

WEBVTT

NOTE duration:"01:20:11.2320000"

NOTE language:en-us

NOTE Confidence: 0.87675095

00:00:00.000 --> 00:00:02.016 Welcome everybody to the

NOTE Confidence: 0.87675095

00:00:02.016 --> 00:00:03.528 2021 graduation address.

NOTE Confidence: 0.87675095

00:00:03.530 --> 00:00:07.067 This is one of the most special times in

NOTE Confidence: 0.87675095

00:00:07.067 --> 00:00:11.086 our year as we celebrate our wonderful

NOTE Confidence: 0.87675095

00:00:11.086 --> 00:00:13.442 graduating class of psychiatry,

NOTE Confidence: 0.87675095

00:00:13.450 --> 00:00:15.930 residents, fellows and psychology interns.

NOTE Confidence: 0.87675095

00:00:15.930 --> 00:00:19.395 We had two graduations already this week.

NOTE Confidence: 0.87675095

00:00:19.400 --> 00:00:22.652 The fellowship graduation will be this

NOTE Confidence: 0.87675095

00:00:22.652 --> 00:00:27.348 evening and we have seen that these are a

NOTE Confidence: 0.87675095

00:00:27.348 --> 00:00:31.089 really special group of people and we're so.

NOTE Confidence: 0.87675095

00:00:31.090 --> 00:00:33.634 Please, that that and proud of

NOTE Confidence: 0.87675095

00:00:33.634 --> 00:00:35.330 what they've accomplished during

NOTE Confidence: 0.87675095

00:00:35.403 --> 00:00:37.287 their time during residency,

NOTE Confidence: 0.87675095

00:00:37.290 --> 00:00:39.978 internship and fellowship.

NOTE Confidence: 0.87675095

00:00:39.980 --> 00:00:43.358 A few housekeeping.

NOTE Confidence: 0.87675095

00:00:43.360 --> 00:00:46.504 Notes there's no see me this

NOTE Confidence: 0.87675095

00:00:46.504 --> 00:00:49.510 week for the graduation address.

NOTE Confidence: 0.87675095

00:00:49.510 --> 00:00:52.396 We are since this is the.

NOTE Confidence: 0.87675095

00:00:52.400 --> 00:00:54.752 Graduation celebration we asked

NOTE Confidence: 0.87675095

00:00:54.752 --> 00:00:57.692 our graduating residents to have

NOTE Confidence: 0.87675095

00:00:57.692 --> 00:01:00.590 their videos on if they would like

NOTE Confidence: 0.87675095

00:01:00.590 --> 00:01:03.751 but the rest of us will be turning

NOTE Confidence: 0.87675095

00:01:03.751 --> 00:01:08.040 our our videos off. And our.

NOTE Confidence: 0.87675095

00:01:08.040 --> 00:01:11.590 Are we recording this presentation?

NOTE Confidence: 0.87675095

00:01:11.590 --> 00:01:12.376 Yes, yeah,

NOTE Confidence: 0.87675095

00:01:12.376 --> 00:01:15.520 so we will be recording so you know.

NOTE Confidence: 0.8360991

00:01:17.970 --> 00:01:20.892 We're absolutely thrilled to have our

NOTE Confidence: 0.8360991

00:01:20.892 --> 00:01:23.511 graduation speaker, Doctor Ruth Shim,

NOTE Confidence: 0.8360991

00:01:23.511 --> 00:01:27.340 and I'd like to now invite Doctor

NOTE Confidence: 0.8360991

00:01:27.449 --> 00:01:30.559 Barbara Bow to introduce her.  
NOTE Confidence: 0.8360991

00:01:30.560 --> 00:01:31.976 Thanks so much John,  
NOTE Confidence: 0.8360991

00:01:31.976 --> 00:01:34.950 and I'd like to also extend to welcome  
NOTE Confidence: 0.8360991

00:01:34.950 --> 00:01:37.638 to this very special edition of our  
NOTE Confidence: 0.8360991

00:01:37.638 --> 00:01:40.464 grand rounds honoring the 2021 graduates  
NOTE Confidence: 0.8360991

00:01:40.464 --> 00:01:43.366 of our education programs and Happy  
NOTE Confidence: 0.8360991

00:01:43.366 --> 00:01:46.046 Juneteenth as the inaugural celebration  
NOTE Confidence: 0.8360991

00:01:46.046 --> 00:01:48.910 of our newest national holiday.  
NOTE Confidence: 0.8360991

00:01:48.910 --> 00:01:51.490 I'd like to begin by acknowledging  
NOTE Confidence: 0.8360991

00:01:51.490 --> 00:01:53.840 that indigenous peoples and nations,  
NOTE Confidence: 0.8360991

00:01:53.840 --> 00:01:55.632 including the Mohegan Mashantucket  
NOTE Confidence: 0.8360991

00:01:55.632 --> 00:01:58.320 Pequots eastern P Quad shadow Coat,  
NOTE Confidence: 0.8360991

00:01:58.320 --> 00:01:59.664 Golden Hill, prakasit,  
NOTE Confidence: 0.8360991

00:01:59.664 --> 00:02:01.458 Niantic and Quinnipiac, another,  
NOTE Confidence: 0.8360991

00:02:01.458 --> 00:02:03.250 oh, Conklin speaking peoples,  
NOTE Confidence: 0.8360991

00:02:03.250 --> 00:02:05.166 have stewarded through generations.

NOTE Confidence: 0.8360991

00:02:05.166 --> 00:02:08.040 The lands and waterways of what

NOTE Confidence: 0.8360991

00:02:08.119 --> 00:02:10.405 is now the state of Connecticut.

NOTE Confidence: 0.8360991

00:02:10.410 --> 00:02:13.230 We honor and respect the enduring

NOTE Confidence: 0.8360991

00:02:13.230 --> 00:02:15.588 relationship that exists between these

NOTE Confidence: 0.8360991

00:02:15.588 --> 00:02:18.030 peoples and nations and this land.

NOTE Confidence: 0.8442649

00:02:20.560 --> 00:02:22.810 Each year are residents nominated national

NOTE Confidence: 0.8442649

00:02:22.810 --> 00:02:25.540 figure to be their graduation speaker.

NOTE Confidence: 0.8442649

00:02:25.540 --> 00:02:27.640 The pastures witnessed COVID epidemics,

NOTE Confidence: 0.8442649

00:02:27.640 --> 00:02:29.548 uncovering of longstanding health

NOTE Confidence: 0.8442649

00:02:29.548 --> 00:02:32.410 disparities in terms of both infection

NOTE Confidence: 0.8442649

00:02:32.485 --> 00:02:34.873 rates and mortality in communities of

NOTE Confidence: 0.8442649

00:02:34.873 --> 00:02:37.705 color and the economic devastation in

NOTE Confidence: 0.8442649

00:02:37.705 --> 00:02:40.049 communities with concentrated poverty.

NOTE Confidence: 0.8442649

00:02:40.050 --> 00:02:41.802 We've witnessed murder of

NOTE Confidence: 0.8442649

00:02:41.802 --> 00:02:43.992 George Floyd and Brianna Taylor.

