

WEBVTT

NOTE duration:"00:53:52.8960000"

NOTE language:en-us

NOTE Confidence: 0.8400132

00:00:00.000 --> 00:00:01.980 In the Chair for Diversity,

NOTE Confidence: 0.8400132

00:00:01.980 --> 00:00:04.484 Equity and Inclusion here in the

NOTE Confidence: 0.8400132

00:00:04.484 --> 00:00:07.196 Department of Psychiatry and I'm really

NOTE Confidence: 0.8400132

00:00:07.196 --> 00:00:10.035 pleased to introduce the secretary and

NOTE Confidence: 0.8400132

00:00:10.035 --> 00:00:12.375 vice president for University Life,

NOTE Confidence: 0.8400132

00:00:12.380 --> 00:00:15.334 Kim Golf Cruise and the Vice Provost

NOTE Confidence: 0.8400132

00:00:15.334 --> 00:00:17.660 for Faculty Development and diversity.

NOTE Confidence: 0.8400132

00:00:17.660 --> 00:00:20.300 Doctor Gary Dizzier, who will discuss

NOTE Confidence: 0.8400132

00:00:20.300 --> 00:00:22.060 University initiatives on diversity,

NOTE Confidence: 0.8400132

00:00:22.060 --> 00:00:23.700 equity, inclusion, and belonging.

NOTE Confidence: 0.8400132

00:00:23.700 --> 00:00:26.160 They were Co chairs of President

NOTE Confidence: 0.8400132

00:00:26.229 --> 00:00:28.217 Solidays Committee on Diversity,

NOTE Confidence: 0.8400132

00:00:28.220 --> 00:00:29.588 Inclusion, and belonging.

NOTE Confidence: 0.8400132

00:00:29.588 --> 00:00:32.780 And I've asked them to come today

NOTE Confidence: 0.8400132

00:00:32.857 --> 00:00:35.327 to talk about these initiatives,

NOTE Confidence: 0.8400132

00:00:35.330 --> 00:00:37.515 but also to talk about

NOTE Confidence: 0.8400132

00:00:37.515 --> 00:00:39.263 recommendations from this committee.

NOTE Confidence: 0.8400132

00:00:39.270 --> 00:00:42.582 And you have a link to the written report

NOTE Confidence: 0.8400132

00:00:42.582 --> 00:00:46.027 in the many emails that I sent out

NOTE Confidence: 0.8400132

00:00:46.027 --> 00:00:48.899 reminding you about this presentation.

NOTE Confidence: 0.8400132

00:00:48.900 --> 00:00:51.198 Today we have a very active

NOTE Confidence: 0.8400132

00:00:51.198 --> 00:00:53.343 and engaged community in our

NOTE Confidence: 0.8400132

00:00:53.343 --> 00:00:55.467 Department related to diversity,

NOTE Confidence: 0.8400132

00:00:55.470 --> 00:00:56.877 equity and inclusion,

NOTE Confidence: 0.8400132

00:00:56.877 --> 00:01:00.160 and I just want to thank everyone

NOTE Confidence: 0.8400132

00:01:00.247 --> 00:01:02.377 for all of their efforts.

NOTE Confidence: 0.8400132

00:01:02.380 --> 00:01:04.060 From the training programs

NOTE Confidence: 0.8400132

00:01:04.060 --> 00:01:05.740 to research divisions, too,

NOTE Confidence: 0.8400132

00:01:05.740 --> 00:01:07.840 bearish units and affiliated institutions,

NOTE Confidence: 0.8400132

00:01:07.840 --> 00:01:11.088 I think we're very active and engaged in  
NOTE Confidence: 0.8400132

00:01:11.088 --> 00:01:13.300 passionate community around these topics.  
NOTE Confidence: 0.8400132

00:01:13.300 --> 00:01:16.252 Ann and I thought it would just be  
NOTE Confidence: 0.8400132

00:01:16.252 --> 00:01:18.930 really helpful to hear the university's  
NOTE Confidence: 0.8400132

00:01:18.930 --> 00:01:21.726 vision and recommendations and so that  
NOTE Confidence: 0.8400132

00:01:21.810 --> 00:01:24.216 maybe it can influence our work,  
NOTE Confidence: 0.8400132

00:01:24.220 --> 00:01:26.943 but also our work can influence what  
NOTE Confidence: 0.8400132

00:01:26.943 --> 00:01:30.099 happens at the University level as well.  
NOTE Confidence: 0.8400132

00:01:30.100 --> 00:01:34.520 So with that, I'm going to turn it over to.  
NOTE Confidence: 0.8400132

00:01:34.520 --> 00:01:35.688 Kim and to Gary,  
NOTE Confidence: 0.8400132

00:01:35.688 --> 00:01:37.840 thank you so much for being here.  
NOTE Confidence: 0.8170166

00:01:38.850 --> 00:01:41.522 So first of all, thank you for for  
NOTE Confidence: 0.8170166

00:01:41.522 --> 00:01:44.228 inviting us to talk to you about this  
NOTE Confidence: 0.8170166

00:01:44.228 --> 00:01:46.989 whole process of of creating belonging.  
NOTE Confidence: 0.8170166

00:01:46.990 --> 00:01:49.312 Yeah, which sending your introduction is  
NOTE Confidence: 0.8170166

00:01:49.312 --> 00:01:51.600 really powerful because the reality is

NOTE Confidence: 0.8170166

00:01:51.600 --> 00:01:53.646 this is a University wide initiative,

NOTE Confidence: 0.8170166

00:01:53.650 --> 00:01:56.240 but it happens both centrally and locally,

NOTE Confidence: 0.8170166

00:01:56.240 --> 00:01:58.920 and so we were talking about will talk

NOTE Confidence: 0.8170166

00:01:58.920 --> 00:02:01.470 about some of the bigger pictures items

NOTE Confidence: 0.8170166

00:02:01.470 --> 00:02:04.380 of what we're what we're thinking about.

NOTE Confidence: 0.8170166

00:02:04.380 --> 00:02:07.172 But but the work is gonna be done

NOTE Confidence: 0.8170166

00:02:07.172 --> 00:02:09.040 in departments and grassroots.

NOTE Confidence: 0.8170166

00:02:09.040 --> 00:02:10.666 I can't see all of you.

NOTE Confidence: 0.8170166

00:02:10.670 --> 00:02:12.560 I see this wonderful city of names.

NOTE Confidence: 0.8170166

00:02:12.560 --> 00:02:14.457 I would I wish to go yes.

NOTE Confidence: 0.8170166

00:02:14.460 --> 00:02:16.357 Then you can record if you'd like.

NOTE Confidence: 0.8170166

00:02:16.360 --> 00:02:17.440 That's fine speaking record.

NOTE Confidence: 0.8170166

00:02:17.440 --> 00:02:19.032 Yes, we can record that's fine.

NOTE Confidence: 0.8170166

00:02:19.032 --> 00:02:21.240 I wish I could see you in person.

NOTE Confidence: 0.8170166

00:02:21.240 --> 00:02:22.860 I recognize some of the names,

NOTE Confidence: 0.8170166

00:02:22.860 --> 00:02:24.757 but I'd love to eventually meet you.  
NOTE Confidence: 0.8170166

00:02:24.760 --> 00:02:26.880 So when we're in real in real life  
NOTE Confidence: 0.8170166

00:02:26.880 --> 00:02:29.088 I have to come back and see you.  
NOTE Confidence: 0.8170166

00:02:29.090 --> 00:02:31.268 At some point I thought what I would do  
NOTE Confidence: 0.8170166

00:02:31.268 --> 00:02:33.696 is start with what is belonging at Yale.  
NOTE Confidence: 0.8170166

00:02:33.700 --> 00:02:36.139 So if you had to define it in nutshell,  
NOTE Confidence: 0.8170166

00:02:36.140 --> 00:02:37.178 what is this?  
NOTE Confidence: 0.8170166

00:02:37.178 --> 00:02:40.459 And I would say that you know both Gary  
NOTE Confidence: 0.8170166

00:02:40.459 --> 00:02:44.120 and I have spent so much time thinking about.  
NOTE Confidence: 0.8170166

00:02:44.120 --> 00:02:46.381 This is it's basically a set of  
NOTE Confidence: 0.8170166

00:02:46.381 --> 00:02:48.524 actions and initiatives that are both  
NOTE Confidence: 0.8170166

00:02:48.524 --> 00:02:50.374 University wide and also Department  
NOTE Confidence: 0.8170166

00:02:50.374 --> 00:02:52.694 specific that are designed to build  
NOTE Confidence: 0.8170166

00:02:52.694 --> 00:02:54.589 the best environment for excellence.  
NOTE Confidence: 0.8170166

00:02:54.590 --> 00:02:57.839 I think that's one way to look at it,  
NOTE Confidence: 0.8170166

00:02:57.840 --> 00:03:00.360 and so there's it's not one thing.

NOTE Confidence: 0.8170166

00:03:00.360 --> 00:03:02.628 It's a collection of things that are

NOTE Confidence: 0.8170166

00:03:02.628 --> 00:03:04.700 coordinated but are deeply meaningful.

NOTE Confidence: 0.8170166

00:03:04.700 --> 00:03:06.555 Both University wide and also

NOTE Confidence: 0.8170166

00:03:06.555 --> 00:03:08.410 within the context of specific.

NOTE Confidence: 0.8170166

00:03:08.410 --> 00:03:11.378 Units, so it's an umbrella we talk about.

NOTE Confidence: 0.8170166

00:03:11.380 --> 00:03:13.342 Belonging else being an umbrella term

NOTE Confidence: 0.8170166

00:03:13.342 --> 00:03:15.117 that talks about our presentation

NOTE Confidence: 0.8170166

00:03:15.117 --> 00:03:16.741 or application amplification of

NOTE Confidence: 0.8170166

00:03:16.741 --> 00:03:19.170 the work that we're already doing.

NOTE Confidence: 0.8170166

00:03:19.170 --> 00:03:21.396 Its belonging itself has a very

NOTE Confidence: 0.8170166

00:03:21.396 --> 00:03:22.880 specific definition for us,

NOTE Confidence: 0.8170166

00:03:22.880 --> 00:03:26.219 and I'll talk about that in a little later.

NOTE Confidence: 0.8170166

00:03:26.220 --> 00:03:28.900 But we we see the impact as being

NOTE Confidence: 0.8170166

00:03:28.900 --> 00:03:30.669 one where every person,

NOTE Confidence: 0.8170166

00:03:30.670 --> 00:03:32.530 no matter where they are,

NOTE Confidence: 0.8170166

00:03:32.530 --> 00:03:34.750 where they sit in the University,  
NOTE Confidence: 0.8170166

00:03:34.750 --> 00:03:36.610 feel that they are engaged.  
NOTE Confidence: 0.8170166

00:03:36.610 --> 00:03:39.508 They are valued and they are connected.  
NOTE Confidence: 0.8170166

00:03:39.510 --> 00:03:41.798 And so at the end of the day,  
NOTE Confidence: 0.8170166

00:03:41.800 --> 00:03:43.744 that's really what we want to have come  
NOTE Confidence: 0.8170166

00:03:43.744 --> 00:03:46.089 out of this particular set of initiative,  
NOTE Confidence: 0.8170166

00:03:46.090 --> 00:03:47.830 and it's exciting right now about  
NOTE Confidence: 0.8170166

00:03:47.830 --> 00:03:49.519 this current phase of the word,  
NOTE Confidence: 0.8170166

00:03:49.520 --> 00:03:51.382 because in some ways we've been doing  
NOTE Confidence: 0.8170166

00:03:51.382 --> 00:03:53.520 this work at the University for many,  
NOTE Confidence: 0.8170166

00:03:53.520 --> 00:03:54.086 many years.  
NOTE Confidence: 0.8170166

00:03:54.086 --> 00:03:55.784 But this phase is a little  
NOTE Confidence: 0.8170166

00:03:55.784 --> 00:03:56.960 bit different than will,  
NOTE Confidence: 0.8170166

00:03:56.960 --> 00:03:58.700 and I think you'll see why  
NOTE Confidence: 0.8170166

00:03:58.700 --> 00:04:00.100 when Gary like describe it,  
NOTE Confidence: 0.8170166

00:04:00.100 --> 00:04:01.244 because it involves not

NOTE Confidence: 0.8170166

00:04:01.244 --> 00:04:02.388 only faculty and students,

NOTE Confidence: 0.8170166

00:04:02.390 --> 00:04:04.502 which is where we used to have these

NOTE Confidence: 0.8170166

00:04:04.502 --> 00:04:05.540 conversations around belonging,

NOTE Confidence: 0.8170166

00:04:05.540 --> 00:04:06.680 but also staff animals,

NOTE Confidence: 0.8170166

00:04:06.680 --> 00:04:08.133 and also most importantly, alumni.

NOTE Confidence: 0.8170166

00:04:08.133 --> 00:04:10.324 So we're one of the few universities.

NOTE Confidence: 0.8170166

00:04:10.330 --> 00:04:12.586 If any that we know of that is

NOTE Confidence: 0.8170166

00:04:12.586 --> 00:04:13.875 actually actively in incorporating

NOTE Confidence: 0.8170166

00:04:13.875 --> 00:04:16.178 the work of alumni and are reaching

NOTE Confidence: 0.8170166

00:04:16.178 --> 00:04:18.656 out to alumni into how we think

NOTE Confidence: 0.8170166

00:04:18.656 --> 00:04:20.044 about building this initiative.

NOTE Confidence: 0.8170166

00:04:20.050 --> 00:04:21.988 So I think that's really important,

NOTE Confidence: 0.8170166

00:04:21.990 --> 00:04:23.340 so we're going to describe

NOTE Confidence: 0.8170166

00:04:23.340 --> 00:04:24.690 a little bit about our

NOTE Confidence: 0.8510305

00:04:24.751 --> 00:04:27.175 thinking that went into the recommendations,

NOTE Confidence: 0.8510305



00:04:27.180 --> 00:04:29.730 which I hope many of you had a chance to

NOTE Confidence: 0.8510305

00:04:29.799 --> 00:04:32.431 read because we want you to understand

NOTE Confidence: 0.8510305

00:04:32.431 --> 00:04:34.610 what underlines some of the things

NOTE Confidence: 0.8510305

00:04:34.610 --> 00:04:36.566 we're going to be talking about.

NOTE Confidence: 0.8510305

00:04:36.570 --> 00:04:38.675 We're going to talk about

NOTE Confidence: 0.8510305

00:04:38.675 --> 00:04:40.359 about the next steps.

NOTE Confidence: 0.8510305

00:04:40.360 --> 00:04:42.058 That we're going through the action

NOTE Confidence: 0.8510305

00:04:42.058 --> 00:04:44.016 plan and also just delve into a

NOTE Confidence: 0.8510305

00:04:44.016 --> 00:04:45.815 little bit so few of the initiatives

NOTE Confidence: 0.8510305

00:04:45.868 --> 00:04:47.283 of the President salary announced

NOTE Confidence: 0.8510305

00:04:47.283 --> 00:04:49.405 a couple of a couple of weeks ago,

NOTE Confidence: 0.8510305

00:04:49.405 --> 00:04:51.714 so I'm going to ask Gary to talk start

NOTE Confidence: 0.8510305

00:04:51.714 --> 00:04:53.508 about talking bout the report and

NOTE Confidence: 0.8510305

00:04:53.508 --> 00:04:55.886 some of the things that we really want

NOTE Confidence: 0.8510305

00:04:55.886 --> 00:04:58.072 to pay attention to as you read it,

NOTE Confidence: 0.8510305

00:04:58.072 --> 00:05:00.650 and then we'll go back into the action plan.

NOTE Confidence: 0.8510305

00:05:00.650 --> 00:05:01.770 So I'm going to

NOTE Confidence: 0.8301905

00:05:01.770 --> 00:05:03.160 turn this over to you.

NOTE Confidence: 0.8301905

00:05:03.160 --> 00:05:05.218 Thanks very much so thank you Cindy

NOTE Confidence: 0.8301905

00:05:05.218 --> 00:05:07.435 for inviting me and and I I know many

NOTE Confidence: 0.8301905

00:05:07.435 --> 00:05:09.270 of the folks in your Department.

NOTE Confidence: 0.8301905

00:05:09.270 --> 00:05:12.094 I'm happy to see many of the names.

NOTE Confidence: 0.8301905

00:05:12.100 --> 00:05:14.964 And it's really a pleasure to be here.

NOTE Confidence: 0.8301905

00:05:14.970 --> 00:05:17.364 The the so sort of president salary.

NOTE Confidence: 0.8301905

00:05:17.370 --> 00:05:19.980 Ask US Kim and I to chair the new

NOTE Confidence: 0.8301905

00:05:19.980 --> 00:05:22.340 expanded version of what was called

NOTE Confidence: 0.8301905

00:05:22.340 --> 00:05:24.340 the President's Committee on DI

NOTE Confidence: 0.8301905

00:05:24.414 --> 00:05:26.682 and that had been meeting for a

NOTE Confidence: 0.8301905

00:05:26.682 --> 00:05:28.689 couple of years prior to that.

NOTE Confidence: 0.8301905

00:05:28.689 --> 00:05:30.404 So inject on in January.

NOTE Confidence: 0.8301905

00:05:30.410 --> 00:05:31.598 This past January,

NOTE Confidence: 0.8301905

00:05:31.598 --> 00:05:34.370 the president ask us to to actually  
NOTE Confidence: 0.8301905

00:05:34.453 --> 00:05:36.714 look at the work that was being  
NOTE Confidence: 0.8301905

00:05:36.714 --> 00:05:39.230 done at year and come up with a  
NOTE Confidence: 0.8301905

00:05:39.230 --> 00:05:41.042 vision and a plan for implementation  
NOTE Confidence: 0.8301905

00:05:41.042 --> 00:05:43.436 and and so that's what we did.  
NOTE Confidence: 0.8301905

00:05:43.440 --> 00:05:46.416 So and the idea was then to offer.  
NOTE Confidence: 0.8301905

00:05:46.420 --> 00:05:48.842 Vision where in and then to develop  
NOTE Confidence: 0.8301905

00:05:48.842 --> 00:05:51.259 high level goals on how to achieve  
NOTE Confidence: 0.8301905

00:05:51.259 --> 00:05:53.215 that vision and then to outline  
NOTE Confidence: 0.8301905

00:05:53.291 --> 00:05:55.967 some strategies and then to provide  
NOTE Confidence: 0.8301905

00:05:55.967 --> 00:05:57.751 some initial recommendations to  
NOTE Confidence: 0.8301905

00:05:57.760 --> 00:05:59.212 the President for implementation.  
NOTE Confidence: 0.8301905

00:05:59.212 --> 00:06:01.859 So this was done by a committee  
NOTE Confidence: 0.8301905

00:06:01.859 --> 00:06:03.047 Ann and Blake.  
NOTE Confidence: 0.8301905

00:06:03.050 --> 00:06:05.787 Perhaps you can share the I don't  
NOTE Confidence: 0.8301905

00:06:05.787 --> 00:06:08.717 do this slide or do you have them?

NOTE Confidence: 0.8705776

00:06:12.930 --> 00:06:16.150 OK, so so this is I just want you to

NOTE Confidence: 0.8705776

00:06:16.245 --> 00:06:19.377 see who the committee members were.

NOTE Confidence: 0.8705776

00:06:19.380 --> 00:06:22.770 So we're joined by 16.

NOTE Confidence: 0.8705776

00:06:22.770 --> 00:06:24.242 Faculty member and staff

NOTE Confidence: 0.8705776

00:06:24.242 --> 00:06:26.082 and not just go through.

NOTE Confidence: 0.8705776

00:06:26.090 --> 00:06:28.666 You can see on this is Kim.

NOTE Confidence: 0.8705776

00:06:28.670 --> 00:06:31.205 This is Karen Anderson who

NOTE Confidence: 0.8705776

00:06:31.205 --> 00:06:33.740 is in the post office.

NOTE Confidence: 0.8705776

00:06:33.740 --> 00:06:35.875 Charles Bailyn was a physicist

NOTE Confidence: 0.8705776

00:06:35.875 --> 00:06:38.670 sent a car with their lawyer.

NOTE Confidence: 0.8705776

00:06:38.670 --> 00:06:41.302 Where did Chang, who is direct Deal

NOTE Confidence: 0.8705776

00:06:41.302 --> 00:06:43.150 Alumni Association Jen Frederick,

NOTE Confidence: 0.8705776

00:06:43.150 --> 00:06:45.180 through many of you know,

NOTE Confidence: 0.8705776

00:06:45.180 --> 00:06:47.860 Larry Gladney was at FS.

