WEBVTT

00:00:00.000 --> 00:00:03.480 DK for a lovely introduction,

00:00:03.480 --> 00:00:05.912 I'm going to see if I can share

00:00:05.912 --> 00:00:08.160 my screen here and get started.

00:00:11.280 --> 00:00:11.880 Okay,

00:00:15.680 --> 00:00:17.105 okay, good morning.

00:00:17.105 --> 00:00:19.955 It's a privilege to be here.

00:00:19.960 --> 00:00:24.790 It's been an interesting time in history

00:00:24.790 --> 00:00:27.610 of the United States and elsewhere,

00:00:27.610 --> 00:00:28.912 especially with the

00:00:28.912 --> 00:00:30.648 pandemic and civil unrest.

00:00:30.650 --> 00:00:35.026 And one of the things that I've

00:00:35.026 --> 00:00:37.916 noticed is that people have responded

00:00:37.916 --> 00:00:40.042 differently to stressors than they

00:00:40.042 --> 00:00:41.882 would have in other situations,

NOTE Confidence: 0.92073363

00:00:41.890 --> 00:00:43.066 but with good reason.

NOTE Confidence: 0.92073363

00:00:43.066 --> 00:00:45.424 Each stressor we've had to deal with has

NOTE Confidence: 0.92073363

00:00:45.424 --> 00:00:47.552 affected each of us in a different way.

NOTE Confidence: 0.92073363

00:00:47.560 --> 00:00:48.682 So one of the things that's

NOTE Confidence: 0.92073363

00:00:48.682 --> 00:00:50.039 important to me is to understand,

NOTE Confidence: 0.92073363

00:00:50.040 --> 00:00:51.370 try to understand where everyone's

NOTE Confidence: 0.92073363

00:00:51.370 --> 00:00:53.253 coming from and try to reach a

NOTE Confidence: 0.92073363

00:00:53.253 --> 00:00:54.518 consensus that moves us ahead.

NOTE Confidence: 0.92073363

00:00:54.520 --> 00:00:56.212 And the goal is to do that as efficiently

NOTE Confidence: 0.92073363

00:00:56.212 --> 00:00:57.540 as possible because we know that

NOTE Confidence: 0.92073363

00:00:57.540 --> 00:00:59.151 there are going to be hiccups along

NOTE Confidence: 0.92073363

00:00:59.151 --> 00:01:00.796 the way and we have to reconfigure

NOTE Confidence: 0.92073363

00:01:00.796 --> 00:01:03.000 things and be strategic about it.

NOTE Confidence: 0.92073363

00:01:03.000 --> 00:01:04.883 And I guess this is what we're

NOTE Confidence: 0.92073363

00:01:04.883 --> 00:01:07.198 trying to do in forensic psychiatry.

NOTE Confidence: 0.92073363

00:01:07.200 --> 00:01:10.320 We're trying to look at all the data,

NOTE Confidence: 0.92073363

00:01:10.320 --> 00:01:12.198 marshal the evidence,

NOTE Confidence: 0.92073363

00:01:12.198 --> 00:01:14.076 render an opinion,

NOTE Confidence: 0.92073363

00:01:14.080 --> 00:01:17.680 and then advocate for that opinion

NOTE Confidence: 0.92073363

00:01:17.680 --> 00:01:19.534 while being cognizant that there are

NOTE Confidence: 0.92073363

00:01:19.534 --> 00:01:21.508 times that we may have overlooked

NOTE Confidence: 0.92073363

00:01:21.508 --> 00:01:23.536 something and we'll have to concede

NOTE Confidence: 0.92073363

00:01:23.536 --> 00:01:25.760 and and and step back and regroup.

NOTE Confidence: 0.92073363

00:01:25.760 --> 00:01:28.399 So my talk is pursuing fundamental fairness,

NOTE Confidence: 0.92073363

00:01:28.400 --> 00:01:30.640 APA's response to structural races

NOTE Confidence: 0.92073363

00:01:30.640 --> 00:01:32.880 of structural bias in psychiatry.

NOTE Confidence: 0.92073363

00:01:32.880 --> 00:01:35.526 And let me see if I can move these

NOTE Confidence: 0.92073363

00:01:35.526 --> 00:01:38.114 photos okay now I can see better okay.

NOTE Confidence: 0.92073363

00:01:38.120 --> 00:01:40.232 The objectives are to explain the

NOTE Confidence: 0.92073363

00:01:40.232 --> 00:01:41.640 relationship between structural bias,

NOTE Confidence: 0.92073363

00:01:41.640 --> 00:01:43.712 health disparities, medical morbidity,

NOTE Confidence: 0.92073363

00:01:43.712 --> 00:01:44.748 and mortality.

NOTE Confidence: 0.92073363

00:01:44.750 --> 00:01:46.952 To explain examine how organized medicine

NOTE Confidence: 0.92073363

00:01:46.952 --> 00:01:49.208 is addressing racial bias in healthcare

NOTE Confidence: 0.92073363

00:01:49.208 --> 00:01:51.386 and to describe the process challenges,

NOTE Confidence: 0.92073363

00:01:51.390 --> 00:01:51.841 accomplishments,

NOTE Confidence: 0.92073363

00:01:51.841 --> 00:01:52.292 implementation,

NOTE Confidence: 0.92073363

00:01:52.292 --> 00:01:54.998 and lessons learned by the Structural

NOTE Confidence: 0.92073363

00:01:54.998 --> 00:01:56.949 Racism Task Force and present.

NOTE Confidence: 0.92073363

00:01:56.950 --> 00:01:59.190 The status of the A present status

NOTE Confidence: 0.92073363

00:01:59.190 --> 00:02:01.535 of the APA's anti bias agenda and

NOTE Confidence: 0.92073363

00:02:01.535 --> 00:02:04.077 the gap is suggesting the gap and

NOTE Confidence: 0.92073363

00:02:04.077 --> 00:02:06.363 knowledge of how intrinsic and extrinsic

NOTE Confidence: 0.92073363

00:02:06.363 --> 00:02:08.772 biases in medicine affect health

NOTE Confidence: 0.92073363

00:02:08.772 --> 00:02:11.244 disparities and workforce burn down.

NOTE Confidence: 0.92073363

00:02:11.244 --> 00:02:14.373 I have no disclosures and I would

NOTE Confidence: 0.92073363

00:02:14.373 --> 00:02:16.890 like to open my talks with a quote

NOTE Confidence: 0.92073363

00:02:16.890 --> 00:02:19.190 and here's one of my favorite ones.

NOTE Confidence: 0.92073363

00:02:19.190 --> 00:02:22.670 Great minds discuss ideas,

NOTE Confidence: 0.92073363

00:02:22.670 --> 00:02:25.390 and we're going to discuss some ideas today.

NOTE Confidence: 0.92073363

00:02:25.390 --> 00:02:26.714 Average minds discuss events,

NOTE Confidence: 0.92073363

00:02:26.714 --> 00:02:28.700 and of course we'll be discussing

NOTE Confidence: 0.92073363

00:02:28.758 --> 00:02:29.390 some events,

NOTE Confidence: 0.92073363

00:02:29.390 --> 00:02:31.542 but to a lesser degree than the ideas

NOTE Confidence: 0.92073363

00:02:31.542 --> 00:02:33.348 and small minds discuss people.

NOTE Confidence: 0.92073363

00:02:33.350 --> 00:02:36.050 We're going to try to avoid that one today,

NOTE Confidence: 0.92073363

00:02:36.050 --> 00:02:38.730 so let's just look at some basic definitions.

NOTE Confidence: 0.92073363

00:02:38.730 --> 00:02:40.872 Race is a social construct or

NOTE Confidence: 0.92073363

00:02:40.872 --> 00:02:42.300 interpretation based on physical

NOTE Confidence: 0.92073363

00:02:42.366 --> 00:02:43.290 characteristics.

NOTE Confidence: 0.92073363

00:02:43.290 --> 00:02:45.474 Racism is a system that assigns

NOTE Confidence: 0.92073363

00:02:45.474 --> 00:02:46.566 value to that.

NOTE Confidence: 0.92073363

00:02:46.570 --> 00:02:48.488 Prejudice is a belief that is rooted,

NOTE Confidence: 0.92073363

00:02:48.490 --> 00:02:51.166 and often rooted in unfair assumptions.

NOTE Confidence: 0.92073363

00:02:51.170 --> 00:02:53.498 Discrimination is an action that is

NOTE Confidence: 0.92073363

00:02:53.498 --> 00:02:55.770 informed or motivated by prejudice,

NOTE Confidence: 0.92073363

00:02:55.770 --> 00:02:59.170 whether or not it's deliberate.

NOTE Confidence: 0.92073363

00:02:59.170 --> 00:03:01.918 And excuse me,

NOTE Confidence: 0.92073363

00:03:01.918 --> 00:03:05.110 HealthEquity is really what

NOTE Confidence: 0.92073363

00:03:05.110 --> 00:03:07.830 we're talking about here.

NOTE Confidence: 0.92073363

00:03:07.830 --> 00:03:11.070 Despite immutable traits, each person,

NOTE Confidence: 0.92073363

00:03:11.070 --> 00:03:13.070 regardless of station in life,

NOTE Confidence: 0.92073363

00:03:13.070 --> 00:03:15.854 can achieve the same level of

NOTE Confidence: 0.92073363

00:03:15.854 --> 00:03:17.710 health by accessing individualized

NOTE Confidence: 0.92073363

00:03:17.784 --> 00:03:19.668 quality care without bias.

NOTE Confidence: 0.92073363

00:03:19.670 --> 00:03:22.232 So it's a matter of accessing care

NOTE Confidence: 0.92073363

00:03:22.232 --> 00:03:25.055 based on what your needs are and not

NOTE Confidence: 0.92073363

00:03:25.055 --> 00:03:28.129 how much you have in your wallet or

NOTE Confidence: 0.92073363

00:03:28.129 --> 00:03:30.829 whether which insurance plan you have.

NOTE Confidence: 0.93897754

00:03:30.830 --> 00:03:32.454 OK, we're going to talk a little

NOTE Confidence: 0.93897754

00:03:32.454 --> 00:03:33.150 bit about microaggressions.

NOTE Confidence: 0.93897754

00:03:33.150 --> 00:03:34.907 I'm sure you're familiar with this term,

NOTE Confidence: 0.93897754

00:03:34.910 --> 00:03:37.304 which was actually coined in the late

NOTE Confidence: 0.93897754

00:03:37.304 --> 00:03:40.390 1960s by a PA member, Chester Pierce,

NOTE Confidence: 0.93897754

00:03:40.390 --> 00:03:42.749 who just had a an endowed lectureship

NOTE Confidence: 0.93897754

00:03:45.190 --> 00:03:46.990 funded in his name. And Ezra,

NOTE Confidence: 0.93897754

00:03:46.990 --> 00:03:48.725 your own Irish Griffith was

NOTE Confidence: 0.93897754

00:03:48.725 --> 00:03:50.870 one of the people behind that.

NOTE Confidence: 0.93897754

00:03:50.870 --> 00:03:53.355 But he coined this term in the late 1960s,

NOTE Confidence: 0.93897754

00:03:53.355 --> 00:03:57.310 described how whites reacted to blacks after

NOTE Confidence: 0.93925077

00:04:00.620 --> 00:04:02.180 became illegal in the country.

NOTE Confidence: 0.93925077

00:04:02.180 --> 00:04:03.700 And it was a it was a brief,

NOTE Confidence: 0.93925077

7

00:04:03.700 --> 00:04:05.620 commonplace verbal, behavioral,

NOTE Confidence: 0.93925077

00:04:05.620 --> 00:04:07.540 or environmental indignity,

NOTE Confidence: 0.93925077

00:04:07.540 --> 00:04:08.680 regardless of intent,

NOTE Confidence: 0.93925077

00:04:08.680 --> 00:04:09.820 that communicated hostile,

NOTE Confidence: 0.93925077

00:04:09.820 --> 00:04:11.244 derogatory or negative prejudicial

NOTE Confidence: 0.93925077

00:04:11.244 --> 00:04:13.380 slides and insults towards a group,

NOTE Confidence: 0.93925077

00:04:13.380 --> 00:04:15.280 particularly culturally marginalized groups.

NOTE Confidence: 0.93925077

00:04:15.280 --> 00:04:17.655 Now in the late 1960s,

NOTE Confidence: 0.93925077

00:04:17.660 --> 00:04:22.146 Doctor Pierce used that to describe the

NOTE Confidence: 0.93925077

00:04:22.146 --> 00:04:23.776 relationship between whites and blacks.

NOTE Confidence: 0.93925077

00:04:23.780 --> 00:04:25.236 Black whites towards blacks,

NOTE Confidence: 0.93925077

00:04:25.236 --> 00:04:27.056 particularly in the South but

NOTE Confidence: 0.93925077

00:04:27.056 --> 00:04:29.224 also elsewhere and over time.

NOTE Confidence: 0.93925077

00:04:29.224 --> 00:04:31.672 People like Darryl Wingsu and others

NOTE Confidence: 0.93925077

00:04:31.672 --> 00:04:33.982 began to study this and realize

NOTE Confidence: 0.93925077

00:04:33.982 --> 00:04:36.599 that this is not specific to blacks.

NOTE Confidence: 0.93925077

00:04:36.600 --> 00:04:39.492 The relationships or or a microaggressions

NOTE Confidence: 0.93925077

00:04:39.492 --> 00:04:42.519 don't focus just on black people.

NOTE Confidence: 0.93925077

00:04:42.520 --> 00:04:46.034 So they decided it on many levels.

NOTE Confidence: 0.93925077

00:04:46.040 --> 00:04:48.072 It affects college students,

NOTE Confidence: 0.93925077

00:04:48.072 --> 00:04:51.004 It affects people and everyday life.

NOTE Confidence: 0.93925077

00:04:51.004 --> 00:04:53.344 There are studies that show

NOTE Confidence: 0.93925077

00:04:53.344 --> 00:04:55.755 that it is related to suicide.

NOTE Confidence: 0.93925077

00:04:55.755 --> 00:04:57.375 It's mediated by depression,

NOTE Confidence: 0.93925077

00:04:57.380 --> 00:04:58.316 but increased drinking,

NOTE Confidence: 0.93925077

00:04:58.316 --> 00:04:59.876 increased anxiety are some of

NOTE Confidence: 0.93925077

00:04:59.876 --> 00:05:01.345 the things that studies have

NOTE Confidence: 0.93925077

00:05:01.345 --> 00:05:02.935 shown that are related to this.

NOTE Confidence: 0.93925077

00:05:02.940 --> 00:05:05.460 So we have to be mindful of this because

NOTE Confidence: 0.93925077

00:05:05.460 --> 00:05:07.600 it may seem like a small incident,

NOTE Confidence: 0.93925077

00:05:07.600 --> 00:05:09.700 but when it's compiled and

NOTE Confidence: 0.93925077

00:05:09.700 --> 00:05:11.380 you compound other factors,

NOTE Confidence: 0.93925077

00:05:11.380 --> 00:05:13.640 this can have horrible outcomes

NOTE Confidence: 0.93925077

00:05:13.640 --> 00:05:15.900 for a subgroup of people.

NOTE Confidence: 0.93925077

00:05:15.900 --> 00:05:18.030 Micro inequities is something that

NOTE Confidence: 0.93925077

00:05:18.030 --> 00:05:19.820 our patients often talk about,

NOTE Confidence: 0.93925077

00:05:19.820 --> 00:05:21.180 but also our colleagues.

NOTE Confidence: 0.93925077

00:05:21.180 --> 00:05:24.060 The experience of being undervalued,

NOTE Confidence: 0.93925077

00:05:24.060 --> 00:05:24.872 marginalized, overlooked,

NOTE Confidence: 0.93925077

00:05:24.872 --> 00:05:26.902 and devalued because of someone's

NOTE Confidence: 0.93925077

00:05:26.902 --> 00:05:28.700 status as a minority.

NOTE Confidence: 0.93925077

00:05:28.700 --> 00:05:30.950 And one of the reasons micro

NOTE Confidence: 0.93925077

00:05:30.950 --> 00:05:32.450 inequities is important in

NOTE Confidence: 0.93925077

00:05:32.521 --> 00:05:34.496 Healthcare is because of how,

NOTE Confidence: 0.93925077

00:05:34.500 --> 00:05:37.734 because how people are perceived or how

NOTE Confidence: 0.93925077

00:05:37.734 --> 00:05:41.019 they feel during a healthcare encounter

NOTE Confidence: 0.93925077

00:05:41.020 --> 00:05:44.140 informs how they approach Wellness,

NOTE Confidence: 0.93925077

00:05:44.140 --> 00:05:45.340 whether or not they return,

NOTE Confidence: 0.93925077

00:05:45.340 --> 00:05:47.896 whether or not they comply etcetera.

NOTE Confidence: 0.93925077

00:05:47.900 --> 00:05:50.076 So we have an important role to play

NOTE Confidence: 0.93925077

00:05:50.076 --> 00:05:52.498 in in addressing micro inequities,

NOTE Confidence: 0.93925077

00:05:52.500 --> 00:05:55.020 being responsive in to it in our patients,

NOTE Confidence: 0.93925077

00:05:55.020 --> 00:05:57.900 but also being aware of it around us.

NOTE Confidence: 0.939543282352941

00:06:01.060 --> 00:06:02.748 Intersectionality, the complex cumulative

NOTE Confidence: 0.939543282352941

00:06:02.748 --> 00:06:05.769 way in which the effects of multiple

NOTE Confidence: 0.939543282352941

00:06:05.769 --> 00:06:08.289 forms of discrimination such as racism,

NOTE Confidence: 0.939543282352941

00:06:08.290 --> 00:06:11.290 sexism, ableism, and classism combine,

NOTE Confidence: 0.939543282352941

00:06:11.290 --> 00:06:13.338 overlap or intersect, especially

NOTE Confidence: 0.939543282352941

00:06:13.338 --> 00:06:15.898 in the experiences of marginalized

NOTE Confidence: 0.939543282352941

00:06:15.898 --> 00:06:17.850 individualized individuals or groups.

