27.506 educational policy and Curriculum

NOTE Confidence: 0.904781934444444

00:44:27.506 --> 00:44:30.034 Committee endorsed a number of

NOTE Confidence: 0.904781934444444

00:44:30.034 --> 00:44:32.264 curricular initiatives that were based

NOTE Confidence: 0.904781934444444

00:44:32.264 --> 00:44:35.582 on a subcommittee report and that

NOTE Confidence: 0.904781934444444

00:44:35.582 --> 00:44:37.166 Subcommittee Report on Diversity,

NOTE Confidence: 0.904781934444444

00:44:37.170 --> 00:44:40.870 Inclusion, and Social Justice and

NOTE Confidence: 0.904781934444444

00:44:40.870 --> 00:44:43.870 Medicine among the initiatives was a

NOTE Confidence: 0.904781934444444

00:44:43.870 --> 00:44:46.760 mandate to form a HealthEquity threat.

NOTE Confidence: 0.904781934444444

00:44:46.760 --> 00:44:49.035 That would be incorporated into

NOTE Confidence: 0.904781934444444

00:44:49.035 --> 00:44:50.400 the required curriculum,

NOTE Confidence: 0.904781934444444

00:44:50.400 --> 00:44:52.932 spanning all four years of medical

NOTE Confidence: 0.904781934444444

00:44:52.932 --> 00:44:55.120 student training that covered content

NOTE Confidence: 0.904781934444444

00:44:55.120 --> 00:44:57.694 related to critical understanding of the
NOTE Confidence: 0.904781934444444

00:44:57.694 --> 00:45:00.274 impact of social structures on health
NOTE Confidence: 0.904781934444444

00:45:00.274 --> 00:45:02.728 and health care and social differences
NOTE Confidence: 0.904781934444444

00:45:02.728 --> 00:45:06.288 on the doctor patient relationship.
NOTE Confidence: 0.904781934444444

00:45:06.290 --> 00:45:08.750 It's also a test with enhancing
NOTE Confidence: 0.904781934444444

00:45:08.750 --> 00:45:10.256 HealthEquity research opportunities
NOTE Confidence: 0.904781934444444

00:45:10.256 --> 00:45:12.766 through the Office of Student
NOTE Confidence: 0.904781934444444

00:45:12.766 --> 00:45:15.635 Research and promoting educator and
NOTE Confidence: 0.904781934444444

00:45:15.635 --> 00:45:17.435 student professional development.
NOTE Confidence: 0.930089376315789

00:45:22.770 --> 00:45:26.346 Our vision is to train the next generation
NOTE Confidence: 0.930089376315789

00:45:26.346 --> 00:45:29.268 of physicians who will help shape
NOTE Confidence: 0.930089376315789

00:45:29.268 --> 00:45:31.703 a more equitable healthcare system.
NOTE Confidence: 0.930089376315789

00:45:31.710 --> 00:45:33.756 Reimagine healthcare delivery.
NOTE Confidence: 0.930089376315789

00:45:33.756 --> 00:45:36.484 To reduce disparate outcomes,
NOTE Confidence: 0.930089376315789

00:45:36.490 --> 00:45:40.264 confront and dismantle systems and structures
NOTE Confidence: 0.930089376315789

00:45:40.264 --> 00:45:43.870 that it perpetuate inequality or inequity.

NOTE Confidence: 0.930089376315789
00:45:43.870 --> 00:45:46.470 Innovate, education and champion
NOTE Confidence: 0.930089376315789
00:45:46.470 --> 00:45:49.070 workforce diversity and conduct
NOTE Confidence: 0.930089376315789
00:45:49.070 --> 00:45:52.680 research to promote the evidence base.
NOTE Confidence: 0.930089376315789
00:45:52.680 --> 00:45:54.057 To support transformation.
NOTE Confidence: 0.930089376315789
00:45:54.057 --> 00:45:58.189 And we are deep in this work right now.
NOTE Confidence: 0.930089376315789
00:45:58.190 --> 00:46:01.378 So as I close.
NOTE Confidence: 0.930089376315789
00:46:01.380 --> 00:46:06.040 Academia serves society, that's its purpose.
NOTE Confidence: 0.930089376315789
00:46:06.040 --> 00:46:07.892 It educates future leaders.
NOTE Confidence: 0.930089376315789
00:46:07.892 --> 00:46:12.667 But in order to do this at the highest level,
NOTE Confidence: 0.930089376315789
00:46:12.670 --> 00:46:16.210 it must reflect the diversity of
NOTE Confidence: 0.930089376315789
00:46:16.210 --> 00:46:20.338 identities and the ideas of its scholars.
NOTE Confidence: 0.930089376315789
00:46:20.340 --> 00:46:22.623 In order to do this, reflection.
NOTE Confidence: 0.930089376315789
00:46:22.623 --> 00:46:25.995 We must dismantle structures
NOTE Confidence: 0.930089376315789
00:46:25.995 --> 00:46:28.524 that perpetuate inequality.
NOTE Confidence: 0.930089376315789
00:46:28.530 --> 00:46:32.786 If we're going to recruit and retain and
NOTE Confidence: 0.930089376315789

00:46:32.786 --> 00:46:37.339 promote and nurture scholars and scholarship.

NOTE Confidence: 0.930089376315789

00:46:37.340 --> 00:46:39.115 I'm looking forward to the

NOTE Confidence: 0.930089376315789

00:46:39.115 --> 00:46:40.890 work that you will do.

NOTE Confidence: 0.930089376315789

00:46:40.890 --> 00:46:44.430 To reshape the academic environment

NOTE Confidence: 0.930089376315789

00:46:44.430 --> 00:46:46.522 for more equitable outcomes,

NOTE Confidence: 0.930089376315789

00:46:46.522 --> 00:46:47.568 thank you.

NOTE Confidence: 0.807385367777778

00:47:00.410 --> 00:47:02.130 Thank you, thank you so much for research

NOTE Confidence: 0.807385367777778

00:47:02.130 --> 00:47:06.286 here, so was an amazing like talk and

NOTE Confidence: 0.807385367777778

00:47:06.286 --> 00:47:09.840 witness of your own experience and.

NOTE Confidence: 0.882685977142857

00:47:13.690 --> 00:47:15.174 I'm sorry, I'm trying to shop stop

NOTE Confidence: 0.781631076666667

00:47:15.190 --> 00:47:16.150 sharing my screen.

NOTE Confidence: 0.726429395555556

00:47:22.650 --> 00:47:24.330 Yes, thank you Doctor.

NOTE Confidence: 0.726429395555556

00:47:24.330 --> 00:47:26.430 Cheers for the wonderful talk.

NOTE Confidence: 0.726429395555556

00:47:26.430 --> 00:47:30.050 A A lot of really.

NOTE Confidence: 0.726429395555556

00:47:30.050 --> 00:47:32.322 Just really great experiences

NOTE Confidence: 0.726429395555556

00:47:32.322 --> 00:47:35.162 you've had throughout your career.

NOTE Confidence: 0.726429395555556

00:47:35.170 --> 00:47:39.166 We have some time for questions,

NOTE Confidence: 0.726429395555556

00:47:39.170 --> 00:47:41.228 so Sarah and I will also monitor

NOTE Confidence: 0.726429395555556

00:47:41.228 --> 00:47:43.786 the chat if you'd rather place your

NOTE Confidence: 0.726429395555556

00:47:43.786 --> 00:47:46.572 questions there or just feel free to

NOTE Confidence: 0.726429395555556

00:47:46.572 --> 00:47:48.959 unmute and and ask any questions.

NOTE Confidence: 0.9456691

00:48:03.400 --> 00:48:07.092 Don't be shy. Talk to me about

NOTE Confidence: 0.9456691

00:48:07.092 --> 00:48:08.484 your experiences in academia.

NOTE Confidence: 0.952344715

00:48:15.820 --> 00:48:17.386 How did you find your mentors?

NOTE Confidence: 0.93751167

00:48:19.600 --> 00:48:24.040 If I can, I'll I'll start. OK guys.