NOTE Confidence: 0.8442649

00:02:44.000 --> 00:02:46.656 But please send here in our own community,

NOTE Confidence: 0.8442649

00:02:46.660 --> 00:02:48.560 morbark Solomani.

NOTE Confidence: 0.8442649

00:02:48.560 --> 00:02:50.918 We began to play closer attention

NOTE Confidence: 0.8442649

00:02:50.918 --> 00:02:53.705 to racism's effects in our community

NOTE Confidence: 0.8442649

00:02:53.705 --> 00:02:56.550 in our department and institutions

NOTE Confidence: 0.8442649

00:02:56.550 --> 00:02:58.257 and international organizations.

NOTE Confidence: 0.8442649

00:02:58.260 --> 00:03:00.690 We endured the divisive politics before,

NOTE Confidence: 0.8442649

00:03:00.690 --> 00:03:03.120 during, and after the election season,

NOTE Confidence: 0.8442649

00:03:03.120 --> 00:03:05.308 including an insurrection to

NOTE Confidence: 0.8442649

00:03:05.308 --> 00:03:07.496 invalidate the election result.

NOTE Confidence: 0.8442649

00:03:07.500 --> 00:03:10.118 Given the context of this past year,

NOTE Confidence: 0.8442649

00:03:10.120 --> 00:03:12.710 the residents chose to invite a national

NOTE Confidence: 0.8442649

00:03:12.710 --> 00:03:14.979 scholar on racism and the economic,

NOTE Confidence: 0.8442649

00:03:14.980 --> 00:03:16.852 social and political determinants

NOTE Confidence: 0.8442649

00:03:16.852 --> 00:03:18.256 of mental health.

NOTE Confidence: 0.8442649

00:03:18.260 --> 00:03:21.438 I'm very pleased to have the opportunity

NOTE Confidence: 0.8442649

00:03:21.438 --> 00:03:24.268 to introduce Doctor Ruth Jim for

NOTE Confidence: 0.8442649

00:03:24.268 --> 00:03:26.583 2021 graduation Grand Round Speaker.

NOTE Confidence: 0.8442649

00:03:26.590 --> 00:03:28.695 Doctor Shin graduated from College

NOTE Confidence: 0.8442649

00:03:28.695 --> 00:03:31.228 of William and Mary received her

NOTE Confidence: 0.8442649

00:03:31.228 --> 00:03:33.352 MD from Emory University School of

NOTE Confidence: 0.8442649

00:03:33.352 --> 00:03:36.040 Medicine and a Masters of Public Health

NOTE Confidence: 0.8442649

00:03:36.040 --> 00:03:38.368 from the Rollins School at Emory.

NOTE Confidence: 0.8442649

00:03:38.370 --> 00:03:40.746 She completed a residency at Emory,

NOTE Confidence: 0.8442649

00:03:40.750 --> 00:03:42.725 after which she joined the

NOTE Confidence: 0.8442649

00:03:42.725 --> 00:03:44.305 Morehouse School of Medicine.

NOTE Confidence: 0.8442649

00:03:44.310 --> 00:03:46.686 After work as Vice Chair of

NOTE Confidence: 0.8442649

00:03:46.686 --> 00:03:48.270 Education at Lenox Hill.

NOTE Confidence: 0.8442649

00:03:48.270 --> 00:03:51.035 Choose name that Luke and Grace Kim,

NOTE Confidence: 0.8442649

00:03:51.040 --> 00:03:52.624 professor in cultural psychiatry

NOTE Confidence: 0.8442649

00:03:52.624 --> 00:03:54.604 at the University of California,

NOTE Confidence: 0.8442649

00:03:54.610 --> 00:03:55.082 Davis,  
NOTE Confidence: 0.8442649

00:03:55.082 --> 00:03:57.914 where she is also director of  
NOTE Confidence: 0.8442649

00:03:57.914 --> 00:04:00.061 Cultural Psychiatry and professor  
NOTE Confidence: 0.8442649

00:04:00.061 --> 00:04:02.008 of clinical psychiatry.  
NOTE Confidence: 0.8442649

00:04:02.010 --> 00:04:05.338 Doctor Shim is a prolific scholar on the  
NOTE Confidence: 0.8442649

00:04:05.338 --> 00:04:07.420 social determinants of mental health,  
NOTE Confidence: 0.8442649

00:04:07.420 --> 00:04:09.500 cultural psychiatry and structural racism.  
NOTE Confidence: 0.8442649

00:04:09.500 --> 00:04:11.710 Her book the Social Determinants  
NOTE Confidence: 0.8442649

00:04:11.710 --> 00:04:14.474 of Mental Health is the definitive  
NOTE Confidence: 0.8442649

00:04:14.474 --> 00:04:16.366 text on this topic.  
NOTE Confidence: 0.8442649

00:04:16.370 --> 00:04:18.320 She is a sought after national  
NOTE Confidence: 0.8442649

00:04:18.320 --> 00:04:20.518 speaker and served as a consultant  
NOTE Confidence: 0.8442649

00:04:20.518 --> 00:04:21.757 on Diversity equity,  
NOTE Confidence: 0.8442649

00:04:21.760 --> 00:04:24.235 inclusion at the medical School  
NOTE Confidence: 0.8442649

00:04:24.235 --> 00:04:26.215 and academic program level.  
NOTE Confidence: 0.8442649

00:04:26.220 --> 00:04:26.545 Lastly,

NOTE Confidence: 0.8442649

00:04:26.545 --> 00:04:29.145 Doctor Shin has been a leader in the

NOTE Confidence: 0.8442649

00:04:29.145 --> 00:04:31.010 American Psychiatric Association,

NOTE Confidence: 0.8442649

00:04:31.010 --> 00:04:32.814 becoming a distinguished Fellow

NOTE Confidence: 0.8442649

00:04:32.814 --> 00:04:35.069 of the organization and honorary

NOTE Confidence: 0.8442649

00:04:35.069 --> 00:04:36.200 Marshall of the AP,

NOTE Confidence: 0.8442649

00:04:36.200 --> 00:04:38.260 a convocation of Distinguished

NOTE Confidence: 0.8442649

00:04:38.260 --> 00:04:39.805 Fellows in 2019.

NOTE Confidence: 0.8442649

00:04:39.810 --> 00:04:42.834 Her decision to resign from that

NOTE Confidence: 0.8442649

00:04:42.834 --> 00:04:44.346 organization electrified the

NOTE Confidence: 0.8442649

00:04:44.346 --> 00:04:47.327 ongoing debate on racism in our

NOTE Confidence: 0.8442649

00:04:47.327 --> 00:04:48.287 national organization.

NOTE Confidence: 0.8442649

00:04:48.290 --> 00:04:50.439 And so it gives me great pleasure

NOTE Confidence: 0.8442649

00:04:50.439 --> 00:04:52.914 to welcome Doctor Ruth Jim as our

NOTE Confidence: 0.8442649

00:04:52.914 --> 00:04:54.406 graduation grand round speaker

NOTE Confidence: 0.8442649

00:04:54.406 --> 00:04:56.179 presentation is bending the arc.

NOTE Confidence: 0.8442649

00:04:56.180 --> 00:04:58.916 The path to social justice and mental health.