NOTE Confidence: 0.939543282352941

00:06:17.850 --> 00:06:20.330 For example, right before the

NOTE Confidence: 0.939543282352941

00:06:20.330 --> 00:06:21.574 Structural Racism Task Force,

NOTE Confidence: 0.939543282352941

00:06:21.574 --> 00:06:23.129 I had broken my ankles.

NOTE Confidence: 0.939543282352941

00:06:23.130 --> 00:06:25.690 So what was my intersectionality?

NOTE Confidence: 0.939543282352941

00:06:25.690 --> 00:06:27.865 African American, female,

NOTE Confidence: 0.939543282352941

00:06:27.865 --> 00:06:30.765 overweight and on crutches.

NOTE Confidence: 0.939543282352941

00:06:30.770 --> 00:06:32.985 And I can tell you, based on one

NOTE Confidence: 0.939543282352941

00:06:32.985 --> 00:06:36.236 experience when I had to travel by air,

NOTE Confidence: 0.939543282352941

00:06:36.236 --> 00:06:38.404 the treatment was horrendous.

NOTE Confidence: 0.939543282352941

00:06:38.410 --> 00:06:42.410 I was stuck on a plane for almost an hour

NOTE Confidence: 0.939543282352941

00:06:42.410 --> 00:06:43.890 because no one would help me get off.

NOTE Confidence: 0.939543282352941

00:06:43.890 --> 00:06:46.095 And that was before I was on

NOTE Confidence: 0.939543282352941

00:06:46.095 --> 00:06:48.930 crutches and I needed a knee scooter.

NOTE Confidence: 0.939543282352941

00:06:48.930 --> 00:06:51.314 I also was placed on the plane last

NOTE Confidence: 0.939543282352941

00:06:51.314 --> 00:06:53.377 and stepped up first because there

NOTE Confidence: 0.939543282352941

00:06:53.377 --> 00:06:55.471 wasn't enough staff and mind you

NOTE Confidence: 0.939543282352941

00:06:55.541 --> 00:06:57.557 this was pre pandemic not during

NOTE Confidence: 0.939543282352941

00:06:57.557 --> 00:06:59.456 the pandemic so they they should

NOTE Confidence: 0.939543282352941

00:06:59.456 --> 00:07:00.548 have had sufficient staff.

NOTE Confidence: 0.9236146

00:07:03.190 --> 00:07:06.654 Also it made me think about how difficult

NOTE Confidence: 0.9236146

00:07:06.654 --> 00:07:11.025 it is for people who are differently abled.

NOTE Confidence: 0.9236146

00:07:11.030 --> 00:07:14.182 Do you driving to the store and not

NOTE Confidence: 0.9236146

00:07:14.182 --> 00:07:16.788 being able to get a handicap parking

NOTE Confidence: 0.9236146

00:07:16.788 --> 00:07:18.664 spot because someone that fell the need

NOTE Confidence: 0.9236146

00:07:18.664 --> 00:07:21.164 to run into it to a store, etcetera.

NOTE Confidence: 0.9236146

00:07:21.164 --> 00:07:23.510 So these things while the everyday

NOTE Confidence: 0.9236146

00:07:23.581 --> 00:07:25.900 person may consider not too important,

NOTE Confidence: 0.9236146

00:07:25.900 --> 00:07:27.925 those cumulative perceived slides can

NOTE Confidence: 0.9236146

00:07:27.925 --> 00:07:30.480 have an impact on one sense of wellbeing.

NOTE Confidence: 0.9393935

00:07:32.600 --> 00:07:36.240 Okay, structural or systemic racism,

NOTE Confidence: 0.9393935

00:07:36.240 --> 00:07:38.300 also known as institutional racism

NOTE Confidence: 0.9393935

00:07:38.300 --> 00:07:41.040 is a combination of public policies,

NOTE Confidence: 0.9393935

00:07:41.040 --> 00:07:44.010 institutional practices,

NOTE Confidence: 0.9393935

00:07:44.010 --> 00:07:49.200 social forces and processes that generate

NOTE Confidence: 0.9393935

00:07:49.200 --> 00:07:51.975 and perpetuate inequities about races.

NOTE Confidence: 0.9393935

00:07:51.980 --> 00:07:54.383 And the key to racism is that is that

NOTE Confidence: 0.9393935

00:07:54.383 --> 00:07:56.664 it evolves, it's dynamic, it's adaptive.

NOTE Confidence: 0.9393935

00:07:56.664 --> 00:07:59.818 We can look at the the caste system,

NOTE Confidence: 0.9393935

00:07:59.818 --> 00:08:02.614 we can look at housing discrimination.

NOTE Confidence: 0.9393935

00:08:02.620 --> 00:08:04.456 Often times it's legislative, but look,

NOTE Confidence: 0.9393935

00:08:04.460 --> 00:08:08.270 historically we see how after slavery

NOTE Confidence: 0.9393935

00:08:08.270 --> 00:08:11.156 was adopt abolished, the policies

NOTE Confidence: 0.9393935

00:08:11.156 --> 00:08:14.284 and the laws morphed to Jim Crow.

NOTE Confidence: 0.9393935

00:08:14.284 --> 00:08:17.269 And then we thought that the Civil

NOTE Confidence: 0.9393935

00:08:17.269 --> 00:08:21.380 Rights Act of 1964 actually outlawed

NOTE Confidence: 0.9393935

00:08:21.380 --> 00:08:22.640 discrimination against minorities.

NOTE Confidence: 0.9393935

00:08:22.640 --> 00:08:25.160 But we see what's going on,

NOTE Confidence: 0.9393935

00:08:25.160 --> 00:08:27.624 what will happen in 2020 during COVID in

NOTE Confidence: 0.9393935

00:08:27.624 --> 00:08:30.237 the health inequities and other inequities,

NOTE Confidence: 0.9393935

00:08:30.240 --> 00:08:31.896 police brutality,

NOTE Confidence: 0.9393935

00:08:31.896 --> 00:08:34.380 housing discrimination, etcetera.

NOTE Confidence: 0.9393935

00:08:34.380 --> 00:08:37.900 And then we still see some

NOTE Confidence: 0.9393935

00:08:37.900 --> 00:08:40.340 in a different form in 2023.

NOTE Confidence: 0.9393935

00:08:40.340 --> 00:08:43.100 And as someone who has been

NOTE Confidence: 0.9393935

00:08:43.100 --> 00:08:44.360 subjected to housing discrimination,

NOTE Confidence: 0.9393935

00:08:44.360 --> 00:08:47.099 I I I think this is extremely concerning

NOTE Confidence: 0.9393935

00:08:47.099 --> 00:08:49.857 because when I tell people my experiences,

NOTE Confidence: 0.9393935

00:08:49.860 --> 00:08:51.492 I say, you know,

NOTE Confidence: 0.9393935

00:08:51.492 --> 00:08:53.124 I've had housing discrimination

NOTE Confidence: 0.9393935

00:08:53.124 --> 00:08:54.840 experiences ever since medical

NOTE Confidence: 0.9393935

00:08:54.840 --> 00:08:57.738 school and I overpaid for my house.

NOTE Confidence: 0.9393935

00:08:57.740 --> 00:08:57.997 Why?

NOTE Confidence: 0.9393935

00:08:57.997 --> 00:08:59.796 Because I didn't want to be bothered

NOTE Confidence: 0.9393935

00:08:59.796 --> 00:09:00.780 with the process.

NOTE Confidence: 0.9393935

00:09:00.780 --> 00:09:03.992 I just wanted somewhere to to become

NOTE Confidence: 0.9393935

00:09:03.992 --> 00:09:05.447 that I was comfortable with.

NOTE Confidence: 0.9393935

00:09:05.450 --> 00:09:06.353 But they say,

NOTE Confidence: 0.9393935

00:09:06.353 --> 00:09:08.159 well you know why it's experienced

NOTE Confidence: 0.9393935

00:09:08.159 --> 00:09:10.202 this also I said I get it and I

NOTE Confidence: 0.9393935

00:09:10.202 --> 00:09:12.049 believe it and I've seen it happen,

NOTE Confidence: 0.9393935

00:09:12.050 --> 00:09:15.002 but do they have it occur as often as

NOTE Confidence: 0.9393935

00:09:15.002 --> 00:09:18.048 it has happened to someone like me?

NOTE Confidence: 0.9393935

00:09:18.050 --> 00:09:19.666 Even when I paid,

NOTE Confidence: 0.9393935

00:09:19.666 --> 00:09:21.686 when I finished my fellowship,

NOTE Confidence: 0.9393935

00:09:21.690 --> 00:09:24.210 I went and I paid 2 months,

NOTE Confidence: 0.9170492

00:09:26.370 --> 00:09:28.680 two months of deposit and the first

NOTE Confidence: 0.9170492

00:09:28.680 --> 00:09:31.300 month's rent came back and Phil Resnick,

NOTE Confidence: 0.9170492

00:09:31.300 --> 00:09:32.680 secretary, called me and said

NOTE Confidence: 0.9170492

00:09:32.680 --> 00:09:34.740 you have to go back to Buffalo.

NOTE Confidence: 0.9170492

00:09:34.740 --> 00:09:35.592 Your apartment fell through,

NOTE Confidence: 0.9170492

00:09:35.592 --> 00:09:37.496 I said, But the money's in the bank.

NOTE Confidence: 0.9170492

00:09:37.500 --> 00:09:39.642 So over time, if that's impacting me

NOTE Confidence: 0.9170492

00:09:39.642 --> 00:09:41.885 or someone like me or one of your

NOTE Confidence: 0.9170492

00:09:41.885 --> 00:09:43.740 colleagues or one of your patients,

NOTE Confidence: 0.9170492

00:09:43.740 --> 00:09:45.804 you can see where how that

NOTE Confidence: 0.9170492

00:09:45.804 --> 00:09:47.180 can impact their attitudes.

NOTE Confidence: 0.9170492

00:09:47.180 --> 00:09:48.908 The presentation at work,

NOTE Confidence: 0.9170492

00:09:48.908 --> 00:09:51.068 the the perceived stressors at

NOTE Confidence: 0.9170492

00:09:51.068 --> 00:09:53.652 work because they have more to

NOTE Confidence: 0.9170492

00:09:53.652 --> 00:09:56.724 deal with that most people don't.

NOTE Confidence: 0.9170492

00:09:56.730 --> 00:10:02.290 And classification of of racist

NOTE Confidence: 0.9170492

00:10:02.290 --> 00:10:04.170 racism is based on intent.

NOTE Confidence: 0.9170492

00:10:04.170 --> 00:10:08.276 Now let's not forget that for 85% of

NOTE Confidence: 0.9170492

00:10:08.276 --> 00:10:10.940 the time that blacks have been in this

NOTE Confidence: 0.9170492

00:10:11.015 --> 00:10:13.676 country since sixteen 1985% they've

NOTE Confidence: 0.9170492

17

00:10:13.676 --> 00:10:15.888 lived under legalized discrimination,

NOTE Confidence: 0.9170492

00:10:15.890 --> 00:10:17.666 so up until 1964.

NOTE Confidence: 0.9170492

00:10:17.666 --> 00:10:20.330 So when you look at that,

NOTE Confidence: 0.9170492

00:10:20.330 --> 00:10:22.706 you see how harsh this is

NOTE Confidence: 0.9170492

00:10:22.706 --> 00:10:25.090 and how it can happen,

NOTE Confidence: 0.9170492

00:10:25.090 --> 00:10:28.846 impact on our perceptions of others.

NOTE Confidence: 0.9170492

00:10:28.850 --> 00:10:30.930 And it's not a matter of you didn't cause it,

NOTE Confidence: 0.9170492

00:10:30.930 --> 00:10:32.090 this person didn't cause it,

NOTE Confidence: 0.9170492

00:10:32.090 --> 00:10:33.650 that person didn't cause it.

NOTE Confidence: 0.9170492

00:10:33.650 --> 00:10:35.625 It's a matter of these

NOTE Confidence: 0.9170492

00:10:35.625 --> 00:10:37.205 things occurring over time.

NOTE Confidence: 0.9170492

00:10:37.210 --> 00:10:40.647 So classification can be direct or indirect.

NOTE Confidence: 0.9170492

00:10:40.650 --> 00:10:42.530 So direct racism is deliberate.

NOTE Confidence: 0.9170492

00:10:42.530 --> 00:10:43.469 It's often legislated.

NOTE Confidence: 0.9170492

00:10:43.469 --> 00:10:44.408 It's that policy.

NOTE Confidence: 0.9170492

00:10:44.410 --> 00:10:45.810 We don't allow these types

NOTE Confidence: 0.9170492

00:10:45.810 --> 00:10:47.210 of people in our system.

NOTE Confidence: 0.9170492

00:10:47.210 --> 00:10:49.310 And I I'm working with on the I MG's and

NOTE Confidence: 0.9170492

00:10:49.364 --> 00:10:51.569 working with residency training directors.

NOTE Confidence: 0.9170492

00:10:51.570 --> 00:10:53.782 One of the things that I MG's submitted

NOTE Confidence: 0.9170492

00:10:53.782 --> 00:10:56.764 a report to the Board of Trustees,

NOTE Confidence: 0.9170492

00:10:56.770 --> 00:10:58.106 GA Board of Trustees.

NOTE Confidence: 0.9170492

00:10:58.106 --> 00:11:00.446 One of the things they requested is

NOTE Confidence: 0.9170492

00:11:00.446 --> 00:11:02.854 that the APA take a position on using

NOTE Confidence: 0.9170492

00:11:02.854 --> 00:11:05.528 some type of filter to filter out

NOTE Confidence: 0.9170492

00:11:05.528 --> 00:11:07.491 international medical graduates when

NOTE Confidence: 0.9170492

00:11:07.491 --> 00:11:10.006 one is selecting residency programs.

NOTE Confidence: 0.9170492

00:11:10.010 --> 00:11:13.490 And I heard many people say we don't do that.

NOTE Confidence: 0.9170492

00:11:13.490 --> 00:11:15.569 But then I had two training directors

NOTE Confidence: 0.9170492

00:11:15.569 --> 00:11:17.378 from two different programs in two

NOTE Confidence: 0.9170492

00:11:17.378 --> 00:11:19.292 different parts of the United States,

NOTE Confidence: 0.9170492

00:11:19.292 --> 00:11:21.578 and both of them said their

NOTE Confidence: 0.9170492

00:11:21.578 --> 00:11:23.532 chairs had asked them to filter

NOTE Confidence: 0.9170492

00:11:23.532 --> 00:11:26.149 out I M g's on the first round.

NOTE Confidence: 0.9170492

00:11:26.150 --> 00:11:27.510 So that would be deliberate.

NOTE Confidence: 0.9170492

00:11:27.510 --> 00:11:31.242 Indirect is when you know it's

NOTE Confidence: 0.9170492

00:11:31.242 --> 00:11:34.710 wrong and you still do it,

NOTE Confidence: 0.9170492

00:11:34.710 --> 00:11:36.538 you still perpetuate that.

NOTE Confidence: 0.9170492

00:11:36.538 --> 00:11:38.823 And in post those cases,

NOTE Confidence: 0.9170492

00:11:38.830 --> 00:11:40.090 those training directors said that

NOTE Confidence: 0.9170492

00:11:40.090 --> 00:11:41.350 they told their chairman Okay,

NOTE Confidence: 0.9170492

00:11:41.350 --> 00:11:42.085 they do it,

NOTE Confidence: 0.9170492

00:11:42.085 --> 00:11:43.555 but then they didn't because they

NOTE Confidence: 0.9170492

00:11:43.555 --> 00:11:45.270 knew it was the wrong thing to do.

NOTE Confidence: 0.9170492

00:11:45.270 --> 00:11:48.426 Okay. Now let's talk about privilege.

NOTE Confidence: 0.9170492

00:11:48.430 --> 00:11:52.530 This is a very polarizing turn these days,

NOTE Confidence: 0.9170492

00:11:52.530 --> 00:11:54.850 But I'm going to talk with you about

NOTE Confidence: 0.9170492

00:11:54.919 --> 00:11:56.683 privilege from the perspective

NOTE Confidence: 0.9170492

00:11:56.683 --> 00:11:58.006 of Peggy Mackintosh,

NOTE Confidence: 0.9170492

00:11:58.010 --> 00:12:00.845 who was a professor of women's studies

NOTE Confidence: 0.9170492

00:12:00.845 --> 00:12:05.126 at Wellesley, and she wrote a paper,

NOTE Confidence: 0.9170492

00:12:05.130 --> 00:12:08.208 a seminal paper titled White Privilege,

NOTE Confidence: 0.92974603

00:12:10.930 --> 00:12:12.842 Unpacking the Invisible Knapsack.

NOTE Confidence: 0.92974603

00:12:12.842 --> 00:12:16.112 And what Doctor McIntosh did was in

NOTE Confidence: 0.92974603

00:12:16.112 --> 00:12:18.750 the late 1960s, she wrote a seminal

NOTE Confidence: 0.92974603

00:12:18.750 --> 00:12:21.264 paper about male privilege, and again,

NOTE Confidence: 0.92974603

00:12:21.264 --> 00:12:23.826 as a professor of women's studies,

NOTE Confidence: 0.92974603

00:12:23.830 --> 00:12:25.909 this was at Proco. But over time,

NOTE Confidence: 0.92974603

00:12:25.910 --> 00:12:27.932 she realized that relative to her

NOTE Confidence: 0.92974603

00:12:27.932 --> 00:12:29.990 black colleagues in the department,

NOTE Confidence: 0.92974603

00:12:29.990 --> 00:12:32.790 she had access to resources that they didn't.

NOTE Confidence: 0.92974603

00:12:32.790 --> 00:12:34.710 She knew people, the networks,

NOTE Confidence: 0.92974603

21

00:12:34.710 --> 00:12:35.490 the opportunities,

NOTE Confidence: 0.92974603

00:12:35.490 --> 00:12:37.830 and they didn't have those opportunities.

NOTE Confidence: 0.92974603

00:12:37.830 --> 00:12:40.224 So even if they were equally qualified,

NOTE Confidence: 0.92974603

00:12:40.230 --> 00:12:42.114 their careers would not advance as

NOTE Confidence: 0.92974603

00:12:42.114 --> 00:12:44.070 fast because they didn't have access.