NOTE Confidence: 0.93751167

00:48:24.040 --> 00:48:26.846 So my experience is slightly different,

NOTE Confidence: 0.93751167

00:48:26.846 --> 00:48:29.738 so I'm I'm originally from Mexico,

NOTE Confidence: 0.93751167

00:48:29.740 --> 00:48:31.952 Mexico City. I trained and and did

NOTE Confidence: 0.93751167

00:48:31.952 --> 00:48:34.420 all of my work in Mexico City,

NOTE Confidence: 0.93751167

00:48:34.420 --> 00:48:38.610 and so I I never really thought of

NOTE Confidence: 0.93751167

00:48:38.610 --> 00:48:41.095 myself as a minority other than the

NOTE Confidence: 0.93751167

00:48:41.095 --> 00:48:44.270 fact that I was female, Mexico is.
NOTE Confidence: 0.78799443

00:48:47.430 --> 00:48:52.846 Very male centric and medicine even more so.
NOTE Confidence: 0.78799443

00:48:52.850 --> 00:48:58.466 Umm? And so, other than than being a female,
NOTE Confidence: 0.78799443

00:48:58.470 --> 00:49:01.878 I never thought of myself as a minority.
NOTE Confidence: 0.78799443

00:49:01.880 --> 00:49:04.694 When I came to Yale after
NOTE Confidence: 0.78799443

00:49:04.694 --> 00:49:08.139 when I was doing my residency.
NOTE Confidence: 0.78799443

00:49:08.140 --> 00:49:10.510 Actually, because I received an
NOTE Confidence: 0.78799443

00:49:10.510 --> 00:49:12.880 invitation from Doctor Andres Martin,
NOTE Confidence: 0.78799443

00:49:12.880 --> 00:49:16.058 who was also well, is also Mexican.
NOTE Confidence: 0.78799443

00:49:16.060 --> 00:49:17.440 He went to Mexico City.
NOTE Confidence: 0.78799443

00:49:17.440 --> 00:49:19.588 We met there and he invited
NOTE Confidence: 0.78799443

00:49:19.588 --> 00:49:21.460 me to come up and.
NOTE Confidence: 0.78799443

00:49:21.460 --> 00:49:26.328 Do a rotation at at Yale right and so
NOTE Confidence: 0.78799443

00:49:26.328 --> 00:49:29.649 that's how I came to to be in you and that.
NOTE Confidence: 0.78799443

00:49:29.650 --> 00:49:32.290 That's already what, 16 years ago.
NOTE Confidence: 0.78799443

00:49:32.290 --> 00:49:36.610 So yeah, I know it's been a lifetime.

NOTE Confidence: 0.78799443

00:49:36.610 --> 00:49:39.723 So I guess that that was my first like real

NOTE Confidence: 0.78799443

00:49:39.723 --> 00:49:42.950 introduction to what mentorship could be,

NOTE Confidence: 0.78799443

00:49:42.950 --> 00:49:43.856 and you know,

NOTE Confidence: 0.78799443

00:49:43.856 --> 00:49:45.366 the potentials of having someone

NOTE Confidence: 0.78799443

00:49:45.366 --> 00:49:47.338 actually take you under their wings and.

NOTE Confidence: 0.901773648

00:49:50.420 --> 00:49:52.520 And actually, you know I,

NOTE Confidence: 0.901773648

00:49:52.520 --> 00:49:54.596 I remember there's this this anecdote

NOTE Confidence: 0.901773648

00:49:54.596 --> 00:49:57.127 that that on this tells or he jokes

NOTE Confidence: 0.901773648

00:49:57.127 --> 00:49:59.698 with me that when he came and he met me.

NOTE Confidence: 0.901773648

00:49:59.700 --> 00:50:01.707 You know, after I had given him a tour

NOTE Confidence: 0.901773648

00:50:01.707 --> 00:50:03.696 of all the hospital and explained

NOTE Confidence: 0.901773648

00:50:03.696 --> 00:50:05.406 everything and medically what we

NOTE Confidence: 0.901773648

00:50:05.468 --> 00:50:07.328 were doing and in the psychiatric

NOTE Confidence: 0.901773648

00:50:07.328 --> 00:50:09.236 unit and everything you know we

NOTE Confidence: 0.901773648

00:50:09.236 --> 00:50:11.900 got to the to the psych unit where

NOTE Confidence: 0.901773648

00:50:11.981 --> 00:50:13.700 my where the director of the unit
NOTE Confidence: 0.901773648

00:50:13.700 --> 00:50:15.460 was and the director turns around.
NOTE Confidence: 0.901773648

00:50:15.460 --> 00:50:16.678 He looks at me and he says,
NOTE Confidence: 0.901773648

00:50:16.680 --> 00:50:19.456 could you please bring us 2 cups of
NOTE Confidence: 0.901773648

00:50:19.456 --> 00:50:21.350 coffee please? And I was dismissed.
NOTE Confidence: 0.901773648

00:50:21.350 --> 00:50:24.030 You know, that's how I was and and I know,
NOTE Confidence: 0.901773648

00:50:24.030 --> 00:50:24.771 Andreas, you know,
NOTE Confidence: 0.901773648

00:50:24.771 --> 00:50:25.759 his hair was like
NOTE Confidence: 0.8516056925

00:50:25.770 --> 00:50:27.240 Oh my God, you know how
NOTE Confidence: 0.8516056925

00:50:27.240 --> 00:50:28.558 do you? How do you allow
NOTE Confidence: 0.876016368181818

00:50:28.570 --> 00:50:30.994 this, whatever? And so that's kind
NOTE Confidence: 0.876016368181818

00:50:30.994 --> 00:50:33.951 of open the the door for him to
NOTE Confidence: 0.876016368181818

00:50:33.951 --> 00:50:36.570 to invite me to to come to Yale.
NOTE Confidence: 0.876016368181818

00:50:36.570 --> 00:50:38.570 When I came to Yale,
NOTE Confidence: 0.876016368181818

00:50:38.570 --> 00:50:40.544 I think one of the big experiences
NOTE Confidence: 0.876016368181818

00:50:40.544 --> 00:50:42.269 that I had was actually,

NOTE Confidence: 0.876016368181818
00:50:42.270 --> 00:50:45.700 for example, meeting Dorothy study.
NOTE Confidence: 0.876016368181818
00:50:45.700 --> 00:50:48.382 Dorothy Stubbe was working at the
NOTE Confidence: 0.876016368181818
00:50:48.382 --> 00:50:51.834 child Psych unit when I came to do my
NOTE Confidence: 0.876016368181818
00:50:51.834 --> 00:50:54.705 rotation and it was the first time
NOTE Confidence: 0.876016368181818
00:50:54.705 --> 00:50:58.202 that I was with a female doctor that
NOTE Confidence: 0.876016368181818
00:50:58.202 --> 00:51:00.938 you know was in charge that you know
NOTE Confidence: 0.876016368181818
00:51:00.938 --> 00:51:03.900 was not going to be dismissed by you know.
NOTE Confidence: 0.876016368181818
00:51:03.900 --> 00:51:05.396 OK go get us a cup of coffee.
NOTE Confidence: 0.876016368181818
00:51:05.400 --> 00:51:07.591 You know that that had been my
NOTE Confidence: 0.876016368181818
00:51:07.591 --> 00:51:08.942 experience with other females
NOTE Confidence: 0.876016368181818
00:51:08.942 --> 00:51:10.668 in the medical field, you know.
NOTE Confidence: 0.876016368181818
00:51:10.668 --> 00:51:13.020 And and I know I'm doing a disservice to to
NOTE Confidence: 0.876016368181818
00:51:13.020 --> 00:51:16.950 some of the other women in Mexico that I.
NOTE Confidence: 0.876016368181818
00:51:16.950 --> 00:51:18.812 I've come to to to work with
NOTE Confidence: 0.876016368181818
00:51:18.812 --> 00:51:21.148 and I and that I truly respect,
NOTE Confidence: 0.876016368181818

00:51:21.150 --> 00:51:22.347 but but this was kind of like
NOTE Confidence: 0.876016368181818

00:51:22.347 --> 00:51:23.328 the first time that I had.
NOTE Confidence: 0.876016368181818