NOTE Confidence: 0.8705776

00:06:47.860 --> 00:06:49.736 And Sharon Cougar, Chaplain,

NOTE Confidence: 0.8705776

00:06:49.736 --> 00:06:53.129 and Kurt was the Dean of the  
NOTE Confidence: 0.8705776

00:06:53.129 --> 00:06:55.007 School of Nursing, Darren,  
NOTE Confidence: 0.8705776

00:06:55.007 --> 00:06:56.258 or, you know,  
NOTE Confidence: 0.8705776

00:06:56.258 --> 00:06:58.760 Katie Lofton was at FAS Pillow  
NOTE Confidence: 0.8705776

00:06:58.842 --> 00:07:01.807 Montalvo from the president's office.  
NOTE Confidence: 0.8705776

00:07:01.810 --> 00:07:06.164 Vicki Nolan from the School of Drama.  
NOTE Confidence: 0.8705776

00:07:06.170 --> 00:07:07.838 Melinda Pettigrew School of  
NOTE Confidence: 0.8705776

00:07:07.838 --> 00:07:09.506 Public Health Steven Spangler,  
NOTE Confidence: 0.8705776

00:07:09.510 --> 00:07:12.366 David Stanley from the from HR and  
NOTE Confidence: 0.8705776

00:07:12.366 --> 00:07:15.338 then Tom Tyler from the law school.  
NOTE Confidence: 0.8705776

00:07:15.340 --> 00:07:18.204 And so this is the group of faculty  
NOTE Confidence: 0.8705776

00:07:18.204 --> 00:07:20.725 and staff and administrators who met  
NOTE Confidence: 0.8705776

00:07:20.725 --> 00:07:23.834 over the next six months to actually  
NOTE Confidence: 0.8705776

00:07:23.834 --> 00:07:26.510 figure out what division would be  
NOTE Confidence: 0.8705776

00:07:26.510 --> 00:07:29.263 and how would we implement it.  
NOTE Confidence: 0.8705776

00:07:29.263 --> 00:07:32.560 So hold on a second so so

NOTE Confidence: 0.8705776

00:07:32.675 --> 00:07:35.480 so I think the committee,

NOTE Confidence: 0.8705776

00:07:35.480 --> 00:07:38.090 the members of the Committee were

NOTE Confidence: 0.8705776

00:07:38.090 --> 00:07:40.750 chosen because of their experience,

NOTE Confidence: 0.8705776

00:07:40.750 --> 00:07:43.564 their passion for diversity and they

NOTE Confidence: 0.8705776

00:07:43.564 --> 00:07:45.997 were experts in intersectionality on

NOTE Confidence: 0.8705776

00:07:45.997 --> 00:07:47.929 drivers of organizational change.

NOTE Confidence: 0.8705776

00:07:47.930 --> 00:07:48.808 For instance,

NOTE Confidence: 0.8705776

00:07:48.808 --> 00:07:51.881 Tom Tyler does work there and in

NOTE Confidence: 0.8705776

00:07:51.881 --> 00:07:54.863 the work was also subdivided into

NOTE Confidence: 0.8705776

00:07:54.863 --> 00:07:57.938 subcommittees and we we we could

NOTE Confidence: 0.8705776

00:07:57.938 --> 00:08:01.094 have members from the entire campus.

NOTE Confidence: 0.8705776

00:08:01.100 --> 00:08:02.912 And bought for them to sub

NOTE Confidence: 0.8705776

00:08:02.912 --> 00:08:04.490 committees to study the past.

NOTE Confidence: 0.8705776

00:08:04.490 --> 00:08:06.065 University reports that you available

NOTE Confidence: 0.8705776

00:08:06.065 --> 00:08:08.279 data and we have activities of peer

NOTE Confidence: 0.8705776

00:08:08.279 --> 00:08:10.025 universities to look for best practices.  
NOTE Confidence: 0.8705776

00:08:10.030 --> 00:08:10.375 So,  
NOTE Confidence: 0.8705776

00:08:10.375 --> 00:08:11.065 for instance,  
NOTE Confidence: 0.8705776

00:08:11.065 --> 00:08:13.480 Cindy was a member of the Subcommittee  
NOTE Confidence: 0.8705776

00:08:13.541 --> 00:08:15.305 on faculty and I would like to  
NOTE Confidence: 0.8705776

00:08:15.305 --> 00:08:17.070 ask her to share her experience  
NOTE Confidence: 0.8705776

00:08:17.070 --> 00:08:19.268 on how that work with and what  
NOTE Confidence: 0.8705776

00:08:19.270 --> 00:08:21.426 what she was she gained from it,  
NOTE Confidence: 0.8705776

00:08:21.430 --> 00:08:22.662 and what she learned.  
NOTE Confidence: 0.8705776

00:08:22.662 --> 00:08:22.970 Cindy,  
NOTE Confidence: 0.8705776

00:08:22.970 --> 00:08:24.734 if you please could please go ahead  
NOTE Confidence: 0.8705776

00:08:24.734 --> 00:08:27.028 and tell us your experience at the  
NOTE Confidence: 0.8705776

00:08:27.028 --> 00:08:28.504 subcommittee member for faculty.  
NOTE Confidence: 0.8658044

00:08:29.130 --> 00:08:30.252 Sure, thanks Gary.  
NOTE Confidence: 0.8658044

00:08:30.252 --> 00:08:32.496 I joined sometime in the spring  
NOTE Confidence: 0.8658044

00:08:32.496 --> 00:08:35.004 of this year and it, you know,

NOTE Confidence: 0.8658044

00:08:35.004 --> 00:08:38.028 for me it was just nice too.

NOTE Confidence: 0.8658044

00:08:38.030 --> 00:08:39.760 Be connected to other people

NOTE Confidence: 0.8658044

00:08:39.760 --> 00:08:41.144 from across the University.

NOTE Confidence: 0.8658044

00:08:41.150 --> 00:08:43.726 I feel like I know pretty well what's

NOTE Confidence: 0.8658044

00:08:43.726 --> 00:08:45.660 happening in the medical school,

NOTE Confidence: 0.8658044

00:08:45.660 --> 00:08:47.742 but some of the other professional

NOTE Confidence: 0.8658044

00:08:47.742 --> 00:08:49.130 schools and certainly undergraduates.

NOTE Confidence: 0.8658044

00:08:49.130 --> 00:08:51.212 I don't know as much of

NOTE Confidence: 0.8658044

00:08:51.212 --> 00:08:52.253 what what's happening.

NOTE Confidence: 0.8658044

00:08:52.260 --> 00:08:54.619 So DI Field is a rapidly changing

NOTE Confidence: 0.8658044

00:08:54.619 --> 00:08:56.419 field from terminology to concepts,

NOTE Confidence: 0.8658044

00:08:56.420 --> 00:08:59.172 and so for me I felt like I

NOTE Confidence: 0.8658044

00:08:59.172 --> 00:09:01.630 I learned a lot in terms of,

NOTE Confidence: 0.8658044

00:09:01.630 --> 00:09:03.706 you know what people are currently

NOTE Confidence: 0.8658044

00:09:03.706 --> 00:09:05.790 thinking about in in the field.

NOTE Confidence: 0.8658044



00:09:05.790 --> 00:09:08.191 Ann and how I might be able  
NOTE Confidence: 0.8658044

00:09:08.191 --> 00:09:09.710 to think about that.  
NOTE Confidence: 0.8658044

00:09:09.710 --> 00:09:11.420 So the Department at the same  
NOTE Confidence: 0.8658044

00:09:11.420 --> 00:09:13.654 time I hope that I brought things  
NOTE Confidence: 0.8658044

00:09:13.654 --> 00:09:15.700 that we have been thinking about  
NOTE Confidence: 0.8658044

00:09:15.700 --> 00:09:17.871 doing in the Department to other  
NOTE Confidence: 0.8658044

00:09:17.871 --> 00:09:19.279 folks across the campus,  
NOTE Confidence: 0.8658044

00:09:19.280 --> 00:09:21.324 so I think it was just really  
NOTE Confidence: 0.8658044

00:09:21.324 --> 00:09:23.240 helpful to have that knowledge.  
NOTE Confidence: 0.8658044

00:09:23.240 --> 00:09:25.550 Sharing it was really rapid turn around.  
NOTE Confidence: 0.8658044

00:09:25.550 --> 00:09:27.212 So of course our committee wanted  
NOTE Confidence: 0.8658044

00:09:27.212 --> 00:09:29.286 a lot more time to talk about  
NOTE Confidence: 0.8658044

00:09:29.286 --> 00:09:30.786 these issues and think through  
NOTE Confidence: 0.8658044

00:09:30.786 --> 00:09:32.809 them and provide recommendations.  
NOTE Confidence: 0.8658044

00:09:32.810 --> 00:09:35.450 But it was a really rapid turn around,  
NOTE Confidence: 0.8658044

00:09:35.450 --> 00:09:37.823 but I think in the end really

NOTE Confidence: 0.8658044

00:09:37.823 --> 00:09:39.830 helpful to know and to meet.

NOTE Confidence: 0.8658044

00:09:39.830 --> 00:09:42.220 Other people from across the

NOTE Confidence: 0.8658044

00:09:42.220 --> 00:09:44.610 University and share best practices

NOTE Confidence: 0.8658044

00:09:44.694 --> 00:09:46.639 and concepts and ideas so.

NOTE Confidence: 0.77436733

00:09:48.180 --> 00:09:50.756 Thank you Cindy so so the committee

NOTE Confidence: 0.77436733

00:09:50.756 --> 00:09:53.018 was in parallel in early January

NOTE Confidence: 0.77436733

00:09:53.018 --> 00:09:55.184 and the pace we had fourth

NOTE Confidence: 0.77436733

00:09:55.184 --> 00:09:57.349 didn't take into account covid,

NOTE Confidence: 0.77436733

00:09:57.350 --> 00:10:00.108 so we actually had to had to.

NOTE Confidence: 0.77436733

00:10:00.110 --> 00:10:03.006 Here's how we work and we we had

NOTE Confidence: 0.77436733

00:10:03.006 --> 00:10:05.809 a retreat which was done on Zoom,

NOTE Confidence: 0.77436733

00:10:05.810 --> 00:10:08.090 which actually worked out pretty well,

NOTE Confidence: 0.77436733

00:10:08.090 --> 00:10:09.990 but it would, you know,

NOTE Confidence: 0.77436733

00:10:09.990 --> 00:10:12.650 get together and get the work done,

NOTE Confidence: 0.77436733

00:10:12.650 --> 00:10:14.034 which was really great.

NOTE Confidence: 0.77436733

00:10:14.034 --> 00:10:17.400 And we also spoke with many members of the  
NOTE Confidence: 0.77436733

00:10:17.400 --> 00:10:20.249 community who shared their time and insights.  
NOTE Confidence: 0.77436733

00:10:20.250 --> 00:10:21.110 For instance,  
NOTE Confidence: 0.77436733

00:10:21.110 --> 00:10:23.260 Professor Ferguson so spoke to  
NOTE Confidence: 0.77436733

00:10:23.260 --> 00:10:24.930 us about intersectionality and  
NOTE Confidence: 0.77436733

00:10:24.930 --> 00:10:26.820 expanded our views and ideas of  
NOTE Confidence: 0.77436733

00:10:26.820 --> 00:10:29.128 how that concept concept could fit  
NOTE Confidence: 0.77436733

00:10:29.128 --> 00:10:30.860 into an institutional framework.  
NOTE Confidence: 0.77436733

00:10:30.860 --> 00:10:33.116 And how no one thinks of  
NOTE Confidence: 0.77436733

00:10:33.116 --> 00:10:33.868 individual holistically,  
NOTE Confidence: 0.77436733

00:10:33.870 --> 00:10:36.066 you know their identity's and that  
NOTE Confidence: 0.77436733

00:10:36.066 --> 00:10:39.297 informs us on how we approach a way of  
NOTE Confidence: 0.77436733

00:10:39.297 --> 00:10:41.469 creating a community of the logging  
NOTE Confidence: 0.77436733

00:10:41.469 --> 00:10:43.509 the there were several important  
NOTE Confidence: 0.77436733

00:10:43.509 --> 00:10:46.275 ideas that I just want to highlight  
NOTE Confidence: 0.77436733

00:10:46.275 --> 00:10:48.525 when you read the the report,

NOTE Confidence: 0.77436733

00:10:48.530 --> 00:10:51.354 you'll see that one is that excellence is

NOTE Confidence: 0.77436733

00:10:51.354 --> 00:10:54.166 really the ultimate reason for that work.

NOTE Confidence: 0.77436733

00:10:54.170 --> 00:10:56.426 And we believe that you should

NOTE Confidence: 0.77436733

00:10:56.426 --> 00:10:57.930 Excel in every area.

NOTE Confidence: 0.77436733

00:10:57.930 --> 00:10:59.695 And the committee really fundamentally

NOTE Confidence: 0.77436733

00:10:59.695 --> 00:11:02.070 believe that our focus on diversity,

NOTE Confidence: 0.77436733

00:11:02.070 --> 00:11:02.976 equity, inclusion.

NOTE Confidence: 0.77436733

00:11:02.976 --> 00:11:05.694 Was an essential part of maintaining

NOTE Confidence: 0.77436733

00:11:05.694 --> 00:11:07.929 what we've had excellence today

NOTE Confidence: 0.77436733

00:11:07.929 --> 00:11:10.443 and excellence for for the future.

NOTE Confidence: 0.77436733

00:11:10.450 --> 00:11:11.742 And so came out.

NOTE Confidence: 0.77436733

00:11:11.742 --> 00:11:14.094 Stop here for a second and I

NOTE Confidence: 0.77436733

00:11:14.094 --> 00:11:15.418 ask you to continue.

NOTE Confidence: 0.837079

00:11:16.040 --> 00:11:18.592 Right, can you take a slide down for

NOTE Confidence: 0.837079

00:11:18.592 --> 00:11:21.687 just a second so I could see everybody?

NOTE Confidence: 0.837079

00:11:21.690 --> 00:11:23.808 I thought the other two definitions,  
NOTE Confidence: 0.837079

00:11:23.810 --> 00:11:26.202 which we we really honed in on that  
NOTE Confidence: 0.837079

00:11:26.202 --> 00:11:29.010 I want you to be conscious up or  
NOTE Confidence: 0.837079

00:11:29.010 --> 00:11:31.220 what's the definition of belonging?  
NOTE Confidence: 0.837079

00:11:31.220 --> 00:11:33.684 What does it actually mean to belong?  
NOTE Confidence: 0.837079

00:11:33.690 --> 00:11:35.808 And we actually did some research.  
NOTE Confidence: 0.837079

00:11:35.810 --> 00:11:37.672 There are faculty members on our own  
NOTE Confidence: 0.837079

00:11:37.672 --> 00:11:39.890 in our own psychology Department and  
NOTE Confidence: 0.837079

00:11:39.890 --> 00:11:42.155 also some researchers in corporations,  
NOTE Confidence: 0.837079

00:11:42.160 --> 00:11:44.813 one being Howard Ross wrote a book  
NOTE Confidence: 0.837079

00:11:44.813 --> 00:11:47.050 called Our Search for Belonging.  
NOTE Confidence: 0.837079

00:11:47.050 --> 00:11:49.132 And some professors at Harvard that  
NOTE Confidence: 0.837079

00:11:49.132 --> 00:11:50.910 we read which actually identified  
NOTE Confidence: 0.837079

00:11:50.910 --> 00:11:52.884 the components of what it means  
NOTE Confidence: 0.837079

00:11:52.884 --> 00:11:54.530 for a person to belong.  
NOTE Confidence: 0.837079

00:11:54.530 --> 00:11:56.476 And they say, and we have adopted

NOTE Confidence: 0.837079

00:11:56.476 --> 00:11:59.290 as a as a definition that belonging,

NOTE Confidence: 0.837079

00:11:59.290 --> 00:12:01.670 means that the person can be themselves.

NOTE Confidence: 0.837079

00:12:01.670 --> 00:12:04.050 They believe that they can be themselves.

NOTE Confidence: 0.837079

00:12:04.050 --> 00:12:06.306 They can take part in teams

NOTE Confidence: 0.837079

00:12:06.306 --> 00:12:08.410 with different types of people.

NOTE Confidence: 0.837079

00:12:08.410 --> 00:12:10.834 Um, but work toward the same goals and

NOTE Confidence: 0.837079

00:12:10.834 --> 00:12:13.121 have the same values that worked with

NOTE Confidence: 0.837079

00:12:13.121 --> 00:12:15.579 the same goals in the same values,

NOTE Confidence: 0.837079

00:12:15.580 --> 00:12:17.536 but they know that people's talents

NOTE Confidence: 0.837079

00:12:17.536 --> 00:12:19.168 and perspectives, including their own,

NOTE Confidence: 0.837079

00:12:19.168 --> 00:12:20.798 will be recognized and respected,

NOTE Confidence: 0.837079

00:12:20.800 --> 00:12:22.430 and that's how those are.

NOTE Confidence: 0.837079

00:12:22.430 --> 00:12:24.374 The schools basically points about what

NOTE Confidence: 0.837079

00:12:24.374 --> 00:12:26.670 people need to feel that they belong,

NOTE Confidence: 0.837079

00:12:26.670 --> 00:12:28.392 so we actually broke those down

NOTE Confidence: 0.837079

00:12:28.392 --> 00:12:30.250 into four or five components.

NOTE Confidence: 0.837079

00:12:30.250 --> 00:12:32.588 And that's what we're trying to make

NOTE Confidence: 0.837079

00:12:32.588 --> 00:12:34.817 sure that we're covering as we do.

NOTE Confidence: 0.837079

00:12:34.820 --> 00:12:36.260 Some of these initiatives.

NOTE Confidence: 0.837079

00:12:36.260 --> 00:12:38.900 The other thing I want you to to.

NOTE Confidence: 0.837079

00:12:38.900 --> 00:12:41.564 Be clear about is our system

NOTE Confidence: 0.837079

00:12:41.564 --> 00:12:42.896 definition of diversity.

NOTE Confidence: 0.837079

00:12:42.900 --> 00:12:45.196 We are in a moment in our country

NOTE Confidence: 0.837079

00:12:45.196 --> 00:12:47.587 where we are very focused on anti

NOTE Confidence: 0.837079

00:12:47.587 --> 00:12:49.833 black racism and on what's happening

NOTE Confidence: 0.837079

00:12:49.833 --> 00:12:51.998 with black and Brown bodies.

NOTE Confidence: 0.837079

00:12:52.000 --> 00:12:53.705 Given what happened with George

NOTE Confidence: 0.837079

00:12:53.705 --> 00:12:56.185 Floyd in the middle of our of

NOTE Confidence: 0.837079

00:12:56.185 --> 00:12:57.945 our conversation as a committee.

NOTE Confidence: 0.837079

00:12:57.950 --> 00:12:59.918 But when you talk about diversity

NOTE Confidence: 0.837079

00:12:59.918 --> 00:13:02.048 we also talked about a broader

NOTE Confidence: 0.837079  
00:13:02.048 --> 00:13:03.548 range of diverse diversity.  
NOTE Confidence: 0.837079  
00:13:03.550 --> 00:13:05.300 So things like certainly race,  
NOTE Confidence: 0.837079  
00:13:05.300 --> 00:13:06.000 nationality, ability,  
NOTE Confidence: 0.837079  
00:13:06.000 --> 00:13:07.400 gender or socioeconomic diversity.  
NOTE Confidence: 0.837079  
00:13:07.400 --> 00:13:09.150 And because we're a University  
NOTE Confidence: 0.837079  
00:13:09.150 --> 00:13:09.850 also perspectives.  
NOTE Confidence: 0.837079  
00:13:09.850 --> 00:13:13.470 So once you just keep that in mind that that.  
NOTE Confidence: 0.837079  
00:13:13.470 --> 00:13:13.737 Actually,  
NOTE Confidence: 0.837079  
00:13:13.737 --> 00:13:15.339 something that we're focused on as  
NOTE Confidence: 0.837079  
00:13:15.339 --> 00:13:16.830 we build something to initiatives.  
NOTE Confidence: 0.837079  
00:13:16.830 --> 00:13:19.070 Although you'll see for the next few years,  
NOTE Confidence: 0.837079  
00:13:19.070 --> 00:13:20.470 we're going to be very,  
NOTE Confidence: 0.837079  
00:13:20.470 --> 00:13:22.246 very focused on race given where  
NOTE Confidence: 0.837079  
00:13:22.246 --> 00:13:24.841 we are as a country and some other  
NOTE Confidence: 0.837079  
00:13:24.841 --> 00:13:27.235 things that we think we are poised  
NOTE Confidence: 0.837079



00:13:27.235 --> 00:13:31.729 to to deepen in our work. So we have.