NOTE Confidence: 0.92974603

00:12:44.070 --> 00:12:46.400 So she uses metaphor white

NOTE Confidence: 0.92974603

00:12:46.400 --> 00:12:48.264 privileges like an invisible,

NOTE Confidence: 0.92974603

00:12:48.270 --> 00:12:51.320 weightless knapsack of special provisions,

NOTE Confidence: 0.92974603

00:12:51.320 --> 00:12:53.360 assembly, excuse me, Provisions, maps,

NOTE Confidence: 0.92974603

00:12:53.360 --> 00:12:57.000 passports, code, books, visas, clothes,

NOTE Confidence: 0.92974603

00:12:57.000 --> 00:12:59.269 tools and other blank checks, etcetera.

NOTE Confidence: 0.92974603

00:12:59.269 --> 00:13:01.603 And the key to this invisible

NOTE Confidence: 0.92974603

00:13:01.603 --> 00:13:04.160 knapsack is that you're born with it

NOTE Confidence: 0.92974603

00:13:04.160 --> 00:13:06.960 and contains these unearned apps,

NOTE Confidence: 0.92974603

00:13:06.960 --> 00:13:09.720 assets that you count on cashing

NOTE Confidence: 0.92974603

00:13:09.720 --> 00:13:11.560 in on every day.

NOTE Confidence: 0.92974603

00:13:11.560 --> 00:13:15.652 Now your condition to be

NOTE Confidence: 0.92974603

00:13:15.652 --> 00:13:18.600 oblivious to cashing in on that.

NOTE Confidence: 0.92974603

00:13:18.600 --> 00:13:20.360 And that is key.

NOTE Confidence: 0.92974603

00:13:20.360 --> 00:13:22.957 We each have different types of backpacks,

NOTE Confidence: 0.92974603

00:13:22.960 --> 00:13:25.294 and the backpack and our knapsack

NOTE Confidence: 0.92974603

00:13:25.294 --> 00:13:27.880 would vary depending on where you are.

NOTE Confidence: 0.92974603

00:13:27.880 --> 00:13:28.470 For example,

NOTE Confidence: 0.92974603

00:13:28.470 --> 00:13:30.240 if you're Jewish in New York,

NOTE Confidence: 0.92974603

00:13:30.240 --> 00:13:32.094 you may have a burlap knapsack

NOTE Confidence: 0.92974603

00:13:32.094 --> 00:13:34.599 with a lot of provisions in it.

NOTE Confidence: 0.92974603

00:13:34.600 --> 00:13:36.434 If you move to South Dakota that

NOTE Confidence: 0.92974603

00:13:36.434 --> 00:13:38.494 the fabric on that knapsack may thin

NOTE Confidence: 0.92974603

00:13:38.494 --> 00:13:40.600 out and the resources may thin out,

NOTE Confidence: 0.92974603

00:13:40.600 --> 00:13:43.060 but you're walking into a situation

NOTE Confidence: 0.92974603

00:13:43.060 --> 00:13:46.987 where you have a advantage and a level of

NOTE Confidence: 0.92974603

00:13:46.987 --> 00:13:49.990 resources that other people may not have.

NOTE Confidence: 0.92974603

00:13:49.990 --> 00:13:50.890 I have privilege.

NOTE Confidence: 0.92974603

00:13:50.890 --> 00:13:53.702 I sit on the board of trustees of the APA.

NOTE Confidence: 0.92974603

00:13:53.702 --> 00:13:54.790 Is that not privilege?

NOTE Confidence: 0.92974603

00:13:54.790 --> 00:13:56.547 That's something that most people don't have.

NOTE Confidence: 0.92974603

00:13:56.550 --> 00:13:58.026 So I have access to knowledge,

NOTE Confidence: 0.92974603

00:13:58.030 --> 00:13:59.046 resources, people,

NOTE Confidence: 0.92974603

00:13:59.046 --> 00:14:01.586 etcetera, by virtue of that.

NOTE Confidence: 0.92974603

00:14:01.590 --> 00:14:04.306 So in that situation, I have privilege.

NOTE Confidence: 0.92974603

00:14:04.310 --> 00:14:07.136 But when I went to pick up some artwork

NOTE Confidence: 0.92974603

00:14:07.136 --> 00:14:09.668 from a museum that I had purchased,

NOTE Confidence: 0.92974603

00:14:09.670 --> 00:14:11.374 I was accompanied by two friends

NOTE Confidence: 0.92974603

00:14:11.374 --> 00:14:12.510 and they asked me.

NOTE Confidence: 0.92974603

00:14:12.510 --> 00:14:15.417 It was a Saturday morning and they asked me,

NOTE Confidence: 0.92974603

00:14:15.420 --> 00:14:17.256 why are you dressed for work?

NOTE Confidence: 0.92974603

00:14:17.260 --> 00:14:19.780 I said because I'm going to get my artwork.

00:14:19.780 --> 00:14:22.097 They had on jeans and ski jackets,

00:14:22.100 --> 00:14:24.868 but why do you need to dress that

00:14:24.868 --> 00:14:27.199 way when you're picking up artwork?

00:14:27.199 --> 00:14:28.258 It's the weekend,

00:14:28.260 --> 00:14:28.748 I said,

00:14:28.748 --> 00:14:30.700 because I'm going to pick up my artwork.

00:14:30.700 --> 00:14:32.646 So we walked into the museum and

00:14:32.646 --> 00:14:34.877 this was the at the end of an art

00:14:34.877 --> 00:14:37.214 show and the three of us walked in.

00:14:37.220 --> 00:14:41.077 They're older white women and they

00:14:41.077 --> 00:14:44.299 walked right through. I got stopped.

00:14:44.300 --> 00:14:45.420 I was asked, may I help you?

00:14:45.420 --> 00:14:48.057 I said I'm here to pick up my artwork.

00:14:48.060 --> 00:14:51.615 Oh, are you working for one of the artists?

00:14:51.620 --> 00:14:52.112 No,

00:14:52.112 --> 00:14:56.540 I'm here to pick up artwork that I purchased.

NOTE Confidence: 0.92974603

00:14:56.540 --> 00:15:01.214 Well how do you think you get artwork?

NOTE Confidence: 0.92974603

00:15:01.220 --> 00:15:04.180 I purchased my artwork.

NOTE Confidence: 0.92974603

00:15:04.180 --> 00:15:05.698 So I said, here's my ID,

NOTE Confidence: 0.92974603

00:15:05.700 --> 00:15:07.578 which they told me to bring,

NOTE Confidence: 0.92974603

00:15:07.580 --> 00:15:11.486 and the woman looked at my ID

NOTE Confidence: 0.92974603

00:15:11.490 --> 00:15:13.210 as if she was perplexed.

NOTE Confidence: 0.92974603

00:15:13.210 --> 00:15:14.366 So I said, well,

NOTE Confidence: 0.92974603

00:15:14.366 --> 00:15:16.100 I have my passport and my

NOTE Confidence: 0.92974603

00:15:16.169 --> 00:15:17.889 medical license here too,

NOTE Confidence: 0.92974603

00:15:17.890 --> 00:15:20.050 if you'd like to see them.

NOTE Confidence: 0.92745423

00:15:20.050 --> 00:15:21.622 And then things changed.

NOTE Confidence: 0.92745423

00:15:21.622 --> 00:15:25.009 I was able to pick up my artwork.

NOTE Confidence: 0.92745423

00:15:25.010 --> 00:15:27.690 I was happy. We walked out of the

NOTE Confidence: 0.92745423

00:15:27.690 --> 00:15:29.889 museum and my friend asked me,

NOTE Confidence: 0.92745423

00:15:29.890 --> 00:15:32.086 how could you be so calm?

NOTE Confidence: 0.92745423

00:15:32.090 --> 00:15:33.166 I said I'm happy.

NOTE Confidence: 0.92745423

00:15:33.166 --> 00:15:34.780 Why are you happy after you

NOTE Confidence: 0.92745423

00:15:34.843 --> 00:15:36.219 were treated like that?

NOTE Confidence: 0.92745423

00:15:36.220 --> 00:15:37.860 Because I got my artwork,

NOTE Confidence: 0.92745423

00:15:37.860 --> 00:15:39.337 I came here to get my artwork,

NOTE Confidence: 0.92745423

00:15:39.340 --> 00:15:41.335 I got my artwork and I'm going,

NOTE Confidence: 0.92745423

00:15:41.340 --> 00:15:43.804 I'm, I'm going home.

NOTE Confidence: 0.92745423

00:15:43.804 --> 00:15:45.556 So they couldn't understand that.

NOTE Confidence: 0.92745423

00:15:45.556 --> 00:15:46.976 Why can't you be mad?

NOTE Confidence: 0.92745423

00:15:46.980 --> 00:15:47.860 And I explained to them,

NOTE Confidence: 0.92745423

00:15:47.860 --> 00:15:51.180 if I allow that to ruin my day,

NOTE Confidence: 0.92745423

00:15:51.180 --> 00:15:52.880 I would have more ruined

NOTE Confidence: 0.92745423

00:15:52.880 --> 00:15:54.580 days than you can imagine.

NOTE Confidence: 0.92745423

00:15:54.580 --> 00:15:59.747 So I dressed a certain way and I prepare.

NOTE Confidence: 0.92745423

00:15:59.747 --> 00:16:02.750 I had more ID than I needed,

NOTE Confidence: 0.92745423

00:16:02.750 --> 00:16:03.410 just in case,

NOTE Confidence: 0.92745423

00:16:03.410 --> 00:16:04.510 and it worked for me.

NOTE Confidence: 0.92745423

00:16:04.510 --> 00:16:07.550 I'm not going to give her and her

NOTE Confidence: 0.92745423

00:16:07.550 --> 00:16:09.492 ignorance the opportunity of the

NOTE Confidence: 0.92745423

00:16:09.492 --> 00:16:12.590 privilege of controlling my mood and my day.

NOTE Confidence: 0.92745423

00:16:12.590 --> 00:16:13.598 I'm happy, mission accomplished.

NOTE Confidence: 0.92745423

00:16:13.598 --> 00:16:14.858 And they were miserable for

NOTE Confidence: 0.92745423

00:16:14.858 --> 00:16:15.790 the rest of the day.

NOTE Confidence: 0.92745423

00:16:15.790 --> 00:16:18.563 And we still talk about that because

NOTE Confidence: 0.92745423

00:16:18.563 --> 00:16:21.521 they didn't realize what it was

NOTE Confidence: 0.92745423

00:16:21.521 --> 00:16:24.707 like until they saw it first hand.

NOTE Confidence: 0.92745423

00:16:24.710 --> 00:16:27.587 So let's talk about another aspect of

NOTE Confidence: 0.9331357

00:16:29.720 --> 00:16:31.028 discrimination, systemic discrimination.

NOTE Confidence: 0.9331357

00:16:31.028 --> 00:16:34.080 This is a wonderful study by Calco,

NOTE Confidence: 0.9331357

00:16:34.080 --> 00:16:35.211 Calfeld and Hancock.

NOTE Confidence: 0.9331357

00:16:35.211 --> 00:16:37.850 And what they did was they went

NOTE Confidence: 0.9331357

00:16:37.926 --> 00:16:40.316 to the Philadelphia court system,

NOTE Confidence: 0.9331357

00:16:40.320 --> 00:16:41.391 and they're linguists.

NOTE Confidence: 0.9331357

00:16:41.391 --> 00:16:43.176 They went to the Philadelphia

NOTE Confidence: 0.9331357

00:16:43.176 --> 00:16:45.771 court court system and they asked

NOTE Confidence: 0.9331357

00:16:45.771 --> 00:16:48.753 transcriptionists to participate in a study.

NOTE Confidence: 0.9331357

00:16:48.760 --> 00:16:49.993 In 27 agreed.

NOTE Confidence: 0.9331357

00:16:49.993 --> 00:16:52.870 And what they did was they recorded

NOTE Confidence: 0.9331357

00:16:52.957 --> 00:16:55.432 8 native speakers of African

NOTE Confidence: 0.9331357

00:16:55.432 --> 00:16:58.492 American English and asked the the

NOTE Confidence: 0.9331357

00:16:58.492 --> 00:17:01.984 transcription is to to transcribe it.

NOTE Confidence: 0.9331357

00:17:01.990 --> 00:17:06.396 Those transcriptionists got 59.5%

NOTE Confidence: 0.9331357

00:17:06.396 --> 00:17:08.826 accuracy in terms of sentences.

NOTE Confidence: 0.9331357

00:17:08.830 --> 00:17:12.790 Words were transcribed 82.9%

NOTE Confidence: 0.9331357

00:17:12.790 --> 00:17:14.550 of the time correctly.

NOTE Confidence: 0.9331357

00:17:14.550 --> 00:17:16.628 82.9% of the time.

NOTE Confidence: 0.9331357

00:17:16.630 --> 00:17:17.554 Who, what,

NOTE Confidence: 0.9331357

00:17:17.554 --> 00:17:19.864 where and when were often

NOTE Confidence: 0.9331357

00:17:19.864 --> 00:17:20.788 transcribed incorrectly.

NOTE Confidence: 0.9331357

00:17:20.790 --> 00:17:22.260 Sentences were correctly

NOTE Confidence: 0.9331357

00:17:22.260 --> 00:17:24.710 paraphrased 1/3 of the time,

NOTE Confidence: 0.9331357

00:17:24.710 --> 00:17:26.870 but that was not systematically

NOTE Confidence: 0.9331357

00:17:26.870 --> 00:17:28.166 related to accuracy.

NOTE Confidence: 0.9331357

00:17:28.170 --> 00:17:31.404 So you can see where when some

NOTE Confidence: 0.9331357

00:17:31.410 --> 00:17:33.265 if you were in a situation and

NOTE Confidence: 0.9331357

00:17:33.265 --> 00:17:35.751 you were in court and someone in

NOTE Confidence: 0.9331357

00:17:35.751 --> 00:17:36.966 contract directly transcribed

NOTE Confidence: 0.9331357

00:17:36.966 --> 00:17:39.341 what you were saying and that goes

NOTE Confidence: 0.9331357

00:17:39.341 --> 00:17:41.330 up to that case goes to appeal,

NOTE Confidence: 0.9331357

00:17:41.330 --> 00:17:43.886 that can have a bad outcome.

NOTE Confidence: 0.9331357

00:17:43.890 --> 00:17:46.263 And I'll note that in order to

NOTE Confidence: 0.9331357

00:17:46.263 --> 00:17:48.610 be certified as a court reporter,

NOTE Confidence: 0.9331357

00:17:48.610 --> 00:17:50.114 95% accuracy is required.

NOTE Confidence: 0.9331357

00:17:50.114 --> 00:17:52.370 But the problem with this is

NOTE Confidence: 0.9331357

00:17:52.440 --> 00:17:54.565 that the transcription is said

NOTE Confidence: 0.9331357

00:17:54.565 --> 00:17:56.265 they want more training,

NOTE Confidence: 0.9331357

00:17:56.270 --> 00:17:59.310 they want more help when they are trained.

NOTE Confidence: 0.9331357

00:17:59.310 --> 00:18:00.910 They are trained on the

NOTE Confidence: 0.9331357

00:18:00.910 --> 00:18:02.190 voices of news reporters,

NOTE Confidence: 0.9331357

00:18:02.190 --> 00:18:03.774 judges and attorneys.

NOTE Confidence: 0.9331357

00:18:03.774 --> 00:18:05.886 They don't reflect the

NOTE Confidence: 0.9331357

00:18:05.886 --> 00:18:08.350 people that are in court,

NOTE Confidence: 0.9331357

00:18:08.350 --> 00:18:09.810 the general population that

NOTE Confidence: 0.9331357

00:18:09.810 --> 00:18:11.270 appears in the courtroom.

NOTE Confidence: 0.9331357

00:18:11.270 --> 00:18:14.658 So they get tested on one thing

NOTE Confidence: 0.9331357

00:18:14.658 --> 00:18:17.100 and then they are in another

NOTE Confidence: 0.9331357

00:18:17.100 --> 00:18:18.750 situation and it's hard to

NOTE Confidence: 0.9226032

00:18:22.170 --> 00:18:25.852 be inaccurate. But they also say that

NOTE Confidence: 0.9226032

00:18:25.852 --> 00:18:28.567 they were trained to tell people when

NOTE Confidence: 0.9226032

00:18:28.567 --> 00:18:30.925 I asked people for clarification when

NOTE Confidence: 0.9226032

00:18:30.925 --> 00:18:33.529 they didn't understand what was said.

NOTE Confidence: 0.9226032

00:18:33.530 --> 00:18:35.225 But that was quietly discouraged

NOTE Confidence: 0.9226032

00:18:35.225 --> 00:18:37.274 in a courtroom and could cost

NOTE Confidence: 0.9226032

00:18:37.274 --> 00:18:39.008 them their jobs as a subtext.

NOTE Confidence: 0.9226032

00:18:39.010 --> 00:18:42.166 So again these implications are profound.

NOTE Confidence: 0.9226032

00:18:42.170 --> 00:18:44.426 I've had it happen with transcriptionist

NOTE Confidence: 0.9226032

00:18:44.426 --> 00:18:49.090 I found in some and and one case that

NOTE Confidence: 0.9226032

00:18:49.090 --> 00:18:52.090 Ebonics was included in my transcription,

NOTE Confidence: 0.9226032

00:18:52.090 --> 00:18:53.930 which is why I read all of them.

NOTE Confidence: 0.9226032

00:18:53.930 --> 00:18:58.043 It said D&amp;D and she be doing this net

NOTE Confidence: 0.9226032

00:18:58.043 --> 00:19:00.770 during a forensic deposition that I gave.

NOTE Confidence: 0.927203

00:19:03.410 --> 00:19:05.650 So what about medicine?

NOTE Confidence: 0.927203

00:19:05.650 --> 00:19:07.942 From Martin Luther King Junior said

NOTE Confidence: 0.927203

00:19:07.942 --> 00:19:10.568 in 1966 to a group of reporters,

NOTE Confidence: 0.927203

00:19:10.570 --> 00:19:12.120 Of all the forms of

NOTE Confidence: 0.927203

00:19:12.120 --> 00:19:13.050 discrimination and inequality,

NOTE Confidence: 0.927203

00:19:13.050 --> 00:19:15.055 injustice and Healthcare is the

NOTE Confidence: 0.927203

00:19:15.055 --> 00:19:17.060 most shocking and inhuman because

NOTE Confidence: 0.927203

00:19:17.128 --> 00:19:19.288 it often results in physical death.