00:51:23.330 --> 00:51:26.226 Kind of like this experience of seeing this,
NOTE Confidence: 0.876016368181818

00:51:26.230 --> 00:51:27.532 you know, woman just kind of like
NOTE Confidence: 0.876016368181818

00:51:27.532 --> 00:51:28.978 she was in control and she was,
NOTE Confidence: 0.876016368181818

00:51:28.980 --> 00:51:30.569 you know, she was making the decisions.
NOTE Confidence: 0.876016368181818

00:51:30.570 --> 00:51:31.380 You know everyone,
NOTE Confidence: 0.876016368181818

00:51:31.380 --> 00:51:33.270 no matter who it was you know,
NOTE Confidence: 0.876016368181818

00:51:33.270 --> 00:51:36.086 was you know following her instruction and I,
NOTE Confidence: 0.876016368181818

00:51:36.090 --> 00:51:37.566 you know, I,
NOTE Confidence: 0.876016368181818

00:51:37.566 --> 00:51:40.518 I thought that was like amazing.
NOTE Confidence: 0.876016368181818

00:51:40.520 --> 00:51:42.776 But I guess the part that I was
NOTE Confidence: 0.876016368181818

00:51:42.776 --> 00:51:45.643 coming to is that I never considered
NOTE Confidence: 0.876016368181818

00:51:45.643 --> 00:51:48.548 myself to be a minority.
NOTE Confidence: 0.876016368181818

00:51:48.550 --> 00:51:49.936 When I applied for my fellowship
NOTE Confidence: 0.876016368181818

00:51:49.936 --> 00:51:53.270 to come to Yale to do research,

NOTE Confidence: 0.876016368181818
00:51:53.270 --> 00:51:56.760 I actually applied as a minority fellow
NOTE Confidence: 0.876016368181818
00:51:56.760 --> 00:51:59.175 and I always joke with my family.
NOTE Confidence: 0.876016368181818
00:51:59.180 --> 00:52:00.405 You know that I I never thought
NOTE Confidence: 0.876016368181818
00:52:00.405 --> 00:52:01.410 of myself as a minority,
NOTE Confidence: 0.876016368181818
00:52:01.410 --> 00:52:03.006 but I I clicked all the boxes.
NOTE Confidence: 0.876016368181818
00:52:03.010 --> 00:52:04.846 I was female. I was Hispanic.
NOTE Confidence: 0.876016368181818
00:52:04.850 --> 00:52:06.004 You know.
NOTE Confidence: 0.876016368181818
00:52:06.004 --> 00:52:07.158 I and.
NOTE Confidence: 0.7131462528
00:52:08.010 --> 00:52:09.360 And I can't help but
NOTE Confidence: 0.79672571
00:52:09.370 --> 00:52:11.802 think that even though.
NOTE Confidence: 0.79672571
00:52:11.802 --> 00:52:16.178 I didn't grow up with the feeling of being a
NOTE Confidence: 0.79672571
00:52:16.178 --> 00:52:19.987 minority as I've been living in the states.
NOTE Confidence: 0.79672571
00:52:19.990 --> 00:52:22.396 That is how I've been treated.
NOTE Confidence: 0.79672571
00:52:22.400 --> 00:52:26.152 Hmm, you know I this is this is
NOTE Confidence: 0.79672571
00:52:26.152 --> 00:52:28.808 the box that I have been put into.
NOTE Confidence: 0.79672571

00:52:28.810 --> 00:52:31.306 I am a minority, you know.
NOTE Confidence: 0.79672571

00:52:31.310 --> 00:52:33.686 I have to speak up for what it
NOTE Confidence: 0.79672571

00:52:33.686 --> 00:52:36.009 is that I want and I have to.
NOTE Confidence: 0.79672571

00:52:36.010 --> 00:52:38.280 And even though that wasn't
NOTE Confidence: 0.79672571

00:52:38.280 --> 00:52:40.096 my experience growing up.
NOTE Confidence: 0.79672571

00:52:40.100 --> 00:52:41.665 As a matter of fact, I've always thought
NOTE Confidence: 0.79672571

00:52:41.665 --> 00:52:43.255 of myself as being very privileged,
NOTE Confidence: 0.79672571

00:52:43.260 --> 00:52:44.592 growing up in Mexico,
NOTE Confidence: 0.79672571

00:52:44.592 --> 00:52:46.257 I went to private schools,
NOTE Confidence: 0.79672571

00:52:46.260 --> 00:52:47.463 you know, etcetera,
NOTE Confidence: 0.79672571

00:52:47.463 --> 00:52:49.869 etcetera so you know I always
NOTE Confidence: 0.79672571

00:52:49.869 --> 00:52:51.931 thought of myself as as rather
NOTE Confidence: 0.79672571

00:52:51.931 --> 00:52:55.117 privileged coming to the States and.
NOTE Confidence: 0.79672571

00:52:55.120 --> 00:52:57.619 Being told you're a minority and you
NOTE Confidence: 0.79672571

00:52:57.619 --> 00:53:00.820 have to be a minority and you have to,
NOTE Confidence: 0.79672571

00:53:00.820 --> 00:53:03.068 you know, fight for what you want and

NOTE Confidence: 0.79672571

00:53:03.068 --> 00:53:06.900 you have to that that I think that.

NOTE Confidence: 0.79672571

00:53:06.900 --> 00:53:09.438 Because that is the way that we are treated.

NOTE Confidence: 0.79672571

00:53:09.440 --> 00:53:11.456 You know it is also the box

NOTE Confidence: 0.79672571

00:53:11.456 --> 00:53:13.059 that we are put into.

NOTE Confidence: 0.79672571

00:53:13.060 --> 00:53:15.139 And now I I fully embrace my

NOTE Confidence: 0.79672571

00:53:15.139 --> 00:53:17.219 status as a minority and I,

NOTE Confidence: 0.79672571

00:53:17.220 --> 00:53:19.416 you know, I'm you know,

NOTE Confidence: 0.79672571

00:53:19.420 --> 00:53:21.400 I'm very outspoken and you know.

NOTE Confidence: 0.79672571

00:53:21.400 --> 00:53:23.150 And.

NOTE Confidence: 0.79672571

00:53:23.150 --> 00:53:26.990 In, you know, trying to to get you

NOTE Confidence: 0.79672571

00:53:26.990 --> 00:53:30.630 know equal or at least equitable.

NOTE Confidence: 0.79672571

00:53:30.630 --> 00:53:32.343 You know treatment,

NOTE Confidence: 0.79672571

00:53:32.343 --> 00:53:34.954 but I can't help but think

NOTE Confidence: 0.79672571

00:53:34.954 --> 00:53:36.130 that people that.

NOTE Confidence: 0.79672571

00:53:36.130 --> 00:53:39.138 Didn't grow up in the states that come

NOTE Confidence: 0.79672571

00:53:39.138 --> 00:53:41.885 from outside are kind of thrust into
NOTE Confidence: 0.79672571

00:53:41.885 --> 00:53:44.400 this expectation that is not theirs,
NOTE Confidence: 0.79672571

00:53:44.400 --> 00:53:47.455 and yet they're expected to
NOTE Confidence: 0.79672571

00:53:47.455 --> 00:53:49.598 behave within that, and
NOTE Confidence: 0.79672571

00:53:49.598 --> 00:53:50.432 I'll leave it there because
NOTE Confidence: 0.79672571

00:53:50.432 --> 00:53:51.548 I'm taking up all the time,
NOTE Confidence: 0.79672571

00:53:51.550 --> 00:53:53.287 but I I just wanted to put that out
NOTE Confidence: 0.79672571

00:53:53.287 --> 00:53:54.883 there and maybe open it up
NOTE Confidence: 0.79672571

00:53:54.883 --> 00:53:56.761 for other people and see what other
NOTE Confidence: 0.79672571

00:53:56.761 --> 00:53:57.997 people's experiences have been.
NOTE Confidence: 0.905979497142857

00:53:58.790 --> 00:54:01.814 You know that is not uncommon.
NOTE Confidence: 0.875150332727273

00:54:05.260 --> 00:54:07.000 That if if you did not
NOTE Confidence: 0.875150332727273

00:54:07.000 --> 00:54:08.850 grow up in this country.
NOTE Confidence: 0.754126266666667

00:54:11.310 --> 00:54:15.390 That your experiences.
NOTE Confidence: 0.754126266666667

00:54:15.390 --> 00:54:19.126 With any of the isms may be different.
NOTE Confidence: 0.754126266666667

00:54:19.130 --> 00:54:21.014 Sometimes they're worse and

NOTE Confidence: 0.754126266666667

00:54:21.014 --> 00:54:23.840 coming to this country is better.