NOTE Confidence: 0.837079

00:13:31.730 --> 00:13:33.474 I want to talk a little bit about

NOTE Confidence: 0.837079

00:13:33.474 --> 00:13:34.210 the action plan.

NOTE Confidence: 0.837079

00:13:34.210 --> 00:13:35.778 I know some of you have read,

NOTE Confidence: 0.837079

00:13:35.780 --> 00:13:37.131 report and want to give you a

NOTE Confidence: 0.837079

00:13:37.131 --> 00:13:38.791 sense of the action plan won't go

NOTE Confidence: 0.837079

00:13:38.791 --> 00:13:39.823 through the whole thing.

NOTE Confidence: 0.837079

00:13:39.830 --> 00:13:40.746 'cause it's very comprehensive,

NOTE Confidence: 0.837079

00:13:40.746 --> 00:13:42.120 but we happen to have a

NOTE Confidence: 0.837079

00:13:42.167 --> 00:13:43.207 visual of an action plan.

NOTE Confidence: 0.837079

00:13:43.210 --> 00:13:45.226 So I'm going to have someone put that up.

NOTE Confidence: 0.837079

00:13:45.230 --> 00:13:47.182 I think Ryan's gonna put that up for

NOTE Confidence: 0.837079

00:13:47.182 --> 00:13:49.534 us and then I'm going to plant some

NOTE Confidence: 0.837079

00:13:49.534 --> 00:13:51.361 things in their specific things that

NOTE Confidence: 0.837079

00:13:51.361 --> 00:13:53.342 we just want to pay attention to.

NOTE Confidence: 0.837079

00:13:53.350 --> 00:13:54.200 We haven't posted this yet.

NOTE Confidence: 0.837079  
00:13:54.200 --> 00:13:56.034 Will get a version of this post  
NOTE Confidence: 0.837079  
00:13:56.034 --> 00:13:58.048 that's going to be a little bit more.  
NOTE Confidence: 0.75301194  
00:13:58.050 --> 00:14:00.577 Acceptable for some summer colleagues, but.  
NOTE Confidence: 0.75301194  
00:14:00.577 --> 00:14:02.779 I have a pile of jewels.  
NOTE Confidence: 0.75301194  
00:14:02.780 --> 00:14:06.235 I like to have. This is a way of  
NOTE Confidence: 0.75301194  
00:14:06.235 --> 00:14:07.580 thinking about the action plan,  
NOTE Confidence: 0.75301194  
00:14:07.580 --> 00:14:10.110 so I want to remember that one of the things  
NOTE Confidence: 0.75301194  
00:14:10.173 --> 00:14:12.413 that committee wrote is that this is a.  
NOTE Confidence: 0.75301194  
00:14:12.420 --> 00:14:13.468 This is a marathon.  
NOTE Confidence: 0.75301194  
00:14:13.468 --> 00:14:15.371 This is not a Sprint will be  
NOTE Confidence: 0.75301194  
00:14:15.371 --> 00:14:17.254 working on this for years to come,  
NOTE Confidence: 0.75301194  
00:14:17.260 --> 00:14:19.199 although we want to take it in  
NOTE Confidence: 0.75301194  
00:14:19.199 --> 00:14:20.854 five year increments in terms of  
NOTE Confidence: 0.75301194  
00:14:20.854 --> 00:14:22.378 how we want to be coordinated,  
NOTE Confidence: 0.75301194  
00:14:22.380 --> 00:14:24.292 we want to focus on and so the  
NOTE Confidence: 0.75301194

00:14:24.292 --> 00:14:25.814 president did ask us for an  
NOTE Confidence: 0.75301194

00:14:25.814 --> 00:14:27.284 action plan in addition to some  
NOTE Confidence: 0.75301194

00:14:27.342 --> 00:14:29.512 of the people in the more larger  
NOTE Confidence: 0.75301194

00:14:29.512 --> 00:14:30.718 conversations and larger principles  
NOTE Confidence: 0.75301194

00:14:30.718 --> 00:14:32.326 that he wanted us to identify.  
NOTE Confidence: 0.75301194

00:14:32.330 --> 00:14:34.976 This action plan is for the next five years.  
NOTE Confidence: 0.75301194

00:14:34.980 --> 00:14:37.730 And you'll notice on the top or a set of.  
NOTE Confidence: 0.8839557

00:14:40.310 --> 00:14:42.338 Objectives or goals that we have  
NOTE Confidence: 0.8839557

00:14:42.338 --> 00:14:44.831 for the next five years that are  
NOTE Confidence: 0.8839557

00:14:44.831 --> 00:14:46.979 that are really inspired by the  
NOTE Confidence: 0.8839557

00:14:46.979 --> 00:14:49.717 report and then you'll see that the  
NOTE Confidence: 0.8839557

00:14:49.717 --> 00:14:51.625 colors very specifically the purple,  
NOTE Confidence: 0.8839557

00:14:51.625 --> 00:14:53.450 are those priorities of the  
NOTE Confidence: 0.8839557

00:14:53.450 --> 00:14:54.910 President mentioned in his.  
NOTE Confidence: 0.82899195

00:14:56.980 --> 00:14:59.020 In his memo to the entire  
NOTE Confidence: 0.82899195

00:14:59.020 --> 00:15:00.750 community a few weeks ago,

NOTE Confidence: 0.82899195

00:15:00.750 --> 00:15:02.465 and there, other colors are

NOTE Confidence: 0.82899195

00:15:02.465 --> 00:15:03.837 really not not specific,

NOTE Confidence: 0.82899195

00:15:03.840 --> 00:15:05.550 but purple is definitely about

NOTE Confidence: 0.82899195

00:15:05.550 --> 00:15:06.576 the president's priorities,

NOTE Confidence: 0.82899195

00:15:06.580 --> 00:15:08.295 and these are not written

NOTE Confidence: 0.82899195

00:15:08.295 --> 00:15:09.667 in any particular order.

NOTE Confidence: 0.8124676

00:15:11.770 --> 00:15:13.948 So there's no order of hierarchy,

NOTE Confidence: 0.8124676

00:15:13.950 --> 00:15:17.217 but I want to mention a couple of things.

NOTE Confidence: 0.8124676

00:15:17.220 --> 00:15:19.030 One is we know Gary.

NOTE Confidence: 0.8124676

00:15:19.030 --> 00:15:22.579 I'm going to talk a little bit

NOTE Confidence: 0.8124676

00:15:22.579 --> 00:15:24.840 about present priorities around.

NOTE Confidence: 0.8124676

00:15:24.840 --> 00:15:25.713 Diversity in particular,

NOTE Confidence: 0.8124676

00:15:25.713 --> 00:15:28.128 but we know that there are a lot

NOTE Confidence: 0.8124676

00:15:28.128 --> 00:15:29.420 of schools and administrative

NOTE Confidence: 0.8124676

00:15:29.420 --> 00:15:31.483 units like yours who have actually

NOTE Confidence: 0.8124676

00:15:31.483 --> 00:15:33.019 been working on diversity.  
NOTE Confidence: 0.8124676

00:15:33.020 --> 00:15:34.704 So, for example, Betty,  
NOTE Confidence: 0.8124676

00:15:34.704 --> 00:15:37.230 which is the faculty Excellence inverse  
NOTE Confidence: 0.8124676

00:15:37.306 --> 00:15:40.314 initiative that many of you might know about.  
NOTE Confidence: 0.8124676

00:15:40.320 --> 00:15:42.234 1st Five years schools have brought  
NOTE Confidence: 0.8124676

00:15:42.234 --> 00:15:44.573 at least 101 excellent back of the  
NOTE Confidence: 0.8124676

00:15:44.573 --> 00:15:46.253 campus using that particular program,  
NOTE Confidence: 0.8124676

00:15:46.260 --> 00:15:48.858 and we know that our staff  
NOTE Confidence: 0.8124676

00:15:48.858 --> 00:15:50.157 affinity groups which.  
NOTE Confidence: 0.8124676

00:15:50.160 --> 00:15:51.084 Our continuing continuing  
NOTE Confidence: 0.8124676

00:15:51.084 --> 00:15:52.316 to grow our diversifying,  
NOTE Confidence: 0.8124676

00:15:52.320 --> 00:15:53.755 our manager and professional staff  
NOTE Confidence: 0.8124676

00:15:53.755 --> 00:15:55.700 which of which have doubled diversity,  
NOTE Confidence: 0.8124676

00:15:55.700 --> 00:15:57.240 is doubled in last decade.  
NOTE Confidence: 0.8124676

00:15:57.240 --> 00:16:00.012 So we've increased as we always as we know,  
NOTE Confidence: 0.8124676

00:16:00.020 --> 00:16:01.874 the number of students from low

NOTE Confidence: 0.8124676

00:16:01.874 --> 00:16:03.783 income backgrounds in the College of

NOTE Confidence: 0.8124676

00:16:03.783 --> 00:16:05.328 particular working on that through

NOTE Confidence: 0.8124676

00:16:05.328 --> 00:16:07.720 and some of the other schools as well.

NOTE Confidence: 0.8124676

00:16:07.720 --> 00:16:09.813 And we're beginning to focus a little

NOTE Confidence: 0.8124676

00:16:09.813 --> 00:16:11.389 bit more deliberately on connecting

NOTE Confidence: 0.8124676

00:16:11.389 --> 00:16:12.944 with our diverse alumni body.

NOTE Confidence: 0.8124676

00:16:12.950 --> 00:16:14.750 One of the things we discovered

NOTE Confidence: 0.8124676

00:16:14.750 --> 00:16:17.705 as a as a as a committee was that

NOTE Confidence: 0.8124676

00:16:17.705 --> 00:16:20.079 when you look out over the next

NOTE Confidence: 0.8124676

00:16:20.079 --> 00:16:22.535 last 10 years to the 12 years of.

NOTE Confidence: 0.8124676

00:16:22.540 --> 00:16:23.932 Students across the University

NOTE Confidence: 0.8124676

00:16:23.932 --> 00:16:24.628 have graduated,

NOTE Confidence: 0.8124676

00:16:24.630 --> 00:16:27.353 but there is a real diversity of

NOTE Confidence: 0.8124676

00:16:27.353 --> 00:16:29.340 real demographic shift and the

NOTE Confidence: 0.8124676

00:16:29.340 --> 00:16:31.210 diversity of the alumni body.

NOTE Confidence: 0.8124676

00:16:31.210 --> 00:16:33.010 They are eager to engage and  
NOTE Confidence: 0.8124676

00:16:33.010 --> 00:16:34.210 learn about the issues.  
NOTE Confidence: 0.8124676

00:16:34.210 --> 00:16:35.812 They are a little bit different  
NOTE Confidence: 0.8124676

00:16:35.812 --> 00:16:37.912 from those who came before them or  
NOTE Confidence: 0.8124676

00:16:37.912 --> 00:16:39.537 beginning to think more strategically  
NOTE Confidence: 0.8124676

00:16:39.537 --> 00:16:41.706 about how to engage with these alumni.  
NOTE Confidence: 0.8124676

00:16:41.710 --> 00:16:43.210 So with that in mind,  
NOTE Confidence: 0.8124676

00:16:43.210 --> 00:16:44.710 but where we're starting from,  
NOTE Confidence: 0.8124676

00:16:44.710 --> 00:16:46.210 we're just going to highlight  
NOTE Confidence: 0.8124676

00:16:46.210 --> 00:16:47.410 again on this particular.  
NOTE Confidence: 0.8124676

00:16:47.410 --> 00:16:50.110 Using this as a as a as a template.  
NOTE Confidence: 0.8124676

00:16:50.110 --> 00:16:52.714 Some of the things that the President  
NOTE Confidence: 0.8124676

00:16:52.714 --> 00:16:55.319 talked about some things will be doing.  
NOTE Confidence: 0.8124676

00:16:55.320 --> 00:16:57.360 So a couple of things.  
NOTE Confidence: 0.8124676

00:16:57.360 --> 00:16:58.170 One is,  
NOTE Confidence: 0.8124676

00:16:58.170 --> 00:17:00.195 if you look at acknowledgement,

NOTE Confidence: 0.8124676

00:17:00.200 --> 00:17:01.550 recognition and respect,

NOTE Confidence: 0.8124676

00:17:01.550 --> 00:17:04.250 remember going back to our conversation

NOTE Confidence: 0.8124676

00:17:04.250 --> 00:17:06.494 that that is really important for

NOTE Confidence: 0.8124676

00:17:06.494 --> 00:17:08.750 people to feel like they belong.

NOTE Confidence: 0.8124676

00:17:08.750 --> 00:17:11.000 One of the things the president

NOTE Confidence: 0.8124676

00:17:11.000 --> 00:17:13.493 is focused on is understanding the

NOTE Confidence: 0.8124676

00:17:13.493 --> 00:17:16.671 US history and he has charged they

NOTE Confidence: 0.8124676

00:17:16.671 --> 00:17:19.453 light who is professor and has a

NOTE Confidence: 0.8124676

00:17:19.453 --> 00:17:23.310 lot of deep knowledge of slavery.

NOTE Confidence: 0.8124676

00:17:23.310 --> 00:17:25.452 Running the Gilder Center on slavery

NOTE Confidence: 0.8124676

00:17:25.452 --> 00:17:27.674 to create a committee to actually

NOTE Confidence: 0.8124676

00:17:27.674 --> 00:17:29.852 look at yells history of slavery

NOTE Confidence: 0.8124676

00:17:29.852 --> 00:17:31.140 and professors already.

NOTE Confidence: 0.8124676

00:17:31.140 --> 00:17:33.378 I think that that that study

NOTE Confidence: 0.8124676

00:17:33.378 --> 00:17:34.497 is already launched.

NOTE Confidence: 0.8124676



00:17:34.500 --> 00:17:37.139 There is a committee that has been  
NOTE Confidence: 0.8124676

00:17:37.139 --> 00:17:39.149 created and there are already  
NOTE Confidence: 0.8124676

00:17:39.149 --> 00:17:41.543 students who are in the archives  
NOTE Confidence: 0.8124676

00:17:41.543 --> 00:17:44.055 looking at our own history so that  
NOTE Confidence: 0.8124676

00:17:44.055 --> 00:17:46.416 we'll be able to have report fairly  
NOTE Confidence: 0.8124676

00:17:46.416 --> 00:17:48.957 soon about where we were in that  
NOTE Confidence: 0.8124676

00:17:48.957 --> 00:17:51.832 much more deeply about where we were  
NOTE Confidence: 0.8124676

00:17:51.832 --> 00:17:54.100 as University involved in slavery.  
NOTE Confidence: 0.8124676

00:17:54.100 --> 00:17:55.525 Ross looking at assessing campus  
NOTE Confidence: 0.8124676

00:17:55.525 --> 00:17:56.665 culture and the effectiveness  
NOTE Confidence: 0.8124676

00:17:56.665 --> 00:17:57.879 of ongoing initiatives.  
NOTE Confidence: 0.8124676

00:17:57.880 --> 00:18:00.022 One of the things we discovered as  
NOTE Confidence: 0.8124676

00:18:00.022 --> 00:18:02.361 a committee is that we don't have  
NOTE Confidence: 0.8124676

00:18:02.361 --> 00:18:04.389 a very good sense of accountability  
NOTE Confidence: 0.8124676

00:18:04.451 --> 00:18:06.173 and assessment of what is going  
NOTE Confidence: 0.8124676

00:18:06.173 --> 00:18:08.590 on in the unit and what will be

NOTE Confidence: 0.8124676  
00:18:08.590 --> 00:18:10.480 going on as we move forward.  
NOTE Confidence: 0.8580135  
00:18:10.480 --> 00:18:11.740 It's probably the biggest  
NOTE Confidence: 0.8580135  
00:18:11.740 --> 00:18:13.000 change from previous reports,  
NOTE Confidence: 0.8580135  
00:18:13.000 --> 00:18:16.560 and so we're actually. Wiring.  
NOTE Confidence: 0.79163307  
00:18:20.340 --> 00:18:22.025 Require unit plans and assessment  
NOTE Confidence: 0.79163307  
00:18:22.025 --> 00:18:23.710 protocols to be in place.  
NOTE Confidence: 0.79163307  
00:18:23.710 --> 00:18:25.395 Boston University's huge effort on  
NOTE Confidence: 0.79163307  
00:18:25.395 --> 00:18:27.465 our part and we think something  
NOTE Confidence: 0.79163307  
00:18:27.465 --> 00:18:29.415 that will least track what we're  
NOTE Confidence: 0.79163307  
00:18:29.415 --> 00:18:31.798 doing as we move forward so that  
NOTE Confidence: 0.79163307  
00:18:31.798 --> 00:18:33.483 everybody can learn from what  
NOTE Confidence: 0.79163307  
00:18:33.483 --> 00:18:35.376 we're doing across the University.  
NOTE Confidence: 0.79163307  
00:18:35.376 --> 00:18:38.130 The other thing I want to mention  
NOTE Confidence: 0.79163307  
00:18:38.130 --> 00:18:40.524 before I turn it over to Gary.  
NOTE Confidence: 0.79163307  
00:18:40.530 --> 00:18:42.721 I'm going to go over to the  
NOTE Confidence: 0.79163307

00:18:42.721 --> 00:18:44.810 diversity of the Yelp community.  
NOTE Confidence: 0.79163307

00:18:44.810 --> 00:18:47.071 That second bucket there is that we  
NOTE Confidence: 0.79163307

00:18:47.071 --> 00:18:49.271 are really very committed to showing  
NOTE Confidence: 0.79163307

00:18:49.271 --> 00:18:51.593 up financial aid for all students.  
NOTE Confidence: 0.79163307

00:18:51.600 --> 00:18:55.478 We tend to focus on the college.  
NOTE Confidence: 0.79163307

00:18:55.480 --> 00:18:57.118 But we are actually much more  
NOTE Confidence: 0.79163307

00:18:57.118 --> 00:18:59.370 focus on trying to make sure that  
NOTE Confidence: 0.79163307

00:18:59.370 --> 00:19:00.830 students across our University  
NOTE Confidence: 0.79163307

00:19:00.830 --> 00:19:02.780 are getting enough financial aid,  
NOTE Confidence: 0.79163307

00:19:02.780 --> 00:19:04.284 particularly those special schools  
NOTE Confidence: 0.79163307

00:19:04.284 --> 00:19:06.870 where the students want might not make  
NOTE Confidence: 0.79163307

00:19:06.870 --> 00:19:08.753 a lot of money when they graduate,  
NOTE Confidence: 0.79163307

00:19:08.760 --> 00:19:11.469 and so we're going to be working on a  
NOTE Confidence: 0.79163307

00:19:11.469 --> 00:19:14.066 plan to support that effort as well.  
NOTE Confidence: 0.79163307

00:19:14.070 --> 00:19:16.638 So there are other things I want to  
NOTE Confidence: 0.79163307

00:19:16.638 --> 00:19:18.720 mention how to move around this?

NOTE Confidence: 0.8573966

00:19:18.720 --> 00:19:19.713 Yeah, so yes.

NOTE Confidence: 0.8573966

00:19:19.713 --> 00:19:22.835 So let me let me focus on two things.

NOTE Confidence: 0.8573966

00:19:22.835 --> 00:19:25.085 So if you look at under

NOTE Confidence: 0.8573966

00:19:25.085 --> 00:19:26.519 scholarship and teaching.

NOTE Confidence: 0.8573966

00:19:26.520 --> 00:19:28.476 It says investment coordinating

NOTE Confidence: 0.8573966

00:19:28.476 --> 00:19:30.921 Centers for research and scholarship

NOTE Confidence: 0.8573966

00:19:30.921 --> 00:19:33.713 so so there are many servers already

NOTE Confidence: 0.8573966

00:19:33.713 --> 00:19:36.028 existing at Yale and there are

NOTE Confidence: 0.8573966

00:19:36.028 --> 00:19:38.302 some newsletters that are coming up

NOTE Confidence: 0.8573966

00:19:38.302 --> 00:19:41.150 that will be funded by the press.

NOTE Confidence: 0.8573966

00:19:41.150 --> 00:19:43.652 That one is is issues about

NOTE Confidence: 0.8573966

00:19:43.652 --> 00:19:45.160 prison population, for instance,

NOTE Confidence: 0.8573966

00:19:45.160 --> 00:19:47.840 and one of the goals is to really

NOTE Confidence: 0.8573966

00:19:47.916 --> 00:19:51.108 coordinate the work of said was working

NOTE Confidence: 0.8573966

00:19:51.108 --> 00:19:53.270 on transit transnational migration,

NOTE Confidence: 0.8573966

00:19:53.270 --> 00:19:55.856 racism in the Genetti, Ann and.

NOTE Confidence: 0.8573966

00:19:55.860 --> 00:19:58.500 Try to develop an environment where

NOTE Confidence: 0.8573966

00:19:58.500 --> 00:20:00.700 people are interested in this.