NOTE Confidence: 0.9209904

00:19:21.410 --> 00:19:27.384 So the AM may begin to look at this during

NOTE Confidence: 0.9209904

00:19:27.384 --> 00:19:31.710 the beginning of civil unrest about May 2020,

NOTE Confidence: 0.9209904

00:19:31.710 --> 00:19:33.670 as well as during the pandemic when

NOTE Confidence: 0.9209904

00:19:33.670 --> 00:19:35.549 all the data was coming out to.

NOTE Confidence: 0.9209904

00:19:35.550 --> 00:19:37.932 That reinforced the inequities and made

NOTE Confidence: 0.9209904

00:19:37.932 --> 00:19:41.422 it a reality for some people who fail to

NOTE Confidence: 0.9209904

00:19:41.422 --> 00:19:44.268 believe racism is a threat to public health.

NOTE Confidence: 0.9209904

00:19:44.270 --> 00:19:47.366 So they wanted to focus on creating pathways

NOTE Confidence: 0.9209904

00:19:47.366 --> 00:19:50.188 to truth healing and reconciliation.

NOTE Confidence: 0.9209904

00:19:50.190 --> 00:19:51.750 They want to advance equity

NOTE Confidence: 0.9209904

00:19:51.750 --> 00:19:53.310 in medicine and public health.

NOTE Confidence: 0.9209904

00:19:53.310 --> 00:19:55.245 They said something that they've

NOTE Confidence: 0.9209904

00:19:55.245 --> 00:19:57.180 known for years or decades.

NOTE Confidence: 0.9209904

00:19:57.180 --> 00:19:59.964 Race is a social construct which

NOTE Confidence: 0.9209904

00:19:59.964 --> 00:20:01.820 is different from ethnicity,

NOTE Confidence: 0.9209904

00:20:01.820 --> 00:20:03.484 genetic ancestry or biology,

NOTE Confidence: 0.9209904

00:20:03.484 --> 00:20:05.980 and race is not a biological

NOTE Confidence: 0.9209904

00:20:06.054 --> 00:20:07.659 determinant of health.

NOTE Confidence: 0.93597347

00:20:11.780 --> 00:20:14.020 The AM A supports ending the practice

NOTE Confidence: 0.93597347

00:20:14.020 --> 00:20:16.605 of using race as a proxy for biology

NOTE Confidence: 0.93597347

00:20:16.605 --> 00:20:18.780 or genetics and medical education,

NOTE Confidence: 0.93597347

00:20:18.780 --> 00:20:20.300 research and clinical practice.

NOTE Confidence: 0.93597347

00:20:20.300 --> 00:20:22.580 And I often get the question,

NOTE Confidence: 0.93597347

00:20:22.580 --> 00:20:23.978 well, if you don't use race,

NOTE Confidence: 0.93597347

00:20:23.980 --> 00:20:26.619 then how do you get this information?

NOTE Confidence: 0.93597347

00:20:26.620 --> 00:20:27.718 And it's simple.

NOTE Confidence: 0.93597347

00:20:27.718 --> 00:20:30.280 The AM A recommends that clinicians and

NOTE Confidence: 0.93597347

00:20:30.351 --> 00:20:33.099 researchers focus on genetics and biology,

NOTE Confidence: 0.93597347

00:20:33.100 --> 00:20:36.832 the experience of racism and social

NOTE Confidence: 0.93597347

00:20:36.832 --> 00:20:41.282 determinants of health and not race when

NOTE Confidence: 0.93597347

00:20:41.282 --> 00:20:46.140 describing risk factors for disease.

NOTE Confidence: 0.93597347

00:20:46.140 --> 00:20:47.500 So it seems simple,

NOTE Confidence: 0.93597347

00:20:47.500 --> 00:20:49.540 but to get people to buy

NOTE Confidence: 0.93597347

00:20:49.623 --> 00:20:51.788 into this will take decades,

NOTE Confidence: 0.93597347

00:20:51.790 --> 00:20:53.416 especially in research,

NOTE Confidence: 0.93597347

00:20:53.416 --> 00:20:56.350 because already in research people are

NOTE Confidence: 0.93597347

00:20:56.350 --> 00:20:59.010 screened out because they are not the

NOTE Confidence: 0.93597347

00:20:59.010 --> 00:21:01.506 quote UN quote ideal study subject.

NOTE Confidence: 0.93597347

00:21:01.510 --> 00:21:03.510 So the patients I see,

NOTE Confidence: 0.93597347

00:21:03.510 --> 00:21:05.846 most of the patients I see do not

NOTE Confidence: 0.93597347

00:21:05.846 --> 00:21:07.758 qualify for research studies for

NOTE Confidence: 0.93597347

00:21:07.758 --> 00:21:09.863 a variety of different reasons.

NOTE Confidence: 0.93597347

00:21:09.870 --> 00:21:11.194 But they they have.

NOTE Confidence: 0.93597347

00:21:11.194 --> 00:21:13.587 They would never check off all the

NOTE Confidence: 0.93597347

00:21:13.587 --> 00:21:15.627 boxes for one reason or another.

NOTE Confidence: 0.93597347

00:21:15.630 --> 00:21:18.885 So let's talk about social

NOTE Confidence: 0.93597347

00:21:18.885 --> 00:21:20.838 determinants of health.

NOTE Confidence: 0.93597347

00:21:20.840 --> 00:21:22.460 The county health ranking study

NOTE Confidence: 0.93597347

00:21:22.460 --> 00:21:24.892 was one of the first studies that

NOTE Confidence: 0.93597347

00:21:24.892 --> 00:21:27.944 showed that clinical care accounts

NOTE Confidence: 0.93597347

00:21:27.944 --> 00:21:31.052 for 16% of health outcomes.

NOTE Confidence: 0.93597347

00:21:31.052 --> 00:21:34.864 Some other studies showed 18 to 20%.

NOTE Confidence: 0.93597347

00:21:34.864 --> 00:21:39.508 But most of what happens and what most

NOTE Confidence: 0.93597347

00:21:39.508 --> 00:21:42.326 of what determines those outcomes are

NOTE Confidence: 0.93597347

00:21:42.326 --> 00:21:43.956 the social determinants of health,

NOTE Confidence: 0.93597347

00:21:43.960 --> 00:21:47.120 how we live, work, worship,

NOTE Confidence: 0.93597347

00:21:47.120 --> 00:21:48.904 are educated, our families,

NOTE Confidence: 0.93597347

00:21:48.904 --> 00:21:49.796 our situations,

NOTE Confidence: 0.93597347

00:21:49.800 --> 00:21:50.170 etcetera.

NOTE Confidence: 0.93597347

00:21:50.170 --> 00:21:53.130 So when we look at all of those

NOTE Confidence: 0.93597347

00:21:53.130 --> 00:21:54.160 lifestyle factors,

NOTE Confidence: 0.93597347

00:21:54.160 --> 00:21:56.708 we go back to the concern about

NOTE Confidence: 0.93597347

00:21:56.708 --> 00:21:59.080 the bias in these systems.

NOTE Confidence: 0.9255218

00:22:01.120 --> 00:22:05.432 So Metzel and Hanson Metzels in Tennessee

NOTE Confidence: 0.9255218

00:22:05.432 --> 00:22:09.720 and Hanson's at USUCLA came up with concept

NOTE Confidence: 0.9255218

00:22:09.720 --> 00:22:13.550 called structural competence and they

NOTE Confidence: 0.9255218

00:22:13.550 --> 00:22:16.357 said that it's the more you understand

NOTE Confidence: 0.9255218

00:22:16.357 --> 00:22:18.629 about structural bias in the country,

NOTE Confidence: 0.9255218

00:22:18.630 --> 00:22:20.070 the better the outcomes will be.

NOTE Confidence: 0.9255218

00:22:20.070 --> 00:22:23.148 And studies have since reinforced that.

NOTE Confidence: 0.9255218

00:22:23.150 --> 00:22:25.502 So they're part of being structurally

NOTE Confidence: 0.9255218

00:22:25.502 --> 00:22:27.070 competent is understanding the

NOTE Confidence: 0.9255218

00:22:27.137 --> 00:22:28.868 downstream effective policies,

NOTE Confidence: 0.9255218

00:22:28.870 --> 00:22:32.438 biological, economic, cultural, etcetera,

NOTE Confidence: 0.9255218

00:22:32.438 --> 00:22:36.898 including different forms of class

NOTE Confidence: 0.9255218

00:22:36.898 --> 00:22:39.146 disenfranchisement and HealthEquity.

NOTE Confidence: 0.9255218

00:22:39.146 --> 00:22:41.180 Despite immutable traits,

NOTE Confidence: 0.9255218

00:22:41.180 --> 00:22:43.556 you have access to the potential

NOTE Confidence: 0.9255218

00:22:43.556 --> 00:22:45.569 that have similar house health

NOTE Confidence: 0.9255218

00:22:45.569 --> 00:22:47.714 outcomes that can reduce internal

NOTE Confidence: 0.9255218

00:22:47.714 --> 00:22:50.540 and external bias and stigmatization.

NOTE Confidence: 0.9255218

00:22:50.540 --> 00:22:53.340 For example, when you come into a hospital,

NOTE Confidence: 0.9255218

00:22:53.340 --> 00:22:56.660 if you have tattoos of a certain type,

NOTE Confidence: 0.9255218

00:22:56.660 --> 00:23:01.892 that may explain or that may be

NOTE Confidence: 0.9255218

00:23:01.892 --> 00:23:03.780 telling in certain situations.

NOTE Confidence: 0.9255218

00:23:03.780 --> 00:23:06.818 Now these days, so many tattoos occur,

NOTE Confidence: 0.9255218

00:23:06.820 --> 00:23:09.977 but they still use people have tattoos,

NOTE Confidence: 0.9255218

00:23:09.980 --> 00:23:12.550 but you still look at these things

NOTE Confidence: 0.9255218

00:23:12.550 --> 00:23:14.405 and I always ask about study stories

NOTE Confidence: 0.9255218

00:23:14.405 --> 00:23:16.260 about the tattoos, the histories,

NOTE Confidence: 0.9255218

00:23:16.260 --> 00:23:17.700 the background, etcetera.

NOTE Confidence: 0.9255218

00:23:17.700 --> 00:23:19.964 But this is one of the things that

NOTE Confidence: 0.9255218

00:23:19.964 --> 00:23:22.149 has been associated with gangs

NOTE Confidence: 0.9255218

00:23:22.149 --> 00:23:24.217 and certain communities etcetera.

NOTE Confidence: 0.9255218

00:23:24.220 --> 00:23:26.481 So now a number of hospitals are

NOTE Confidence: 0.9255218

00:23:26.481 --> 00:23:27.938 taking on structural competence

NOTE Confidence: 0.9255218

00:23:27.938 --> 00:23:30.494 training as part of their orientation.

NOTE Confidence: 0.9255218

00:23:30.500 --> 00:23:31.726 For example,

NOTE Confidence: 0.9255218

00:23:31.726 --> 00:23:35.526 at Boston Medical Center with orientation,

NOTE Confidence: 0.9255218

00:23:35.526 --> 00:23:39.044 no healthcare professional can go and

NOTE Confidence: 0.9255218

00:23:39.044 --> 00:23:41.928 touch a patient in that hospital until

NOTE Confidence: 0.9255218

00:23:41.928 --> 00:23:45.075 they learn about structural bias and

NOTE Confidence: 0.9255218

00:23:45.075 --> 00:23:47.980 the things that they're going to see

NOTE Confidence: 0.9255218

00:23:47.980 --> 00:23:51.865 based on the community that they they serve.

NOTE Confidence: 0.9255218

00:23:51.870 --> 00:23:54.510 That can support culturally competent care,

NOTE Confidence: 0.9255218

00:23:54.510 --> 00:23:56.827 but it also promotes evidence based care.

NOTE Confidence: 0.9255218

00:23:56.830 --> 00:23:58.360 Because once you understand these

NOTE Confidence: 0.9255218

00:23:58.360 --> 00:24:00.150 things and can filter those out,

NOTE Confidence: 0.9255218

00:24:00.150 --> 00:24:01.668 you can look at the medicine

NOTE Confidence: 0.9255218

00:24:01.668 --> 00:24:02.427 and the physical,

NOTE Confidence: 0.9255218

00:24:02.430 --> 00:24:05.139 the the physical health and mental health

NOTE Confidence: 0.9255218

00:24:05.139 --> 00:24:06.949 concerns because without that bias.

NOTE Confidence: 0.9255218

00:24:06.950 --> 00:24:08.624 And that's going to be extremely

NOTE Confidence: 0.9255218

00:24:08.624 --> 00:24:10.230 important in how we proceed.

NOTE Confidence: 0.9255218

00:24:10.230 --> 00:24:12.120 And I'll show you a study in a few

NOTE Confidence: 0.9255218

00:24:12.120 --> 00:24:13.628 minutes that will reinforce that,

NOTE Confidence: 0.9255218

00:24:13.630 --> 00:24:16.388 but it also can reduce professional burnout.

NOTE Confidence: 0.9255218

00:24:16.390 --> 00:24:21.441 I had a colleague who once said I see my

NOTE Confidence: 0.9255218

00:24:21.441 --> 00:24:24.183 worst patients more often than others,

NOTE Confidence: 0.9255218

00:24:24.190 --> 00:24:26.830 and someone asked why those are the ones

NOTE Confidence: 0.9255218

00:24:26.830 --> 00:24:29.428 you probably don't want to see and he said,

NOTE Confidence: 0.9255218

00:24:29.430 --> 00:24:31.229 well, I think of it this way.

NOTE Confidence: 0.9255218

00:24:31.230 --> 00:24:32.390 The more I see them,

NOTE Confidence: 0.9255218

00:24:32.390 --> 00:24:34.420 the better chance I have of getting

NOTE Confidence: 0.9255218

00:24:34.420 --> 00:24:36.830 them well and not seeing them as often.

NOTE Confidence: 0.9255218

00:24:36.830 --> 00:24:38.838 And once they're well,

NOTE Confidence: 0.9255218

00:24:38.838 --> 00:24:41.850 I feel very effective and I'm

NOTE Confidence: 0.9255218

00:24:41.951 --> 00:24:44.266 less likely to burn out.

NOTE Confidence: 0.9255218

00:24:44.270 --> 00:24:46.682 So when you understand and can

NOTE Confidence: 0.9255218

00:24:46.682 --> 00:24:48.870 filter out the structural biases,

NOTE Confidence: 0.9255218

00:24:48.870 --> 00:24:51.705 the racism, and other forms of bias,

NOTE Confidence: 0.9255218

00:24:51.710 --> 00:24:53.588 you can look at that person.

NOTE Confidence: 0.9255218

00:24:53.590 --> 00:24:55.114 It improves health outcomes,

NOTE Confidence: 0.9255218

00:24:55.114 --> 00:24:57.019 it supports culturally competent care

NOTE Confidence: 0.9255218

00:24:57.019 --> 00:24:58.990 and promotes evidencebased care.

NOTE Confidence: 0.9255218

00:24:58.990 --> 00:25:01.062 So you do feel more confident and

NOTE Confidence: 0.9255218

00:25:01.062 --> 00:25:03.480 you're less likely to burn out because

NOTE Confidence: 0.9255218

00:25:03.480 --> 00:25:05.315 your practice seems less overwhelming.

NOTE Confidence: 0.9255218

00:25:05.320 --> 00:25:08.565 So here's an example in Madison that is

NOTE Confidence: 0.9255218

00:25:08.565 --> 00:25:10.275 interesting for a number of reasons.

NOTE Confidence: 0.9255218

00:25:10.280 --> 00:25:14.512 As you see, there are four, three men there.

NOTE Confidence: 0.9255218

00:25:14.512 --> 00:25:17.652 We have the Chala from Chadwick

NOTE Confidence: 0.9255218

00:25:17.652 --> 00:25:20.130 Boseman from who starred in the

NOTE Confidence: 0.9255218

00:25:20.211 --> 00:25:21.639 first Black Panther

NOTE Confidence: 0.9350361

00:25:24.020 --> 00:25:27.548 movie as well as in a number of other

NOTE Confidence: 0.9350361

00:25:27.548 --> 00:25:29.858 movies and was one of our bright stars,

NOTE Confidence: 0.9350361

00:25:29.860 --> 00:25:32.980 who died of cancer in his early 40s.

NOTE Confidence: 0.9350361

00:25:32.980 --> 00:25:34.381 Colon cancer, even.

NOTE Confidence: 0.9350361

00:25:34.381 --> 00:25:36.716 Kennedy was diagnosed with stage

NOTE Confidence: 0.9350361

00:25:36.716 --> 00:25:39.357 4 colon cancer at age 4039.

NOTE Confidence: 0.9350361

00:25:39.357 --> 00:25:41.208 And Darryl Strawberry,

NOTE Confidence: 0.9350361

00:25:41.208 --> 00:25:45.716 who won World Series rings in New

NOTE Confidence: 0.9350361

00:25:45.716 --> 00:25:48.260 York's for the Yankees and Mets.

NOTE Confidence: 0.9350361

00:25:48.260 --> 00:25:50.710 He was diagnosed with colon

NOTE Confidence: 0.9350361

00:25:50.710 --> 00:25:53.820 cancer at age 36. So you have

NOTE Confidence: 0.94001305

00:25:56.780 --> 00:25:58.608 all that diagnosed with

NOTE Confidence: 0.94001305

00:25:58.608 --> 00:26:00.893 colon cancer before age 40.

NOTE Confidence: 0.94001305

00:26:00.900 --> 00:26:03.154 Now we also know that the steepest

NOTE Confidence: 0.94001305

00:26:03.154 --> 00:26:04.966 increase in colon cancer is in

NOTE Confidence: 0.94001305

00:26:04.966 --> 00:26:07.100 people ages 20 to 39 years of age.