NOTE Confidence: 0.8442649

00:04:58.920 --> 00:04:59.949 Welcome Doctor Shim.

NOTE Confidence: 0.8864537

00:05:01.570 --> 00:05:03.988 Thank you so much, Doctor Robert,

NOTE Confidence: 0.8864537

00:05:03.990 --> 00:05:05.265 for that introduction.

NOTE Confidence: 0.8864537

00:05:05.265 --> 00:05:07.815 It's really so great to be

NOTE Confidence: 0.8864537

00:05:07.815 --> 00:05:10.049 here with all of you today.

NOTE Confidence: 0.8864537

00:05:10.050 --> 00:05:12.480 I just want to say congratulations

NOTE Confidence: 0.8864537

00:05:12.480 --> 00:05:14.966 to graduates of the program and

NOTE Confidence: 0.8864537

00:05:14.966 --> 00:05:17.330 also to wish everyone a happy,

NOTE Confidence: 0.8864537

00:05:17.330 --> 00:05:19.026 Juneteenth, Juneteenth as well.

NOTE Confidence: 0.8864537

00:05:19.026 --> 00:05:22.170 I am today talking about bending the arc,

NOTE Confidence: 0.8864537

00:05:22.170 --> 00:05:24.624 the path to social justice and

NOTE Confidence: 0.8864537

00:05:24.624 --> 00:05:27.309 mental health and and I really want

NOTE Confidence: 0.8864537

00:05:27.309 --> 00:05:30.175 us all to think about as as our

NOTE Confidence: 0.8864537

00:05:30.175 --> 00:05:32.800 residents are preparing to graduate.

NOTE Confidence: 0.8864537

00:05:32.800 --> 00:05:35.240 I want us to think about our own

NOTE Confidence: 0.8864537

00:05:35.240 --> 00:05:37.639 paths in our own career choices,

NOTE Confidence: 0.8864537

00:05:37.640 --> 00:05:39.896 and I hope to kind of share a

NOTE Confidence: 0.8864537

00:05:39.896 --> 00:05:42.120 little bit about some of my career

NOTE Confidence: 0.8864537

00:05:42.120 --> 00:05:45.052 choices in my path as we talk about

NOTE Confidence: 0.8864537

00:05:45.052 --> 00:05:47.167 the important issues related to

NOTE Confidence: 0.8864537

00:05:47.167 --> 00:05:49.061 social justice and mental health.

NOTE Confidence: 0.8864537

00:05:49.061 --> 00:05:50.449 So without further ado,

NOTE Confidence: 0.8864537

00:05:50.450 --> 00:05:53.910 I'd like to launch in the title of the talk.

NOTE Confidence: 0.8864537

00:05:53.910 --> 00:05:56.038 Is bending the arc and so that

NOTE Confidence: 0.8864537

00:05:56.038 --> 00:05:57.751 really comes from this quote

NOTE Confidence: 0.8864537

00:05:57.751 --> 00:05:59.953 that we're all familiar with from

NOTE Confidence: 0.8864537

00:05:59.953 --> 00:06:01.519 Martin Luther King Junior.

NOTE Confidence: 0.8864537

00:06:01.520 --> 00:06:03.340 He said that the arc.

NOTE Confidence: 0.8864537

00:06:03.340 --> 00:06:05.458 Of the moral universe is long,

NOTE Confidence: 0.8864537

00:06:05.460 --> 00:06:07.840 but it bends towards justice and I

NOTE Confidence: 0.8864537

00:06:07.840 --> 00:06:10.156 think that it's really important for  
NOTE Confidence: 0.8864537

00:06:10.156 --> 00:06:12.604 us to think about that particular  
NOTE Confidence: 0.8864537

00:06:12.604 --> 00:06:14.580 quote because to do this work  
NOTE Confidence: 0.8864537

00:06:14.580 --> 00:06:16.790 and to spend time in this space,  
NOTE Confidence: 0.8864537

00:06:16.790 --> 00:06:18.920 it requires a level of hope,  
NOTE Confidence: 0.8864537

00:06:18.920 --> 00:06:21.524 an idea that justice is something that  
NOTE Confidence: 0.8864537

00:06:21.524 --> 00:06:24.548 we can all achieve and work toward.  
NOTE Confidence: 0.8864537

00:06:24.550 --> 00:06:26.488 So today we're going to spend  
NOTE Confidence: 0.8864537

00:06:26.488 --> 00:06:28.660 some time talking about some key  
NOTE Confidence: 0.8864537

00:06:28.660 --> 00:06:30.292 concepts associated with social  
NOTE Confidence: 0.8864537

00:06:30.292 --> 00:06:31.924 justice and mental health.  
NOTE Confidence: 0.8864537

00:06:31.930 --> 00:06:33.880 We're going to evaluate the evidence  
NOTE Confidence: 0.8864537

00:06:33.880 --> 00:06:36.508 base of the impact of social injustice  
NOTE Confidence: 0.8864537

00:06:36.508 --> 00:06:38.196 on behavioral health outcomes,  
NOTE Confidence: 0.8864537

00:06:38.200 --> 00:06:40.853 and we're going to try to identify  
NOTE Confidence: 0.8864537

00:06:40.853 --> 00:06:42.630 some solutions to dismantle

NOTE Confidence: 0.8864537

00:06:42.630 --> 00:06:45.425 structural racism and achieve social

NOTE Confidence: 0.8864537

00:06:45.425 --> 00:06:47.102 justice in psychiatry.

NOTE Confidence: 0.8864537

00:06:47.110 --> 00:06:50.197 So I don't have anything to disclose,

NOTE Confidence: 0.8864537

00:06:50.200 --> 00:06:53.528 but I always have to make a disclaimer

NOTE Confidence: 0.8864537

00:06:53.528 --> 00:06:55.930 before talking about these topics,

NOTE Confidence: 0.8864537

00:06:55.930 --> 00:06:57.694 because we're going to

NOTE Confidence: 0.8864537

00:06:57.694 --> 00:06:59.458 dive into some difficult,

NOTE Confidence: 0.8864537

00:06:59.460 --> 00:07:02.547 challenging things as it relates to racism,

NOTE Confidence: 0.8864537

00:07:02.550 --> 00:07:03.430 structural racism,

NOTE Confidence: 0.8864537

00:07:03.430 --> 00:07:05.190 social injustice in general,

NOTE Confidence: 0.8864537

00:07:05.190 --> 00:07:07.400 and these topics are difficult.

NOTE Confidence: 0.8864537

00:07:07.400 --> 00:07:09.160 They're uncomfortable as we

NOTE Confidence: 0.8864537

00:07:09.160 --> 00:07:10.920 talk about these things.

NOTE Confidence: 0.8864537

00:07:10.920 --> 00:07:13.566 Sometimes some complex feelings can emerge.