NOTE Confidence: 0.754126266666667

00:54:23.840 --> 00:54:26.288 Beginning on what the ISM is,

NOTE Confidence: 0.754126266666667

00:54:26.290 --> 00:54:30.770 but yeah, I I think there is because

NOTE Confidence: 0.754126266666667

00:54:30.770 --> 00:54:35.157 of the history of this country.

NOTE Confidence: 0.754126266666667

00:54:35.160 --> 00:54:39.490 Black skin by definition.

NOTE Confidence: 0.53143869

00:54:42.160 --> 00:54:49.010 Confers us a status.

NOTE Confidence: 0.53143869

00:54:49.010 --> 00:54:52.118 Long steeped in history.

NOTE Confidence: 0.53143869

00:54:52.120 --> 00:54:56.060 That we are still wrestling with.

NOTE Confidence: 0.53143869

00:54:56.060 --> 00:54:59.164 And so yes, that that I hear that

NOTE Confidence: 0.53143869

00:54:59.164 --> 00:55:01.758 from students who immigrate from

NOTE Confidence: 0.53143869

00:55:01.758 --> 00:55:04.070 other places quite frequently.

NOTE Confidence: 0.53143869

00:55:04.070 --> 00:55:05.904 That that is that that they have.

NOTE Confidence: 0.53143869

00:55:05.910 --> 00:55:07.758 It is not until they get here

NOTE Confidence: 0.53143869

00:55:07.758 --> 00:55:09.649 that they start to think about

NOTE Confidence: 0.53143869

00:55:09.649 --> 00:55:11.025 themselves in those terms.

NOTE Confidence: 0.53143869

00:55:11.030 --> 00:55:13.987 Whereas having been born here I,

NOTE Confidence: 0.53143869

00:55:13.987 --> 00:55:16.009 I knew that was a thing.

NOTE Confidence: 0.53143869

00:55:16.010 --> 00:55:17.998 Even at my earliest,

NOTE Confidence: 0.53143869

00:55:17.998 --> 00:55:22.493 that my earliest memories I know about race.

NOTE Confidence: 0.53143869

00:55:22.493 --> 00:55:24.408 I know race and racism.

NOTE Confidence: 0.9696138

00:55:27.610 --> 00:55:28.030 Thank you.

NOTE Confidence: 0.9525335

00:55:43.260 --> 00:55:44.090 Anybody else?

NOTE Confidence: 0.555766255

00:55:53.030 --> 00:55:55.478 Hi, I do have a question.

NOTE Confidence: 0.81899107

00:55:57.610 --> 00:56:01.092 Hi, my question centers around

NOTE Confidence: 0.81899107

00:56:01.092 --> 00:56:05.304 HBC's and PWI I've growing up.

NOTE Confidence: 0.81899107

00:56:05.310 --> 00:56:08.310 I heard a lot of debates on how

NOTE Confidence: 0.81899107

00:56:08.310 --> 00:56:11.430 HBC's cater to black students and

NOTE Confidence: 0.81899107

00:56:11.430 --> 00:56:15.217 they are able to have better support

NOTE Confidence: 0.81899107

00:56:15.217 --> 00:56:17.660 and to go further than compared

NOTE Confidence: 0.81899107

00:56:17.660 --> 00:56:20.649 to if they were to go to a PWI.

NOTE Confidence: 0.81899107

00:56:20.650 --> 00:56:24.724 And I've heard some people say that

NOTE Confidence: 0.81899107

00:56:24.730 --> 00:56:27.720 when school started to segregate.

NOTE Confidence: 0.81899107

00:56:27.720 --> 00:56:30.171 No. When when school started to

NOTE Confidence: 0.81899107

00:56:30.171 --> 00:56:33.056 desegregate that black students were

NOTE Confidence: 0.81899107

00:56:33.056 --> 00:56:35.726 performing lower at these desegregated

NOTE Confidence: 0.81899107

00:56:35.726 --> 00:56:38.594 schools than when they were at.

NOTE Confidence: 0.81899107

00:56:38.600 --> 00:56:41.210 Then when they were in segregated

NOTE Confidence: 0.81899107

00:56:41.210 --> 00:56:44.199 black schools made for black students.

NOTE Confidence: 0.81899107

00:56:44.200 --> 00:56:47.216 And I just wanted to know your input

NOTE Confidence: 0.81899107

00:56:47.216 --> 00:56:50.624 on that on do you feel that black

NOTE Confidence: 0.81899107

00:56:50.624 --> 00:56:54.350 people perform better HBC's than life?

NOTE Confidence: 0.951516775

00:56:56.420 --> 00:56:57.490 OK, so.

NOTE Confidence: 0.798858504

00:57:01.610 --> 00:57:06.140 I wrestle with this question. Having

NOTE Confidence: 0.809681741428571

00:57:08.560 --> 00:57:14.958 now 6 graduates in this current generation,

NOTE Confidence: 0.809681741428571

00:57:14.960 --> 00:57:18.836 the millennials of HBC U graduates,

NOTE Confidence: 0.809681741428571

00:57:18.840 --> 00:57:24.289 they clearly thrived. In that space.

NOTE Confidence: 0.94771695

00:57:28.020 --> 00:57:28.380 But
NOTE Confidence: 0.921407095454545

00:57:32.430 --> 00:57:34.902 all of them are now in white spaces
NOTE Confidence: 0.921407095454545

00:57:34.902 --> 00:57:38.850 and are continuing to thrive.
NOTE Confidence: 0.921407095454545

00:57:38.850 --> 00:57:42.060 None of them grew had their
NOTE Confidence: 0.921407095454545

00:57:42.060 --> 00:57:44.200 formative years of education.
NOTE Confidence: 0.921407095454545

00:57:44.200 --> 00:57:46.630 In in predominantly black space.
NOTE Confidence: 0.823095333333333

00:57:49.390 --> 00:57:51.529 That's one thought.
NOTE Confidence: 0.823095333333333

00:57:51.530 --> 00:57:54.790 My part, my experience.
NOTE Confidence: 0.823095333333333

00:57:54.790 --> 00:58:01.020 Was. That because.
NOTE Confidence: 0.823095333333333

00:58:01.020 --> 00:58:03.780 And it could have been generational,
NOTE Confidence: 0.823095333333333

00:58:03.780 --> 00:58:06.986 or that time, or it might just
NOTE Confidence: 0.823095333333333

00:58:06.986 --> 00:58:10.140 be because of the environment.
NOTE Confidence: 0.823095333333333

00:58:10.140 --> 00:58:15.268 Many of the students who excelled with me.
NOTE Confidence: 0.823095333333333

00:58:15.270 --> 00:58:17.796 In my early years of education,
NOTE Confidence: 0.823095333333333

00:58:17.800 --> 00:58:18.640 black students.
NOTE Confidence: 0.9404564

00:58:21.740 --> 00:58:25.598 When we got. By the time they

NOTE Confidence: 0.9404564

00:58:25.598 --> 00:58:27.980 got to 5th and 6th grade.

NOTE Confidence: 0.9404564

00:58:27.980 --> 00:58:30.278 They were no longer in that

NOTE Confidence: 0.9404564

00:58:30.278 --> 00:58:33.460 top right quadrant. Right?

NOTE Confidence: 0.9404564

00:58:33.460 --> 00:58:35.960 What's your name has done

NOTE Confidence: 0.9404564

00:58:35.960 --> 00:58:37.960 some excellent work on?

NOTE Confidence: 0.9404564

00:58:37.960 --> 00:58:39.460 I'll find I'll find her name.