NOTE Confidence: 0.8573966

00:20:00.700 --> 00:20:03.038 Issues can come for advice or wet

NOTE Confidence: 0.8573966

00:20:03.038 --> 00:20:05.389 funding or or or power projects,

NOTE Confidence: 0.8573966

00:20:05.390 --> 00:20:08.278 so that's one one part of the work.

NOTE Confidence: 0.8573966

00:20:08.280 --> 00:20:10.044 I think very important part of

NOTE Confidence: 0.8573966

00:20:10.044 --> 00:20:12.501 the work is on the second column

NOTE Confidence: 0.8573966

00:20:12.501 --> 00:20:14.526 called diversity of the Yellow

NOTE Confidence: 0.8573966

00:20:14.526 --> 00:20:16.580 Community and it says investing,

NOTE Confidence: 0.8573966

00:20:16.580 --> 00:20:18.390 Bipap faculty and postdoc mentoring.

NOTE Confidence: 0.8573966

00:20:18.390 --> 00:20:20.556 So let me talk about diversity

NOTE Confidence: 0.8573966

00:20:20.556 --> 00:20:21.639 of the faculty,

NOTE Confidence: 0.8573966

00:20:21.640 --> 00:20:23.999 so when the committee looked at the

NOTE Confidence: 0.8573966

00:20:23.999 --> 00:20:26.592 impact of ferry over the past five

NOTE Confidence: 0.8573966

00:20:26.592 --> 00:20:28.854 years on on recruitment and retention,

NOTE Confidence: 0.8573966

00:20:28.860 --> 00:20:30.660 so in terms of recruitment,

NOTE Confidence: 0.8573966

00:20:30.660 --> 00:20:31.653 Kim mentioned that.

NOTE Confidence: 0.8573966

00:20:31.653 --> 00:20:33.639 Fetty over the past five years

NOTE Confidence: 0.8573966

00:20:33.639 --> 00:20:36.410 had allowed the recruitment of 101

NOTE Confidence: 0.8573966

00:20:36.410 --> 00:20:37.835 underrepresented faculty ideal,

NOTE Confidence: 0.8573966

00:20:37.840 --> 00:20:40.512 and then we look at the overall impact

NOTE Confidence: 0.8573966

00:20:40.512 --> 00:20:43.418 fairly on on diversity across University,

NOTE Confidence: 0.8573966

00:20:43.420 --> 00:20:45.748 and it was mixed so some

NOTE Confidence: 0.8573966

00:20:45.748 --> 00:20:47.810 some schools did find some,

NOTE Confidence: 0.8573966

00:20:47.810 --> 00:20:49.402 others didn't do well.

NOTE Confidence: 0.8573966

00:20:49.402 --> 00:20:52.504 But overall, the net increase on on on

NOTE Confidence: 0.8573966

00:20:52.504 --> 00:20:54.990 the diverse faculty was very small.

NOTE Confidence: 0.8573966

00:20:54.990 --> 00:20:57.390 So the question is, should we?

NOTE Confidence: 0.8573966

00:20:57.390 --> 00:20:58.584 We could more,

NOTE Confidence: 0.8573966

00:20:58.584 --> 00:20:59.380 more faculty,

NOTE Confidence: 0.8573966

00:20:59.380 --> 00:21:01.948 or should we make an attempt  
NOTE Confidence: 0.8573966

00:21:01.948 --> 00:21:03.660 to retain more faculty?  
NOTE Confidence: 0.8573966

00:21:03.660 --> 00:21:05.532 So the committee actually be focused  
NOTE Confidence: 0.8573966

00:21:05.532 --> 00:21:07.955 on the fact that maybe we could do  
NOTE Confidence: 0.8573966

00:21:07.955 --> 00:21:10.293 a better job on retention and in the  
NOTE Confidence: 0.8573966

00:21:10.293 --> 00:21:12.129 equities you intention is that so  
NOTE Confidence: 0.8573966

00:21:12.129 --> 00:21:13.662 some people think about retention  
NOTE Confidence: 0.8573966

00:21:13.662 --> 00:21:15.197 with somebody, wants to leave,  
NOTE Confidence: 0.8573966

00:21:15.197 --> 00:21:17.900 and then we're trying to retain them at yeah,  
NOTE Confidence: 0.8573966

00:21:17.900 --> 00:21:20.084 but the committee is you is is it  
NOTE Confidence: 0.8573966

00:21:20.084 --> 00:21:22.450 was a bit more broad than that.  
NOTE Confidence: 0.8573966

00:21:22.450 --> 00:21:24.627 They viewed retention as how you on  
NOTE Confidence: 0.8573966

00:21:24.627 --> 00:21:26.987 the first date a person comes to you.  
NOTE Confidence: 0.8573966

00:21:26.990 --> 00:21:28.510 How do you welcome them?  
NOTE Confidence: 0.8573966

00:21:28.510 --> 00:21:30.020 How do you Orient them?  
NOTE Confidence: 0.8573966

00:21:30.020 --> 00:21:31.540 What resources do give them?

NOTE Confidence: 0.8573966

00:21:31.540 --> 00:21:33.708 And then how do you help them in

NOTE Confidence: 0.8573966

00:21:33.708 --> 00:21:35.589 developing their career academic career?

NOTE Confidence: 0.8573966

00:21:35.590 --> 00:21:35.934 Yeah,

NOTE Confidence: 0.8573966

00:21:35.934 --> 00:21:37.998 and that's that's what we think

NOTE Confidence: 0.8573966

00:21:37.998 --> 00:21:38.686 about retention,

NOTE Confidence: 0.8573966

00:21:38.690 --> 00:21:41.777 and I think there was a lot of progress.

NOTE Confidence: 0.8573966

00:21:41.780 --> 00:21:43.156 Who could make there?

NOTE Confidence: 0.8573966

00:21:43.156 --> 00:21:45.220 And the committee is recommended many,

NOTE Confidence: 0.8573966

00:21:45.220 --> 00:21:46.935 many, many areas of improvement

NOTE Confidence: 0.8573966

00:21:46.935 --> 00:21:48.314 in terms of retention.

NOTE Confidence: 0.8573966

00:21:48.314 --> 00:21:50.034 I think that's not easy.

NOTE Confidence: 0.8573966

00:21:50.034 --> 00:21:53.130 That's a that's not an easy thing to do,

NOTE Confidence: 0.8573966

00:21:53.130 --> 00:21:56.424 but we believe that it will really make the

NOTE Confidence: 0.8573966

00:21:56.424 --> 00:21:59.226 culture of belonging at deal much better.

NOTE Confidence: 0.8573966

00:21:59.230 --> 00:22:01.814 The there was also an issue of of

NOTE Confidence: 0.8573966



00:22:01.814 --> 00:22:03.705 increasing student diversity in the  
NOTE Confidence: 0.8573966

00:22:03.705 --> 00:22:06.057 end with pipeline programs and and  
NOTE Confidence: 0.8573966

00:22:06.057 --> 00:22:07.928 financially now you know diversity  
NOTE Confidence: 0.8573966

00:22:07.928 --> 00:22:10.052 doesn't always mean the same thing  
NOTE Confidence: 0.8573966

00:22:10.060 --> 00:22:11.556 for all particular programs.  
NOTE Confidence: 0.8573966

00:22:11.556 --> 00:22:13.426 Some programs might have many  
NOTE Confidence: 0.8573966

00:22:13.426 --> 00:22:14.750 more women than men,  
NOTE Confidence: 0.8573966

00:22:14.750 --> 00:22:17.200 so you may want to increase the  
NOTE Confidence: 0.8573966

00:22:17.200 --> 00:22:19.450 number of women and vice versa.  
NOTE Confidence: 0.8573966

00:22:19.450 --> 00:22:23.734 So we the committee took off early.  
NOTE Confidence: 0.78791976

00:22:23.740 --> 00:22:28.556 Broadview of whatever City would look like.  
NOTE Confidence: 0.78791976

00:22:28.560 --> 00:22:31.314 One other thing I wanted to mention is the  
NOTE Confidence: 0.78791976

00:22:31.314 --> 00:22:33.855 issue of public safety and and policing.  
NOTE Confidence: 0.78791976

00:22:33.860 --> 00:22:37.652 And and Kim may want to talk to about that no  
NOTE Confidence: 0.78791976

00:22:37.652 --> 00:22:41.072 more later but but there is an initiative to.  
NOTE Confidence: 0.78791976

00:22:41.080 --> 00:22:43.952 Look at what the police is doing right

NOTE Confidence: 0.78791976

00:22:43.952 --> 00:22:47.053 now and and and and change it in the

NOTE Confidence: 0.78791976

00:22:47.053 --> 00:22:49.934 way that that improves the trust in

NOTE Confidence: 0.78791976

00:22:49.934 --> 00:22:52.652 policing and the safety of students,

NOTE Confidence: 0.78791976

00:22:52.660 --> 00:22:56.560 faculty and staff at the University.

NOTE Confidence: 0.78791976

00:22:56.560 --> 00:22:59.392 I'll believe is also that that progress will

NOTE Confidence: 0.78791976

00:22:59.392 --> 00:23:02.549 be made if you we could do right leaders

NOTE Confidence: 0.78791976

00:23:02.549 --> 00:23:05.139 an increasing the diversity among staff,

NOTE Confidence: 0.78791976

00:23:05.140 --> 00:23:07.060 top staff leaders and preparing

NOTE Confidence: 0.78791976

00:23:07.060 --> 00:23:09.399 staff for service in senior position

NOTE Confidence: 0.78791976

00:23:09.399 --> 00:23:11.849 is a really important thing to do.

NOTE Confidence: 0.78791976

00:23:11.850 --> 00:23:13.824 The we work closely with Willie

NOTE Confidence: 0.78791976

00:23:13.824 --> 00:23:16.485 Chiang on alumni and the alumni are

NOTE Confidence: 0.78791976

00:23:16.485 --> 00:23:18.185 very passionate about diversity.

NOTE Confidence: 0.78791976

00:23:18.190 --> 00:23:20.647 So I think there is a there is a

NOTE Confidence: 0.78791976

00:23:20.647 --> 00:23:22.818 an opportunity there to leverage

NOTE Confidence: 0.78791976

00:23:22.818 --> 00:23:26.090 the passion of the alumni in there.  
NOTE Confidence: 0.78791976

00:23:26.090 --> 00:23:28.035 Connections in know how improving  
NOTE Confidence: 0.78791976

00:23:28.035 --> 00:23:30.570 diversity at Yale and then finally,  
NOTE Confidence: 0.78791976

00:23:30.570 --> 00:23:33.419 since the University is within New Haven,  
NOTE Confidence: 0.78791976

00:23:33.420 --> 00:23:35.835 we believe that it is important for  
NOTE Confidence: 0.78791976

00:23:35.835 --> 00:23:38.432 the University to focus on increasing  
NOTE Confidence: 0.78791976

00:23:38.432 --> 00:23:39.929 diversity for contractors,  
NOTE Confidence: 0.78791976

00:23:39.930 --> 00:23:41.486 vendors and business professionals.  
NOTE Confidence: 0.78791976

00:23:41.486 --> 00:23:43.820 Very often that may mean slightly  
NOTE Confidence: 0.78791976

00:23:43.886 --> 00:23:46.086 changing business practices that don't,  
NOTE Confidence: 0.78791976

00:23:46.090 --> 00:23:47.098 that this disenfranchised.  
NOTE Confidence: 0.78791976

00:23:47.098 --> 00:23:48.446 Small businesses, for instance.  
NOTE Confidence: 0.78791976

00:23:48.446 --> 00:23:51.890 And now I want to say that there is a  
NOTE Confidence: 0.78791976

00:23:51.890 --> 00:23:54.207 lot of work that's already been done  
NOTE Confidence: 0.78791976

00:23:54.207 --> 00:23:56.874 and I will ask him to highlight some  
NOTE Confidence: 0.78791976

00:23:56.874 --> 00:23:59.194 of the work that's been done that

NOTE Confidence: 0.78791976

00:23:59.194 --> 00:24:01.210 we can leverage for future success.

NOTE Confidence: 0.78791976

00:24:01.210 --> 00:24:02.209 Kim so you

NOTE Confidence: 0.8327058

00:24:02.210 --> 00:24:04.618 know, part of what I think is I

NOTE Confidence: 0.8327058

00:24:04.618 --> 00:24:06.917 just want to make a distinction,

NOTE Confidence: 0.8327058

00:24:06.920 --> 00:24:09.139 but I'm going to go to inclusive

NOTE Confidence: 0.8327058

00:24:09.139 --> 00:24:11.290 practice analysis on the green personal,

NOTE Confidence: 0.8327058

00:24:11.290 --> 00:24:13.399 personal and professional.

NOTE Confidence: 0.8327058

00:24:13.400 --> 00:24:14.540 Development because of practice,

NOTE Confidence: 0.8327058

00:24:14.540 --> 00:24:16.813 we know that there's a lot of education

NOTE Confidence: 0.8327058

00:24:16.813 --> 00:24:18.861 and training on a number of these issues

NOTE Confidence: 0.8327058

00:24:18.911 --> 00:24:20.990 that's already going on in different units,

NOTE Confidence: 0.8327058

00:24:20.990 --> 00:24:23.654 and I know that you've been doing a

NOTE Confidence: 0.8327058

00:24:23.654 --> 00:24:26.867 lot of having a lot of speaker series.

NOTE Confidence: 0.8327058

00:24:26.870 --> 00:24:28.796 To talk about social justice and

NOTE Confidence: 0.8327058

00:24:28.796 --> 00:24:30.384 HealthEquity which which I really

NOTE Confidence: 0.8327058

00:24:30.384 --> 00:24:32.384 applaud you for and I know that many

NOTE Confidence: 0.8327058

00:24:32.384 --> 00:24:34.555 of us are are trying to do some of

NOTE Confidence: 0.8327058

00:24:34.555 --> 00:24:35.966 that across the University as well.

NOTE Confidence: 0.8327058

00:24:35.966 --> 00:24:37.759 One of the things we think is

NOTE Confidence: 0.8327058

00:24:37.759 --> 00:24:39.107 really important about inclusion,

NOTE Confidence: 0.8327058

00:24:39.110 --> 00:24:41.438 and we distinguish that from belonging.

NOTE Confidence: 0.8327058

00:24:41.440 --> 00:24:43.040 Is that all of us,

NOTE Confidence: 0.8327058

00:24:43.040 --> 00:24:44.630 particularly those of us in

NOTE Confidence: 0.8327058

00:24:44.630 --> 00:24:45.266 leadership positions?

NOTE Confidence: 0.8327058

00:24:45.270 --> 00:24:47.294 Have some sense of what it means to

NOTE Confidence: 0.8327058

00:24:47.294 --> 00:24:49.099 create an inclusive environment,

NOTE Confidence: 0.8327058

00:24:49.100 --> 00:24:51.460 and so one of the things you're going

NOTE Confidence: 0.8327058

00:24:51.460 --> 00:24:54.227 to see is our efforts to build upon some

NOTE Confidence: 0.8327058

00:24:54.227 --> 00:24:56.747 of the work that you've been doing.

NOTE Confidence: 0.8327058

00:24:56.750 --> 00:24:57.872 Bringing in speakers,

NOTE Confidence: 0.8327058

00:24:57.872 --> 00:24:59.368 having really interesting conversations

NOTE Confidence: 0.8327058

00:24:59.368 --> 00:25:01.790 about some of the issues that are being

NOTE Confidence: 0.8327058

00:25:01.790 --> 00:25:04.090 raised in the country in our internal campus,

NOTE Confidence: 0.8327058

00:25:04.090 --> 00:25:06.952 and in our in our in our professional work,

NOTE Confidence: 0.8327058

00:25:06.960 --> 00:25:08.580 and making sure that people understand

NOTE Confidence: 0.8327058

00:25:08.580 --> 00:25:10.790 how to create an inclusive environment,

NOTE Confidence: 0.8327058

00:25:10.790 --> 00:25:11.792 because, again, belonging.

NOTE Confidence: 0.8327058

00:25:11.792 --> 00:25:13.796 Is more about the intervals perspective?

NOTE Confidence: 0.8327058

00:25:13.800 --> 00:25:15.486 Do they belong to an into

NOTE Confidence: 0.8327058

00:25:15.486 --> 00:25:16.329 an environment inclusion?

NOTE Confidence: 0.8327058

00:25:16.330 --> 00:25:16.916 We just.

NOTE Confidence: 0.8327058

00:25:16.916 --> 00:25:18.674 We distinguish inclusion as being our

NOTE Confidence: 0.8327058

00:25:18.674 --> 00:25:20.563 ability to create the environment where

NOTE Confidence: 0.8327058

00:25:20.563 --> 00:25:22.724 people feel that they belong and so

NOTE Confidence: 0.8327058

00:25:22.724 --> 00:25:25.427 part of what you're going to be seeing us do.

NOTE Confidence: 0.8327058

00:25:25.427 --> 00:25:30.096 Is across the University is to create.

NOTE Confidence: 0.8327058

00:25:30.100 --> 00:25:31.424 Programming a professional development

NOTE Confidence: 0.8327058

00:25:31.424 --> 00:25:33.079 opportunities for the professionals and

NOTE Confidence: 0.8327058

00:25:33.079 --> 00:25:34.860 others creating the opportunity for people.

NOTE Confidence: 0.8327058

00:25:34.860 --> 00:25:37.352 Have and learn how to have difficult

NOTE Confidence: 0.8327058

00:25:37.352 --> 00:25:39.392 conversations so that it becomes a

NOTE Confidence: 0.8327058

00:25:39.392 --> 00:25:41.499 lot easier to be in this environment

NOTE Confidence: 0.8327058

00:25:41.565 --> 00:25:43.406 to give the best that you can.

NOTE Confidence: 0.8327058

00:25:43.410 --> 00:25:44.235 And so again,

NOTE Confidence: 0.8327058

00:25:44.235 --> 00:25:46.594 I applaud you for the work that you're

NOTE Confidence: 0.8327058

00:25:46.594 --> 00:25:48.796 already doing for your anti racism.

NOTE Confidence: 0.8327058

00:25:48.800 --> 00:25:50.872 I think curriculum is what I heard

NOTE Confidence: 0.8327058

00:25:50.872 --> 00:25:53.431 and hope that you will continue to do

NOTE Confidence: 0.8327058

00:25:53.431 --> 00:25:55.742 that because that is exactly where the

NOTE Confidence: 0.8327058

00:25:55.742 --> 00:25:57.996 rest of the University will be going.

NOTE Confidence: 0.8327058

00:25:58.000 --> 00:25:59.292 As we move forward.

NOTE Confidence: 0.8327058

00:25:59.292 --> 00:26:01.627 Gary won't talk a little bit about

NOTE Confidence: 0.8327058

00:26:01.627 --> 00:26:03.601 the unit plans because that is

NOTE Confidence: 0.8327058

00:26:03.601 --> 00:26:05.469 a huge piece of the warp.

NOTE Confidence: 0.8327058

00:26:05.470 --> 00:26:06.778 Asking everybody to do,

NOTE Confidence: 0.8327058

00:26:06.778 --> 00:26:08.413 and so people should probably

NOTE Confidence: 0.8327058

00:26:08.413 --> 00:26:10.177 understand what it is and then we will

NOTE Confidence: 0.83012855

00:26:10.180 --> 00:26:11.836 will get ready to take questions.

NOTE Confidence: 0.83012855

00:26:11.840 --> 00:26:13.508 Yes, yes. So so very briefly,

NOTE Confidence: 0.83012855

00:26:13.510 --> 00:26:15.734 and I think we've gotten a lot of

NOTE Confidence: 0.83012855

00:26:15.734 --> 00:26:17.657 questions about the DIA unit plans and,

NOTE Confidence: 0.83012855

00:26:17.660 --> 00:26:20.612 and I think that. So.

NOTE Confidence: 0.83012855

00:26:20.612 --> 00:26:25.850 The the plan is to ask to roll up.