NOTE Confidence: 0.8864537

00:07:13.570 --> 00:07:16.216 These feelings include things like guilt,

NOTE Confidence: 0.8864537

00:07:16.220 --> 00:07:16.950 anger, resentment.  
NOTE Confidence: 0.8864537

00:07:16.950 --> 00:07:19.505 Even defensiveness you may perceive me of  
NOTE Confidence: 0.8864537

00:07:19.505 --> 00:07:21.520 accusing you of being racist or sexist,  
NOTE Confidence: 0.8864537

00:07:21.520 --> 00:07:23.697 or any number of other negative things.  
NOTE Confidence: 0.8864537

00:07:23.700 --> 00:07:25.758 You also may feel that as I'm  
NOTE Confidence: 0.8864537

00:07:25.758 --> 00:07:27.120 talking about these issues,  
NOTE Confidence: 0.8864537

00:07:27.120 --> 00:07:29.311 that I have some sort of specific  
NOTE Confidence: 0.8864537

00:07:29.311 --> 00:07:31.169 political agenda that I am advancing.  
NOTE Confidence: 0.8864537

00:07:31.170 --> 00:07:33.347 You may feel that I lack some  
NOTE Confidence: 0.8864537

00:07:33.347 --> 00:07:34.280 sort of objectivity.  
NOTE Confidence: 0.8864537

00:07:34.280 --> 00:07:36.534 I'm sharing that you might have these  
NOTE Confidence: 0.8864537

00:07:36.534 --> 00:07:38.374 feelings because all of these things  
NOTE Confidence: 0.8864537

00:07:38.374 --> 00:07:40.278 have been expressed to me at some  
NOTE Confidence: 0.8864537

00:07:40.336 --> 00:07:42.667 point when I've talked about these topics,  
NOTE Confidence: 0.8864537

00:07:42.670 --> 00:07:44.536 and sometimes even when I'm not  
NOTE Confidence: 0.8864537

00:07:44.536 --> 00:07:45.780 talking about these topics.

NOTE Confidence: 0.8864537

00:07:45.780 --> 00:07:47.320 These feelings have been

NOTE Confidence: 0.8864537

00:07:47.320 --> 00:07:48.475 expressed towards me.

NOTE Confidence: 0.8864537

00:07:48.480 --> 00:07:50.456 So I just want to point out that

NOTE Confidence: 0.8864537

00:07:50.456 --> 00:07:52.289 if you have those feelings,

NOTE Confidence: 0.8864537

00:07:52.290 --> 00:07:52.874 it's OK.

NOTE Confidence: 0.8864537

00:07:52.874 --> 00:07:54.334 We're all mental health professionals,

NOTE Confidence: 0.8864537

00:07:54.340 --> 00:07:56.160 and the idea that is that we

NOTE Confidence: 0.8864537

00:07:56.160 --> 00:07:58.213 should be able to examine and look

NOTE Confidence: 0.8864537

00:07:58.213 --> 00:08:00.025 at these feelings that as they

NOTE Confidence: 0.8864537

00:08:00.095 --> 00:08:01.670 arise in our in ourselves.

NOTE Confidence: 0.8864537

00:08:01.670 --> 00:08:03.416 But as we think about that,

NOTE Confidence: 0.8864537

00:08:03.420 --> 00:08:04.860 I think it's also important

NOTE Confidence: 0.8864537

00:08:04.860 --> 00:08:06.300 to lean on the words

NOTE Confidence: 0.8945879

00:08:06.366 --> 00:08:08.106 of James Baldwin and he said,

NOTE Confidence: 0.8945879

00:08:08.110 --> 00:08:09.868 I'm not interested in anybody's guilt.

NOTE Confidence: 0.8945879

00:08:09.870 --> 00:08:12.507 Guilt is a luxury that we can no longer

NOTE Confidence: 0.8945879

00:08:12.507 --> 00:08:14.558 afford. I know you didn't do it,

NOTE Confidence: 0.8945879

00:08:14.560 --> 00:08:16.318 and I didn't do it either,

NOTE Confidence: 0.8945879

00:08:16.320 --> 00:08:18.576 but I am responsible for it because I

NOTE Confidence: 0.8945879

00:08:18.576 --> 00:08:21.489 am a man and a citizen of this country.

NOTE Confidence: 0.8945879

00:08:21.490 --> 00:08:23.160 And you are responsible for

NOTE Confidence: 0.8945879

00:08:23.160 --> 00:08:25.390 it for the very same reason.

NOTE Confidence: 0.8945879

00:08:25.390 --> 00:08:27.670 So with that I think we can kind

NOTE Confidence: 0.8945879

00:08:27.670 --> 00:08:29.737 of launch into our topic today.

NOTE Confidence: 0.8945879

00:08:29.740 --> 00:08:31.606 I'm having made having made my

NOTE Confidence: 0.8945879

00:08:31.606 --> 00:08:32.539 disclosures and disclaimers.

NOTE Confidence: 0.8945879

00:08:32.540 --> 00:08:32.976 Ann Ann.

NOTE Confidence: 0.8945879

00:08:32.976 --> 00:08:34.720 I want to say that it is again

NOTE Confidence: 0.8945879

00:08:34.781 --> 00:08:37.163 difficult to talk about these issues

NOTE Confidence: 0.8945879

00:08:37.163 --> 00:08:38.751 and particularly social injustice.

NOTE Confidence: 0.8945879

00:08:38.760 --> 00:08:40.626 We've been socialized in society to

NOTE Confidence: 0.8945879

00:08:40.626 --> 00:08:42.846 believe that it's not polite to talk

NOTE Confidence: 0.8945879

00:08:42.846 --> 00:08:44.670 about race or racism or oppression.

NOTE Confidence: 0.8945879

00:08:44.670 --> 00:08:46.644 We Start learning this very earliest

NOTE Confidence: 0.8945879

00:08:46.644 --> 00:08:48.875 children and it's not just in the

NOTE Confidence: 0.8945879

00:08:48.875 --> 00:08:50.579 United States that we learn this.

NOTE Confidence: 0.8945879

00:08:50.580 --> 00:08:52.757 If you were raised in another country,

NOTE Confidence: 0.8945879

00:08:52.760 --> 00:08:54.937 you've also probably been exposed to this.

NOTE Confidence: 0.8945879

00:08:54.940 --> 00:08:55.638 We don't.

NOTE Confidence: 0.8945879

00:08:55.638 --> 00:08:57.034 Particularly teach about these

NOTE Confidence: 0.8945879

00:08:57.034 --> 00:08:59.259 issues in child in our childhood

NOTE Confidence: 0.8945879

00:08:59.259 --> 00:09:01.179 and health professionals have not

NOTE Confidence: 0.8945879

00:09:01.179 --> 00:09:03.283 been taught about the connection

NOTE Confidence: 0.8945879

00:09:03.283 --> 00:09:05.055 between oppression and health.