NOTE Confidence: 0.9404564

00:58:39.460 --> 00:58:40.928 It'll come to me,

NOTE Confidence: 0.9404564

00:58:40.928 --> 00:58:44.344 but on looking at the impact of black

NOTE Confidence: 0.9404564

00:58:44.344 --> 00:58:46.774 students having a black teacher

NOTE Confidence: 0.9404564

00:58:46.774 --> 00:58:49.730 in the first few primary school

NOTE Confidence: 0.9404564

00:58:49.730 --> 00:58:52.755 and there later academic success,

NOTE Confidence: 0.9404564

00:58:52.760 --> 00:58:56.224 saying the impact of having a black teacher.

NOTE Confidence: 0.9404564

00:58:56.230 --> 00:58:58.800 Is significant.

NOTE Confidence: 0.9404564

00:58:58.800 --> 00:59:01.104 I will, I believe that probably

NOTE Confidence: 0.9404564

00:59:01.104 --> 00:59:03.520 is true and that probably I

NOTE Confidence: 0.9404564

00:59:03.520 --> 00:59:05.120 think that is true.
NOTE Confidence: 0.9404564

00:59:05.120 --> 00:59:05.800 And.
NOTE Confidence: 0.858155152

00:59:10.490 --> 00:59:15.310 And I think in part. Some of
NOTE Confidence: 0.858155152

00:59:15.310 --> 00:59:18.150 the weathering that occurs. In
NOTE Confidence: 0.87099805

00:59:21.560 --> 00:59:23.736 propelling oneself.
NOTE Confidence: 0.87099805

00:59:23.736 --> 00:59:28.088 Through white academic space.
NOTE Confidence: 0.87099805

00:59:28.090 --> 00:59:32.626 Takes its toll. On the rest of
NOTE Confidence: 0.87099805

00:59:32.626 --> 00:59:35.974 the performance right, you have a.
NOTE Confidence: 0.87099805

00:59:35.974 --> 00:59:39.179 You're doing a lot of things in
NOTE Confidence: 0.87099805

00:59:39.179 --> 00:59:41.513 this space to keep going from
NOTE Confidence: 0.87099805

00:59:41.513 --> 00:59:45.465 day to day and and and that over
NOTE Confidence: 0.87099805

00:59:45.465 --> 00:59:47.822 time has some weathering effects.
NOTE Confidence: 0.87099805

00:59:47.822 --> 00:59:50.306 That's why I think it's important
NOTE Confidence: 0.87099805

00:59:50.310 --> 00:59:52.390 to have a critical mass.
NOTE Confidence: 0.87099805

00:59:52.390 --> 00:59:56.902 Of scholars and faculty
NOTE Confidence: 0.87099805

00:59:56.902 --> 01:00:01.414 in institutions so that.

NOTE Confidence: 0.87099805

01:00:01.420 --> 01:00:04.810 There is support there so that.

NOTE Confidence: 0.87099805

01:00:04.810 --> 01:00:08.905 It's not the same five people doing.

NOTE Confidence: 0.87099805

01:00:08.910 --> 01:00:12.930 Doing particular tasks that take its

NOTE Confidence: 0.87099805

01:00:12.930 --> 01:00:16.250 toll and have little or no reward

NOTE Confidence: 0.87099805

01:00:16.250 --> 01:00:18.870 in terms of promotion and tenure.

NOTE Confidence: 0.688123210833333

01:00:21.870 --> 01:00:25.070 Yeah, this bring back us to the important

NOTE Confidence: 0.688123210833333

01:00:25.070 --> 01:00:27.970 role of a mentor like as you said,

NOTE Confidence: 0.688123210833333

01:00:27.970 --> 01:00:31.134 like if the mentor has biases and is not

NOTE Confidence: 0.688123210833333

01:00:31.134 --> 01:00:33.570 there to support and see your values.

NOTE Confidence: 0.688123210833333

01:00:33.570 --> 01:00:36.526 So it's very important to Foster and

NOTE Confidence: 0.688123210833333

01:00:36.526 --> 01:00:40.930 to create a better. Environment.

NOTE Confidence: 0.688123210833333

01:00:40.930 --> 01:00:44.157 It also I attended like sometimes ago

NOTE Confidence: 0.688123210833333

01:00:44.157 --> 01:00:46.323 scientific teaching course and of

NOTE Confidence: 0.688123210833333

01:00:46.323 --> 01:00:48.794 course they show like how like the

NOTE Confidence: 0.688123210833333

01:00:48.794 --> 01:00:51.527 teacher themselves have a lot of biases,

NOTE Confidence: 0.688123210833333

01:00:51.530 --> 01:00:55.149 so they need to be like really
NOTE Confidence: 0.688123210833333

01:00:55.149 --> 01:00:57.939 educated on the topic has.
NOTE Confidence: 0.688123210833333

01:00:57.940 --> 01:01:00.196 Ask the students how you prefer.
NOTE Confidence: 0.688123210833333

01:01:00.200 --> 01:01:02.450 For example, even like to call
NOTE Confidence: 0.688123210833333

01:01:02.450 --> 01:01:05.435 like if you prefer nickname or to
NOTE Confidence: 0.688123210833333

01:01:05.435 --> 01:01:07.780 don't be influenced by appearance.
NOTE Confidence: 0.688123210833333

01:01:07.780 --> 01:01:12.820 And and also, like you realize that our self.
NOTE Confidence: 0.688123210833333

01:01:12.820 --> 01:01:16.015 We have a lot of biases like maybe we
NOTE Confidence: 0.688123210833333

01:01:16.015 --> 01:01:18.937 think at an engineer mostly for men,
NOTE Confidence: 0.688123210833333

01:01:18.940 --> 01:01:20.143 but actually women.
NOTE Confidence: 0.688123210833333

01:01:20.143 --> 01:01:23.480 We can be very successful in that world.
NOTE Confidence: 0.688123210833333

01:01:23.480 --> 01:01:27.136 So this is also when I started university
NOTE Confidence: 0.688123210833333

01:01:27.140 --> 01:01:29.723 there was like the majority of the
NOTE Confidence: 0.688123210833333

01:01:29.723 --> 01:01:32.449 classes at the engineer were like of
NOTE Confidence: 0.688123210833333

01:01:32.449 --> 01:01:35.257 male like maybe 2-3 girls and I'm
NOTE Confidence: 0.688123210833333

01:01:35.257 --> 01:01:37.777 not Speaking of I'm speaking about.

NOTE Confidence: 0.688123210833333

01:01:37.780 --> 01:01:39.984 Italy 15 years ago.

NOTE Confidence: 0.688123210833333

01:01:39.984 --> 01:01:44.860 So we we are really far from from

NOTE Confidence: 0.688123210833333

01:01:44.860 --> 01:01:49.195 spreading this like and knowledge

NOTE Confidence: 0.688123210833333

01:01:49.195 --> 01:01:51.160 and environment of.

NOTE Confidence: 0.688123210833333

01:01:51.160 --> 01:01:55.579 Of inclusion and equity and I as

NOTE Confidence: 0.688123210833333

01:01:55.579 --> 01:01:57.087 a as a female.

NOTE Confidence: 0.688123210833333

01:01:57.090 --> 01:02:00.555 I also I feel like when I attempt like

NOTE Confidence: 0.688123210833333

01:02:00.555 --> 01:02:02.559 conference that with my colleagues

NOTE Confidence: 0.688123210833333

01:02:02.559 --> 01:02:05.575 other females so we are a bit like

NOTE Confidence: 0.688123210833333

01:02:05.575 --> 01:02:08.541 more shy to speak up even if we do

NOTE Confidence: 0.688123210833333

01:02:08.541 --> 01:02:11.698 good research and so in that case

NOTE Confidence: 0.688123210833333

01:02:11.698 --> 01:02:14.760 I think a supportive mentor.

NOTE Confidence: 0.688123210833333

01:02:14.760 --> 01:02:17.679 Would be very important and in my

NOTE Confidence: 0.688123210833333

01:02:17.679 --> 01:02:21.340 case like my mentor is a strong woman

NOTE Confidence: 0.688123210833333

01:02:21.340 --> 01:02:24.616 that she survived and in this kind of

NOTE Confidence: 0.688123210833333

01:02:24.616 --> 01:02:28.300 in research field that is very difficult so.