NOTE Confidence: 0.83012855

00:26:25.850 --> 00:26:26.801 Programs and Department

NOTE Confidence: 0.83012855

00:26:26.801 --> 00:26:28.386 plans to the school plan,

NOTE Confidence: 0.83012855

00:26:28.390 --> 00:26:29.980 and then it gets it,

NOTE Confidence: 0.83012855

00:26:29.980 --> 00:26:32.269 gets submitted as a single plan to

NOTE Confidence: 0.83012855



00:26:32.269 --> 00:26:34.839 the to the Post office into into  
NOTE Confidence: 0.83012855

00:26:34.839 --> 00:26:37.107 Kim's office so that we think.  
NOTE Confidence: 0.83012855

00:26:37.110 --> 00:26:38.660 We probably have fewer than  
NOTE Confidence: 0.83012855

00:26:38.660 --> 00:26:40.839 25 or 30 plans to look at,  
NOTE Confidence: 0.83012855

00:26:40.840 --> 00:26:43.639 so so the question then is going to be,  
NOTE Confidence: 0.83012855

00:26:43.640 --> 00:26:45.596 how does a Department or sectional  
NOTE Confidence: 0.83012855

00:26:45.596 --> 00:26:47.236 program participate in the in  
NOTE Confidence: 0.83012855

00:26:47.236 --> 00:26:48.616 the in the planning process?  
NOTE Confidence: 0.83012855

00:26:48.620 --> 00:26:51.140 And I think this is going to  
NOTE Confidence: 0.83012855

00:26:51.140 --> 00:26:53.270 be determined by each school.  
NOTE Confidence: 0.83012855

00:26:53.270 --> 00:26:56.558 But but the idea would be to to  
NOTE Confidence: 0.83012855

00:26:56.558 --> 00:26:59.690 understand the local context and to  
NOTE Confidence: 0.83012855

00:26:59.690 --> 00:27:03.014 understand what the issues are belonging.  
NOTE Confidence: 0.83012855

00:27:03.020 --> 00:27:06.206 And and and look at what one can do  
NOTE Confidence: 0.83012855

00:27:06.206 --> 00:27:09.817 to improve retention and recruitment.  
NOTE Confidence: 0.83012855

00:27:09.820 --> 00:27:14.290 So one might have to reorganize.

NOTE Confidence: 0.83012855

00:27:14.290 --> 00:27:15.973 Standard operating procedures

NOTE Confidence: 0.83012855

00:27:15.973 --> 00:27:18.778 for recruiting faculty or you

NOTE Confidence: 0.83012855

00:27:18.778 --> 00:27:21.029 might want to implement.

NOTE Confidence: 0.83012855

00:27:21.030 --> 00:27:22.149 Mentoring programs so,

NOTE Confidence: 0.83012855

00:27:22.149 --> 00:27:24.387 and that's going to be that's

NOTE Confidence: 0.83012855

00:27:24.387 --> 00:27:26.628 going to vary from group to group,

NOTE Confidence: 0.83012855

00:27:26.630 --> 00:27:29.375 but but I think for for for the plans

NOTE Confidence: 0.83012855

00:27:29.375 --> 00:27:32.001 to there's a there's a need for a

NOTE Confidence: 0.83012855

00:27:32.001 --> 00:27:35.029 place to be aligned with your friends.

NOTE Confidence: 0.83012855

00:27:35.030 --> 00:27:36.050 That's overall goals,

NOTE Confidence: 0.83012855

00:27:36.050 --> 00:27:38.430 and I think it's best done through

NOTE Confidence: 0.83012855

00:27:38.492 --> 00:27:40.460 by aligning them through by this

NOTE Confidence: 0.83012855

00:27:40.460 --> 00:27:42.380 through the school to routines.

NOTE Confidence: 0.83012855

00:27:42.380 --> 00:27:44.954 So I think each unit can work on trying

NOTE Confidence: 0.83012855

00:27:44.954 --> 00:27:47.975 to figure out their own local environment,

NOTE Confidence: 0.83012855

00:27:47.980 --> 00:27:51.459 and that that those insights should be.  
NOTE Confidence: 0.83012855

00:27:51.460 --> 00:27:53.120 Coordinated by the Deans Office  
NOTE Confidence: 0.83012855

00:27:53.120 --> 00:27:55.189 and I think by embracing common  
NOTE Confidence: 0.83012855

00:27:55.189 --> 00:27:56.919 goals in a common framework,  
NOTE Confidence: 0.83012855

00:27:56.920 --> 00:27:58.960 but being very flexible in implementation,  
NOTE Confidence: 0.83012855

00:27:58.960 --> 00:28:00.760 you can allow our institutional  
NOTE Confidence: 0.83012855

00:28:00.760 --> 00:28:03.407 goals to be applied in ways that  
NOTE Confidence: 0.83012855

00:28:03.407 --> 00:28:05.357 makes sense for local cultures.  
NOTE Confidence: 0.83012855

00:28:05.360 --> 00:28:06.104 So I think,  
NOTE Confidence: 0.83012855

00:28:06.104 --> 00:28:07.840 and I think there are a lot  
NOTE Confidence: 0.83012855

00:28:07.908 --> 00:28:09.500 of questions about those.  
NOTE Confidence: 0.83012855

00:28:09.500 --> 00:28:11.579 More specific guidance will be provided soon.  
NOTE Confidence: 0.83012855

00:28:11.580 --> 00:28:13.652 Kim and I and and are working  
NOTE Confidence: 0.83012855

00:28:13.652 --> 00:28:14.540 on such guidance,  
NOTE Confidence: 0.83012855

00:28:14.540 --> 00:28:16.605 and that that that will be forthcoming,  
NOTE Confidence: 0.83012855

00:28:16.610 --> 00:28:18.266 but that's the way I would

NOTE Confidence: 0.83012855

00:28:18.266 --> 00:28:19.860 think about what we called.

NOTE Confidence: 0.83012855

00:28:19.860 --> 00:28:21.939 The unique players came back to you.

NOTE Confidence: 0.83012855

00:28:21.940 --> 00:28:22.235 Alright,

NOTE Confidence: 0.83012855

00:28:22.235 --> 00:28:23.120 so I think

NOTE Confidence: 0.83563256

00:28:23.120 --> 00:28:25.595 we're we are going to turn it over to

NOTE Confidence: 0.83563256

00:28:25.595 --> 00:28:27.786 questions and wanted to make sure we had

NOTE Confidence: 0.83563256

00:28:27.786 --> 00:28:29.928 enough time to answer your questions.

NOTE Confidence: 0.83563256

00:28:29.930 --> 00:28:31.712 'cause this is a lot of

NOTE Confidence: 0.83563256

00:28:31.712 --> 00:28:33.180 information that we're giving you,

NOTE Confidence: 0.83563256

00:28:33.180 --> 00:28:34.932 but I encourage you.

NOTE Confidence: 0.83563256

00:28:34.932 --> 00:28:37.560 To go back to the site,

NOTE Confidence: 0.83563256

00:28:37.560 --> 00:28:39.330 the Blind Yell site because it

NOTE Confidence: 0.83563256

00:28:39.330 --> 00:28:41.387 will have a lot of information

NOTE Confidence: 0.83563256

00:28:41.387 --> 00:28:43.407 and just to the president's

NOTE Confidence: 0.83563256

00:28:43.407 --> 00:28:45.589 announcement and the report itself,

NOTE Confidence: 0.83563256

00:28:45.590 --> 00:28:47.780 we will continually up upload information,

NOTE Confidence: 0.83563256

00:28:47.780 --> 00:28:49.610 including the University speaker series.

NOTE Confidence: 0.83563256

00:28:49.610 --> 00:28:51.800 I don't know any of you.

NOTE Confidence: 0.83563256

00:28:51.800 --> 00:28:54.166 We had the opportunity to go to

NOTE Confidence: 0.83563256

00:28:54.166 --> 00:28:56.032 participate in the series where

NOTE Confidence: 0.83563256

00:28:56.032 --> 00:28:58.366 we had we featured Abraham Candy.

NOTE Confidence: 0.83563256

00:28:58.370 --> 00:29:02.094 I think it was last week about

NOTE Confidence: 0.83563256

00:29:02.094 --> 00:29:03.690 1100 University citizens.

NOTE Confidence: 0.83563256

00:29:03.690 --> 00:29:05.155 Being able to not participate

NOTE Confidence: 0.83563256

00:29:05.155 --> 00:29:06.620 at least have understand the

NOTE Confidence: 0.83563256

00:29:06.674 --> 00:29:08.064 conversation that he was having

NOTE Confidence: 0.83563256

00:29:08.064 --> 00:29:09.910 with one of our faculty members,

NOTE Confidence: 0.83563256

00:29:09.910 --> 00:29:11.090 which was really great.

NOTE Confidence: 0.83563256

00:29:11.090 --> 00:29:11.975 We have it.

NOTE Confidence: 0.83563256

00:29:11.980 --> 00:29:14.108 We have it posted for the next 10

NOTE Confidence: 0.83563256

00:29:14.108 --> 00:29:16.274 days or so and we also have Dolly

NOTE Confidence: 0.83563256

00:29:16.274 --> 00:29:18.489 Chugh who is a really wonderful.

NOTE Confidence: 0.82374823

00:29:20.830 --> 00:29:22.900 Professor from and why you talking

NOTE Confidence: 0.82374823

00:29:22.900 --> 00:29:25.423 about what it means to you know to

NOTE Confidence: 0.82374823

00:29:25.423 --> 00:29:27.360 really be in this fight and how,

NOTE Confidence: 0.82374823

00:29:27.360 --> 00:29:29.299 how you can how you can be

NOTE Confidence: 0.82374823

00:29:29.299 --> 00:29:31.090 not just an anti racist,

NOTE Confidence: 0.82374823

00:29:31.090 --> 00:29:33.183 but a good pretty good ISH person

NOTE Confidence: 0.82374823

00:29:33.183 --> 00:29:35.448 I think is what she would say.

NOTE Confidence: 0.82374823

00:29:35.450 --> 00:29:37.683 So please make sure that you you

NOTE Confidence: 0.82374823

00:29:37.683 --> 00:29:39.488 continue to look at the site.

NOTE Confidence: 0.82374823

00:29:39.490 --> 00:29:41.464 I would say that we we started

NOTE Confidence: 0.82374823

00:29:41.464 --> 00:29:42.910 this work in January.

NOTE Confidence: 0.82374823

00:29:42.910 --> 00:29:45.718 It has been tough on one acknowledge it has

NOTE Confidence: 0.82374823

00:29:45.718 --> 00:29:48.509 been very tough to be doing this work now,

NOTE Confidence: 0.82374823

00:29:48.510 --> 00:29:50.170 particularly starting in the fall.

NOTE Confidence: 0.82374823

00:29:50.170 --> 00:29:52.557 2015 the University has been a long

NOTE Confidence: 0.82374823

00:29:52.557 --> 00:29:53.920 trajectory around quickly race,

NOTE Confidence: 0.82374823

00:29:53.920 --> 00:29:55.888 but it just got even tougher

NOTE Confidence: 0.82374823

00:29:55.888 --> 00:29:57.670 with a gorgeous Floyd death.

NOTE Confidence: 0.82374823

00:29:57.670 --> 00:30:00.519 I know a lot of people were.

NOTE Confidence: 0.82374823

00:30:00.520 --> 00:30:01.624 Impacted by that.

NOTE Confidence: 0.82374823

00:30:01.624 --> 00:30:02.728 But there is.

NOTE Confidence: 0.82374823

00:30:02.730 --> 00:30:05.162 I think there is a sense right now

NOTE Confidence: 0.82374823

00:30:05.162 --> 00:30:08.015 and Gary might speak to this that

NOTE Confidence: 0.82374823

00:30:08.015 --> 00:30:09.747 from a University perspective,

NOTE Confidence: 0.82374823

00:30:09.750 --> 00:30:12.487 all of us are breaking through to

NOTE Confidence: 0.82374823

00:30:12.487 --> 00:30:14.752 this next iteration of what it

NOTE Confidence: 0.82374823

00:30:14.752 --> 00:30:17.125 means to do the work across campus.

NOTE Confidence: 0.82374823

00:30:17.130 --> 00:30:19.254 That everybody is is is being

NOTE Confidence: 0.82374823

00:30:19.254 --> 00:30:22.255 asked to to step up and I think

NOTE Confidence: 0.82374823

00:30:22.255 --> 00:30:24.135 what we're what we're seeing.

NOTE Confidence: 0.82374823

00:30:24.140 --> 00:30:25.985 Pretty pretty regularly in our

NOTE Confidence: 0.82374823

00:30:25.985 --> 00:30:27.830 conversations with other your cause.

NOTE Confidence: 0.82374823

00:30:27.830 --> 00:30:30.490 Cross Institution is embracing of this this.

NOTE Confidence: 0.82374823

00:30:30.490 --> 00:30:32.495 Initiative and some pretty interesting

NOTE Confidence: 0.82374823

00:30:32.495 --> 00:30:34.500 innovative ideas happening at the

NOTE Confidence: 0.82374823

00:30:34.557 --> 00:30:36.337 ground level and also centrally,

NOTE Confidence: 0.82374823

00:30:36.340 --> 00:30:38.290 so we're looking forward to

NOTE Confidence: 0.82374823

00:30:38.290 --> 00:30:40.240 having a conversation with you.

NOTE Confidence: 0.82374823

00:30:40.240 --> 00:30:41.020 But Gary,

NOTE Confidence: 0.82374823

00:30:41.020 --> 00:30:41.800 do you

NOTE Confidence: 0.8075989

00:30:41.800 --> 00:30:43.360 want to switch over?

NOTE Confidence: 0.8075989

00:30:43.360 --> 00:30:45.994 Yeah I would. I would second that.

NOTE Confidence: 0.8075989

00:30:45.994 --> 00:30:47.824 What's been really encouraging to

NOTE Confidence: 0.8075989

00:30:47.824 --> 00:30:50.328 us as we've spoken with faculty

NOTE Confidence: 0.8075989

00:30:50.328 --> 00:30:52.024 vice presidents, the Corporation,

NOTE Confidence: 0.8075989



00:30:52.024 --> 00:30:55.048 because that is that there is tremendous  
NOTE Confidence: 0.8075989

00:30:55.048 --> 00:30:57.245 passion and commitment for the work  
NOTE Confidence: 0.8075989

00:30:57.245 --> 00:30:59.740 to be successful and at all levels.  
NOTE Confidence: 0.8075989

00:30:59.740 --> 00:31:01.292 And many groups already.  
NOTE Confidence: 0.8075989

00:31:01.292 --> 00:31:04.020 Devising what the plan would look like.  
NOTE Confidence: 0.8075989

00:31:04.020 --> 00:31:06.450 The beginning really difficult and but  
NOTE Confidence: 0.8075989

00:31:06.450 --> 00:31:08.070 but engaging important conversations  
NOTE Confidence: 0.8075989

00:31:08.124 --> 00:31:09.689 about race and and diversity,  
NOTE Confidence: 0.8075989

00:31:09.690 --> 00:31:11.670 and I think that's that's what  
NOTE Confidence: 0.8075989

00:31:11.670 --> 00:31:13.840 we make the work successful.  
NOTE Confidence: 0.8075989

00:31:13.840 --> 00:31:14.941 It is not.  
NOTE Confidence: 0.8075989

00:31:14.941 --> 00:31:18.379 It's not a sort of it takes a while.  
NOTE Confidence: 0.8075989

00:31:18.380 --> 00:31:20.648 It is a long term proposition,  
NOTE Confidence: 0.8075989

00:31:20.650 --> 00:31:22.918 but I think I I I,  
NOTE Confidence: 0.8075989

00:31:22.920 --> 00:31:25.188 I sense no significant and long  
NOTE Confidence: 0.8075989

00:31:25.188 --> 00:31:26.700 standing commitment to work,

NOTE Confidence: 0.8075989

00:31:26.700 --> 00:31:29.082 so I'm very encouraged and I'm

NOTE Confidence: 0.8075989

00:31:29.082 --> 00:31:31.127 very encouraged that we can

NOTE Confidence: 0.8075989

00:31:31.127 --> 00:31:33.395 work together to make it happen.

NOTE Confidence: 0.8075989

00:31:33.400 --> 00:31:35.420 So.

NOTE Confidence: 0.8075989

00:31:35.420 --> 00:31:37.289 So I'll stop here and then will

NOTE Confidence: 0.8075989

00:31:37.289 --> 00:31:38.548 welcome questions given I can

NOTE Confidence: 0.8075989

00:31:38.548 --> 00:31:39.356 try to answer them.

NOTE Confidence: 0.8554835

00:31:46.250 --> 00:31:48.690 So folks can just jump right in or type it.

NOTE Confidence: 0.8554835

00:31:48.690 --> 00:31:50.328 In the chat. We also had two

NOTE Confidence: 0.8554835

00:31:50.328 --> 00:31:51.619 questions that came in earlier.

NOTE Confidence: 0.8554835

00:31:51.620 --> 00:31:53.328 So wait a second, see if anyone

NOTE Confidence: 0.8554835

00:31:53.330 --> 00:31:54.298 else has questions first.

NOTE Confidence: 0.7300671

00:31:56.470 --> 00:32:00.365 So far currents can hear me. Yes yes.

NOTE Confidence: 0.7300671

00:32:00.365 --> 00:32:04.180 Good afternoon I. Really, this

NOTE Confidence: 0.7823273

00:32:04.180 --> 00:32:08.400 is kind of rumor, but perfect colleagues and

NOTE Confidence: 0.7823273

00:32:08.400 --> 00:32:12.540 other than the medical school.  
NOTE Confidence: 0.7823273

00:32:12.540 --> 00:32:15.100 That students are. Someone  
NOTE Confidence: 0.83894765

00:32:15.100 --> 00:32:17.468 can be somewhat impatient.  
NOTE Confidence: 0.83894765

00:32:17.470 --> 00:32:20.260 For changes in the language and  
NOTE Confidence: 0.820383308

00:32:20.260 --> 00:32:23.720 curricula. And and in lectures,  
NOTE Confidence: 0.820383308

00:32:23.720 --> 00:32:28.730 for example regarding gender and race too.  
NOTE Confidence: 0.820383308

00:32:28.730 --> 00:32:31.080 I just bring more current.  
NOTE Confidence: 0.8565461

00:32:32.630 --> 00:32:34.650 Language to bear on  
NOTE Confidence: 0.8565461

00:32:34.650 --> 00:32:36.678 the discussions anatomy came  
NOTE Confidence: 0.8565461

00:32:36.680 --> 00:32:38.700 to mind, for example,  
NOTE Confidence: 0.8565461

00:32:38.700 --> 00:32:42.246 so I didn't see anything in the  
NOTE Confidence: 0.8565461

00:32:42.246 --> 00:32:44.270 plan that specifically referenced  
NOTE Confidence: 0.8565461

00:32:44.270 --> 00:32:47.270 kind of support for faculty.  
NOTE Confidence: 0.8565461

00:32:47.270 --> 00:32:51.198 In in their efforts to.  
NOTE Confidence: 0.8565461

00:32:51.200 --> 00:32:53.932 Kind of adjust their curricula.  
NOTE Confidence: 0.8565461

00:32:53.932 --> 00:32:55.928 Her motive, maybe even you

NOTE Confidence: 0.8565461

00:32:55.928 --> 00:32:56.954 know their curriculum.

NOTE Confidence: 0.8565461

00:32:56.954 --> 00:33:00.379 Basically teaching that we do.

NOTE Confidence: 0.8565461

00:33:00.380 --> 00:33:02.484 And trying to support faculty

NOTE Confidence: 0.8565461

00:33:02.484 --> 00:33:06.318 because as Ken you said.

NOTE Confidence: 0.8565461

00:33:06.320 --> 00:33:07.370 You know it,

NOTE Confidence: 0.85385114

00:33:07.370 --> 00:33:08.408 it's a. It's

NOTE Confidence: 0.85385114

00:33:08.410 --> 00:33:10.860 a marathon, not a Sprint, and that

NOTE Confidence: 0.85385114

00:33:10.860 --> 00:33:12.950 students may think the time is

NOTE Confidence: 0.85385114

00:33:12.950 --> 00:33:15.050 now or it's long past time.

NOTE Confidence: 0.89910626

00:33:15.730 --> 00:33:17.517 To make changes so any

NOTE Confidence: 0.89910626

00:33:17.517 --> 00:33:18.924 any comments on that?

NOTE Confidence: 0.89910626

00:33:18.924 --> 00:33:20.928 Sure Gary, do you wanna start?

NOTE Confidence: 0.89910626

00:33:20.930 --> 00:33:21.960 Would you like me to?

NOTE Confidence: 0.788737

00:33:23.420 --> 00:33:26.074 I think I can start Bob. Good to see you.

NOTE Confidence: 0.788737

00:33:26.074 --> 00:33:28.319 I haven't seen you in a long time.