NOTE Confidence: 0.8945879

00:09:05.060 --> 00:09:07.406 So much of our educational systems,

NOTE Confidence: 0.8945879

00:09:07.410 --> 00:09:08.475 including medical school,

NOTE Confidence: 0.8945879

00:09:08.475 --> 00:09:10.605 have had this tradition of teaching  
NOTE Confidence: 0.8945879

00:09:10.605 --> 00:09:12.880 the concept of biological determinism.  
NOTE Confidence: 0.8945879

00:09:12.880 --> 00:09:14.815 And I'll explain that concept  
NOTE Confidence: 0.8945879

00:09:14.815 --> 00:09:17.580 and define it a little bit later.  
NOTE Confidence: 0.8945879

00:09:17.580 --> 00:09:19.760 The other reason it's difficult  
NOTE Confidence: 0.8945879

00:09:19.760 --> 00:09:22.395 to talk about these topics are  
NOTE Confidence: 0.8945879

00:09:22.395 --> 00:09:25.027 because because of all of the events  
NOTE Confidence: 0.8945879

00:09:25.027 --> 00:09:27.059 that took place last year.  
NOTE Confidence: 0.8945879

00:09:27.060 --> 00:09:29.136 There has been such a focus.  
NOTE Confidence: 0.8945879

00:09:29.140 --> 00:09:30.840 Such an emphasis on addressing  
NOTE Confidence: 0.8945879

00:09:30.840 --> 00:09:32.540 racial injustice on issues related  
NOTE Confidence: 0.8945879

00:09:32.601 --> 00:09:33.648 to social injustice,  
NOTE Confidence: 0.8945879

00:09:33.650 --> 00:09:35.275 that there are certain people  
NOTE Confidence: 0.8945879

00:09:35.275 --> 00:09:37.607 that feel that this is probably a  
NOTE Confidence: 0.8945879

00:09:37.607 --> 00:09:39.840 little bit too much now that maybe  
NOTE Confidence: 0.8945879

00:09:39.840 --> 00:09:41.978 we're over emphasizing this issue.

NOTE Confidence: 0.8945879

00:09:41.980 --> 00:09:43.715 Maybe there's an over correction

NOTE Confidence: 0.8945879

00:09:43.715 --> 00:09:44.756 that is happening,

NOTE Confidence: 0.8945879

00:09:44.760 --> 00:09:48.009 and that also makes it hard for us to

NOTE Confidence: 0.8945879

00:09:48.009 --> 00:09:51.049 talk about these particular issues.

NOTE Confidence: 0.8945879

00:09:51.050 --> 00:09:54.056 So this picture here is an op Ed that

NOTE Confidence: 0.8945879

00:09:54.056 --> 00:09:56.686 was published in the Wall Street

NOTE Confidence: 0.8945879

00:09:56.686 --> 00:09:59.300 Journal a couple of years ago.

NOTE Confidence: 0.8945879

00:09:59.300 --> 00:10:02.116 It was by a physician by the name

NOTE Confidence: 0.8945879

00:10:02.116 --> 00:10:03.630 of Stanley Goldfarb,

NOTE Confidence: 0.8945879

00:10:03.630 --> 00:10:06.374 who was at the time who was previously

NOTE Confidence: 0.8945879

00:10:06.374 --> 00:10:08.355 the associate Dean of curriculum

NOTE Confidence: 0.8945879

00:10:08.355 --> 00:10:10.400 at the University of Pennsylvania

NOTE Confidence: 0.8945879

00:10:10.400 --> 00:10:11.880 School of Medicine,

NOTE Confidence: 0.8945879

00:10:11.880 --> 00:10:15.016 and he was in this article which he,

NOTE Confidence: 0.8945879

00:10:15.020 --> 00:10:15.728 he titled,

NOTE Confidence: 0.8945879

00:10:15.728 --> 00:10:19.350 Take two Aspirin and Call Me by my Pronouns.

NOTE Confidence: 0.8945879

00:10:19.350 --> 00:10:20.517 He was lamenting.

NOTE Confidence: 0.8945879

00:10:20.517 --> 00:10:23.240 The change that he had been observing

NOTE Confidence: 0.8945879

00:10:23.313 --> 00:10:25.857 as as associate Dean of curriculum

NOTE Confidence: 0.8945879

00:10:25.857 --> 00:10:28.446 that medical schools were focusing too

NOTE Confidence: 0.8945879

00:10:28.446 --> 00:10:31.302 much on this concept of social justice.

NOTE Confidence: 0.8945879

00:10:31.310 --> 00:10:34.005 So we know this is a controversial

NOTE Confidence: 0.8945879

00:10:34.005 --> 00:10:34.775 topic topic.

NOTE Confidence: 0.8945879

00:10:34.780 --> 00:10:37.222 This idea of social justice and

NOTE Confidence: 0.8945879

00:10:37.222 --> 00:10:39.798 where it belongs and what it is.

NOTE Confidence: 0.8945879

00:10:39.800 --> 00:10:42.621 But he was very concerned about how

NOTE Confidence: 0.8945879

00:10:42.621 --> 00:10:46.088 it's been kind of as he thought of

NOTE Confidence: 0.8945879

00:10:46.088 --> 00:10:48.263 seeping into medical education and

NOTE Confidence: 0.8945879

00:10:48.348 --> 00:10:51.084 he stated in his in his in his op.

NOTE Confidence: 0.8945879

00:10:51.090 --> 00:10:53.561 Add why have medical schools become a

NOTE Confidence: 0.8945879

00:10:53.561 --> 00:10:55.434 target for inculcating social policy

NOTE Confidence: 0.8945879

00:10:55.434 --> 00:10:57.690 when the stated purpose of medical

NOTE Confidence: 0.8945879

00:10:57.690 --> 00:10:59.623 education since Hippocrates has been

NOTE Confidence: 0.8945879

00:10:59.623 --> 00:11:01.478 to deliver to develop individuals

NOTE Confidence: 0.8945879

00:11:01.478 --> 00:11:03.845 who know how to cure patients and

NOTE Confidence: 0.8945879

00:11:03.845 --> 00:11:05.971 he also said that curricula will

NOTE Confidence: 0.8945879

00:11:05.971 --> 00:11:08.156 increasingly focus on climate change,

NOTE Confidence: 0.85620123

00:11:08.160 --> 00:11:10.578 social inequities, gun violence bias and

NOTE Confidence: 0.85620123

00:11:10.578 --> 00:11:12.593 other progressive causes only tangentially

NOTE Confidence: 0.85620123

00:11:12.593 --> 00:11:15.008 related to treating illness and so will

NOTE Confidence: 0.85620123

00:11:15.008 --> 00:11:17.430 many of your doctors in coming years.

NOTE Confidence: 0.85620123

00:11:17.430 --> 00:11:20.398 So he was really sounding the alarm sounding.

NOTE Confidence: 0.85620123

00:11:20.400 --> 00:11:22.500 The call saying that this

NOTE Confidence: 0.85620123

00:11:22.500 --> 00:11:24.180 is a pretty dangerous.

NOTE Confidence: 0.85620123

00:11:24.180 --> 00:11:25.950 Place that we were heading

NOTE Confidence: 0.85620123

00:11:25.950 --> 00:11:27.366 to in medical education.