NOTE Confidence: 0.94001305

00:26:07.100 --> 00:26:09.000 And also there is increased

NOTE Confidence: 0.94001305

00:26:09.000 --> 00:26:10.140 incident in women.

NOTE Confidence: 0.94001305

00:26:10.140 --> 00:26:12.478 Blacks are 20% more likely than whites

NOTE Confidence: 0.94001305

00:26:12.478 --> 00:26:14.658 to be diagnosed with colon cancer,

NOTE Confidence: 0.94001305

00:26:14.660 --> 00:26:15.700 and they're 40 to 50.

NOTE Confidence: 0.94001305

00:26:15.700 --> 00:26:18.092 Blacks are 40 to 50% more likely to die.

NOTE Confidence: 0.94001305

00:26:18.092 --> 00:26:20.619 So this seems to be a real concern,

NOTE Confidence: 0.94001305

00:26:20.620 --> 00:26:22.075 especially since it's

NOTE Confidence: 0.94001305

00:26:22.075 --> 00:26:23.530 being diagnosed earlier.

NOTE Confidence: 0.94001305

00:26:23.530 --> 00:26:26.278 But the requirements that I think

NOTE Confidence: 0.94001305

00:26:26.278 --> 00:26:30.060 they came out in 2020 or thereabouts

NOTE Confidence: 0.94001305

00:26:30.060 --> 00:26:34.530 recommend colonoscopies start at age 45.

NOTE Confidence: 0.94001305

00:26:34.530 --> 00:26:37.010 So you're overlooking a population

NOTE Confidence: 0.94001305

00:26:37.010 --> 00:26:39.920 of people systematically who have a

NOTE Confidence: 0.94001305

00:26:39.920 --> 00:26:42.020 worse prognosis and are more likely

NOTE Confidence: 0.94001305

00:26:42.020 --> 00:26:44.609 to die and to have the disease.

NOTE Confidence: 0.94001305

00:26:44.610 --> 00:26:47.530 So this is another example

NOTE Confidence: 0.94001305

00:26:47.530 --> 00:26:50.450 of systemic or implicit bias.

NOTE Confidence: 0.94001305

00:26:50.450 --> 00:26:53.810 Now let's look at some other examples.

NOTE Confidence: 0.94001305

00:26:53.810 --> 00:26:54.408 In 2018,

NOTE Confidence: 0.94001305

00:26:54.408 --> 00:26:56.501 I opened a newspaper and saw that

NOTE Confidence: 0.94001305

00:26:56.501 --> 00:26:58.098 a hospital emergency department

NOTE Confidence: 0.94001305

00:26:58.098 --> 00:27:01.536 found that there was a flaw in their

NOTE Confidence: 0.94001305

00:27:01.536 --> 00:27:04.086 algorithm for contestive heart failure.

NOTE Confidence: 0.94001305

00:27:04.090 --> 00:27:05.955 All things being equal with

NOTE Confidence: 0.94001305

00:27:05.955 --> 00:27:07.447 the severity of symptoms.

NOTE Confidence: 0.94001305

00:27:07.450 --> 00:27:09.370 If you were white,

NOTE Confidence: 0.94001305

00:27:09.370 --> 00:27:12.204 the algorithm told you told the

NOTE Confidence: 0.94001305

00:27:12.204 --> 00:27:14.489 doctors to hospitalize the patient,

NOTE Confidence: 0.94001305

00:27:14.490 --> 00:27:17.748 and if that patient was black,

NOTE Confidence: 0.94001305

00:27:17.750 --> 00:27:19.150 the hospital was called,

NOTE Confidence: 0.94001305

00:27:19.150 --> 00:27:22.069 the instruction was to send the person home.

NOTE Confidence: 0.94001305

00:27:22.070 --> 00:27:24.530 So somebody put program that in

NOTE Confidence: 0.94001305

00:27:24.530 --> 00:27:26.626 the algorithm. The question is why?

NOTE Confidence: 0.94001305

00:27:26.626 --> 00:27:29.363 And how was it somebody who did it By

NOTE Confidence: 0.94001305

00:27:29.363 --> 00:27:31.502 an error, the wasn't tested properly,

NOTE Confidence: 0.94001305

00:27:31.502 --> 00:27:31.910 etcetera.

NOTE Confidence: 0.94001305

00:27:31.910 --> 00:27:33.590 So when you're looking at computers and such,

NOTE Confidence: 0.94001305

00:27:33.590 --> 00:27:33.798 again,

NOTE Confidence: 0.94001305

00:27:33.798 --> 00:27:35.670 it depends on what we put in it and

NOTE Confidence: 0.94001305

00:27:35.720 --> 00:27:37.744 not everything we put in it is equitable.

NOTE Confidence: 0.94001305

00:27:37.750 --> 00:27:39.876 So we have to look at the data

NOTE Confidence: 0.94001305

00:27:39.876 --> 00:27:41.850 and do test runs before we use

NOTE Confidence: 0.94001305

00:27:41.925 --> 00:27:43.772 this to make life the data,

NOTE Confidence: 0.94001305

00:27:43.772 --> 00:27:46.712 the programs to make life or death decisions.

NOTE Confidence: 0.94001305

00:27:46.712 --> 00:27:50.086 And we also look at cystic fibrosis.

NOTE Confidence: 0.94001305

00:27:50.090 --> 00:27:52.708 Blacks are diagnosed an average of four

NOTE Confidence: 0.94001305

00:27:52.708 --> 00:27:55.767 years later with cystic fibrosis than whites.

NOTE Confidence: 0.94001305

00:27:55.770 --> 00:27:56.089 Why?

NOTE Confidence: 0.94001305

00:27:56.089 --> 00:27:58.003 Because in medical schools often people

NOTE Confidence: 0.94001305

00:27:58.003 --> 00:28:00.129 are taught that it's a white disease,

NOTE Confidence: 0.94001305

00:28:00.130 --> 00:28:02.894 so people don't look for for it.

NOTE Confidence: 0.94001305

00:28:02.894 --> 00:28:04.404 And I've had four patients,

NOTE Confidence: 0.94001305

00:28:04.410 --> 00:28:06.522 black patients with cystic fibrosis and

NOTE Confidence: 0.94001305

00:28:06.522 --> 00:28:08.808 it was consistent in all the cases.

NOTE Confidence: 0.94001305

00:28:08.810 --> 00:28:09.974 It was four years,

NOTE Confidence: 0.94001305

00:28:09.974 --> 00:28:10.847 regardless of age,

NOTE Confidence: 0.94001305

00:28:10.850 --> 00:28:15.608 from from teens to early 40s.

NOTE Confidence: 0.94001305

00:28:15.610 --> 00:28:18.088 The perception of pain has been

NOTE Confidence: 0.94001305

00:28:18.088 --> 00:28:20.800 shown by the national study from

NOTE Confidence: 0.94001305

00:28:20.800 --> 00:28:23.250 the National Academy of Sciences.

NOTE Confidence: 0.94001305

00:28:23.250 --> 00:28:25.158 They surveyed medical students,

NOTE Confidence: 0.94001305

00:28:25.158 --> 00:28:27.543 and they found that they,

NOTE Confidence: 0.94001305

00:28:27.550 --> 00:28:30.910 like their counterparts in society,

NOTE Confidence: 0.94001305

00:28:30.910 --> 00:28:32.272 not nonmedical professionals,

NOTE Confidence: 0.94001305

00:28:32.272 --> 00:28:34.542 believe that blacks have a

NOTE Confidence: 0.94001305

00:28:34.542 --> 00:28:36.190 higher pain tolerance.

NOTE Confidence: 0.94001305

00:28:36.190 --> 00:28:38.722 There's also some studies that suggest

NOTE Confidence: 0.94001305

00:28:38.722 --> 00:28:40.990 that pain perception is disregarded or

NOTE Confidence: 0.94001305

00:28:40.990 --> 00:28:43.830 outcomes are worse if the person is less.

NOTE Confidence: 0.94001305

00:28:43.830 --> 00:28:44.790 Lacks English.

NOTE Confidence: 0.94001305

00:28:44.790 --> 00:28:47.190 The parent lacks English proficiency,

NOTE Confidence: 0.94001305

00:28:47.190 --> 00:28:48.875 and there's one study looking

NOTE Confidence: 0.94001305

00:28:48.875 --> 00:28:49.549 at appendectomies.

NOTE Confidence: 0.94001305

00:28:49.550 --> 00:28:49.820 Now,

NOTE Confidence: 0.94001305

00:28:49.820 --> 00:28:51.440 a couple of other studies have

NOTE Confidence: 0.94001305

00:28:51.440 --> 00:28:53.200 come out and they have found

NOTE Confidence: 0.94001305

00:28:53.200 --> 00:28:54.680 it a little bit different,

NOTE Confidence: 0.94001305

00:28:54.680 --> 00:28:56.918 but the studies were not duplicated,

NOTE Confidence: 0.94001305

00:28:56.920 --> 00:28:58.726 so we'll have to wait to see

NOTE Confidence: 0.94001305

00:28:58.726 --> 00:28:59.840 what happens with that.

NOTE Confidence: 0.94001305

00:28:59.840 --> 00:29:01.856 But we do know they were less

NOTE Confidence: 0.94001305

00:29:01.856 --> 00:29:04.080 likely to get imaging studies,

NOTE Confidence: 0.94001305

00:29:04.080 --> 00:29:09.539 and they went to the the operating room

NOTE Confidence: 0.94001305

00:29:09.539 --> 00:29:12.570 for an appendectomy at a later stage

NOTE Confidence: 0.93386763

00:29:12.654 --> 00:29:15.392 of severity. And then we know

NOTE Confidence: 0.93386763

00:29:15.392 --> 00:29:17.184 about schizophrenia which is

NOTE Confidence: 0.93386763

00:29:17.184 --> 00:29:19.305 disproportionately diagnosed in blacks

NOTE Confidence: 0.93386763

00:29:19.305 --> 00:29:22.635 relative to whites regardless of age.

NOTE Confidence: 0.93386763

00:29:22.640 --> 00:29:24.920 And and this is profound,

NOTE Confidence: 0.93386763

00:29:24.920 --> 00:29:29.000 even when semi semi structured

NOTE Confidence: 0.93386763

00:29:29.000 --> 00:29:33.080 clinical interview tool was used,

NOTE Confidence: 0.93386763

00:29:33.080 --> 00:29:36.976 still blacks were diagnosed with

NOTE Confidence: 0.93386763

00:29:36.976 --> 00:29:39.196 schizophrenia more often than whites.

NOTE Confidence: 0.93386763

00:29:39.200 --> 00:29:42.539 And that has a lot of implications

NOTE Confidence: 0.93386763

00:29:42.539 --> 00:29:44.546 about treatment seeking prognosis

NOTE Confidence: 0.93386763

00:29:44.546 --> 00:29:47.462 and other forms of care and

NOTE Confidence: 0.93386763

00:29:47.462 --> 00:29:49.580 longterm outcomes and equity.

NOTE Confidence: 0.93386763

00:29:49.580 --> 00:29:51.950 So let's talk a little about

NOTE Confidence: 0.93386763

00:29:51.950 --> 00:29:53.629 resident burnout and racism.

NOTE Confidence: 0.93386763

00:29:53.629 --> 00:29:56.563 And this is an extremely important

NOTE Confidence: 0.93386763

00:29:56.563 --> 00:29:59.488 study that came out in 2019, Derby,

NOTE Confidence: 0.93386763

00:29:59.488 --> 00:30:01.658 Heron and Wes and colleagues,

NOTE Confidence: 0.93386763

00:30:01.660 --> 00:30:04.964 it was a Co-op study and they looked

NOTE Confidence: 0.93386763

00:30:04.964 --> 00:30:07.460 at over 3000 non black second year

NOTE Confidence: 0.93386763

00:30:07.460 --> 00:30:09.260 resident physicians and they did gave

NOTE Confidence: 0.93386763

00:30:09.320 --> 00:30:11.150 them the mass like burnout inventory

NOTE Confidence: 0.93386763

00:30:11.150 --> 00:30:12.940 which was basically two questions.

NOTE Confidence: 0.93386763

00:30:12.940 --> 00:30:15.541 And then they did a hard sort for implicit

NOTE Confidence: 0.93386763

00:30:15.541 --> 00:30:18.236 bias and a feeling scale for explicit bias.

NOTE Confidence: 0.93386763

00:30:18.240 --> 00:30:20.526 And what they found was secondyear

NOTE Confidence: 0.93386763

00:30:20.526 --> 00:30:22.360 residents who were stressed out,

NOTE Confidence: 0.93386763

00:30:22.360 --> 00:30:26.038 more more likely to engage in,

NOTE Confidence: 0.93386763

00:30:26.040 --> 00:30:29.004 was more likely to be associated

NOTE Confidence: 0.93386763

00:30:29.004 --> 00:30:30.980 with implicit and explicit

NOTE Confidence: 0.93386763

00:30:31.063 --> 00:30:33.239 bias against black people.

NOTE Confidence: 0.93386763

00:30:33.240 --> 00:30:35.496 So when blacks came into the

NOTE Confidence: 0.93386763

00:30:35.496 --> 00:30:37.000 clinics or the hospitals,

NOTE Confidence: 0.93386763

00:30:37.000 --> 00:30:39.752 the bias was implicit,

NOTE Confidence: 0.93386763

00:30:39.752 --> 00:30:42.280 meaning they may not have been aware of it,

NOTE Confidence: 0.93386763

00:30:42.280 --> 00:30:44.872 or it was unintentional,

NOTE Confidence: 0.93386763

00:30:44.872 --> 00:30:47.110 perhaps, and explicit meaning

NOTE Confidence: 0.93386763

00:30:47.110 --> 00:30:49.230 deliberate against black people.

NOTE Confidence: 0.93386763

00:30:49.230 --> 00:30:50.903 So if you're one of those black

NOTE Confidence: 0.93386763

00:30:50.903 --> 00:30:52.572 people going to a hospital and

NOTE Confidence: 0.93386763

00:30:52.572 --> 00:30:54.067 counting one of these residents,

NOTE Confidence: 0.93386763

00:30:54.070 --> 00:30:55.710 you're not going to have a good experience,

NOTE Confidence: 0.93386763

00:30:55.710 --> 00:30:58.027 or you're not going to have as

NOTE Confidence: 0.93386763

00:30:58.027 --> 00:30:59.829 good experience as you should,

NOTE Confidence: 0.93386763

00:30:59.830 --> 00:31:01.022 all things being equal.

NOTE Confidence: 0.93386763

00:31:01.022 --> 00:31:02.512 Now the interesting thing is

NOTE Confidence: 0.93386763

00:31:02.512 --> 00:31:04.066 they found that in 3rd year,

NOTE Confidence: 0.93386763

00:31:04.070 --> 00:31:05.990 the same residents were less stressed,

NOTE Confidence: 0.93386763

00:31:05.990 --> 00:31:07.910 and when they were less stressed,

NOTE Confidence: 0.93386763

00:31:07.910 --> 00:31:09.820 they were less likely to

NOTE Confidence: 0.93386763

00:31:09.820 --> 00:31:11.348 engage in explicit bias,

NOTE Confidence: 0.93386763

00:31:11.350 --> 00:31:13.482 intentional bias against blacks.

NOTE Confidence: 0.93386763

00:31:13.482 --> 00:31:16.147 But the implicit bias persisted.

NOTE Confidence: 0.92881006

00:31:18.350 --> 00:31:19.680 So what about the experience

NOTE Confidence: 0.92881006

00:31:19.680 --> 00:31:20.744 of racism and psychiatry?

NOTE Confidence: 0.92881006

00:31:20.750 --> 00:31:23.150 We talked a little bit about that, but

NOTE Confidence: 0.92881006

00:31:27.990 --> 00:31:30.740 there are other areas in

NOTE Confidence: 0.92881006

00:31:30.740 --> 00:31:32.390 which there's discrimination.

NOTE Confidence: 0.92881006

00:31:32.390 --> 00:31:34.830 And we talked about schizophrenia.

NOTE Confidence: 0.92881006

00:31:34.830 --> 00:31:37.270 Let's talk about antipsychotic prescriptions.

NOTE Confidence: 0.92881006

00:31:37.270 --> 00:31:39.310 Blacks are more likely to get

NOTE Confidence: 0.92881006

00:31:39.310 --> 00:31:41.374 first generation antipsychotics,

NOTE Confidence: 0.92881006

00:31:41.374 --> 00:31:44.815 then then second and that study was

NOTE Confidence: 0.92881006

00:31:44.815 --> 00:31:46.700 from 2004 and it's been repeated

NOTE Confidence: 0.92881006

00:31:46.700 --> 00:31:48.643 now we see all the metabolic

NOTE Confidence: 0.92881006

00:31:48.643 --> 00:31:50.668 concerns that are related to

NOTE Confidence: 0.9304229

00:31:54.630 --> 00:31:55.518 2nd generation antipsychotics.

NOTE Confidence: 0.9304229

00:31:55.518 --> 00:31:58.350 So you've got to look at the balancing act,

NOTE Confidence: 0.9304229

00:31:58.350 --> 00:32:00.150 but we also look at the opioid crisis

NOTE Confidence: 0.9304229

00:32:00.150 --> 00:32:01.895 in terms of pain perception. Blacks,

NOTE Confidence: 0.9304229

00:32:01.895 --> 00:32:04.030 usually you see a condition like this,

NOTE Confidence: 0.9304229

00:32:04.030 --> 00:32:07.418 it it affects all sorts of people.

NOTE Confidence: 0.9304229

00:32:07.420 --> 00:32:09.030 But early on in the early 2000s

NOTE Confidence: 0.9304229

00:32:09.030 --> 00:32:10.812 when we began to see the the

NOTE Confidence: 0.9304229

53

00:32:10.812 --> 00:32:12.372 casualties due to the opioid crisis,

NOTE Confidence: 0.9304229

00:32:12.380 --> 00:32:14.500 they were disproportionately black, white.

NOTE Confidence: 0.9304229

00:32:14.500 --> 00:32:17.419 Only recently have blacks been catching up.