NOTE Confidence: 0.788737

00:33:28.320 --> 00:33:30.950 Yeah, I I think that.  
NOTE Confidence: 0.788737

00:33:30.950 --> 00:33:33.754 I, I think what you may be asking about  
NOTE Confidence: 0.788737

00:33:33.754 --> 00:33:35.958 are there are there are several resources  
NOTE Confidence: 0.788737

00:33:35.958 --> 00:33:38.646 that can help with trying to figure out  
NOTE Confidence: 0.788737

00:33:38.646 --> 00:33:40.890 certain things that one needs to think  
NOTE Confidence: 0.788737

00:33:40.890 --> 00:33:43.316 about when you giving a course it out.  
NOTE Confidence: 0.788737

00:33:43.316 --> 00:33:46.175 And I think for instance there is there is  
NOTE Confidence: 0.788737

00:33:46.175 --> 00:33:48.492 a teaching center at the medical school.  
NOTE Confidence: 0.788737

00:33:48.500 --> 00:33:50.414 There's a teaching center at the  
NOTE Confidence: 0.788737

00:33:50.414 --> 00:33:51.690 University called before Cetera,  
NOTE Confidence: 0.788737

00:33:51.690 --> 00:33:53.916 so so I think that as you,  
NOTE Confidence: 0.788737

00:33:53.920 --> 00:33:56.002 as one is designing curriculum once  
NOTE Confidence: 0.788737

00:33:56.002 --> 00:33:58.698 to think about when one needs to think  
NOTE Confidence: 0.788737

00:33:58.698 --> 00:34:00.940 about these things and ask for help.  
NOTE Confidence: 0.788737

00:34:00.940 --> 00:34:03.061 But I agree with you that very  
NOTE Confidence: 0.788737

00:34:03.061 --> 00:34:05.018 often we fall into, you know,

NOTE Confidence: 0.788737  
00:34:05.018 --> 00:34:06.588 we we are well meaning,  
NOTE Confidence: 0.788737  
00:34:06.590 --> 00:34:08.438 but we say things that don't quite  
NOTE Confidence: 0.788737  
00:34:08.438 --> 00:34:10.419 fit the Times Now and encourage  
NOTE Confidence: 0.788737  
00:34:10.419 --> 00:34:11.927 faculty who interviews sooner.  
NOTE Confidence: 0.788737  
00:34:11.930 --> 00:34:13.500 So actually think about that  
NOTE Confidence: 0.788737  
00:34:13.500 --> 00:34:15.070 and and ask for help.  
NOTE Confidence: 0.788737  
00:34:15.070 --> 00:34:16.640 There are centers that can  
NOTE Confidence: 0.788737  
00:34:16.640 --> 00:34:17.896 help you with that.  
NOTE Confidence: 0.85001296  
00:34:18.880 --> 00:34:20.064 So yeah, we we.  
NOTE Confidence: 0.85001296  
00:34:20.064 --> 00:34:21.840 We do have centers because again,  
NOTE Confidence: 0.85001296  
00:34:21.840 --> 00:34:23.975 that's on there that we would call  
NOTE Confidence: 0.85001296  
00:34:23.975 --> 00:34:25.503 that the scholarship and teaching  
NOTE Confidence: 0.85001296  
00:34:25.503 --> 00:34:27.165 prong of this of this work.  
NOTE Confidence: 0.85001296  
00:34:27.170 --> 00:34:28.940 And so in the curriculum space.  
NOTE Confidence: 0.85001296  
00:34:28.940 --> 00:34:31.019 That's exactly what we want to do.  
NOTE Confidence: 0.85001296

00:34:31.020 --> 00:34:33.252 You go to the public center or the  
NOTE Confidence: 0.85001296

00:34:33.252 --> 00:34:35.157 center that's in the medical school.  
NOTE Confidence: 0.85001296

00:34:35.160 --> 00:34:36.987 But we're also mean faculty are are  
NOTE Confidence: 0.85001296

00:34:36.987 --> 00:34:38.709 people outside of their professions,  
NOTE Confidence: 0.85001296

00:34:38.710 --> 00:34:40.523 and so part of what we've been  
NOTE Confidence: 0.85001296

00:34:40.523 --> 00:34:42.271 really focusing on is making sure  
NOTE Confidence: 0.85001296

00:34:42.271 --> 00:34:43.801 that we're bringing speakers to  
NOTE Confidence: 0.85001296

00:34:43.801 --> 00:34:45.715 campus with these larger events so  
NOTE Confidence: 0.85001296

00:34:45.715 --> 00:34:47.581 that faculty might be interested in.  
NOTE Confidence: 0.85001296

00:34:47.590 --> 00:34:48.790 Also going to those.  
NOTE Confidence: 0.85001296

00:34:48.790 --> 00:34:50.470 As well, so the Ibram Kendi  
NOTE Confidence: 0.85001296

00:34:50.470 --> 00:34:51.820 event had about 1100 people,  
NOTE Confidence: 0.85001296

00:34:51.820 --> 00:34:53.700 I think 2 or 302 hundred of them  
NOTE Confidence: 0.85001296

00:34:53.700 --> 00:34:55.328 or something with faculty members.  
NOTE Confidence: 0.85001296

00:34:55.330 --> 00:34:57.220 We can actually track where they were,  
NOTE Confidence: 0.85001296

00:34:57.220 --> 00:34:59.650 so we're trying to make sure that we are.

NOTE Confidence: 0.85001296

00:34:59.650 --> 00:35:01.414 We are supporting you not only in

NOTE Confidence: 0.85001296

00:35:01.414 --> 00:35:02.889 your curriculum and your resource,

NOTE Confidence: 0.85001296

00:35:02.890 --> 00:35:04.780 but also just in your own understanding.

NOTE Confidence: 0.85001296

00:35:04.780 --> 00:35:07.012 Some of the ideas that are going on so

NOTE Confidence: 0.85001296

00:35:07.012 --> 00:35:08.985 that so that you have what you need

NOTE Confidence: 0.85001296

00:35:08.985 --> 00:35:11.260 to be able to interact with students,

NOTE Confidence: 0.85001296

00:35:11.260 --> 00:35:12.880 but also just with all learners,

NOTE Confidence: 0.85001296

00:35:12.880 --> 00:35:14.860 were all learning this stuff.

NOTE Confidence: 0.85001296

00:35:14.860 --> 00:35:17.836 Trying to be conscious of that as well.

NOTE Confidence: 0.85001296

00:35:17.840 --> 00:35:18.220 So

NOTE Confidence: 0.85198545

00:35:18.220 --> 00:35:20.470 several years ago, Willie and I

NOTE Confidence: 0.85198545

00:35:20.470 --> 00:35:23.040 Co chaired a committee for the Med

NOTE Confidence: 0.85198545

00:35:23.040 --> 00:35:25.038 school when they were working on

NOTE Confidence: 0.85198545

00:35:25.038 --> 00:35:27.320 the redesign of the curriculum,

NOTE Confidence: 0.85198545

00:35:27.320 --> 00:35:29.760 and one of the things that we had

NOTE Confidence: 0.85198545



00:35:29.760 --> 00:35:31.809 proposed was the development of  
NOTE Confidence: 0.85198545

00:35:31.809 --> 00:35:33.180 multicultural Education Resource  
NOTE Confidence: 0.85198545

00:35:33.180 --> 00:35:36.407 Center at Yale or we called Mercy Ann.  
NOTE Confidence: 0.85198545

00:35:36.410 --> 00:35:38.684 I just wonder if there was  
NOTE Confidence: 0.85198545

00:35:38.684 --> 00:35:40.200 any consideration of that.  
NOTE Confidence: 0.85198545

00:35:40.200 --> 00:35:42.100 Just again, this central place  
NOTE Confidence: 0.85198545

00:35:42.100 --> 00:35:44.325 where people could come for just  
NOTE Confidence: 0.85198545

00:35:44.325 --> 00:35:46.515 this very thing that Bob Kearns  
NOTE Confidence: 0.85198545

00:35:46.515 --> 00:35:49.046 was talking about where you can.  
NOTE Confidence: 0.85198545

00:35:49.050 --> 00:35:51.479 Uh, if that's research that that's teaching,  
NOTE Confidence: 0.85198545

00:35:51.480 --> 00:35:55.134 but this center that would allow for.  
NOTE Confidence: 0.85198545

00:35:55.140 --> 00:35:56.560 Took the provision of resources.  
NOTE Confidence: 0.85198545

00:35:56.560 --> 00:35:57.126 You know,  
NOTE Confidence: 0.85198545

00:35:57.126 --> 00:35:57.409 it's  
NOTE Confidence: 0.8081832

00:35:57.410 --> 00:35:58.450 interesting we talked about  
NOTE Confidence: 0.8081832

00:35:58.450 --> 00:36:00.010 this about creating a poor root

NOTE Confidence: 0.8081832

00:36:00.063 --> 00:36:01.387 Center for inclusive practice,

NOTE Confidence: 0.8081832

00:36:01.390 --> 00:36:03.644 like we could we build a center

NOTE Confidence: 0.8081832

00:36:03.644 --> 00:36:05.459 that would actually we could just

NOTE Confidence: 0.8081832

00:36:05.459 --> 00:36:07.594 go to one place and you can get

NOTE Confidence: 0.8081832

00:36:07.594 --> 00:36:09.618 all of all of this in one place.

NOTE Confidence: 0.8081832

00:36:09.620 --> 00:36:12.086 And that's still sort of in the back of

NOTE Confidence: 0.8081832

00:36:12.086 --> 00:36:16.060 our mind, something we might work Tord.

NOTE Confidence: 0.8081832

00:36:16.060 --> 00:36:17.838 We're focusing on now is trying to

NOTE Confidence: 0.8081832

00:36:17.838 --> 00:36:19.750 figure out what what kind of skills

NOTE Confidence: 0.8081832

00:36:19.750 --> 00:36:21.394 says people need across the board.

NOTE Confidence: 0.8081832

00:36:21.400 --> 00:36:22.516 Back with the students,

NOTE Confidence: 0.8081832

00:36:22.516 --> 00:36:24.190 staff and alumni and then trying

NOTE Confidence: 0.8081832

00:36:24.242 --> 00:36:25.705 to fill in the blanks about what

NOTE Confidence: 0.8081832

00:36:25.705 --> 00:36:27.320 we can do immediately and then

NOTE Confidence: 0.8081832

00:36:27.320 --> 00:36:28.875 develop a long term strategy.

NOTE Confidence: 0.8081832

00:36:28.880 --> 00:36:30.215 But we have talked about  
NOTE Confidence: 0.8081832

00:36:30.215 --> 00:36:31.550 trying to just have one.  
NOTE Confidence: 0.8081832

00:36:31.550 --> 00:36:34.343 I don't know if we call it  
NOTE Confidence: 0.8081832

00:36:34.343 --> 00:36:36.070 mercy actually like that.  
NOTE Confidence: 0.8081832

00:36:36.070 --> 00:36:37.250 But we have talked about  
NOTE Confidence: 0.8081832

00:36:37.250 --> 00:36:38.194 having just one place.  
NOTE Confidence: 0.8081832

00:36:38.200 --> 00:36:39.336 It might be easier,  
NOTE Confidence: 0.8081832

00:36:39.336 --> 00:36:41.938 but I think that might should be two or  
NOTE Confidence: 0.8081832

00:36:41.938 --> 00:36:43.884 three years out before we can actually  
NOTE Confidence: 0.8081832

00:36:43.951 --> 00:36:46.100 figure out what that would look like.  
NOTE Confidence: 0.8081832

00:36:46.100 --> 00:36:47.274 Short term trading.  
NOTE Confidence: 0.8081832

00:36:47.274 --> 00:36:48.058 Long term  
NOTE Confidence: 0.81953037

00:36:48.060 --> 00:36:50.461 strategy. I think that I think Cindy  
NOTE Confidence: 0.81953037

00:36:50.461 --> 00:36:52.892 there there was some benefits of  
NOTE Confidence: 0.81953037

00:36:52.892 --> 00:36:55.117 centralizing the source of resources.  
NOTE Confidence: 0.81953037

00:36:55.120 --> 00:36:57.885 Yeah, good example is when there was

NOTE Confidence: 0.81953037

00:36:57.885 --> 00:37:00.284 the national slowdown of work across

NOTE Confidence: 0.81953037

00:37:00.284 --> 00:37:02.558 universities for I think they also.

NOTE Confidence: 0.81953037

00:37:02.560 --> 00:37:05.304 The question was then what do people do

NOTE Confidence: 0.81953037

00:37:05.304 --> 00:37:08.519 in doing that day and the focus error

NOTE Confidence: 0.81953037

00:37:08.519 --> 00:37:10.800 actually developed some some studies,

NOTE Confidence: 0.81953037

00:37:10.800 --> 00:37:12.364 then courses short courses

NOTE Confidence: 0.81953037

00:37:12.364 --> 00:37:13.928 for that specific day.

NOTE Confidence: 0.81953037

00:37:13.930 --> 00:37:17.557 So so I think if you have a centralized.

NOTE Confidence: 0.81953037

00:37:17.560 --> 00:37:19.396 Unit you can actually have it

NOTE Confidence: 0.81953037

00:37:19.396 --> 00:37:21.140 respond to things fairly quickly,

NOTE Confidence: 0.81953037

00:37:21.140 --> 00:37:22.484 but also it's a.

NOTE Confidence: 0.81953037

00:37:22.484 --> 00:37:25.144 It's a place where people know they can

NOTE Confidence: 0.81953037

00:37:25.144 --> 00:37:28.290 go to get help and maybe at the Med school.

NOTE Confidence: 0.81953037

00:37:28.290 --> 00:37:28.978 For instance,

NOTE Confidence: 0.81953037

00:37:28.978 --> 00:37:30.698 maybe putting it in Darren's

NOTE Confidence: 0.81953037

00:37:30.698 --> 00:37:32.508 office might be a good idea.  
NOTE Confidence: 0.88848954

00:37:34.500 --> 00:37:36.358 I appreciate that the strategy  
NOTE Confidence: 0.88848954

00:37:36.360 --> 00:37:38.215 and all the suggestions around  
NOTE Confidence: 0.88848954

00:37:38.215 --> 00:37:40.078 better to be proactive and  
NOTE Confidence: 0.88848954

00:37:40.080 --> 00:37:42.606 seek out resources to help you.  
NOTE Confidence: 0.88848954

00:37:42.606 --> 00:37:46.110 Do your best as a as a faculty  
NOTE Confidence: 0.88848954

00:37:46.110 --> 00:37:47.193 in educational context.  
NOTE Confidence: 0.88848954

00:37:47.193 --> 00:37:49.734 I also think that it's important that  
NOTE Confidence: 0.88848954

00:37:49.734 --> 00:37:51.905 faculty that slip know that they're  
NOTE Confidence: 0.88848954

00:37:51.905 --> 00:37:54.410 going to be supported by the leadership.  
NOTE Confidence: 0.86758935

00:37:56.500 --> 00:37:58.305 You know, I think many of  
NOTE Confidence: 0.86758935

00:37:58.305 --> 00:38:00.110 us feel a certain. You know,  
NOTE Confidence: 0.86758935

00:38:00.110 --> 00:38:01.318 I'm a white man.  
NOTE Confidence: 0.87005806

00:38:02.750 --> 00:38:05.510 You know on edge about in my some of my  
NOTE Confidence: 0.87005806

00:38:05.510 --> 00:38:06.805 interactions and that I might  
NOTE Confidence: 0.87005806

00:38:06.805 --> 00:38:08.550 say the wrong thing or somebody

NOTE Confidence: 0.87005806

00:38:08.550 --> 00:38:10.814 might take something that I say the wrong

NOTE Confidence: 0.87005806

00:38:10.814 --> 00:38:12.981 way and I'd want to know that people

NOTE Confidence: 0.87005806

00:38:12.981 --> 00:38:15.168 to know that I'm trying to do my best.

NOTE Confidence: 0.87005806

00:38:15.168 --> 00:38:17.337 But also if I do slip up and somebody

NOTE Confidence: 0.87005806

00:38:17.337 --> 00:38:19.065 is accusing me of something that

NOTE Confidence: 0.87005806

00:38:19.065 --> 00:38:20.969 I have support of leadership.

NOTE Confidence: 0.8093255

00:38:21.730 --> 00:38:23.506 Yeah yeah, one of the things

NOTE Confidence: 0.8093255

00:38:23.510 --> 00:38:27.155 that one of the reasons why we brought Dolly

NOTE Confidence: 0.8093255

00:38:27.155 --> 00:38:30.128 Chuggin first is because he talks about.

NOTE Confidence: 0.8093255

00:38:30.130 --> 00:38:32.402 The growth mindset right so that we are

NOTE Confidence: 0.8093255

00:38:32.402 --> 00:38:34.928 most of us were doing this work in no

NOTE Confidence: 0.8093255

00:38:34.928 --> 00:38:37.401 matter where we are and it have a growth

NOTE Confidence: 0.8093255

00:38:37.401 --> 00:38:40.108 mindset and I think that what we want to do

NOTE Confidence: 0.8093255

00:38:40.108 --> 00:38:42.351 is start to articulate for our community

NOTE Confidence: 0.8093255

00:38:42.351 --> 00:38:44.529 in particular students that you know.

NOTE Confidence: 0.8093255

00:38:44.530 --> 00:38:45.630 This is an art.  
NOTE Confidence: 0.8093255

00:38:45.630 --> 00:38:47.280 Not only is an ongoing issue,  
NOTE Confidence: 0.8093255

00:38:47.280 --> 00:38:48.953 but there are ways in which we're  
NOTE Confidence: 0.8093255

00:38:48.953 --> 00:38:50.580 going to be learning things.  
NOTE Confidence: 0.8093255

00:38:50.580 --> 00:38:52.212 Different ways of being different ways  
NOTE Confidence: 0.8093255

00:38:52.212 --> 00:38:53.880 of doing different ways of speaking.  
NOTE Confidence: 0.8093255

00:38:53.880 --> 00:38:55.805 We're all going to have to continually,  
NOTE Confidence: 0.8093255

00:38:55.810 --> 00:38:56.656 you know, bro.  
NOTE Confidence: 0.8093255

00:38:56.656 --> 00:38:59.110 And so part of what we want to do,  
NOTE Confidence: 0.8093255

00:38:59.110 --> 00:39:01.007 and hopefully you'll see that is create  
NOTE Confidence: 0.8093255

00:39:01.007 --> 00:39:03.235 a state of grace for people who are  
NOTE Confidence: 0.8093255

00:39:03.235 --> 00:39:06.340 who are growing at different rates.  
NOTE Confidence: 0.8093255

00:39:06.340 --> 00:39:08.916 Really important for us to all be successful?  
NOTE Confidence: 0.8093255

00:39:08.920 --> 00:39:11.167 We want to be galvanized bar students.  
NOTE Confidence: 0.8093255

00:39:11.170 --> 00:39:12.136 They're they're young,  
NOTE Confidence: 0.8093255

00:39:12.136 --> 00:39:14.068 they know they have new ideas.

NOTE Confidence: 0.8093255

00:39:14.070 --> 00:39:16.317 But we also want to make sure,

NOTE Confidence: 0.8093255

00:39:16.320 --> 00:39:19.694 because interface that makes sense for them.

NOTE Confidence: 0.8093255

00:39:19.700 --> 00:39:20.827 So I'll work on that as well.

NOTE Confidence: 0.7653652

00:39:27.550 --> 00:39:32.110 So so, um, I'm curious about.

NOTE Confidence: 0.7653652

00:39:32.110 --> 00:39:34.938 Resources that might be available

NOTE Confidence: 0.7653652

00:39:34.938 --> 00:39:37.798 either within departments or within

NOTE Confidence: 0.7653652

00:39:37.798 --> 00:39:41.029 schools to develop mentoring programs.

NOTE Confidence: 0.7653652

00:39:41.030 --> 00:39:44.290 To address the distinctive

NOTE Confidence: 0.7653652

00:39:44.290 --> 00:39:50.668 needs of of the of diverse.

NOTE Confidence: 0.7653652

00:39:50.670 --> 00:39:55.818 New faculty hires an.

NOTE Confidence: 0.7653652

00:39:55.820 --> 00:39:58.830 Whether there is a plan for that?

NOTE Confidence: 0.88996255

00:40:01.910 --> 00:40:05.258 So. I, I think that.

NOTE Confidence: 0.80082107

00:40:07.440 --> 00:40:10.744 I think I think the my my sense.

NOTE Confidence: 0.80082107

00:40:10.750 --> 00:40:11.869 That's my sense.