NOTE Confidence: 0.688123210833333

01:02:28.300 --> 01:02:31.420 A very good example,

NOTE Confidence: 0.688123210833333

01:02:31.420 --> 01:02:34.546 but yeah I think also having

NOTE Confidence: 0.688123210833333

01:02:34.546 --> 01:02:37.219 multiple mentors might help you

NOTE Confidence: 0.688123210833333

01:02:37.219 --> 01:02:39.699 to discover your your value.

NOTE Confidence: 0.688123210833333

01:02:39.700 --> 01:02:40.951 So So what?

NOTE Confidence: 0.688123210833333

01:02:40.951 --> 01:02:43.036 What other like suggestion would

NOTE Confidence: 0.688123210833333

01:02:43.036 --> 01:02:44.510 you have for us?

NOTE Confidence: 0.782665901818182

01:02:45.730 --> 01:02:49.434 So in I I highly support having more

NOTE Confidence: 0.782665901818182

01:02:49.434 --> 01:02:52.654 than one midterm because one mentor

NOTE Confidence: 0.782665901818182

01:02:52.654 --> 01:02:56.400 cannot do everything and there are some

NOTE Confidence: 0.782665901818182

01:02:56.400 --> 01:03:00.609 things that you want your mentor to do.

NOTE Confidence: 0.782665901818182

01:03:00.610 --> 01:03:02.850 There's some things you need from a mentor

NOTE Confidence: 0.782665901818182

01:03:02.850 --> 01:03:05.419 that a mentor may not be able to provide,

NOTE Confidence: 0.782665901818182

01:03:05.420 --> 01:03:10.520 so I have I have a personal mentor and coach.

NOTE Confidence: 0.782665901818182

01:03:10.520 --> 01:03:15.641 That helps me figure out how I prioritize.

NOTE Confidence: 0.782665901818182
01:03:15.641 --> 01:03:19.330 I have a research mentor who is
NOTE Confidence: 0.782665901818182
01:03:19.443 --> 01:03:22.779 talking to me about my science.
NOTE Confidence: 0.782665901818182
01:03:22.780 --> 01:03:25.966 I have a mentor around leadership.
NOTE Confidence: 0.782665901818182
01:03:25.970 --> 01:03:28.770 Who's teaching and guiding me
NOTE Confidence: 0.782665901818182
01:03:28.770 --> 01:03:31.570 as I make leadership decisions?
NOTE Confidence: 0.782665901818182
01:03:31.570 --> 01:03:32.521 Yeah, there are.
NOTE Confidence: 0.782665901818182
01:03:32.521 --> 01:03:35.759 There are mentors who can do a lot of things.
NOTE Confidence: 0.782665901818182
01:03:35.760 --> 01:03:39.225 And then I have mentors who are.
NOTE Confidence: 0.782665901818182
01:03:39.230 --> 01:03:41.993 Are people who are not even in the field
NOTE Confidence: 0.782665901818182
01:03:41.993 --> 01:03:45.020 of medicine but are other professionals?
NOTE Confidence: 0.782665901818182
01:03:45.020 --> 01:03:48.540 Who understand?
NOTE Confidence: 0.782665901818182
01:03:48.540 --> 01:03:50.876 What it is to be a black professor?
NOTE Confidence: 0.782665901818182
01:03:50.880 --> 01:03:52.248 A black professional?
NOTE Confidence: 0.782665901818182
01:03:52.248 --> 01:03:54.528 And and we talk about
NOTE Confidence: 0.782665901818182
01:03:54.528 --> 01:03:56.629 the issues that come up.
NOTE Confidence: 0.782665901818182

01:03:56.630 --> 01:03:58.928 I highly recommend that one tries
NOTE Confidence: 0.782665901818182

01:03:58.928 --> 01:04:01.970 to get more than one mentor using
NOTE Confidence: 0.782665901818182

01:04:01.970 --> 01:04:05.270 many of the national organizations
NOTE Confidence: 0.782665901818182

01:04:05.270 --> 01:04:07.910 now have mentorship programs.
NOTE Confidence: 0.782665901818182

01:04:07.910 --> 01:04:09.143 So, for example,
NOTE Confidence: 0.782665901818182

01:04:09.143 --> 01:04:10.787 for American thoracic society,
NOTE Confidence: 0.782665901818182

01:04:10.790 --> 01:04:12.865 all of the different assemblies
NOTE Confidence: 0.782665901818182

01:04:12.865 --> 01:04:14.110 have mentorship programs.
NOTE Confidence: 0.782665901818182

01:04:14.110 --> 01:04:17.042 I am mentoring someone from Seattle, WA.
NOTE Confidence: 0.782665901818182

01:04:17.042 --> 01:04:19.757 I'm mentoring someone from Philadelphia.
NOTE Confidence: 0.8468932

01:04:21.960 --> 01:04:25.264 And and it's because our interests aligned,
NOTE Confidence: 0.8468932

01:04:25.270 --> 01:04:26.990 aligned and one of them.
NOTE Confidence: 0.8468932

01:04:26.990 --> 01:04:29.606 I'm interested, I'm mentoring in research,
NOTE Confidence: 0.8468932

01:04:29.610 --> 01:04:31.902 but the other I'm mentoring around
NOTE Confidence: 0.8468932

01:04:31.902 --> 01:04:34.118 issues of DEI at their institution
NOTE Confidence: 0.8468932

01:04:34.118 --> 01:04:36.290 and so looking at your national

NOTE Confidence: 0.8468932

01:04:36.355 --> 01:04:38.230 organizations for mentorship,

NOTE Confidence: 0.8468932

01:04:38.230 --> 01:04:39.640 if you don't have it locally.

NOTE Confidence: 0.907319664666667

01:04:42.010 --> 01:04:43.588 Often your mentor.

NOTE Confidence: 0.907319664666667

01:04:43.588 --> 01:04:46.218 Can also recommend other people

NOTE Confidence: 0.907319664666667

01:04:46.218 --> 01:04:49.717 who can help you depending on what

NOTE Confidence: 0.907319664666667

01:04:49.720 --> 01:04:52.050 what questions and what areas

NOTE Confidence: 0.907319664666667

01:04:52.050 --> 01:04:54.380 you of mentorship are needed.

NOTE Confidence: 0.907319664666667

01:04:54.380 --> 01:04:56.884 But I highly recommend more than one mentor.

NOTE Confidence: 0.764382837272727

01:05:12.300 --> 01:05:14.036 We receive a comment in the chat

NOTE Confidence: 0.764382837272727

01:05:14.036 --> 01:05:17.740 room if you want to. To share.

NOTE Confidence: 0.586882825

01:05:21.030 --> 01:05:25.458 I can't hi so this is.

NOTE Confidence: 0.862729364444444

01:05:25.460 --> 01:05:27.404 This was a comment. Let me just share this.

NOTE Confidence: 0.686651985714286

01:05:30.330 --> 01:05:33.669 From Tamara, I can vouch that I

NOTE Confidence: 0.686651985714286

01:05:33.669 --> 01:05:37.549 loved my HB CU and thrived there.