NOTE Confidence: 0.9304229

00:32:17.420 --> 00:32:19.620 So while many blacks suffered

NOTE Confidence: 0.9304229

00:32:19.620 --> 00:32:21.820 unnecessarily with pain back then,

NOTE Confidence: 0.9304229

00:32:21.820 --> 00:32:23.820 it may have saved a number of lives.

NOTE Confidence: 0.9304229

00:32:23.820 --> 00:32:25.776 So it's a mixed bag there.

NOTE Confidence: 0.9304229

00:32:25.780 --> 00:32:28.580 But it shouldn't be occurring.

NOTE Confidence: 0.9304229

00:32:28.580 --> 00:32:30.140 When substance shoots,

NOTE Confidence: 0.9304229

00:32:30.140 --> 00:32:31.700 treatment is prescribed.

NOTE Confidence: 0.9304229

00:32:31.700 --> 00:32:35.060 Blacks are less likely to get substance

NOTE Confidence: 0.9304229

00:32:35.060 --> 00:32:39.660 use care that is cutting edge or

NOTE Confidence: 0.9304229

00:32:39.660 --> 00:32:41.952 medication assisted therapies when

NOTE Confidence: 0.9304229

00:32:41.952 --> 00:32:44.817 they are discharged from hospitals,

NOTE Confidence: 0.9304229

00:32:44.820 --> 00:32:46.180 and these are individual studies.

NOTE Confidence: 0.9304229

00:32:46.180 --> 00:32:48.336 I have the references if you'd like.

NOTE Confidence: 0.9304229

00:32:48.340 --> 00:32:50.218 When they are discharged from hospitals,

NOTE Confidence: 0.9304229

00:32:50.220 --> 00:32:52.180 they're less likely to be

NOTE Confidence: 0.9304229

00:32:52.180 --> 00:32:53.203 referred for psychotherapy,

NOTE Confidence: 0.9304229

00:32:53.203 --> 00:32:55.249 They're more likely to be secluded

NOTE Confidence: 0.9304229

00:32:55.249 --> 00:32:57.491 or restrained in hospitals and other

NOTE Confidence: 0.9304229

00:32:57.491 --> 00:33:01.210 settings and they're more likely to

NOTE Confidence: 0.9304229

00:33:01.210 --> 00:33:03.696 complain about perceiving discrimination

NOTE Confidence: 0.9304229

00:33:03.696 --> 00:33:07.028 in the hospitals in terms of the

NOTE Confidence: 0.9304229

00:33:07.028 --> 00:33:09.200 ratings that hospitals feedback

NOTE Confidence: 0.9304229

00:33:09.200 --> 00:33:11.300 studies that have been occurred.

NOTE Confidence: 0.9304229

00:33:11.300 --> 00:33:14.004 So there may be a number of reasons

NOTE Confidence: 0.9304229

00:33:14.004 --> 00:33:16.970 about that when you look at the resident

NOTE Confidence: 0.9304229

00:33:16.970 --> 00:33:19.446 study that shows that there's some bias

NOTE Confidence: 0.9304229

00:33:19.446 --> 00:33:21.580 and that's a significant part of it.

NOTE Confidence: 0.9304229

00:33:21.580 --> 00:33:21.866 Now,

NOTE Confidence: 0.9304229

00:33:21.866 --> 00:33:24.154 one of the things we do in medicine

NOTE Confidence: 0.9304229

00:33:24.154 --> 00:33:26.659 and psychiatry is prescribed lithium.

NOTE Confidence: 0.9304229

00:33:26.660 --> 00:33:28.595 And one of the things we look at is

NOTE Confidence: 0.9304229

00:33:28.595 --> 00:33:31.482 the glomerular filtration rate and the

NOTE Confidence: 0.9304229

00:33:31.482 --> 00:33:34.281 estimated glomerular filtration rate change.

NOTE Confidence: 0.9304229

00:33:34.281 --> 00:33:38.340 How we look at the range for or what

NOTE Confidence: 0.9304229

00:33:38.442 --> 00:33:40.595 the threshold for kidney disease or

NOTE Confidence: 0.9304229

00:33:40.595 --> 00:33:43.350 renal failure is in black versus white.

NOTE Confidence: 0.9304229

00:33:43.350 --> 00:33:47.509 So Dorothy Roberts is a law

NOTE Confidence: 0.9304229

00:33:47.509 --> 00:33:48.586 professor at Upenn,

NOTE Confidence: 0.9304229

00:33:48.586 --> 00:33:50.740 and when she was a Robert

NOTE Confidence: 0.9304229

00:33:50.817 --> 00:33:52.428 Wood Johnson's fellow,

NOTE Confidence: 0.9304229

00:33:52.430 --> 00:33:55.139 she looked at the history of the

NOTE Confidence: 0.9304229

00:33:55.139 --> 00:33:58.489 difference in a range for a renal failure,

NOTE Confidence: 0.9304229

00:33:58.490 --> 00:34:00.608 cut offs in blacks versus whites.

NOTE Confidence: 0.9304229

00:34:00.610 --> 00:34:03.802 She traced it back to about the 1930s and

NOTE Confidence: 0.9304229

00:34:03.802 --> 00:34:07.370 discovered that it was a case of IPSI Dixit.

NOTE Confidence: 0.9304229

00:34:07.370 --> 00:34:09.038 Because I say so,

NOTE Confidence: 0.9304229

00:34:09.038 --> 00:34:10.289 So for generations,

NOTE Confidence: 0.9304229

00:34:10.290 --> 00:34:12.490 because some person said so.

NOTE Confidence: 0.9304229

00:34:12.490 --> 00:34:14.782 We trained psychiatrists and

NOTE Confidence: 0.9304229

00:34:14.782 --> 00:34:15.928 other physicians,

NOTE Confidence: 0.9304229

00:34:15.930 --> 00:34:17.038 healthcare professionals,

NOTE Confidence: 0.9304229

00:34:17.038 --> 00:34:20.017 generations of them to say to

NOTE Confidence: 0.9304229

00:34:20.017 --> 00:34:22.212 to believe that the glomerular

NOTE Confidence: 0.9304229

00:34:22.212 --> 00:34:24.176 filtration rate range acceptable

NOTE Confidence: 0.9304229

00:34:24.176 --> 00:34:27.176 range was different based on race.

NOTE Confidence: 0.9304229

00:34:27.180 --> 00:34:31.129 That difference is as much as 21%,

NOTE Confidence: 0.9304229

00:34:31.129 --> 00:34:33.074 which means that blacks were

NOTE Confidence: 0.9304229

00:34:33.074 --> 00:34:35.565 less likely to be diagnosed at

NOTE Confidence: 0.9304229

00:34:35.565 --> 00:34:38.139 an early stage of renal failure,

NOTE Confidence: 0.9304229

00:34:38.140 --> 00:34:40.220 which affected morbidity and mortality.

NOTE Confidence: 0.9304229

00:34:40.220 --> 00:34:43.604 So it wasn't race that it was said

NOTE Confidence: 0.9304229

00:34:43.604 --> 00:34:45.332 that blacks have a worse outcome.

NOTE Confidence: 0.9304229

00:34:45.340 --> 00:34:48.154 It was because of the Gomera

NOTE Confidence: 0.9304229

00:34:48.154 --> 00:34:49.561 estimated gomerial filtration

NOTE Confidence: 0.9304229

00:34:49.561 --> 00:34:51.896 rate and not because of race.

NOTE Confidence: 0.9304229

00:34:51.900 --> 00:34:54.408 So that also meant that blacks

NOTE Confidence: 0.9304229

00:34:54.408 --> 00:34:57.419 were less likely to be eligible for

NOTE Confidence: 0.9304229

00:34:57.420 --> 00:35:00.180 placement on the renal transplant list.

NOTE Confidence: 0.9304229

00:35:00.180 --> 00:35:02.100 And in February 27th,

NOTE Confidence: 0.9304229

00:35:02.100 --> 00:35:02.580 2023,

NOTE Confidence: 0.9304229

00:35:02.580 --> 00:35:05.580 the US Oregon Procurement and

NOTE Confidence: 0.9304229

00:35:05.580 --> 00:35:07.568 Transplantation Network made an

NOTE Confidence: 0.9304229

00:35:07.568 --> 00:35:09.538 effort to make that equitable.

NOTE Confidence: 0.9304229

00:35:09.540 --> 00:35:11.814 They said that they were going

NOTE Confidence: 0.9304229

00:35:11.814 --> 00:35:14.740 to look at every black person on

NOTE Confidence: 0.9304229

00:35:14.740 --> 00:35:17.380 the renal transplant list and see

NOTE Confidence: 0.9304229

00:35:17.380 --> 00:35:20.579 when they how long they had been,

NOTE Confidence: 0.93463224

00:35:23.010 --> 00:35:25.664 how long they had been delayed treatment

NOTE Confidence: 0.93463224

00:35:25.664 --> 00:35:27.799 because of the estimated glomerular

NOTE Confidence: 0.93463224

00:35:27.799 --> 00:35:30.000 filtration rate because now the systems

NOTE Confidence: 0.93463224

00:35:30.000 --> 00:35:31.728 are more equitable and you there

NOTE Confidence: 0.93463224

00:35:31.728 --> 00:35:33.850 are many papers coming out etcetera.

NOTE Confidence: 0.93463224

00:35:33.850 --> 00:35:35.836 Although three years ago people would

NOTE Confidence: 0.93463224

00:35:35.836 --> 00:35:37.849 fight tooth and nail against us.

NOTE Confidence: 0.93463224

00:35:37.850 --> 00:35:40.405 So what they decided was that they

NOTE Confidence: 0.93463224

00:35:40.405 --> 00:35:43.132 were going to look at how long

NOTE Confidence: 0.93463224

00:35:43.132 --> 00:35:45.460 the diagnosis of renal failure was

NOTE Confidence: 0.93463224

00:35:45.538 --> 00:35:48.048 delayed and they would compensate

NOTE Confidence: 0.93463224

00:35:48.050 --> 00:35:51.610 blacks for at least up to 19 months.

NOTE Confidence: 0.93463224

00:35:51.610 --> 00:35:54.746 In other words, you go back and if

NOTE Confidence: 0.93463224

00:35:54.746 --> 00:35:57.042 you were misdiagnosed for two years,

NOTE Confidence: 0.93463224

00:35:57.042 --> 00:36:00.108 they would move you up 19 months ahead

NOTE Confidence: 0.93463224

00:36:00.108 --> 00:36:03.012 on the transplant list in an effort to

NOTE Confidence: 0.93463224

00:36:03.091 --> 00:36:05.725 come create some semblance of equity.

NOTE Confidence: 0.93463224

00:36:05.730 --> 00:36:08.194 And so the wait listing times had

NOTE Confidence: 0.93463224

00:36:08.194 --> 00:36:09.250 to be backdated.

NOTE Confidence: 0.93463224

00:36:09.250 --> 00:36:14.474 And this is to it's intended to repair

NOTE Confidence: 0.93463224

00:36:14.474 --> 00:36:17.204 damage due to structural racism.

NOTE Confidence: 0.93463224

00:36:17.210 --> 00:36:21.290 The While it sounds good,

NOTE Confidence: 0.93463224

00:36:21.290 --> 00:36:22.602 it doesn't happen enough.

NOTE Confidence: 0.93463224

00:36:22.602 --> 00:36:25.490 This is one of the first efforts

NOTE Confidence: 0.93463224

00:36:25.490 --> 00:36:29.570 to do some type of correction,

NOTE Confidence: 0.93463224

00:36:29.570 --> 00:36:31.810 attractive action for medical

NOTE Confidence: 0.93463224

00:36:31.810 --> 00:36:34.020 bias on this level.

NOTE Confidence: 0.93463224

00:36:34.020 --> 00:36:35.418 And we also look at ADS.

NOTE Confidence: 0.93463224

00:36:35.420 --> 00:36:38.900 This is a 1974 ad from the Archives

NOTE Confidence: 0.93463224

00:36:38.900 --> 00:36:41.900 of General Psychiatry and some

NOTE Confidence: 0.93463224

00:36:41.900 --> 00:36:44.900 of you may recognize this.

NOTE Confidence: 0.93463224

00:36:44.900 --> 00:36:47.476 This is an ad that says assaultive

NOTE Confidence: 0.93463224

00:36:47.476 --> 00:36:49.224 and belligerent cooperations also

NOTE Confidence: 0.93463224

00:36:49.224 --> 00:36:51.734 often begins with hallow paradol,

NOTE Confidence: 0.93463224

00:36:51.740 --> 00:36:54.458 a first choice for starting therapy.

NOTE Confidence: 0.93463224

00:36:54.460 --> 00:36:56.140 And what you see in the picture

NOTE Confidence: 0.93463224

00:36:56.140 --> 00:36:57.459 is the angry black man.

NOTE Confidence: 0.93463224

00:36:57.460 --> 00:37:01.672 Now that is one of the things that people

NOTE Confidence: 0.93463224

00:37:01.680 --> 00:37:05.560 used to justify diagnosing schizophrenia.

NOTE Confidence: 0.93463224

00:37:05.560 --> 00:37:05.900 Incorrectly,

NOTE Confidence: 0.93463224

00:37:05.900 --> 00:37:06.920 so of course,

NOTE Confidence: 0.93463224

00:37:06.920 --> 00:37:09.480 but if it's an angry black person,

NOTE Confidence: 0.93463224

00:37:09.480 --> 00:37:10.880 an agitated black person,

NOTE Confidence: 0.93463224

00:37:10.880 --> 00:37:12.980 they're more likely to be diagnosed

NOTE Confidence: 0.93463224

00:37:13.045 --> 00:37:15.000 with a psychosis spectrum disorder

NOTE Confidence: 0.93463224

00:37:15.000 --> 00:37:17.720 rather than a mood disorder.

NOTE Confidence: 0.93463224

00:37:17.720 --> 00:37:19.800 So, and this comes when you're taught this,

NOTE Confidence: 0.93463224

00:37:19.800 --> 00:37:23.520 you're trained this to think this way.

NOTE Confidence: 0.93463224

00:37:23.520 --> 00:37:25.800 That passes on to generations too.

NOTE Confidence: 0.93463224

00:37:25.800 --> 00:37:28.992 And that impacts how we treat African

NOTE Confidence: 0.93463224

00:37:28.992 --> 00:37:33.850 Americans who come in or psychiatric care.

NOTE Confidence: 0.93463224

00:37:33.850 --> 00:37:36.570 Now, what can we do to remedy this?

NOTE Confidence: 0.93463224

00:37:36.570 --> 00:37:37.223 Well,

NOTE Confidence: 0.93463224

00:37:37.223 --> 00:37:40.488 clinician bias and burnout and

NOTE Confidence: 0.93463224

00:37:40.490 --> 00:37:44.120 structural bias or discrimination in

NOTE Confidence: 0.93463224

00:37:44.120 --> 00:37:48.610 healthcare can be diminished by health.

NOTE Confidence: 0.93463224

00:37:48.610 --> 00:37:49.592 Cultural humility.

NOTE Confidence: 0.93463224

00:37:49.592 --> 00:37:52.047 Let's start with cultural competence.

NOTE Confidence: 0.93463224

00:37:52.050 --> 00:37:53.205 Cultural competence means that you

NOTE Confidence: 0.93463224

00:37:53.205 --> 00:37:55.247 go and you study and you learn more

NOTE Confidence: 0.93463224

00:37:55.247 --> 00:37:56.620 about different cultures, etcetera.

NOTE Confidence: 0.93463224

00:37:56.620 --> 00:37:59.270 But it the word competence

NOTE Confidence: 0.93463224

00:37:59.270 --> 00:38:01.390 suggests that it's finite,

NOTE Confidence: 0.93463224

00:38:01.390 --> 00:38:03.790 but it also can introduce bias.

NOTE Confidence: 0.93463224

00:38:03.790 --> 00:38:05.827 I've read about how you people function,

NOTE Confidence: 0.93463224

00:38:05.830 --> 00:38:08.110 so therefore I know what's best for you.

NOTE Confidence: 0.93463224

00:38:08.110 --> 00:38:10.266 Or this is how you do things.

NOTE Confidence: 0.93463224

00:38:10.270 --> 00:38:12.190 Or in your hospital.

NOTE Confidence: 0.93463224

00:38:12.190 --> 00:38:14.110 This is the culture.

NOTE Confidence: 0.93463224

00:38:14.110 --> 00:38:17.350 So when you use cultural competence,

NOTE Confidence: 0.93463224

00:38:17.350 --> 00:38:20.066 there is a sense that you have

NOTE Confidence: 0.93463224

00:38:20.066 --> 00:38:22.102 gained proficiency and you risk

NOTE Confidence: 0.93463224

00:38:22.102 --> 00:38:24.478 telling people about who they are

NOTE Confidence: 0.93463224

00:38:24.478 --> 00:38:26.564 rather than listening to them

NOTE Confidence: 0.93463224

00:38:26.564 --> 00:38:29.006 and learning about who they are.

NOTE Confidence: 0.93463224

00:38:29.010 --> 00:38:31.719 But what you can do is use

NOTE Confidence: 0.93463224

00:38:31.719 --> 00:38:34.073 cultural competence to inform your

NOTE Confidence: 0.93463224

00:38:34.073 --> 00:38:36.285 approach to cultural humility.

NOTE Confidence: 0.93463224

00:38:36.290 --> 00:38:37.196 For example,

NOTE Confidence: 0.93463224

00:38:37.196 --> 00:38:41.450 I once worked on A at the Navajo Nation,

NOTE Confidence: 0.93463224

00:38:41.450 --> 00:38:43.000 the hospital there for it

NOTE Confidence: 0.93463224

00:38:43.000 --> 00:38:44.450 defines an Indian hospital.

NOTE Confidence: 0.93463224

00:38:44.450 --> 00:38:48.239 So what I did was I read a lot

NOTE Confidence: 0.93463224

00:38:48.239 --> 00:38:51.467 about native culture and then

NOTE Confidence: 0.93463224

00:38:51.470 --> 00:38:54.270 I asked questions about it.

NOTE Confidence: 0.93463224

00:38:54.270 --> 00:38:55.986 Can you help me understand this?