NOTE Confidence: 0.80082107

00:40:11.869 --> 00:40:14.480 The mentoring programs will have to be

NOTE Confidence: 0.80082107



00:40:14.549 --> 00:40:17.261 tailored to the specific schools or  
NOTE Confidence: 0.80082107

00:40:17.261 --> 00:40:19.862 departments or programs, the So what  
NOTE Confidence: 0.80082107

00:40:19.862 --> 00:40:22.760 works on medicine may not work for.  
NOTE Confidence: 0.80082107

00:40:22.760 --> 00:40:26.999 I don't know neurobiology. So so I so I.  
NOTE Confidence: 0.80082107

00:40:27.000 --> 00:40:29.688 So I think that if you asking are  
NOTE Confidence: 0.80082107

00:40:29.688 --> 00:40:32.038 there people who done it before and  
NOTE Confidence: 0.80082107

00:40:32.038 --> 00:40:34.449 can advise one on how to do one?  
NOTE Confidence: 0.80082107

00:40:34.450 --> 00:40:35.308 I think yes.  
NOTE Confidence: 0.80082107

00:40:35.308 --> 00:40:37.310 Now I don't know there's going to  
NOTE Confidence: 0.80082107

00:40:37.378 --> 00:40:39.308 be a central central resources.  
NOTE Confidence: 0.80082107

00:40:39.310 --> 00:40:41.374 Let's say from the focus Officer  
NOTE Confidence: 0.80082107

00:40:41.374 --> 00:40:43.530 presence office for mentoring specifically.  
NOTE Confidence: 0.80082107

00:40:43.530 --> 00:40:44.410 Probably not.  
NOTE Confidence: 0.80082107

00:40:44.410 --> 00:40:47.490 But this is something that can be  
NOTE Confidence: 0.80082107

00:40:47.490 --> 00:40:50.205 negotiated at the school level for sure,  
NOTE Confidence: 0.80082107

00:40:50.210 --> 00:40:52.527 and you probably know John that that

NOTE Confidence: 0.80082107  
00:40:52.527 --> 00:40:54.357 Patrick O'Connor has a mentoring  
NOTE Confidence: 0.80082107  
00:40:54.357 --> 00:40:55.905 program for actually mental,  
NOTE Confidence: 0.80082107  
00:40:55.910 --> 00:40:58.046 so he teaches mentors or two  
NOTE Confidence: 0.80082107  
00:40:58.046 --> 00:40:59.470 how to be mentors,  
NOTE Confidence: 0.80082107  
00:40:59.470 --> 00:41:01.606 and it's been working pretty well.  
NOTE Confidence: 0.80082107  
00:41:01.610 --> 00:41:03.385 So it's something we fund  
NOTE Confidence: 0.80082107  
00:41:03.385 --> 00:41:04.450 from the Department,  
NOTE Confidence: 0.80082107  
00:41:04.450 --> 00:41:07.162 but it might make sense to  
NOTE Confidence: 0.80082107  
00:41:07.162 --> 00:41:09.920 fund it for more central.  
NOTE Confidence: 0.80082107  
00:41:09.920 --> 00:41:11.888 Position that remains to be determined,  
NOTE Confidence: 0.80082107  
00:41:11.890 --> 00:41:12.524 but I,  
NOTE Confidence: 0.80082107  
00:41:12.524 --> 00:41:14.109 but I think you're being  
NOTE Confidence: 0.80082107  
00:41:14.109 --> 00:41:15.510 a really important point.  
NOTE Confidence: 0.80082107  
00:41:15.510 --> 00:41:17.911 I think the issue of mentoring when  
NOTE Confidence: 0.80082107  
00:41:17.911 --> 00:41:19.607 we've asked faculty it's something  
NOTE Confidence: 0.80082107

00:41:19.607 --> 00:41:21.999 that's at the top top of mind all  
NOTE Confidence: 0.80082107

00:41:22.071 --> 00:41:24.069 the time for all junior faculty,  
NOTE Confidence: 0.80082107

00:41:24.070 --> 00:41:25.760 and that's something that people  
NOTE Confidence: 0.80082107

00:41:25.760 --> 00:41:27.690 feel they will get enough of.  
NOTE Confidence: 0.8758841

00:41:30.120 --> 00:41:31.990 The other the other question,  
NOTE Confidence: 0.8758841

00:41:31.990 --> 00:41:35.084 and I maybe this was alluded to  
NOTE Confidence: 0.8758841

00:41:35.084 --> 00:41:38.990 in some ways earlier is that. That  
NOTE Confidence: 0.81759804

00:41:41.150 --> 00:41:44.486 the need for potentially a small  
NOTE Confidence: 0.81759804

00:41:44.486 --> 00:41:47.719 grant program to either help faculty  
NOTE Confidence: 0.81759804

00:41:47.719 --> 00:41:52.460 get on back on track or two. 22  
NOTE Confidence: 0.8201989

00:41:54.480 --> 00:41:57.920 kind of kickstart things.  
NOTE Confidence: 0.8201989

00:41:57.920 --> 00:42:01.016 I think that that would be really helpful.  
NOTE Confidence: 0.8201989

00:42:01.020 --> 00:42:03.888 I think particularly it would be.  
NOTE Confidence: 0.8201989

00:42:03.890 --> 00:42:06.984 It might be worthwhile to look at  
NOTE Confidence: 0.8201989

00:42:06.984 --> 00:42:09.379 the startup packages that diverse  
NOTE Confidence: 0.8201989

00:42:09.379 --> 00:42:12.325 populations of faculty get when they

NOTE Confidence: 0.8201989

00:42:12.325 --> 00:42:15.810 joined the faculty and and this would

NOTE Confidence: 0.8201989

00:42:15.810 --> 00:42:18.225 be particularly valuable to have

NOTE Confidence: 0.8201989

00:42:18.230 --> 00:42:21.240 a small grants program targeting.

NOTE Confidence: 0.8201989

00:42:21.240 --> 00:42:22.599 Diverse faculty populations,

NOTE Confidence: 0.8201989

00:42:22.599 --> 00:42:25.317 if it could be shown that.

NOTE Confidence: 0.8201989

00:42:25.320 --> 00:42:26.825 They were disadvantaged at the

NOTE Confidence: 0.8201989

00:42:26.825 --> 00:42:28.800 outset when they joined the faculty.

NOTE Confidence: 0.76616603

00:42:29.440 --> 00:42:31.918 Yeah, right, that's a good point.

NOTE Confidence: 0.76616603

00:42:31.920 --> 00:42:33.588 So yeah, good point.

NOTE Confidence: 0.76616603

00:42:33.588 --> 00:42:35.673 So my comments about mentoring

NOTE Confidence: 0.76616603

00:42:35.673 --> 00:42:37.700 actually relate to all faculty,

NOTE Confidence: 0.76616603

00:42:37.700 --> 00:42:39.770 but I think underrepresented factors.

NOTE Confidence: 0.76616603

00:42:39.770 --> 00:42:42.236 You feel the burden not known.

NOTE Confidence: 0.76616603

00:42:42.240 --> 00:42:43.764 Men know mentoring more,

NOTE Confidence: 0.76616603

00:42:43.764 --> 00:42:45.669 but this is something that

NOTE Confidence: 0.76616603

00:42:45.669 --> 00:42:47.199 everyone complaints about.  
NOTE Confidence: 0.7998513

00:42:48.500 --> 00:42:52.130 Yeah. I think there was a question  
NOTE Confidence: 0.7998513

00:42:52.130 --> 00:42:53.720 submitted around if the history  
NOTE Confidence: 0.840872170000001

00:42:53.780 --> 00:42:55.790 of indigenous peoples and their current  
NOTE Confidence: 0.840872170000001

00:42:55.790 --> 00:42:58.106 roles inside would be considered by Yale  
NOTE Confidence: 0.840872170000001

00:42:58.106 --> 00:43:00.255 as we are looking at our initiatives.  
NOTE Confidence: 0.840872170000001

00:43:00.260 --> 00:43:03.300 So I see that as one of the questions that  
NOTE Confidence: 0.840872170000001

00:43:03.376 --> 00:43:06.418 was submitted an one of the things we are,  
NOTE Confidence: 0.840872170000001

00:43:06.420 --> 00:43:09.878 the committee has recommended in his report.  
NOTE Confidence: 0.840872170000001

00:43:09.880 --> 00:43:12.240 But is it in the five year plan?  
NOTE Confidence: 0.840872170000001

00:43:12.240 --> 00:43:14.384 Is that we not only look at the  
NOTE Confidence: 0.840872170000001

00:43:14.384 --> 00:43:16.078 history of Yale and slavery,  
NOTE Confidence: 0.840872170000001

00:43:16.080 --> 00:43:17.550 but right right after that?  
NOTE Confidence: 0.840872170000001

00:43:17.550 --> 00:43:19.380 Look at the history of yellow  
NOTE Confidence: 0.840872170000001

00:43:19.380 --> 00:43:21.166 with indigenous peoples so that we  
NOTE Confidence: 0.840872170000001

00:43:21.166 --> 00:43:22.923 have some sense of our own history

NOTE Confidence: 0.840872170000001  
00:43:22.923 --> 00:43:25.127 and so that so once we finish  
NOTE Confidence: 0.840872170000001  
00:43:25.127 --> 00:43:26.391 the conversation around slavery,  
NOTE Confidence: 0.840872170000001  
00:43:26.400 --> 00:43:27.989 there are our next goal would be  
NOTE Confidence: 0.840872170000001  
00:43:27.989 --> 00:43:30.057 to try to try to understand our  
NOTE Confidence: 0.840872170000001  
00:43:30.057 --> 00:43:31.712 relationship to Indigenous people so  
NOTE Confidence: 0.840872170000001  
00:43:31.712 --> 00:43:33.778 we can have that conversation too.  
NOTE Confidence: 0.840872170000001  
00:43:33.780 --> 00:43:35.676 And I think that part of what we  
NOTE Confidence: 0.840872170000001  
00:43:35.676 --> 00:43:37.619 we are definitely looking at and  
NOTE Confidence: 0.840872170000001  
00:43:37.619 --> 00:43:39.374 we expected my unit plans.  
NOTE Confidence: 0.840872170000001  
00:43:39.380 --> 00:43:40.469 Our conversations with.  
NOTE Confidence: 0.840872170000001  
00:43:40.469 --> 00:43:41.921 The Native American Cultural  
NOTE Confidence: 0.840872170000001  
00:43:41.921 --> 00:43:43.580 Center are Native Americans,  
NOTE Confidence: 0.840872170000001  
00:43:43.580 --> 00:43:45.362 faculty and staff about what some  
NOTE Confidence: 0.840872170000001  
00:43:45.362 --> 00:43:47.726 of the needs are and what sort of  
NOTE Confidence: 0.840872170000001  
00:43:47.726 --> 00:43:49.400 research is so that that would  
NOTE Confidence: 0.840872170000001

00:43:49.461 --> 00:43:51.309 be incorporated into the some of  
NOTE Confidence: 0.840872170000001

00:43:51.309 --> 00:43:52.805 the larger plans as well.  
NOTE Confidence: 0.840872170000001

00:43:52.805 --> 00:43:54.590 But a lot of that's probably going  
NOTE Confidence: 0.840872170000001

00:43:54.590 --> 00:43:56.062 to level within the research  
NOTE Confidence: 0.840872170000001

00:43:56.062 --> 00:43:57.874 communities and some of the College  
NOTE Confidence: 0.840872170000001

00:43:57.874 --> 00:43:59.428 in particular thinking of.  
NOTE Confidence: 0.840872170000001

00:43:59.430 --> 00:44:00.102 But yes,  
NOTE Confidence: 0.840872170000001

00:44:00.102 --> 00:44:02.118 we definitely intend to again look  
NOTE Confidence: 0.840872170000001

00:44:02.118 --> 00:44:04.119 at that population as well.  
NOTE Confidence: 0.840872170000001

00:44:04.120 --> 00:44:04.480 Yeah,  
NOTE Confidence: 0.81185055

00:44:04.480 --> 00:44:06.652 and there was a question also  
NOTE Confidence: 0.81185055

00:44:06.652 --> 00:44:08.102 about equity, so resources.  
NOTE Confidence: 0.81185055

00:44:08.102 --> 00:44:10.268 So for instance you know many,  
NOTE Confidence: 0.81185055

00:44:10.270 --> 00:44:12.804 many of the schools are working on  
NOTE Confidence: 0.81185055

00:44:12.804 --> 00:44:15.174 equity and salary, and I think we've  
NOTE Confidence: 0.81185055

00:44:15.174 --> 00:44:17.100 made significant progress on trying to

NOTE Confidence: 0.81185055

00:44:17.164 --> 00:44:18.962 make salary compensation, equitable.

NOTE Confidence: 0.81185055

00:44:18.962 --> 00:44:21.132 And the question is, is resources

NOTE Confidence: 0.81185055

00:44:21.132 --> 00:44:22.937 allocation equitable across the board?

NOTE Confidence: 0.81185055

00:44:22.940 --> 00:44:23.664 For instance,

NOTE Confidence: 0.81185055

00:44:23.664 --> 00:44:26.198 when your new faculty is being recruited,

NOTE Confidence: 0.81185055

00:44:26.200 --> 00:44:29.096 do they get the same sort of package?

NOTE Confidence: 0.81185055

00:44:29.100 --> 00:44:31.476 The same lab space or whatever

NOTE Confidence: 0.81185055

00:44:31.476 --> 00:44:34.019 they might need for their work?

NOTE Confidence: 0.81185055

00:44:34.020 --> 00:44:37.340 And and I think that's that is something

NOTE Confidence: 0.81185055

00:44:37.340 --> 00:44:39.560 we definitely want to focus on.

NOTE Confidence: 0.81185055

00:44:39.560 --> 00:44:42.087 And we believe that it has a

NOTE Confidence: 0.81185055

00:44:42.087 --> 00:44:44.319 large impact on on retention.

NOTE Confidence: 0.81185055

00:44:44.320 --> 00:44:45.436 So for instance,

NOTE Confidence: 0.81185055

00:44:45.436 --> 00:44:48.040 if somebody gets a lot more starter

NOTE Confidence: 0.81185055

00:44:48.113 --> 00:44:50.258 package and one other another,

NOTE Confidence: 0.81185055



00:44:50.260 --> 00:44:52.815 it is possible that the person who  
NOTE Confidence: 0.81185055

00:44:52.815 --> 00:44:55.398 gets less will be less successful.  
NOTE Confidence: 0.82748127

00:44:57.630 --> 00:44:59.989 And as a as an attempt to  
NOTE Confidence: 0.82748127

00:44:59.989 --> 00:45:01.760 jump start the process,  
NOTE Confidence: 0.82748127

00:45:01.760 --> 00:45:04.680 what we're going to focus on when we  
NOTE Confidence: 0.82748127

00:45:04.680 --> 00:45:07.087 provide federal funding is to actually  
NOTE Confidence: 0.82748127

00:45:07.087 --> 00:45:09.487 require that the the Department or  
NOTE Confidence: 0.82748127

00:45:09.565 --> 00:45:11.973 the OR the chair submits a mentoring  
NOTE Confidence: 0.82748127

00:45:11.973 --> 00:45:14.510 plan for the person to tell us  
NOTE Confidence: 0.82748127

00:45:14.510 --> 00:45:16.760 what is going to be happening.  
NOTE Confidence: 0.82748127

00:45:16.760 --> 00:45:19.064 Once you get fairly funding for  
NOTE Confidence: 0.82748127

00:45:19.064 --> 00:45:21.808 the person and will try to get  
NOTE Confidence: 0.82748127

00:45:21.808 --> 00:45:24.064 a sense of what resources are  
NOTE Confidence: 0.82748127

00:45:24.064 --> 00:45:26.559 available and how does it compare to.  
NOTE Confidence: 0.82748127

00:45:26.560 --> 00:45:27.945 With others working recruited so  
NOTE Confidence: 0.82748127

00:45:27.945 --> 00:45:30.401 it is not an easy thing to do

NOTE Confidence: 0.82748127

00:45:30.401 --> 00:45:31.753 because all these discussions

NOTE Confidence: 0.82748127

00:45:31.753 --> 00:45:33.490 are usually private discussions.

NOTE Confidence: 0.82748127

00:45:33.490 --> 00:45:35.470 There is no standard equipment package,

NOTE Confidence: 0.82748127

00:45:35.470 --> 00:45:37.900 but we will try our best to try to

NOTE Confidence: 0.82748127

00:45:37.900 --> 00:45:40.594 figure out what the plan for the person

NOTE Confidence: 0.82748127

00:45:40.594 --> 00:45:42.730 will recruit using federal funding.

NOTE Confidence: 0.82748127

00:45:42.730 --> 00:45:43.552 For instance,

NOTE Confidence: 0.82748127

00:45:43.552 --> 00:45:45.607 something we have some control

NOTE Confidence: 0.82748127

00:45:45.607 --> 00:45:48.400 over for that person going forward.

NOTE Confidence: 0.82748127

00:45:48.400 --> 00:45:51.140 And we recognize that there

NOTE Confidence: 0.82748127

00:45:51.140 --> 00:45:52.784 are often inequities.

NOTE Confidence: 0.82748127

00:45:52.790 --> 00:45:53.666 For whatever reason,

NOTE Confidence: 0.82748127

00:45:53.666 --> 00:45:55.710 how people get set up at the

NOTE Confidence: 0.82748127

00:45:55.773 --> 00:45:57.678 beginning and the initial conditions

NOTE Confidence: 0.82748127

00:45:57.678 --> 00:45:59.890 are really important in how you,

NOTE Confidence: 0.82748127

00:45:59.890 --> 00:46:01.918 whether or not you are successful.  
NOTE Confidence: 0.8437264

00:46:06.510 --> 00:46:09.493 If I may, I think it's that that's critical.  
NOTE Confidence: 0.8437264

00:46:09.493 --> 00:46:11.489 Setting people up to starting from  
NOTE Confidence: 0.8437264

00:46:11.490 --> 00:46:13.150 the same initial conditions into  
NOTE Confidence: 0.8437264

00:46:13.150 --> 00:46:15.990 combat in equities and startup.  
NOTE Confidence: 0.8437264

00:46:15.990 --> 00:46:18.730 But because faculty from traditionally  
NOTE Confidence: 0.8437264

00:46:18.730 --> 00:46:19.826 underrepresented backgrounds  
NOTE Confidence: 0.8437264

00:46:19.826 --> 00:46:21.470 and disadvantaged backgrounds  
NOTE Confidence: 0.8437264

00:46:21.470 --> 00:46:24.260 are also swimming upstream.  
NOTE Confidence: 0.8437264

00:46:24.260 --> 00:46:25.580 Against Univair against minority  
NOTE Confidence: 0.8437264

00:46:25.580 --> 00:46:27.230 tax and against micro aggression  
NOTE Confidence: 0.8437264

00:46:27.230 --> 00:46:28.220 against other cultural.  
NOTE Confidence: 0.8437264

00:46:28.220 --> 00:46:30.530 Things that may make their lives and  
NOTE Confidence: 0.8437264

00:46:30.530 --> 00:46:32.180 their success more difficult even  
NOTE Confidence: 0.8437264

00:46:32.180 --> 00:46:34.160 if they're starting from the same  
NOTE Confidence: 0.8437264

00:46:34.160 --> 00:46:36.140 starting point in terms of resources,

NOTE Confidence: 0.8437264

00:46:36.140 --> 00:46:38.120 I think it's critical to recognize

NOTE Confidence: 0.8437264

00:46:38.120 --> 00:46:40.100 that there may be necessary necessity.

NOTE Confidence: 0.8437264

00:46:40.100 --> 00:46:42.410 They may hit bumps in the road,

NOTE Confidence: 0.8437264

00:46:42.410 --> 00:46:44.390 and there may be a necessity

NOTE Confidence: 0.8437264

00:46:44.390 --> 00:46:46.040 for support along the way.

NOTE Confidence: 0.8437264

00:46:46.040 --> 00:46:46.700 That's acknowledged.

NOTE Confidence: 0.8437264

00:46:46.700 --> 00:46:48.350 Certainly in the emphasis that

NOTE Confidence: 0.8437264

00:46:48.350 --> 00:46:50.000 you've made on Mentor ship,

NOTE Confidence: 0.8437264

00:46:50.000 --> 00:46:52.336 but that's going to that may require

NOTE Confidence: 0.8437264

00:46:52.336 --> 00:46:54.737 at times access to resources as well.

NOTE Confidence: 0.8437264

00:46:54.740 --> 00:46:56.480 Bridge funding and other things.