NOTE Confidence: 0.686651985714286

01:05:37.550 --> 01:05:39.584 I went to Howard and now at Yale I

NOTE Confidence: 0.686651985714286

01:05:39.584 --> 01:05:41.840 think the biggest struggle is the shift
NOTE Confidence: 0.686651985714286

01:05:41.840 --> 01:05:43.780 in environment more than the rigor.
NOTE Confidence: 0.6484016

01:05:45.340 --> 01:05:49.780 The shift in environment.
NOTE Confidence: 0.8046122425

01:05:49.780 --> 01:05:53.190 More than the rigor. Ohh absolutely.
NOTE Confidence: 0.808996525

01:05:55.250 --> 01:06:02.570 HBC use are rigorous. They produce scholars.
NOTE Confidence: 0.808996525

01:06:02.570 --> 01:06:05.944 They have a history of producing scholars.
NOTE Confidence: 0.932495748

01:06:09.390 --> 01:06:13.330 And more and more. Students.
NOTE Confidence: 0.932495748

01:06:13.330 --> 01:06:17.740 Of color are looking at HBC use.
NOTE Confidence: 0.932495748

01:06:17.740 --> 01:06:21.268 Because they want to become scholars
NOTE Confidence: 0.932495748

01:06:21.268 --> 01:06:23.620 in a supportive environment.
NOTE Confidence: 0.932495748

01:06:23.620 --> 01:06:26.059 That's why my.
NOTE Confidence: 0.932495748

01:06:26.060 --> 01:06:29.258 Two God children and three nieces
NOTE Confidence: 0.932495748

01:06:29.258 --> 01:06:31.390 all chose Spelman College,
NOTE Confidence: 0.932495748

01:06:31.390 --> 01:06:35.148 which is an HBC U and they could have.
NOTE Confidence: 0.932495748

01:06:35.148 --> 01:06:37.358 They could have gone anywhere.
NOTE Confidence: 0.932495748

01:06:37.360 --> 01:06:40.685 They were very intentional about an HBC

NOTE Confidence: 0.932495748

01:06:40.685 --> 01:06:44.540 U because they wanted their lifestyle,

NOTE Confidence: 0.932495748

01:06:44.540 --> 01:06:47.390 their culture and their environment

NOTE Confidence: 0.932495748

01:06:47.390 --> 01:06:51.940 to bathe them in that nurturing broth.

NOTE Confidence: 0.932495748

01:06:51.940 --> 01:06:55.240 So that they could experiment and

NOTE Confidence: 0.932495748

01:06:55.240 --> 01:06:58.800 make mistakes and still be supported.

NOTE Confidence: 0.932495748

01:06:58.800 --> 01:07:03.112 And and be in an environment where the

NOTE Confidence: 0.932495748

01:07:03.112 --> 01:07:06.419 whole environmental or academic enterprise.

NOTE Confidence: 0.932495748

01:07:06.420 --> 01:07:12.396 Was interested in promoting their success.

NOTE Confidence: 0.932495748

01:07:12.400 --> 01:07:15.824 And one of the advantages at talking to

NOTE Confidence: 0.932495748

01:07:15.824 --> 01:07:18.589 them about their experiences is that

NOTE Confidence: 0.932495748

01:07:18.589 --> 01:07:22.090 then they go on to wherever they go.

NOTE Confidence: 0.932495748

01:07:22.090 --> 01:07:25.006 But they have a network of

NOTE Confidence: 0.932495748

01:07:25.006 --> 01:07:25.978 other professionals,

NOTE Confidence: 0.932495748

01:07:25.980 --> 01:07:28.158 so they have a network of

NOTE Confidence: 0.932495748

01:07:28.158 --> 01:07:29.610 professionals wherever they go.

NOTE Confidence: 0.932495748

01:07:29.610 --> 01:07:33.323 That they can call on for support anywhere

NOTE Confidence: 0.932495748

01:07:33.323 --> 01:07:35.827 in the country or anywhere in the world,

NOTE Confidence: 0.932495748

01:07:35.830 --> 01:07:38.656 and and that that's a built-in

NOTE Confidence: 0.932495748

01:07:38.656 --> 01:07:41.836 network by virtue of being a graduate

NOTE Confidence: 0.932495748

01:07:41.836 --> 01:07:44.236 of an HBC U so Tamara.

NOTE Confidence: 0.932495748

01:07:44.240 --> 01:07:46.700 I I definitely understand,

NOTE Confidence: 0.932495748

01:07:46.700 --> 01:07:50.790 appreciate that and agree that that is,

NOTE Confidence: 0.932495748

01:07:50.790 --> 01:07:51.504 you know,

NOTE Confidence: 0.932495748

01:07:51.504 --> 01:07:54.991 we need to do the hard work of culture

NOTE Confidence: 0.932495748

01:07:54.991 --> 01:07:58.207 change in our institution so that.

NOTE Confidence: 0.932495748

01:07:58.210 --> 01:07:58.993 Anybody?

NOTE Confidence: 0.932495748

01:07:58.993 --> 01:08:04.474 Of any identity entering into this space.

NOTE Confidence: 0.932495748

01:08:04.480 --> 01:08:07.175 Actually belong, not feel like they belong,

NOTE Confidence: 0.932495748

01:08:07.180 --> 01:08:07.948 but actually belong.

NOTE Confidence: 0.932495748

01:08:07.948 --> 01:08:10.380 That's the work that we have to do in order.

NOTE Confidence: 0.932495748

01:08:10.380 --> 01:08:12.330 If we're really going to achieve

NOTE Confidence: 0.932495748

01:08:12.330 --> 01:08:13.500 equity in academia.

NOTE Confidence: 0.89547323333333

01:08:23.080 --> 01:08:26.805 Yeah, I also wanted to go back on what to

NOTE Confidence: 0.89547323333333

01:08:26.805 --> 01:08:29.940 Mary said because I also feel the same way,

NOTE Confidence: 0.89547323333333

01:08:29.940 --> 01:08:32.817 although I did not graduate from HBC.

NOTE Confidence: 0.89547323333333

01:08:32.820 --> 01:08:35.316 I did when I graduated from high school.

NOTE Confidence: 0.89547323333333

01:08:35.320 --> 01:08:38.488 I attended a PWI in South Dakota and

NOTE Confidence: 0.89547323333333

01:08:38.488 --> 01:08:41.618 my time like my experience there.

NOTE Confidence: 0.89547323333333

01:08:41.620 --> 01:08:43.516 I had a very hard time.

NOTE Confidence: 0.89547323333333

01:08:43.520 --> 01:08:45.800 There was no support I.

NOTE Confidence: 0.89547323333333

01:08:45.800 --> 01:08:47.450 Felt like I was alone.

NOTE Confidence: 0.89547323333333

01:08:47.450 --> 01:08:49.634 There was even advisers if I would

NOTE Confidence: 0.89547323333333

01:08:49.634 --> 01:08:52.623 try to talk to them they could never

NOTE Confidence: 0.89547323333333

01:08:52.623 --> 01:08:55.195 understand the issues that I was

NOTE Confidence: 0.89547323333333

01:08:55.195 --> 01:08:57.770 dealing with from my perspective and

NOTE Confidence: 0.89547323333333

01:08:57.770 --> 01:09:00.970 after that I had transferred to an HBC

NOTE Confidence: 0.89547323333333

01:09:00.970 --> 01:09:05.267 U in Texas with Texas City University and.

NOTE Confidence: 0.8954732333333333

01:09:05.267 --> 01:09:09.586 My experience there was like no other.

NOTE Confidence: 0.8954732333333333

01:09:09.590 --> 01:09:12.950 My confidence in myself as a black

NOTE Confidence: 0.8954732333333333

01:09:12.950 --> 01:09:14.510 woman increased dramatically.

NOTE Confidence: 0.8954732333333333

01:09:14.510 --> 01:09:17.210 My grades were much better.

NOTE Confidence: 0.8954732333333333

01:09:17.210 --> 01:09:19.212 There were so many people that were

NOTE Confidence: 0.8954732333333333

01:09:19.212 --> 01:09:21.328 around me that wanted me to succeed.

NOTE Confidence: 0.8954732333333333

01:09:21.330 --> 01:09:22.820 There were so many people

NOTE Confidence: 0.8954732333333333

01:09:22.820 --> 01:09:24.310 that just wanted to help,

NOTE Confidence: 0.8954732333333333

01:09:24.310 --> 01:09:25.647 even if I didn't ask for it.

NOTE Confidence: 0.8954732333333333

01:09:25.650 --> 01:09:28.539 Even if I didn't know that I needed the

NOTE Confidence: 0.8954732333333333

01:09:28.539 --> 01:09:31.046 help and I feel that that experience

NOTE Confidence: 0.8954732333333333

01:09:31.046 --> 01:09:34.030 going to an HBCU for some time help

NOTE Confidence: 0.8954732333333333

01:09:34.030 --> 01:09:36.400 to propel and change my mindset.