NOTE Confidence: 0.93463224

00:38:55.990 --> 00:38:58.180 Is this a customary or how

NOTE Confidence: 0.93463224

00:38:58.180 --> 00:38:59.640 should I think about

NOTE Confidence: 0.91681194

00:38:59.721 --> 00:39:01.930 this? And they really enjoyed

NOTE Confidence: 0.91681194

00:39:01.930 --> 00:39:03.750 the have having discussions.

NOTE Confidence: 0.91681194

00:39:03.750 --> 00:39:06.936 They sent me to a sweat lodge and the

NOTE Confidence: 0.91681194

00:39:06.936 --> 00:39:10.102 next day they had a debriefing and I

NOTE Confidence: 0.91681194

00:39:10.102 --> 00:39:12.670 learned so much about indigenous culture

NOTE Confidence: 0.91681194

00:39:12.749 --> 00:39:15.509 that it was a a a profound experience.

NOTE Confidence: 0.91681194

00:39:15.510 --> 00:39:17.896 But had I gone in and said, you know,

NOTE Confidence: 0.91681194

00:39:17.896 --> 00:39:20.080 all I I've read in these books and

NOTE Confidence: 0.91681194

00:39:20.145 --> 00:39:22.065 use that and not ask questions,

NOTE Confidence: 0.91681194

00:39:22.070 --> 00:39:24.548 not been looking at critical selfreflection,

NOTE Confidence: 0.91681194

00:39:24.550 --> 00:39:26.070 where am I being biased?

NOTE Confidence: 0.91681194

00:39:26.070 --> 00:39:28.079 Am I shutting myself to be open

NOTE Confidence: 0.91681194

00:39:28.079 --> 00:39:30.109 on to this and to learning,

NOTE Confidence: 0.91681194

00:39:30.110 --> 00:39:31.706 then the outcome would have been different.

NOTE Confidence: 0.91681194

00:39:31.710 --> 00:39:34.650 So a cultural humility involves

NOTE Confidence: 0.91681194

00:39:34.650 --> 00:39:35.826 critical selfreflection,

NOTE Confidence: 0.91681194

00:39:35.830 --> 00:39:36.946 openness, nonjudgment, curiosity.

NOTE Confidence: 0.91681194

00:39:36.946 --> 00:39:39.178 And it's been shown to have

NOTE Confidence: 0.91681194

00:39:39.178 --> 00:39:41.207 benefits and treatments such as

NOTE Confidence: 0.91681194

00:39:41.207 --> 00:39:42.803 strengthening the therapeutic alliance

NOTE Confidence: 0.91681194

00:39:42.803 --> 00:39:44.510 and improving health outcomes.

NOTE Confidence: 0.91681194

00:39:44.510 --> 00:39:47.950 So what about a PA?

NOTE Confidence: 0.91681194

00:39:47.950 --> 00:39:52.630 Well, APA strategic initiative since

NOTE Confidence: 0.91681194

00:39:52.630 --> 00:39:55.678 2015 has been to advanced integration

NOTE Confidence: 0.91681194

00:39:55.678 --> 00:39:57.710 of psychiatry and healthcare,

NOTE Confidence: 0.91681194

00:39:57.710 --> 00:39:58.958 supporting research,

NOTE Confidence: 0.91681194

00:39:58.958 --> 00:40:01.316 supporting and increasing diversity

NOTE Confidence: 0.91681194

00:40:01.316 --> 00:40:03.746 within the APA and education.

NOTE Confidence: 0.91681194

00:40:03.750 --> 00:40:06.342 And I put in yellow here and a larger

NOTE Confidence: 0.91681194

00:40:06.342 --> 00:40:08.526 type support on the supporting

NOTE Confidence: 0.91681194

00:40:08.526 --> 00:40:10.558 increasing diversity in the APA.

NOTE Confidence: 0.91681194

00:40:10.558 --> 00:40:12.014 And the rest of it says serving

NOTE Confidence: 0.91681194

00:40:12.014 --> 00:40:13.526 the needs of evolving, diverse,

NOTE Confidence: 0.91681194

00:40:13.526 --> 00:40:15.014 underrepresented and underserved

NOTE Confidence: 0.91681194

00:40:15.014 --> 00:40:17.494 patient populations and working to

NOTE Confidence: 0.91681194

00:40:17.494 --> 00:40:20.157 end disparities in mental health care.

NOTE Confidence: 0.91681194

00:40:20.160 --> 00:40:20.733 OK,

NOTE Confidence: 0.91681194

00:40:20.733 --> 00:40:23.598 so Apa's response to structural

NOTE Confidence: 0.91681194

00:40:23.598 --> 00:40:25.317 racism was multifactorial.

NOTE Confidence: 0.91681194

00:40:25.320 --> 00:40:27.560 And I will say that the task force,

NOTE Confidence: 0.91681194

00:40:27.560 --> 00:40:29.594 I'm going to tell you how that came about.

NOTE Confidence: 0.91681194

00:40:29.600 --> 00:40:30.515 In March 2020,

NOTE Confidence: 0.91681194

00:40:30.515 --> 00:40:32.650 we were in the board room debating

NOTE Confidence: 0.91681194

00:40:32.721 --> 00:40:35.217 whether or not we're going to have the

NOTE Confidence: 0.91681194

00:40:35.217 --> 00:40:37.840 May meeting because the pandemic was there.

NOTE Confidence: 0.91681194

00:40:37.840 --> 00:40:40.752 And I brought up a concern that we were

NOTE Confidence: 0.91681194

00:40:40.752 --> 00:40:42.876 not following the OR fulfilling the

NOTE Confidence: 0.91681194

00:40:42.876 --> 00:40:44.561 diversity initiative or requirement

NOTE Confidence: 0.91681194

00:40:44.561 --> 00:40:47.087 or goal of our strategic initiative.

NOTE Confidence: 0.91681194

00:40:47.090 --> 00:40:48.764 And after bringing it up a couple of times,

NOTE Confidence: 0.91681194

00:40:48.770 --> 00:40:50.045 President Bruce Schwartz said let's

NOTE Confidence: 0.91681194

00:40:50.045 --> 00:40:52.170 look at that. And then his term ended.

NOTE Confidence: 0.91681194

00:40:52.170 --> 00:40:54.090 And then Jeff Geller,

NOTE Confidence: 0.91681194

00:40:54.090 --> 00:40:58.330 term open began and as president of a

NOTE Confidence: 0.91681194

00:40:58.330 --> 00:41:00.650 PA and he said we're going to look at this.

NOTE Confidence: 0.91681194

00:41:00.650 --> 00:41:04.927 And once he looked at it further,

NOTE Confidence: 0.91681194

00:41:04.930 --> 00:41:08.560 he was planning a a study or

NOTE Confidence: 0.91681194

00:41:08.560 --> 00:41:09.680 study group on this.

NOTE Confidence: 0.91681194

00:41:09.680 --> 00:41:12.920 And then after George Floyd's death,

NOTE Confidence: 0.91681194

00:41:12.920 --> 00:41:15.890 he changed it to a task force and made

NOTE Confidence: 0.91681194

00:41:15.890 --> 00:41:19.116 it the focus of his presidential year.

NOTE Confidence: 0.91681194

00:41:19.120 --> 00:41:22.000 Now back to a PA's response

NOTE Confidence: 0.91681194

00:41:22.000 --> 00:41:23.440 to structural racism.

NOTE Confidence: 0.91681194

00:41:23.440 --> 00:41:25.480 They did make some announcements about

NOTE Confidence: 0.91681194

00:41:25.480 --> 00:41:27.676 COVID-19 and health disparities early on.

NOTE Confidence: 0.91681194

00:41:27.680 --> 00:41:30.200 They denounced racism and police brutality.

NOTE Confidence: 0.91681194

00:41:30.200 --> 00:41:33.584 And some of this had occurred before 2020.

NOTE Confidence: 0.91681194

00:41:33.590 --> 00:41:34.427 In July 2020,

NOTE Confidence: 0.91681194

00:41:34.427 --> 00:41:36.101 the Board had a round table

NOTE Confidence: 0.91681194

00:41:36.101 --> 00:41:37.830 discussion and everyone participated.

NOTE Confidence: 0.91681194

00:41:37.830 --> 00:41:40.118 I think it was about two hours long

NOTE Confidence: 0.91681194

00:41:40.118 --> 00:41:42.066 about each of our views on race.

NOTE Confidence: 0.91681194

00:41:42.070 --> 00:41:45.382 And they realized that the APA has does

NOTE Confidence: 0.91681194

00:41:45.382 --> 00:41:48.470 not have definitions for minority and

NOTE Confidence: 0.91681194

00:41:48.470 --> 00:41:50.270 representative and underrepresented.

NOTE Confidence: 0.91681194

00:41:50.270 --> 00:41:52.430 And so there was a whole work group on

NOTE Confidence: 0.91681194

00:41:52.430 --> 00:41:54.468 that and then they did more studies.

NOTE Confidence: 0.91681194

00:41:54.470 --> 00:41:57.424 And so the findings have been taken,

NOTE Confidence: 0.91681194

00:41:57.430 --> 00:41:59.536 sent to the minority and underrepresented

NOTE Confidence: 0.91681194

00:41:59.536 --> 00:42:01.772 groups and they had focus groups

NOTE Confidence: 0.91681194

00:42:01.772 --> 00:42:03.308 and discussions about that.

NOTE Confidence: 0.91681194

00:42:03.310 --> 00:42:05.350 So that's still an evolution.

NOTE Confidence: 0.91681194

00:42:05.350 --> 00:42:06.990 We hired consultants and this

NOTE Confidence: 0.91681194

00:42:06.990 --> 00:42:08.630 was one of my big

NOTE Confidence: 0.93490505

00:42:11.150 --> 00:42:13.838 request. I said that we don't

NOTE Confidence: 0.93490505

00:42:13.838 --> 00:42:16.562 have the expertise to say whether

NOTE Confidence: 0.93490505

00:42:16.562 --> 00:42:19.270 or not our board is biased or

NOTE Confidence: 0.93490505

00:42:21.310 --> 00:42:23.170 conforming practices for boards.

NOTE Confidence: 0.93490505

00:42:23.170 --> 00:42:25.495 We need someone who knows

NOTE Confidence: 0.93490505

00:42:25.495 --> 00:42:27.910 how boards function etcetera,

NOTE Confidence: 0.93490505

00:42:27.910 --> 00:42:30.297 look at what we're doing and give

NOTE Confidence: 0.93490505

00:42:30.297 --> 00:42:31.692 constructive feedback about what

NOTE Confidence: 0.93490505

00:42:31.692 --> 00:42:33.540 we're doing well and helping us

NOTE Confidence: 0.93490505

00:42:33.540 --> 00:42:35.589 understand what we need to do to

NOTE Confidence: 0.93490505

00:42:35.589 --> 00:42:36.924 improve in those other areas.

NOTE Confidence: 0.93490505

00:42:36.930 --> 00:42:38.994 So there was also a call self and

NOTE Confidence: 0.93490505

00:42:38.994 --> 00:42:40.932 looking at structural bias in a

NOTE Confidence: 0.93490505

00:42:40.932 --> 00:42:42.632 PA's or diversity equity inclusion

NOTE Confidence: 0.93490505

00:42:42.632 --> 00:42:44.209 in a PA's headquarters.

NOTE Confidence: 0.93490505

00:42:44.210 --> 00:42:46.958 And the board underwent A sixhour

NOTE Confidence: 0.93490505

00:42:46.958 --> 00:42:48.790 training with the Barkwell

NOTE Confidence: 0.93490505

00:42:48.868 --> 00:42:50.130 Group adversity training.

NOTE Confidence: 0.93490505

00:42:50.130 --> 00:42:53.210 And while it seemed to be a

NOTE Confidence: 0.93490505

00:42:53.210 --> 00:42:55.436 drop of sand in the water,

NOTE Confidence: 0.93490505

00:42:55.440 --> 00:42:58.440 it actually got us on a common ground

NOTE Confidence: 0.93490505

00:42:58.440 --> 00:43:01.038 because everybody had a similar baseline

NOTE Confidence: 0.93490505

00:43:01.038 --> 00:43:03.234 for discussion and the discussions

NOTE Confidence: 0.93490505

00:43:03.234 --> 00:43:05.999 began to change in a positive way.

NOTE Confidence: 0.93490505

00:43:06.000 --> 00:43:08.496 The CEO was appointed A diversity

NOTE Confidence: 0.93490505

00:43:08.496 --> 00:43:11.412 coach and he found that extremely

NOTE Confidence: 0.93490505

00:43:11.412 --> 00:43:13.755 helpful and I noticed that his

NOTE Confidence: 0.93490505

00:43:13.755 --> 00:43:15.159 language and his perspective,

NOTE Confidence: 0.93490505

00:43:15.160 --> 00:43:16.630 how he processed or presented

NOTE Confidence: 0.93490505

00:43:16.630 --> 00:43:18.760 I should say how he presented.

NOTE Confidence: 0.93490505

00:43:18.760 --> 00:43:23.020 Things changed and the tensions actually

NOTE Confidence: 0.93490505

00:43:23.020 --> 00:43:25.720 diminished when with certain groups

NOTE Confidence: 0.93490505

00:43:25.720 --> 00:43:28.929 that were perceived to be slighted.

NOTE Confidence: 0.93490505

00:43:28.930 --> 00:43:31.820 The APA's foundation does pipeline

NOTE Confidence: 0.93490505

00:43:31.820 --> 00:43:34.132 programs and programs about

NOTE Confidence: 0.93490505

00:43:34.132 --> 00:43:36.770 psychiatry for high school students,

NOTE Confidence: 0.93490505

00:43:36.770 --> 00:43:39.010 Historically black colleges and universities.

NOTE Confidence: 0.93490505

00:43:39.010 --> 00:43:40.785 There are many fellowships for

NOTE Confidence: 0.93490505

00:43:40.785 --> 00:43:42.819 residents and some of you may

NOTE Confidence: 0.93490505

00:43:42.819 --> 00:43:44.046 be a PA Foundation fellows.

NOTE Confidence: 0.93490505

00:43:44.046 --> 00:43:45.600 And then there was a Chester

NOTE Confidence: 0.93490505

00:43:45.656 --> 00:43:46.928 Pierce Human Rights Award,

NOTE Confidence: 0.93490505

00:43:46.930 --> 00:43:49.150 which I mentioned before beyond

NOTE Confidence: 0.93490505

00:43:49.150 --> 00:43:51.370 the Structural Racism Task Force.

NOTE Confidence: 0.93490505

00:43:51.370 --> 00:43:54.352 Also our publications took it upon

NOTE Confidence: 0.93490505

00:43:54.352 --> 00:43:57.503 themselves to look at the matter

NOTE Confidence: 0.93490505

00:43:57.503 --> 00:43:59.860 and introduce areas of reform

NOTE Confidence: 0.93490505

00:43:59.860 --> 00:44:02.010 or areas to expand diversity.

NOTE Confidence: 0.93490505

00:44:02.010 --> 00:44:04.378 Now President Geller appointed

NOTE Confidence: 0.93490505

00:44:04.378 --> 00:44:06.746 Structural Racism Task Force

NOTE Confidence: 0.93490505

00:44:06.746 --> 00:44:09.770 and here are all the members.

NOTE Confidence: 0.93490505

00:44:09.770 --> 00:44:10.970 There were five

NOTE Confidence: 0.9299516

00:44:13.290 --> 00:44:15.570 members, experts and then

NOTE Confidence: 0.9299516

00:44:15.570 --> 00:44:17.850 there was Doctor DK.

NOTE Confidence: 0.9299516

00:44:17.850 --> 00:44:20.433 And Doctor DK was a special ask on my

NOTE Confidence: 0.9299516

00:44:20.433 --> 00:44:23.222 part because of his experiences as

NOTE Confidence: 0.9299516

00:44:23.222 --> 00:44:25.166 an international medical graduate,

NOTE Confidence: 0.9299516

00:44:25.170 --> 00:44:26.970 his experiences in Forensic Psychiatry,

NOTE Confidence: 0.9299516

00:44:26.970 --> 00:44:28.530 because I wanted a systematic

NOTE Confidence: 0.9299516

00:44:28.530 --> 00:44:30.090 and unbiased approach to this,

NOTE Confidence: 0.9299516

00:44:30.090 --> 00:44:32.610 and because he was chair of the Ethics

NOTE Confidence: 0.9299516

00:44:32.610 --> 00:44:34.570 Committee and that was very important.

NOTE Confidence: 0.9299516

00:44:34.570 --> 00:44:38.406 Or or acting cochair, I forget the,

NOTE Confidence: 0.9299516

00:44:38.410 --> 00:44:40.426 I forget the position and I

NOTE Confidence: 0.9299516

00:44:40.426 --> 00:44:41.770 apologize for that Charles.

NOTE Confidence: 0.9299516

00:44:41.770 --> 00:44:46.350 But he joined without hesitation.

NOTE Confidence: 0.9299516

00:44:46.350 --> 00:44:47.950 So the goals were providing

NOTE Confidence: 0.9299516

00:44:47.950 --> 00:44:49.550 education and resources on APA,

NOTE Confidence: 0.9299516

00:44:49.550 --> 00:44:50.966 psychiatric history regarding

NOTE Confidence: 0.9299516

00:44:50.966 --> 00:44:51.910 structural racism,

NOTE Confidence: 0.9299516

00:44:51.910 --> 00:44:53.460 explaining the current impact of

NOTE Confidence: 0.9299516

00:44:53.460 --> 00:44:55.375 structural racism on the mental health

NOTE Confidence: 0.9299516

00:44:55.375 --> 00:44:56.950 for our patients and colleagues,

NOTE Confidence: 0.9299516

00:44:56.950 --> 00:44:59.245 developing recommendations for

NOTE Confidence: 0.9299516

00:44:59.245 --> 00:45:02.305 change and providing reports.

NOTE Confidence: 0.9299516

00:45:02.310 --> 00:45:02.830 And

NOTE Confidence: 0.93078464

00:45:04.880 --> 00:45:06.725 and these these programs need

NOTE Confidence: 0.93078464

00:45:06.725 --> 00:45:08.570 quality insurance because you have

NOTE Confidence: 0.93078464

00:45:08.629 --> 00:45:10.357 to go back and follow through.

NOTE Confidence: 0.93078464

00:45:10.360 --> 00:45:11.752 Did we do this right? Did we not?