NOTE Confidence: 0.85620123

00:11:27.370 --> 00:11:29.809 Of course there were a lot of people that  
NOTE Confidence: 0.85620123

00:11:29.809 --> 00:11:32.320 have disagreements about this perspective.  
NOTE Confidence: 0.85620123

00:11:32.320 --> 00:11:35.272 There is debate on both sides about the issue  
NOTE Confidence: 0.85620123

00:11:35.272 --> 00:11:38.339 of the role of social justice in medicine,  
NOTE Confidence: 0.85620123

00:11:38.340 --> 00:11:40.964 so several of his colleagues responded in a  
NOTE Confidence: 0.85620123

00:11:40.964 --> 00:11:43.646 response in the in the Philadelphia Inquirer,  
NOTE Confidence: 0.85620123

00:11:43.650 --> 00:11:46.261 and they said that social and health  
NOTE Confidence: 0.85620123

00:11:46.261 --> 00:11:48.467 policies have always determined who gets  
NOTE Confidence: 0.85620123

00:11:48.467 --> 00:11:51.440 sick and who gets care and where and how.  
NOTE Confidence: 0.85620123

00:11:51.440 --> 00:11:53.402 Understanding the social drivers of health  
NOTE Confidence: 0.85620123

00:11:53.402 --> 00:11:56.109 and illness is not peripheral or tangential.  
NOTE Confidence: 0.85620123

00:11:56.110 --> 00:11:58.278 Delta health it is the key to diagnosing  
NOTE Confidence: 0.85620123

00:11:58.278 --> 00:12:00.439 and meeting a patient's fundamental needs,  
NOTE Confidence: 0.85620123

00:12:00.440 --> 00:12:01.244 and so again,  
NOTE Confidence: 0.85620123

00:12:01.244 --> 00:12:03.500 I would submit to you that there is  
NOTE Confidence: 0.85620123

00:12:03.500 --> 00:12:05.740 debate about this issue and there's debate

NOTE Confidence: 0.85620123

00:12:05.740 --> 00:12:08.075 about the role of social justice and

NOTE Confidence: 0.85620123

00:12:08.075 --> 00:12:10.326 whether it should be included or thought

NOTE Confidence: 0.85620123

00:12:10.326 --> 00:12:12.174 about when we think about medicine.

NOTE Confidence: 0.85620123

00:12:12.180 --> 00:12:13.720 When we think about health,

NOTE Confidence: 0.85620123

00:12:13.720 --> 00:12:15.701 and so I think if we're going

NOTE Confidence: 0.85620123

00:12:15.701 --> 00:12:17.429 to wade into this debate,

NOTE Confidence: 0.85620123

00:12:17.430 --> 00:12:19.894 we need to define what we're talking about.

NOTE Confidence: 0.85620123

00:12:19.900 --> 00:12:21.825 And so I think we should define

NOTE Confidence: 0.85620123

00:12:21.825 --> 00:12:23.610 the concept of social justice.

NOTE Confidence: 0.85620123

00:12:23.610 --> 00:12:25.470 It again, has been, I think,

NOTE Confidence: 0.85620123

00:12:25.470 --> 00:12:26.954 misinterpreted has lots of.

NOTE Confidence: 0.85620123

00:12:26.954 --> 00:12:28.067 Fox behind it,

NOTE Confidence: 0.85620123

00:12:28.070 --> 00:12:30.798 but it is at its core a philosophical

NOTE Confidence: 0.85620123

00:12:30.798 --> 00:12:33.050 concept in a philosophical term,

NOTE Confidence: 0.85620123

00:12:33.050 --> 00:12:35.282 and so the philosopher David Miller

NOTE Confidence: 0.85620123

00:12:35.282 --> 00:12:37.223 defined social justice as the  
NOTE Confidence: 0.85620123

00:12:37.223 --> 00:12:39.173 distribution of good or advantages  
NOTE Confidence: 0.85620123

00:12:39.173 --> 00:12:41.469 and bad and disadvantages in society,  
NOTE Confidence: 0.85620123

00:12:41.470 --> 00:12:42.580 and more specifically,  
NOTE Confidence: 0.85620123

00:12:42.580 --> 00:12:44.800 how these things should be distributed  
NOTE Confidence: 0.85620123

00:12:44.800 --> 00:12:45.690 in society.  
NOTE Confidence: 0.85620123

00:12:45.690 --> 00:12:48.570 So he mentioned that it was concerned with  
NOTE Confidence: 0.85620123

00:12:48.570 --> 00:12:51.314 the ways that resources are allocated  
NOTE Confidence: 0.85620123

00:12:51.314 --> 00:12:53.749 to people by social institutions.  
NOTE Confidence: 0.85620123

00:12:53.750 --> 00:12:55.928 And then the philosopher John Rawls  
NOTE Confidence: 0.85620123

00:12:55.928 --> 00:12:58.114 added to this definition and said  
NOTE Confidence: 0.85620123

00:12:58.114 --> 00:13:00.445 that it was also about assuring the  
NOTE Confidence: 0.85620123

00:13:00.445 --> 00:13:02.597 protection of equal access to liberties,  
NOTE Confidence: 0.85620123

00:13:02.600 --> 00:13:03.560 rights and opportunities,  
NOTE Confidence: 0.85620123

00:13:03.560 --> 00:13:06.276 as well as taking care of the least  
NOTE Confidence: 0.85620123

00:13:06.276 --> 00:13:07.908 advantage members of society.

NOTE Confidence: 0.85620123

00:13:07.910 --> 00:13:10.028 When we think about mental illness,

NOTE Confidence: 0.85620123

00:13:10.030 --> 00:13:10.368 Anan,

NOTE Confidence: 0.85620123

00:13:10.368 --> 00:13:11.720 particularly people with serious

NOTE Confidence: 0.85620123

00:13:11.720 --> 00:13:13.410 mental illness and people with

NOTE Confidence: 0.85620123

00:13:13.463 --> 00:13:14.639 substance use disorders.

NOTE Confidence: 0.85620123

00:13:14.640 --> 00:13:16.410 These are often the least

NOTE Confidence: 0.85620123

00:13:16.410 --> 00:13:18.180 advantage members of our society.

NOTE Confidence: 0.85620123

00:13:18.180 --> 00:13:20.315 And so when we think about social

NOTE Confidence: 0.85620123

00:13:20.315 --> 00:13:22.591 justice as it relates to psychiatry

NOTE Confidence: 0.85620123

00:13:22.591 --> 00:13:23.887 and mental health.

NOTE Confidence: 0.85620123

00:13:23.890 --> 00:13:26.263 It becomes central to the work that

NOTE Confidence: 0.85620123

00:13:26.263 --> 00:13:29.356 we do and should be at the center

NOTE Confidence: 0.85620123

00:13:29.356 --> 00:13:31.351 of what we're thinking about.

NOTE Confidence: 0.85620123

00:13:31.360 --> 00:13:32.660 So as I mentioned,

NOTE Confidence: 0.85620123

00:13:32.660 --> 00:13:35.100 it's difficult to talk about these issues,

NOTE Confidence: 0.85620123

00:13:35.100 --> 00:13:37.480 but particularly when we talk about race,

NOTE Confidence: 0.85620123

00:13:37.480 --> 00:13:39.874 there are a couple of things that

NOTE Confidence: 0.85620123

00:13:39.874 --> 00:13:42.946 we need to kind of get on the same

NOTE Confidence: 0.85620123

00:13:42.946 --> 00:13:45.334 page about and one of those is

NOTE Confidence: 0.85620123

00:13:45.334 --> 00:13:47.672 this idea that race is a social

NOTE Confidence: 0.85620123

00:13:47.680 --> 00:13:48.700 and political construct.