NOTE Confidence: 0.8954732333333333

01:09:36.400 --> 01:09:39.087 To let me know that I, you know,

NOTE Confidence: 0.8954732333333333

01:09:39.087 --> 01:09:41.715 I can also take up space and that I

NOTE Confidence: 0.8954732333333333

01:09:41.715 --> 01:09:44.067 shouldn't feel bad for taking up space,

NOTE Confidence: 0.8954732333333333

01:09:44.070 --> 01:09:45.390 wherever where,

NOTE Confidence: 0.8954732333333333

01:09:45.390 --> 01:09:48.030 wherever I am and.

NOTE Confidence: 0.8954732333333333

01:09:48.030 --> 01:09:49.398 That experience I feel has led

NOTE Confidence: 0.8954732333333333

01:09:49.398 --> 01:09:50.729 me to where I am now,

NOTE Confidence: 0.8954732333333333

01:09:50.730 --> 01:09:52.760 which is doing an internship with Yale.

NOTE Confidence: 0.8954732333333333

01:09:52.760 --> 01:09:54.165 This is something I've never

NOTE Confidence: 0.8954732333333333

01:09:54.165 --> 01:09:55.289 thought in my life.

NOTE Confidence: 0.8954732333333333

01:09:55.290 --> 01:09:58.484 I would be able to do and I'm just

NOTE Confidence: 0.8954732333333333

01:09:58.484 --> 01:10:00.574 I'm grateful for every experience

NOTE Confidence: 0.8954732333333333

01:10:00.574 --> 01:10:03.184 I have and I'm grateful for the

NOTE Confidence: 0.8954732333333333

01:10:03.184 --> 01:10:06.480 HPC that I went to as well.

NOTE Confidence: 0.90034859

01:10:06.480 --> 01:10:10.128 Yes, I I think you. I mean, we're on

NOTE Confidence: 0.90034859

01:10:10.128 --> 01:10:13.359 something that's the thing of of of

NOTE Confidence: 0.90034859

01:10:13.359 --> 01:10:16.379 really creating a supportive nurturing.

NOTE Confidence: 0.693392398

01:10:20.320 --> 01:10:25.070 Pro environment that builds confidence.
NOTE Confidence: 0.693392398

01:10:25.070 --> 01:10:27.738 Instead of undermines confidence.
NOTE Confidence: 0.693392398

01:10:27.738 --> 01:10:33.060 If we're going to get. The best.
NOTE Confidence: 0.693392398

01:10:33.060 --> 01:10:37.379 Out of each member of our community.
NOTE Confidence: 0.693392398

01:10:37.380 --> 01:10:41.825 The point of diversity is not counting.
NOTE Confidence: 0.693392398

01:10:41.830 --> 01:10:43.339 Just counting numbers,
NOTE Confidence: 0.693392398

01:10:43.339 --> 01:10:46.357 the point of diversity is diversity
NOTE Confidence: 0.693392398

01:10:46.357 --> 01:10:49.187 should change us and make us better.
NOTE Confidence: 0.693392398

01:10:49.190 --> 01:10:52.046 And in order for us to be changed,
NOTE Confidence: 0.693392398

01:10:52.050 --> 01:10:53.534 we have to be open to change.
NOTE Confidence: 0.693392398

01:10:53.540 --> 01:10:56.110 We have to see that we need to be changed,
NOTE Confidence: 0.693392398

01:10:56.110 --> 01:10:59.078 but we also need to put the resources
NOTE Confidence: 0.693392398

01:10:59.078 --> 01:11:01.599 behind the change that is needed.
NOTE Confidence: 0.93425083

01:11:04.010 --> 01:11:05.977 I totally agree with all these points
NOTE Confidence: 0.93425083

01:11:05.977 --> 01:11:08.204 because I think a lot of the narrative
NOTE Confidence: 0.93425083

01:11:08.204 --> 01:11:10.140 has been focusing on trying to make

NOTE Confidence: 0.93425083

01:11:10.140 --> 01:11:12.072 sure that we have like classes or

NOTE Confidence: 0.93425083

01:11:12.072 --> 01:11:13.502 particular seminars to make sure

NOTE Confidence: 0.93425083

01:11:13.502 --> 01:11:15.230 that we have more diverse scholars.

NOTE Confidence: 0.93425083

01:11:15.230 --> 01:11:17.885 But I think the big thing is not diversity

NOTE Confidence: 0.93425083

01:11:17.885 --> 01:11:20.010 and also trying to help with the rigor,

NOTE Confidence: 0.93425083

01:11:20.010 --> 01:11:21.840 but it's actually the inclusion piece,

NOTE Confidence: 0.93425083

01:11:21.840 --> 01:11:24.189 and I think the inclusion piece is the big

NOTE Confidence: 0.93425083

01:11:24.189 --> 01:11:26.724 one that we seem to sometimes forget about.

NOTE Confidence: 0.93425083

01:11:26.730 --> 01:11:28.202 But it's like we have to make sure

NOTE Confidence: 0.93425083

01:11:28.202 --> 01:11:29.490 that people feel like they belong.

NOTE Confidence: 0.93425083

01:11:29.490 --> 01:11:30.550 They feel like they're supportive,

NOTE Confidence: 0.93425083

01:11:30.550 --> 01:11:32.806 they have mentors, they have peers,

NOTE Confidence: 0.93425083

01:11:32.810 --> 01:11:34.038 so yeah, thank you.

NOTE Confidence: 0.93425083

01:11:34.038 --> 01:11:34.959 Everybody for sharing.

NOTE Confidence: 0.74227547

01:11:36.770 --> 01:11:37.680 Thank you.

NOTE Confidence: 0.943666191

01:11:40.340 --> 01:11:41.468 Yeah, thank you.
NOTE Confidence: 0.943666191

01:11:41.468 --> 01:11:43.724 Thank you everyone for sharing your
NOTE Confidence: 0.943666191

01:11:43.724 --> 01:11:46.700 stories and again thank you Professor.
NOTE Confidence: 0.943666191

01:11:46.700 --> 01:11:49.284 Cheers for your amazing
NOTE Confidence: 0.943666191

01:11:49.284 --> 01:11:52.203 like witness for life and.
NOTE Confidence: 0.943666191

01:11:52.203 --> 01:11:54.908 Engagement in uh in creating
NOTE Confidence: 0.943666191

01:11:54.908 --> 01:11:57.270 an inclusive environment.
NOTE Confidence: 0.943666191

01:11:57.270 --> 01:11:59.970 You really captures our attention.
NOTE Confidence: 0.943666191

01:11:59.970 --> 01:12:03.250 I think everyone is really.
NOTE Confidence: 0.943666191

01:12:03.250 --> 01:12:06.130 Amazed by you your way of
NOTE Confidence: 0.943666191

01:12:06.130 --> 01:12:08.201 presenting this really touching
NOTE Confidence: 0.943666191

01:12:08.201 --> 01:12:11.987 and topic and very sensitive topic.
NOTE Confidence: 0.943666191

01:12:11.990 --> 01:12:13.434 But as you said,
NOTE Confidence: 0.943666191

01:12:13.434 --> 01:12:15.239 we really need to engage
NOTE Confidence: 0.943666191

01:12:15.239 --> 01:12:17.368 and put effort to change.
NOTE Confidence: 0.943666191

01:12:17.370 --> 01:12:20.280 I I give you like the stage to you for.

NOTE Confidence: 0.869261986666667

01:12:21.270 --> 01:12:22.836 Well, thank you for the invitation.

NOTE Confidence: 0.869261986666667

01:12:22.840 --> 01:12:24.584 Thanks to all of you for staying late.

NOTE Confidence: 0.869261986666667

01:12:24.590 --> 01:12:26.142 I really appreciate your

NOTE Confidence: 0.869261986666667

01:12:26.142 --> 01:12:28.082 time and I and thanks.

NOTE Confidence: 0.869261986666667

01:12:28.090 --> 01:12:31.387 Karim, Soraya and Julia wherever you are.

NOTE Confidence: 0.869261986666667

01:12:31.390 --> 01:12:33.940 I appreciate the invitation. Take care.

NOTE Confidence: 0.775188081666667

01:12:34.880 --> 01:12:36.350 Thank you very much for joining.