NOTE Confidence: 0.93078464

00:45:11.752 --> 00:45:13.222 What can we do to do to what

NOTE Confidence: 0.93078464

00:45:13.222 --> 00:45:14.678 can we do to get back on track?

NOTE Confidence: 0.93078464

00:45:14.680 --> 00:45:16.720 Because they often fall off track.

NOTE Confidence: 0.93078464

00:45:16.720 --> 00:45:18.934 We have so many other competing

NOTE Confidence: 0.93078464

00:45:18.934 --> 00:45:21.252 interests and I didn't learn until

NOTE Confidence: 0.93078464

00:45:21.252 --> 00:45:25.160 after the task force meeting that

NOTE Confidence: 0.93078464

00:45:25.160 --> 00:45:28.206 I mean task force ended that that

NOTE Confidence: 0.93078464

00:45:28.206 --> 00:45:30.402 each task force is usually given

NOTE Confidence: 0.93078464

00:45:30.402 --> 00:45:32.448 one staff member to work with.

NOTE Confidence: 0.93078464

00:45:32.450 --> 00:45:34.767 I was rallying them all and we

NOTE Confidence: 0.93078464

00:45:34.767 --> 00:45:37.463 had 15 and they were fantastic and

NOTE Confidence: 0.93078464

00:45:37.463 --> 00:45:40.734 helped us make the work go much more

NOTE Confidence: 0.93078464

00:45:40.734 --> 00:45:42.844 smoothly and much more efficiently.

NOTE Confidence: 0.93078464

00:45:42.850 --> 00:45:44.327 They heard about what was going on,

NOTE Confidence: 0.93078464

00:45:44.330 --> 00:45:46.340 they were interested and they

NOTE Confidence: 0.93078464

00:45:46.340 --> 00:45:48.350 were fantastic and we couldn't

NOTE Confidence: 0.93078464

00:45:48.425 --> 00:45:50.170 have done it without them.

NOTE Confidence: 0.93078464

00:45:50.170 --> 00:45:52.830 So my personal goals were to be

NOTE Confidence: 0.93078464

00:45:52.830 --> 00:45:53.970 bidirectional and collaborative.

NOTE Confidence: 0.93078464

00:45:53.970 --> 00:45:55.386 We did surveys and other things

NOTE Confidence: 0.93078464

00:45:55.386 --> 00:45:56.950 and I read every survey answer

NOTE Confidence: 0.93078464

00:45:56.950 --> 00:45:58.648 to understand what was going on.

NOTE Confidence: 0.93078464

00:45:58.650 --> 00:45:59.690 And one of the things,

NOTE Confidence: 0.93078464

00:45:59.690 --> 00:46:02.095 reasons we went and looked at the APA

NOTE Confidence: 0.93078464

00:46:02.095 --> 00:46:03.805 was because the survey responses were

NOTE Confidence: 0.93078464

00:46:03.805 --> 00:46:05.807 don't look at it in the psychiatry,

NOTE Confidence: 0.93078464

00:46:05.810 --> 00:46:07.420 look at it within the APA.

NOTE Confidence: 0.93078464

00:46:07.420 --> 00:46:09.170 So just proportionately we got that feedback.

NOTE Confidence: 0.93078464

00:46:09.170 --> 00:46:10.927 So we did what the members wanted.

NOTE Confidence: 0.93078464

00:46:10.930 --> 00:46:11.970 We wanted it member driven.

NOTE Confidence: 0.93078464

00:46:11.970 --> 00:46:13.293 So we did have groups and meet

NOTE Confidence: 0.93078464

00:46:13.293 --> 00:46:14.538 with groups and talk with groups

NOTE Confidence: 0.93078464

00:46:14.538 --> 00:46:16.008 and it because it takes a village.

NOTE Confidence: 0.93078464

00:46:16.010 --> 00:46:18.502 This is it's a member driven organization

NOTE Confidence: 0.93078464

00:46:18.502 --> 00:46:20.850 and we cannot relook the needs and

NOTE Confidence: 0.93078464

00:46:20.850 --> 00:46:23.231 concerns of our members and it needed

NOTE Confidence: 0.93078464

00:46:23.231 --> 00:46:25.216 to be transparent and balanced.

NOTE Confidence: 0.93078464

00:46:25.220 --> 00:46:27.956 So we had all of these different work

NOTE Confidence: 0.93078464

00:46:27.956 --> 00:46:29.938 groups as well as I mentioned the

NOTE Confidence: 0.93078464

00:46:29.940 --> 00:46:33.115 publications looked at things from

NOTE Confidence: 0.93078464

00:46:33.115 --> 00:46:36.976 their own and DS M5 as you see in

NOTE Confidence: 0.93078464

00:46:36.980 --> 00:46:40.084 DSM5T R there are that was edited to

NOTE Confidence: 0.93078464

00:46:40.084 --> 00:46:43.180 reflect on structural bias and racism.

NOTE Confidence: 0.93078464

00:46:43.180 --> 00:46:45.060 So the text, if you look at it,

NOTE Confidence: 0.93078464

00:46:45.060 --> 00:46:47.082 it's different in a TR version

NOTE Confidence: 0.93078464

00:46:47.082 --> 00:46:48.440 than the five outcomes.

NOTE Confidence: 0.93078464

00:46:48.440 --> 00:46:50.140 We had 19 action items.

NOTE Confidence: 0.93078464

00:46:50.140 --> 00:46:52.492 I knew one was not going to pass

NOTE Confidence: 0.93078464

00:46:52.492 --> 00:46:54.378 and justifiably because of what we

NOTE Confidence: 0.93078464

00:46:54.378 --> 00:46:56.431 learned from our from our consultants.

NOTE Confidence: 0.93078464

00:46:56.431 --> 00:46:59.070 But we had a historic 18 accepted

NOTE Confidence: 0.93078464

00:46:59.144 --> 00:47:00.859 by the Board of trustees.

NOTE Confidence: 0.93078464

00:47:00.860 --> 00:47:03.415 They voted on 18 and accepted them.

NOTE Confidence: 0.93078464

00:47:03.420 --> 00:47:05.340 Now usually they just accept the

NOTE Confidence: 0.93078464

00:47:05.340 --> 00:47:07.379 report and it sits on a shelf.

NOTE Confidence: 0.93078464

00:47:07.380 --> 00:47:10.404 And my research before I got started

NOTE Confidence: 0.93078464

00:47:10.404 --> 00:47:13.702 with the task force showed me that

NOTE Confidence: 0.93078464

00:47:13.702 --> 00:47:16.666 we have the consultants we had.

NOTE Confidence: 0.93078464

00:47:16.670 --> 00:47:19.358 We have now have a section in the

NOTE Confidence: 0.93078464

00:47:19.358 --> 00:47:21.134 medical director CEO's report that

NOTE Confidence: 0.93078464

00:47:21.134 --> 00:47:23.342 describes all of the anti racism

NOTE Confidence: 0.93078464

00:47:23.342 --> 00:47:27.028 and equity and inclusion initiatives

NOTE Confidence: 0.93078464

00:47:27.028 --> 00:47:27.982 in one section.

NOTE Confidence: 0.93078464

00:47:27.982 --> 00:47:30.218 Because it turned out we were doing

NOTE Confidence: 0.93078464

00:47:30.218 --> 00:47:32.094 a lot of things that we weren't

NOTE Confidence: 0.93078464

00:47:32.094 --> 00:47:33.468 aware that we were doing.

NOTE Confidence: 0.93078464

00:47:33.470 --> 00:47:35.270 But once you compile them,

NOTE Confidence: 0.93078464

00:47:35.270 --> 00:47:38.339 you can see that as a body of work,

NOTE Confidence: 0.93078464

00:47:38.340 --> 00:47:40.240 we reviewed on the strategic

NOTE Confidence: 0.93078464

00:47:40.240 --> 00:47:42.483 initiative at every board meeting and

NOTE Confidence: 0.93078464

00:47:42.483 --> 00:47:44.450 everybody has a plaque in front of

NOTE Confidence: 0.93078464

00:47:44.450 --> 00:47:46.858 them to remind them of what they are.

NOTE Confidence: 0.93078464

00:47:46.860 --> 00:47:49.100 And one of the survey questions after

NOTE Confidence: 0.93078464

00:47:49.100 --> 00:47:51.724 board meetings were did I include diversity,

NOTE Confidence: 0.93078464

00:47:51.724 --> 00:47:52.140 equity,

NOTE Confidence: 0.93078464

00:47:52.140 --> 00:47:54.858 inclusion in all of the deliberations.

NOTE Confidence: 0.93005437

00:47:54.860 --> 00:47:57.198 Also did the group and did the

NOTE Confidence: 0.93005437

00:47:57.198 --> 00:47:59.046 chairman or the president of

NOTE Confidence: 0.93005437

00:47:59.046 --> 00:48:01.338 the APA who chairs the group.

NOTE Confidence: 0.93005437

00:48:01.340 --> 00:48:03.818 We had several town halls work

NOTE Confidence: 0.93005437

00:48:03.818 --> 00:48:06.314 group meetings and we also concern

NOTE Confidence: 0.93005437

00:48:06.314 --> 00:48:09.420 firm that a PAAPPN is looking at

NOTE Confidence: 0.93005437

00:48:09.420 --> 00:48:10.988 specific readings and diversity,

NOTE Confidence: 0.93005437

00:48:10.988 --> 00:48:12.041 equity, inclusion,

NOTE Confidence: 0.93005437

00:48:12.041 --> 00:48:15.346 structural racism or and made

NOTE Confidence: 0.93005437

00:48:15.346 --> 00:48:17.990 to include in maintenance

NOTE Confidence: 0.93005437

00:48:18.094 --> 00:48:20.698 of certification readings.

NOTE Confidence: 0.93005437

00:48:20.700 --> 00:48:22.500 We removed the

NOTE Confidence: 0.9240555

00:48:24.510 --> 00:48:26.070 the likeness of Benjamin Rush.

NOTE Confidence: 0.9240555

00:48:26.070 --> 00:48:28.429 It had already been moved but removed.

NOTE Confidence: 0.9240555

00:48:28.430 --> 00:48:30.866 But he owned slaves, among other things,

NOTE Confidence: 0.9240555

00:48:30.870 --> 00:48:33.740 and so now people have an option

NOTE Confidence: 0.9240555

00:48:33.740 --> 00:48:36.641 to turn in their own old fellows

NOTE Confidence: 0.9240555

00:48:36.641 --> 00:48:38.958 medals and badges and to get the

NOTE Confidence: 0.9240555

00:48:38.958 --> 00:48:41.148 new one with the brain on it.

NOTE Confidence: 0.9240555

00:48:41.150 --> 00:48:43.026 And they were two resident projects and

NOTE Confidence: 0.9240555

00:48:43.026 --> 00:48:44.990 we are extremely proud of our residents.

NOTE Confidence: 0.9240555

00:48:44.990 --> 00:48:47.122 Under Doctor DK's leadership,

NOTE Confidence: 0.9240555

00:48:47.122 --> 00:48:49.787 they developed a model curriculum

NOTE Confidence: 0.9240555

00:48:49.787 --> 00:48:52.424 for A on structural bias, diversity,

NOTE Confidence: 0.9240555

00:48:52.424 --> 00:48:54.484 equity, inclusion and a database

NOTE Confidence: 0.9240555

00:48:54.484 --> 00:48:55.720 for resident concern.

NOTE Confidence: 0.9240555

00:48:55.720 --> 00:48:58.350 So now when you go to an APA meeting

NOTE Confidence: 0.9240555

00:48:58.350 --> 00:49:01.578 on there is a way to report when

NOTE Confidence: 0.9240555

00:49:01.578 --> 00:49:03.123 you experience bias and they're

NOTE Confidence: 0.9240555

00:49:03.123 --> 00:49:05.253 looking at that and the trends to see

NOTE Confidence: 0.9240555

00:49:05.253 --> 00:49:07.334 what's going on and if there are any

NOTE Confidence: 0.9240555

00:49:07.334 --> 00:49:09.080 patterns how they can approach that.

NOTE Confidence: 0.9240555

00:49:09.080 --> 00:49:11.318 So in terms of ally ship,

NOTE Confidence: 0.9240555

00:49:11.320 --> 00:49:12.517 this is what I leave you with.

NOTE Confidence: 0.9240555

00:49:12.520 --> 00:49:13.680 If you see something wrong,

NOTE Confidence: 0.9240555

00:49:13.680 --> 00:49:14.368 say something,

NOTE Confidence: 0.9240555

00:49:14.368 --> 00:49:16.088 be accountable to yourself and

NOTE Confidence: 0.9240555

00:49:16.088 --> 00:49:17.120 look with them.

NOTE Confidence: 0.9240555

00:49:17.120 --> 00:49:19.264 Don't forget cultural humility

NOTE Confidence: 0.9240555

00:49:19.264 --> 00:49:22.322 because those concepts are we are

NOTE Confidence: 0.9240555

00:49:22.322 --> 00:49:23.991 taught in psychotherapy training,

NOTE Confidence: 0.9240555

00:49:23.991 --> 00:49:25.797 but they also can apply to

NOTE Confidence: 0.9240555

00:49:25.797 --> 00:49:27.329 other aspects of our lives.

NOTE Confidence: 0.9240555

00:49:27.330 --> 00:49:29.820 Focus on self-care to reduce

NOTE Confidence: 0.9240555

00:49:29.820 --> 00:49:32.310 extrinsic bias because we know

NOTE Confidence: 0.9240555

00:49:32.403 --> 00:49:35.140 that extrinsic bias and influences

NOTE Confidence: 0.9240555

00:49:35.140 --> 00:49:37.965 how we treat our patients,

NOTE Confidence: 0.9240555

00:49:37.970 --> 00:49:40.160 especially certain groups of patients

NOTE Confidence: 0.9240555

00:49:40.160 --> 00:49:42.350 or certain class of patients.

NOTE Confidence: 0.9240555

00:49:42.350 --> 00:49:44.168 Equity councils can help but don't

NOTE Confidence: 0.9240555

00:49:44.168 --> 00:49:45.647 overburden your colleagues because they

NOTE Confidence: 0.9240555

00:49:45.647 --> 00:49:47.582 don't want to be the expert on black people.

NOTE Confidence: 0.9240555

00:49:47.590 --> 00:49:49.070 There's not one black person,

NOTE Confidence: 0.9240555

00:49:49.070 --> 00:49:50.673 but they don't want to be the

NOTE Confidence: 0.9240555

00:49:50.673 --> 00:49:52.310 expert on people who have physical,

NOTE Confidence: 0.9240555

00:49:52.310 --> 00:49:54.638 who are differently abled or who

NOTE Confidence: 0.9240555

00:49:54.638 --> 00:49:56.909 speak Spanish or what have you.

NOTE Confidence: 0.9240555

00:49:56.910 --> 00:49:59.269 And don't forget about the invisible pack.

NOTE Confidence: 0.9240555

00:49:59.270 --> 00:50:01.222 Pack privileges situation specific

NOTE Confidence: 0.9240555

00:50:01.222 --> 00:50:04.550 and we must be cognizant of that

NOTE Confidence: 0.9240555

00:50:04.550 --> 00:50:06.820 and and everything we do.

NOTE Confidence: 0.9240555

00:50:06.820 --> 00:50:08.836 So basically now where are things we

NOTE Confidence: 0.9240555

00:50:08.836 --> 00:50:10.492 have the structural racism accountability

NOTE Confidence: 0.9240555

00:50:10.492 --> 00:50:12.322 committee they're required to report

NOTE Confidence: 0.9240555

00:50:12.322 --> 00:50:14.658 to the board and every board member.

NOTE Confidence: 0.9240555

00:50:14.660 --> 00:50:17.498 Looking at those 18 action items,

NOTE Confidence: 0.9240555

00:50:17.500 --> 00:50:19.628 we've gotten some of them completed and

NOTE Confidence: 0.9240555

00:50:19.628 --> 00:50:21.766 closed but we're still working on other

NOTE Confidence: 0.9240555

00:50:21.766 --> 00:50:26.939 ones and that is charge of work committee.

NOTE Confidence: 0.9240555

00:50:26.940 --> 00:50:27.969 But in 2023,

NOTE Confidence: 0.9240555

00:50:27.969 --> 00:50:30.027 it was moved to the membership

NOTE Confidence: 0.9240555

00:50:30.027 --> 00:50:32.189 under the membership committee.

NOTE Confidence: 0.9240555

00:50:32.190 --> 00:50:34.386 So we look forward to seeing at our next

NOTE Confidence: 0.9240555

00:50:34.386 --> 00:50:36.222 board meeting in October how far it's

NOTE Confidence: 0.9240555

00:50:36.222 --> 00:50:38.790 gone and what we need to propel things ahead.

NOTE Confidence: 0.9240555

00:50:38.790 --> 00:50:40.442 And I'd like to end with this

NOTE Confidence: 0.9240555

00:50:40.442 --> 00:50:41.510 quote from Barack Obama.

NOTE Confidence: 0.9240555

00:50:41.510 --> 00:50:43.022 You can be completely right and you

NOTE Confidence: 0.9240555

00:50:43.022 --> 00:50:44.585 still are going to have to engage

NOTE Confidence: 0.9240555

00:50:44.585 --> 00:50:45.670 folks who disagree with you.

NOTE Confidence: 0.9240555

00:50:45.670 --> 00:50:47.105 So don't try to shut folks out.

NOTE Confidence: 0.9240555

00:50:47.110 --> 00:50:48.226 Don't try to shut them down,

NOTE Confidence: 0.9240555

00:50:48.230 --> 00:50:50.001 no matter how much you might disagree

NOTE Confidence: 0.9240555

00:50:50.001 --> 00:50:50.507 with them.

NOTE Confidence: 0.9240555

00:50:50.510 --> 00:50:51.710 And thank you for your time.

NOTE Confidence: 0.9240555

00:50:51.710 --> 00:50:53.681 And I was able to add a couple of

NOTE Confidence: 0.9240555

00:50:53.681 --> 00:50:55.612 slides I had limited because you're so

NOTE Confidence: 0.9240555

00:50:55.612 --> 00:50:58.998 gracious with your time and I'm going to.