NOTE Confidence: 0.8437264

00:46:56.480 --> 00:46:59.261 And so I think it's important to not

NOTE Confidence: 0.8437264

00:46:59.261 --> 00:47:00.996 have the discussion of resources

NOTE Confidence: 0.8437264

00:47:00.996 --> 00:47:03.094 and equity of resources focused too

NOTE Confidence: 0.8437264

00:47:03.094 --> 00:47:05.530 much on equity because the fact is

NOTE Confidence: 0.8437264

00:47:05.530 --> 00:47:07.961 it may take a little more resources  
NOTE Confidence: 0.8437264

00:47:07.961 --> 00:47:09.706 to help someone be successful  
NOTE Confidence: 0.8437264

00:47:09.706 --> 00:47:11.438 if they are disadvantaged in  
NOTE Confidence: 0.8610377

00:47:11.440 --> 00:47:12.832 other non financial ways.  
NOTE Confidence: 0.8610377

00:47:12.832 --> 00:47:14.922 And it's necessary to make sure  
NOTE Confidence: 0.8610377

00:47:14.922 --> 00:47:17.010 discussion of resources isn't just about  
NOTE Confidence: 0.8610377

00:47:17.010 --> 00:47:19.098 equity and startup but also about  
NOTE Confidence: 0.8610377

00:47:19.100 --> 00:47:20.492 the potential necessary necessity  
NOTE Confidence: 0.8610377

00:47:20.492 --> 00:47:23.269 to help along the way in order to  
NOTE Confidence: 0.8610377

00:47:23.269 --> 00:47:25.110 combat the non fiscal structural.  
NOTE Confidence: 0.8610377

00:47:25.110 --> 00:47:26.770 Impediments that people may be  
NOTE Confidence: 0.8490334

00:47:26.770 --> 00:47:28.988 pushing against in order to. I agree.  
NOTE Confidence: 0.8490334

00:47:28.988 --> 00:47:31.260 I mean, I think I think that equity  
NOTE Confidence: 0.8490334

00:47:31.329 --> 00:47:33.717 doesn't mean the resources are equal.  
NOTE Confidence: 0.8490334

00:47:33.720 --> 00:47:36.384 I think equity means the resources that you  
NOTE Confidence: 0.8490334

00:47:36.384 --> 00:47:39.005 needed to be successful or given to you.

NOTE Confidence: 0.8490334

00:47:39.010 --> 00:47:41.131 So depends on what you're doing and

NOTE Confidence: 0.8490334

00:47:41.131 --> 00:47:43.647 depends on what your current situation is.

NOTE Confidence: 0.8490334

00:47:43.650 --> 00:47:46.422 So we are aware of this distinction

NOTE Confidence: 0.8490334

00:47:46.422 --> 00:47:48.813 and will try to. Figure it out,

NOTE Confidence: 0.8490334

00:47:48.813 --> 00:47:51.600 but this is this is really a team work.

NOTE Confidence: 0.8490334

00:47:51.600 --> 00:47:53.637 It can't be run by the president's

NOTE Confidence: 0.8490334

00:47:53.637 --> 00:47:55.568 office or by the Post office.

NOTE Confidence: 0.8490334

00:47:55.570 --> 00:47:57.706 This is really at the level of the

NOTE Confidence: 0.8490334

00:47:57.706 --> 00:47:59.267 section 'cause all the appointments

NOTE Confidence: 0.8490334

00:47:59.267 --> 00:48:01.199 are made by section or program

NOTE Confidence: 0.8490334

00:48:01.199 --> 00:48:02.887 leaders or or Department chairs.

NOTE Confidence: 0.8490334

00:48:02.890 --> 00:48:05.053 And that's and I think this is

NOTE Confidence: 0.8490334

00:48:05.053 --> 00:48:06.549 where the emphasis will be.

NOTE Confidence: 0.8609547

00:48:09.560 --> 00:48:10.560 Other questions.

NOTE Confidence: 0.031088948

00:48:16.640 --> 00:48:19.848 Um? Let's see in the

NOTE Confidence: 0.8204494

00:48:19.850 --> 00:48:21.702 chat. Yeah, mandatory sexual  
NOTE Confidence: 0.8204494

00:48:21.702 --> 00:48:24.017 harassment training is an effective  
NOTE Confidence: 0.8204494

00:48:24.017 --> 00:48:26.160 way to teach employees. Right,  
NOTE Confidence: 0.8500056

00:48:26.160 --> 00:48:28.309 so you're asking if there's going to  
NOTE Confidence: 0.8500056

00:48:28.309 --> 00:48:30.122 be training around race and racism.  
NOTE Confidence: 0.8500056

00:48:30.122 --> 00:48:32.182 Yeah, so part of what we're looking  
NOTE Confidence: 0.8500056

00:48:32.182 --> 00:48:34.348 at is what training is going on  
NOTE Confidence: 0.8500056

00:48:34.348 --> 00:48:36.214 and what orientations are going on.  
NOTE Confidence: 0.8500056

00:48:36.220 --> 00:48:38.062 We're doing. Analysis will be doing  
NOTE Confidence: 0.8500056

00:48:38.062 --> 00:48:40.188 that and figure out where we where.  
NOTE Confidence: 0.8500056

00:48:40.190 --> 00:48:42.900 We might have gaps so.  
NOTE Confidence: 0.8500056

00:48:42.900 --> 00:48:44.062 So stay tuned for that.  
NOTE Confidence: 0.8500056

00:48:44.062 --> 00:48:45.751 We were going to do some don't  
NOTE Confidence: 0.8500056

00:48:45.751 --> 00:48:47.359 know if it's gonna be training.  
NOTE Confidence: 0.8500056

00:48:47.360 --> 00:48:48.878 Education will figure out what it  
NOTE Confidence: 0.8500056

00:48:48.878 --> 00:48:50.837 means to be doing what what we need.

NOTE Confidence: 0.8500056

00:48:50.840 --> 00:48:52.328 But they need people need to

NOTE Confidence: 0.8500056

00:48:52.328 --> 00:48:53.320 know about our initiatives,

NOTE Confidence: 0.8500056

00:48:53.320 --> 00:48:54.490 our expectations and we need

NOTE Confidence: 0.8500056

00:48:54.490 --> 00:48:55.976 to be consistent in what we're

NOTE Confidence: 0.8500056

00:48:55.976 --> 00:48:57.036 saying across the board.

NOTE Confidence: 0.8500056

00:48:57.040 --> 00:48:58.280 So we will do that.

NOTE Confidence: 0.8500056

00:48:58.280 --> 00:49:00.256 I don't know what's going to be mandatory.

NOTE Confidence: 0.8500056

00:49:00.260 --> 00:49:02.660 Haven't figured that out yet.

NOTE Confidence: 0.8500056

00:49:02.660 --> 00:49:04.130 Because some actually some of our

NOTE Confidence: 0.8500056

00:49:04.130 --> 00:49:05.405 psychology faculty told us that

NOTE Confidence: 0.8500056

00:49:05.405 --> 00:49:06.417 sometimes management doesn't work

NOTE Confidence: 0.8500056

00:49:06.417 --> 00:49:07.930 for when you talk about race.

NOTE Confidence: 0.8500056

00:49:07.930 --> 00:49:09.919 So we have to figure out with them and

NOTE Confidence: 0.8500056

00:49:09.919 --> 00:49:11.950 made with you what you would recommend.

NOTE Confidence: 0.8500056

00:49:11.950 --> 00:49:13.650 But we do know we have to do a lot

NOTE Confidence: 0.8500056



00:49:13.706 --> 00:49:15.632 of education and training around this

NOTE Confidence: 0.8500056

00:49:15.632 --> 00:49:17.470 issue for everybody across the board.

NOTE Confidence: 0.8466681

00:49:18.370 --> 00:49:19.784 So, so if I may ask the

NOTE Confidence: 0.8466681

00:49:19.784 --> 00:49:20.980 whole group of questions.

NOTE Confidence: 0.8466681

00:49:20.980 --> 00:49:22.396 So what do you think about

NOTE Confidence: 0.8466681

00:49:22.396 --> 00:49:23.104 mandatory versus number?

NOTE Confidence: 0.8943933

00:49:28.270 --> 00:49:30.664 I think mandatory is is good

NOTE Confidence: 0.8943933

00:49:30.664 --> 00:49:32.260 for your universal exposure,

NOTE Confidence: 0.8943933

00:49:32.260 --> 00:49:34.660 but no single event training is

NOTE Confidence: 0.8943933

00:49:34.660 --> 00:49:37.118 going to accomplish the objective of

NOTE Confidence: 0.8943933

00:49:37.118 --> 00:49:39.834 culture change that we want to see.

NOTE Confidence: 0.8943933

00:49:39.840 --> 00:49:42.392 And so I think if you combine it

NOTE Confidence: 0.8943933

00:49:42.392 --> 00:49:44.515 with other things and recognize

NOTE Confidence: 0.8943933

00:49:44.515 --> 00:49:47.323 that a mandatory training is the

NOTE Confidence: 0.8943933

00:49:47.323 --> 00:49:49.840 beginning of a discussion and that

NOTE Confidence: 0.8943933

00:49:49.840 --> 00:49:52.210 the discussion needs to take place,

NOTE Confidence: 0.8943933

00:49:52.210 --> 00:49:52.610 then

NOTE Confidence: 0.8943933

00:49:52.610 --> 00:49:57.288 it's not so bad. We gotta do something

NOTE Confidence: 0.8943933

00:49:57.288 --> 00:49:59.560 plus plus mandatory training. Yeah yeah

NOTE Confidence: 0.7958426333333333

00:49:59.560 --> 00:50:03.898 I think. Thinking about it as.

NOTE Confidence: 0.7958426333333333

00:50:03.900 --> 00:50:04.952 No professional development two

NOTE Confidence: 0.7958426333333333

00:50:04.952 --> 00:50:07.080 1.0 two .0 three point 4 point so

NOTE Confidence: 0.7958426333333333

00:50:07.080 --> 00:50:08.823 that you could continue to grow and

NOTE Confidence: 0.7958426333333333

00:50:08.823 --> 00:50:10.356 continue to have conversations in

NOTE Confidence: 0.7958426333333333

00:50:10.356 --> 00:50:11.896 different ways at different times.

NOTE Confidence: 0.7958426333333333

00:50:11.900 --> 00:50:13.280 This has to be so,

NOTE Confidence: 0.7958426333333333

00:50:13.280 --> 00:50:15.233 so we I think we're using your

NOTE Confidence: 0.7958426333333333

00:50:15.233 --> 00:50:16.660 assumption to build out the

NOTE Confidence: 0.7958426333333333

00:50:16.660 --> 00:50:17.975 program that we will see,

NOTE Confidence: 0.7958426333333333

00:50:17.980 --> 00:50:20.032 but we won't see it for a year 'cause

NOTE Confidence: 0.7958426333333333

00:50:20.032 --> 00:50:22.104 we have to actually figure out what

NOTE Confidence: 0.7958426333333333

00:50:22.104 --> 00:50:24.318 the baseline is now who's doing what,  
NOTE Confidence: 0.7958426333333333

00:50:24.320 --> 00:50:27.128 what it looks like is it being effective?  
NOTE Confidence: 0.7958426333333333

00:50:27.130 --> 00:50:27.654 But John,  
NOTE Confidence: 0.7958426333333333

00:50:27.654 --> 00:50:29.226 you're going to say something else.  
NOTE Confidence: 0.7958426333333333

00:50:29.230 --> 00:50:29.760 You're going  
NOTE Confidence: 0.87771666

00:50:29.760 --> 00:50:32.390 to. Yeah, I was going to say one other thing,  
NOTE Confidence: 0.87771666

00:50:32.390 --> 00:50:34.388 which is that I I see the role of  
NOTE Confidence: 0.87771666

00:50:34.388 --> 00:50:36.329 the mandatory training is giving  
NOTE Confidence: 0.87771666

00:50:36.329 --> 00:50:38.399 the people the vocabulary to  
NOTE Confidence: 0.87771666

00:50:38.399 --> 00:50:39.959 participate in the discussion.  
NOTE Confidence: 0.87771666

00:50:39.960 --> 00:50:42.900 If you were going to have a  
NOTE Confidence: 0.87771666

00:50:42.900 --> 00:50:45.280 program on French literature,  
NOTE Confidence: 0.87771666

00:50:45.280 --> 00:50:48.190 you'd have a mandatory entry course  
NOTE Confidence: 0.87771666

00:50:48.190 --> 00:50:50.609 on French, because otherwise they  
NOTE Confidence: 0.87771666

00:50:50.609 --> 00:50:52.058 couldn't participate in.  
NOTE Confidence: 0.87771666

00:50:52.060 --> 00:50:55.686 And maybe this discussion of racism should

NOTE Confidence: 0.87771666

00:50:55.686 --> 00:50:58.348 be approached similarly with the good

NOTE Confidence: 0.8505487

00:50:58.350 --> 00:51:02.310 news is we just hired.

NOTE Confidence: 0.8505487

00:51:02.310 --> 00:51:03.231 Name Elizabeth Conklin.

NOTE Confidence: 0.8505487

00:51:03.231 --> 00:51:05.380 She started in September and she is

NOTE Confidence: 0.8505487

00:51:05.440 --> 00:51:07.370 overseeing all of our discrimination,

NOTE Confidence: 0.8505487

00:51:07.370 --> 00:51:08.060 harassment policies,

NOTE Confidence: 0.8505487

00:51:08.060 --> 00:51:10.475 procedures are in our all of our

NOTE Confidence: 0.8505487

00:51:10.475 --> 00:51:11.750 Accessibility programs as well,

NOTE Confidence: 0.8505487

00:51:11.750 --> 00:51:13.586 and she's actually doing the first

NOTE Confidence: 0.8505487

00:51:13.586 --> 00:51:15.790 look at what we have available.

NOTE Confidence: 0.8505487

00:51:15.790 --> 00:51:17.841 So can standpoint of just you know

NOTE Confidence: 0.8505487

00:51:17.841 --> 00:51:20.293 your entry and what we actually have

NOTE Confidence: 0.8505487

00:51:20.293 --> 00:51:22.183 to require for compliance purposes.

NOTE Confidence: 0.8505487

00:51:22.190 --> 00:51:24.662 She will be looking at that and so

NOTE Confidence: 0.8505487

00:51:24.662 --> 00:51:26.068 we'll have some recommendations

NOTE Confidence: 0.8505487

00:51:26.068 --> 00:51:28.924 for her at least a month or so.  
NOTE Confidence: 0.8505487

00:51:28.930 --> 00:51:29.944 So start with.  
NOTE Confidence: 0.8505487

00:51:29.944 --> 00:51:30.992 But again, I,  
NOTE Confidence: 0.8505487

00:51:30.992 --> 00:51:33.596 I think that we have adopted your.  
NOTE Confidence: 0.8505487

00:51:33.600 --> 00:51:35.244 Comment John to think that you  
NOTE Confidence: 0.8505487

00:51:35.244 --> 00:51:36.986 can't just do one thing and  
NOTE Confidence: 0.8505487

00:51:36.986 --> 00:51:38.732 expect people to feel like they  
NOTE Confidence: 0.8505487

00:51:38.732 --> 00:51:40.179 know what they're doing.  
NOTE Confidence: 0.8505487

00:51:40.180 --> 00:51:41.852 So we've got to figure out a way  
NOTE Confidence: 0.8505487

00:51:41.852 --> 00:51:43.746 to sort of layer our conversations  
NOTE Confidence: 0.8505487

00:51:43.746 --> 00:51:45.521 in different ways for different  
NOTE Confidence: 0.8505487

00:51:45.521 --> 00:51:46.460 different audiences.  
NOTE Confidence: 0.84564817

00:51:47.850 --> 00:51:50.209 I think the challenges we don't from  
NOTE Confidence: 0.84564817

00:51:50.209 --> 00:51:53.141 the field have a lot of effective  
NOTE Confidence: 0.84564817

00:51:53.141 --> 00:51:54.530 interventions around training.  
NOTE Confidence: 0.84564817

00:51:54.530 --> 00:51:57.674 There are some and one person is coming,

NOTE Confidence: 0.84564817

00:51:57.680 --> 00:52:00.424 Patricia Divine in a couple of weeks,

NOTE Confidence: 0.84564817

00:52:00.430 --> 00:52:02.776 but I think that's the challenge.

NOTE Confidence: 0.84564817

00:52:02.780 --> 00:52:04.745 What happens if you're implementing

NOTE Confidence: 0.84564817

00:52:04.745 --> 00:52:06.710 training that's not affect effective?

NOTE Confidence: 0.84564817

00:52:06.710 --> 00:52:09.468 Or has bacha genic effects and so?

NOTE Confidence: 0.84564817

00:52:09.470 --> 00:52:12.256 I think that's what you have to

NOTE Confidence: 0.84564817

00:52:12.256 --> 00:52:14.569 really think about as well what?

NOTE Confidence: 0.84564817

00:52:14.570 --> 00:52:18.190 What's the evidence behind the training?

NOTE Confidence: 0.84564817

00:52:18.190 --> 00:52:20.353 And I think there's evidence to show

NOTE Confidence: 0.84564817

00:52:20.353 --> 00:52:22.183 that mandating does not necessarily work

NOTE Confidence: 0.84564817

00:52:22.183 --> 00:52:24.490 to change in the ways that you want.

NOTE Confidence: 0.84564817

00:52:24.490 --> 00:52:26.546 So I think it really has to depend

NOTE Confidence: 0.84564817

00:52:26.546 --> 00:52:28.687 on the quality of that training.

NOTE Confidence: 0.82543045

00:52:29.980 --> 00:52:32.404 Yeah, and that's part of why we're really,

NOTE Confidence: 0.82543045

00:52:32.410 --> 00:52:34.108 really focused on the assessment piece

NOTE Confidence: 0.82543045

00:52:34.108 --> 00:52:36.252 of trying to set everything that we're  
NOTE Confidence: 0.82543045

00:52:36.252 --> 00:52:38.485 doing so we can make course corrections.  
NOTE Confidence: 0.82543045

00:52:38.490 --> 00:52:40.218 We can abandon something that just  
NOTE Confidence: 0.82543045

00:52:40.218 --> 00:52:42.140 doesn't seem to be working well.  
NOTE Confidence: 0.82543045

00:52:42.140 --> 00:52:44.268 You know we have all these faculty,  
NOTE Confidence: 0.82543045

00:52:44.270 --> 00:52:45.176 wonderful faculty members.  
NOTE Confidence: 0.82543045

00:52:45.176 --> 00:52:47.648 We want to be able to to use  
NOTE Confidence: 0.82543045

00:52:47.648 --> 00:52:49.128 their wisdom and an there,  
NOTE Confidence: 0.82543045

00:52:49.130 --> 00:52:50.894 and your sense of research to  
NOTE Confidence: 0.82543045

00:52:50.894 --> 00:52:52.480 figure out what we're doing.  
NOTE Confidence: 0.82543045

00:52:52.480 --> 00:52:54.298 We're not going well and build.  
NOTE Confidence: 0.82543045

00:52:54.300 --> 00:52:56.238 Build some something that we can  
NOTE Confidence: 0.82543045

00:52:56.238 --> 00:52:57.952 improve is working for ourselves  
NOTE Confidence: 0.82543045

00:52:57.952 --> 00:53:00.500 and for our communities and for the  
NOTE Confidence: 0.82543045

00:53:00.500 --> 00:53:02.110 higher education in general so.  
NOTE Confidence: 0.82543045

00:53:02.110 --> 00:53:02.971 So you're right,

NOTE Confidence: 0.82543045

00:53:02.971 --> 00:53:05.550 that's what we got to sort of look at.

NOTE Confidence: 0.82543045

00:53:05.550 --> 00:53:06.628 What we know now what we want

NOTE Confidence: 0.82543045

00:53:06.628 --> 00:53:07.400 now in the future.

NOTE Confidence: 0.85639143

00:53:13.250 --> 00:53:15.985 Any other questions or comments?

NOTE Confidence: 0.85639143

00:53:15.985 --> 00:53:18.616 I hope I didn't miss anything in the chat.

NOTE Confidence: 0.79817426

00:53:24.390 --> 00:53:27.050 How? Alright, well thank you

NOTE Confidence: 0.8979408

00:53:27.050 --> 00:53:29.472 both so much. I know is incredibly

NOTE Confidence: 0.8979408

00:53:29.472 --> 00:53:30.988 challenging to schedule given

NOTE Confidence: 0.8979408

00:53:30.988 --> 00:53:32.656 everyones busy busy schedule.

NOTE Confidence: 0.8979408

00:53:32.660 --> 00:53:34.946 So I really appreciate you being

NOTE Confidence: 0.8979408

00:53:34.946 --> 00:53:37.747 here and hopefully we can have you

NOTE Confidence: 0.8979408

00:53:37.747 --> 00:53:39.757 back for updates periodically and

NOTE Confidence: 0.8979408

00:53:39.757 --> 00:53:42.254 also where you can learn about what

NOTE Confidence: 0.8979408

00:53:42.254 --> 00:53:44.254 we're doing in in the Department.

NOTE Confidence: 0.8979408

00:53:44.254 --> 00:53:47.620 We have a lot going on here as well,

NOTE Confidence: 0.8979408



00:53:47.620 --> 00:53:49.678 so thank you all for joining

NOTE Confidence: 0.8979408

00:53:49.678 --> 00:53:51.050 this afternoon and definitely

NOTE Confidence: 0.8979408

00:53:51.118 --> 00:53:52.894 conversations to be continued.