NOTE Confidence: 0.85620123

00:13:48.700 --> 00:13:51.080 I know that we've all heard this.

NOTE Confidence: 0.85620123

00:13:51.080 --> 00:13:52.994 I've heard this concept stated many

NOTE Confidence: 0.85620123

00:13:52.994 --> 00:13:54.820 times in many different settings.

NOTE Confidence: 0.85620123

00:13:54.820 --> 00:13:56.180 What's interesting about hearing

NOTE Confidence: 0.85620123

00:13:56.180 --> 00:13:58.220 it is that it doesn't always.

NOTE Confidence: 0.85620123

00:13:58.220 --> 00:14:00.105 It's not always exactly clear

NOTE Confidence: 0.85620123

00:14:00.105 --> 00:14:01.990 what is meant by that.

NOTE Confidence: 0.85620123

00:14:01.990 --> 00:14:03.482 But what's really meant

NOTE Confidence: 0.85620123

00:14:03.482 --> 00:14:05.720 when you say that race is

NOTE Confidence: 0.8914562

00:14:05.797 --> 00:14:08.305 a social construct or a political

NOTE Confidence: 0.8914562

00:14:08.305 --> 00:14:11.657 construct is that the very concept of race.

NOTE Confidence: 0.8914562

00:14:11.660 --> 00:14:14.495 This idea that you can categorize people

NOTE Confidence: 0.8914562

00:14:14.495 --> 00:14:17.010 into different groups based on these

NOTE Confidence: 0.8914562

00:14:17.010 --> 00:14:19.476 characteristics was an idea that was

NOTE Confidence: 0.8914562

00:14:19.476 --> 00:14:21.855 constructed that was developed in society

NOTE Confidence: 0.8914562

00:14:21.855 --> 00:14:24.554 to advance so certain social goals and

NOTE Confidence: 0.8914562

00:14:24.554 --> 00:14:26.564 to advance certain political goals.

NOTE Confidence: 0.8914562

00:14:26.570 --> 00:14:28.590 For example, slavery, for example,

NOTE Confidence: 0.8914562

00:14:28.590 --> 00:14:30.705 the subjugation of one group

NOTE Confidence: 0.8914562

00:14:30.705 --> 00:14:31.974 over another group.

NOTE Confidence: 0.8914562

00:14:31.980 --> 00:14:34.878 So that is the idea behind that.

NOTE Confidence: 0.8914562

00:14:34.880 --> 00:14:37.400 The definition of race is a social

NOTE Confidence: 0.8914562

00:14:37.400 --> 00:14:40.634 construct and it really leads into a clear

NOTE Confidence: 0.8914562

00:14:40.634 --> 00:14:43.570 understanding that race cannot be accurately,

NOTE Confidence: 0.8914562

00:14:43.570 --> 00:14:45.478 biologically or genetically categorized.

NOTE Confidence: 0.8914562

00:14:45.478 --> 00:14:48.340 And it's funny because it seems  
NOTE Confidence: 0.8914562

00:14:48.410 --> 00:14:50.198 very obvious to me of this.  
NOTE Confidence: 0.8914562

00:14:50.200 --> 00:14:53.182 Of this point we can't draw somebody's  
NOTE Confidence: 0.8914562

00:14:53.182 --> 00:14:55.987 blood an identify what their race is.  
NOTE Confidence: 0.8914562

00:14:55.990 --> 00:14:58.874 We can't do a genetic test and  
NOTE Confidence: 0.8914562

00:14:58.874 --> 00:15:00.959 determine what somebody is racist.  
NOTE Confidence: 0.8914562

00:15:00.960 --> 00:15:03.130 We cannot accurately biologically categorize.  
NOTE Confidence: 0.8914562

00:15:03.130 --> 00:15:06.796 Race, and yet a lot of.  
NOTE Confidence: 0.8914562

00:15:06.800 --> 00:15:08.051 Really smart really.  
NOTE Confidence: 0.8914562

00:15:08.051 --> 00:15:09.719 Until intelligent medical professionals,  
NOTE Confidence: 0.8914562

00:15:09.720 --> 00:15:11.404 including physicians and researchers,  
NOTE Confidence: 0.8914562

00:15:11.404 --> 00:15:13.088 really don't fully grasp  
NOTE Confidence: 0.8914562

00:15:13.088 --> 00:15:14.310 this particular point,  
NOTE Confidence: 0.8914562

00:15:14.310 --> 00:15:18.480 and so there is a lot of debate about this,  
NOTE Confidence: 0.8914562

00:15:18.480 --> 00:15:21.399 and it stems back to that idea  
NOTE Confidence: 0.8914562

00:15:21.399 --> 00:15:22.650 of biological determinism.

NOTE Confidence: 0.8914562

00:15:22.650 --> 00:15:25.554 So what we do know about race is

NOTE Confidence: 0.8914562

00:15:25.554 --> 00:15:28.457 that it is a rough and imprecise

NOTE Confidence: 0.8914562

00:15:28.457 --> 00:15:31.820 proxy for a number of other things,

NOTE Confidence: 0.8914562

00:15:31.820 --> 00:15:33.488 including culture and genetics

NOTE Confidence: 0.8914562

00:15:33.488 --> 00:15:34.739 and socioeconomic status.

NOTE Confidence: 0.8914562

00:15:34.740 --> 00:15:37.308 And yet we use this very.

NOTE Confidence: 0.8914562

00:15:37.310 --> 00:15:39.782 Rough and imprecise proxy to make

NOTE Confidence: 0.8914562

00:15:39.782 --> 00:15:42.118 a lot of different assumptions

NOTE Confidence: 0.8914562

00:15:42.118 --> 00:15:44.530 and biases and prejudices,

NOTE Confidence: 0.8914562

00:15:44.530 --> 00:15:46.930 and to confirm those assumptions

NOTE Confidence: 0.8914562

00:15:46.930 --> 00:15:48.850 and biases and prejudices.

NOTE Confidence: 0.8914562

00:15:48.850 --> 00:15:50.770 Prejudices about our patients.

NOTE Confidence: 0.8914562

00:15:50.770 --> 00:15:54.107 Which is very strange because and mess

NOTE Confidence: 0.8914562

00:15:54.107 --> 00:15:56.781 and we we pride ourselves on being

NOTE Confidence: 0.8914562

00:15:56.781 --> 00:15:59.349 precise and accurate and get these.

NOTE Confidence: 0.8914562

00:15:59.350 --> 00:16:02.086 These proxies are really quite imprecise

NOTE Confidence: 0.8914562

00:16:02.086 --> 00:16:05.695 and and in some ways very lazy ways

NOTE Confidence: 0.8914562

00:16:05.695 --> 00:16:08.239 to try and go about categorizing

NOTE Confidence: 0.8914562

00:16:08.322 --> 00:16:10.850 and understanding our patients.

NOTE Confidence: 0.8914562

00:16:10.850 --> 00:16:13.766 So I have this quote that I I'd like

NOTE Confidence: 0.8914562

00:16:13.766 --> 00:16:17.147 us to kind of spend a little bit

NOTE Confidence: 0.8914562

00:16:17.147 --> 00:16:19.340 of time contemplating right now.

NOTE Confidence: 0.8914562

00:16:19.340 --> 00:16:21.270 It says that African Americans

NOTE Confidence: 0.8914562

00:16:21.270 --> 00:16:22.814 have higher incarceration rates,

NOTE Confidence: 0.8914562

00:16:22.820 --> 00:16:24.360 higher unemployment, lower incomes,

NOTE Confidence: 0.8914562

00:16:24.360 --> 00:16:26.285 lower home and business ownership,

NOTE Confidence: 0.8914562

00:16:26.290 --> 00:16:28.220 less education, less health care,

NOTE Confidence: 0.8914562

00:16:28.220 --> 00:16:30.150 more disease and lower life

NOTE Confidence: 0.8914562

00:16:30.150 --> 00:16:31.308 expectancy than whites.

NOTE Confidence: 0.8914562

00:16:31.310 --> 00:16:33.235 If you believe blacks are

NOTE Confidence: 0.8914562

00:16:33.235 --> 00:16:34.775 naturally dumb sick criminal,

NOTE Confidence: 0.8914562

00:16:34.780 --> 00:16:37.475 you have your answer for these discrepancies.

NOTE Confidence: 0.8914562

00:16:37.480 --> 00:16:38.266 If however,

NOTE Confidence: 0.8914562

00:16:38.266 --> 00:16:39.838 you resist using stereotypes

NOTE Confidence: 0.8914562

00:16:39.838 --> 00:16:42.239 to make sense of your world.

NOTE Confidence: 0.8914562

00:16:42.240 --> 00:16:44.332 Institutional racism provides a

NOTE Confidence: 0.8914562

00:16:44.332 --> 00:16:46.947 very practical and very traceable

NOTE Confidence: 0.8914562

00:16:46.947 --> 00:16:49.443 explanation for the inferior societal

NOTE Confidence: 0.8914562

00:16:49.443 --> 00:16:51.343 position of African Americans.

NOTE Confidence: 0.8914562

00:16:51.350 --> 00:16:54.686 The reason why I want us to contemplate

NOTE Confidence: 0.8914562

00:16:54.686 --> 00:16:58.196 this quote is because it seems so obvious,

NOTE Confidence: 0.8914562

00:16:58.200 --> 00:16:58.628 right?

NOTE Confidence: 0.8914562

00:16:58.628 --> 00:17:00.768 I it seems really clear.

NOTE Confidence: 0.8914562

00:17:00.770 --> 00:17:03.338 Of course we don't believe that

NOTE Confidence: 0.8914562

00:17:03.338 --> 00:17:05.050 blacks are naturally dumb,

NOTE Confidence: 0.8914562

00:17:05.050 --> 00:17:06.046 sick or criminal,

NOTE Confidence: 0.8914562

00:17:06.046 --> 00:17:08.370 but yet we don't always default to  
NOTE Confidence: 0.8914562

00:17:08.436 --> 00:17:10.452 thinking about how institutional  
NOTE Confidence: 0.8914562

00:17:10.452 --> 00:17:12.972 racism explains the inferior societal  
NOTE Confidence: 0.8914562

00:17:12.972 --> 00:17:14.889 position of African Americans.  
NOTE Confidence: 0.8914562

00:17:14.890 --> 00:17:17.886 And I would submit that in medicine.  
NOTE Confidence: 0.8914562

00:17:17.890 --> 00:17:22.174 A lot of times we don't necessarily seek out.  
NOTE Confidence: 0.8914562

00:17:22.180 --> 00:17:25.050 The real the cause of the of  
NOTE Confidence: 0.8914562

00:17:25.050 --> 00:17:27.841 the inequities that we see in  
NOTE Confidence: 0.8914562

00:17:27.841 --> 00:17:30.296 particular racial and ethnic groups.  
NOTE Confidence: 0.8914562

00:17:30.300 --> 00:17:33.016 We almost tend to default to that  
NOTE Confidence: 0.8914562

00:17:33.016 --> 00:17:36.236 belief that maybe maybe there is some  
NOTE Confidence: 0.8914562

00:17:36.236 --> 00:17:38.706 sort of natural intrinsic inherent  
NOTE Confidence: 0.8914562

00:17:38.706 --> 00:17:41.566 difference as it relates to intelligence,  
NOTE Confidence: 0.8685656

00:17:41.570 --> 00:17:43.825 health status, tendency to commit  
NOTE Confidence: 0.8685656

00:17:43.825 --> 00:17:46.566 certain behaviors, or do certain things.  
NOTE Confidence: 0.8685656

00:17:46.566 --> 00:17:50.456 And so I do want us to think

NOTE Confidence: 0.8685656

00:17:50.456 --> 00:17:54.026 about that as we as we consider.

NOTE Confidence: 0.8685656

00:17:54.030 --> 00:17:55.581 Moving through this,

NOTE Confidence: 0.8685656

00:17:55.581 --> 00:17:58.683 this discussion that we're having today.

NOTE Confidence: 0.8685656

00:17:58.690 --> 00:18:00.670 So the question is how did

NOTE Confidence: 0.8685656

00:18:00.670 --> 00:18:02.780 we get here and you know,

NOTE Confidence: 0.8685656

00:18:02.780 --> 00:18:05.552 we have to think about our history and many

NOTE Confidence: 0.8685656

00:18:05.552 --> 00:18:07.896 people are familiar with this painting.

NOTE Confidence: 0.8685656

00:18:07.900 --> 00:18:09.946 It is the signers of the

NOTE Confidence: 0.8685656

00:18:09.946 --> 00:18:10.969 Declaration of Independence.

NOTE Confidence: 0.8685656

00:18:10.970 --> 00:18:12.914 We know that the Declaration of

NOTE Confidence: 0.8685656

00:18:12.914 --> 00:18:14.987 Independence was one of the founding

NOTE Confidence: 0.8685656

00:18:14.987 --> 00:18:16.757 documents of of this country.

NOTE Confidence: 0.8685656

00:18:16.760 --> 00:18:18.806 We're also very familiar with this

NOTE Confidence: 0.8685656

00:18:18.806 --> 00:18:20.170 very important foundational quote.

NOTE Confidence: 0.8685656

00:18:20.170 --> 00:18:22.431 We hold these truths to be self

NOTE Confidence: 0.8685656

00:18:22.431 --> 00:18:24.949 evident that all men are created equal,  
NOTE Confidence: 0.8685656

00:18:24.950 --> 00:18:27.414 that they are endowed by their creator  
NOTE Confidence: 0.8685656

00:18:27.414 --> 00:18:28.920 with certain unalienable rights.  
NOTE Confidence: 0.8685656

00:18:28.920 --> 00:18:31.270 That among these are life, liberty,  
NOTE Confidence: 0.8685656

00:18:31.270 --> 00:18:33.220 and the pursuit of happiness.  
NOTE Confidence: 0.8685656

00:18:33.220 --> 00:18:36.348 Such a beautiful sentiment and and you know,  
NOTE Confidence: 0.8685656

00:18:36.350 --> 00:18:38.305 again, the thought by which  
NOTE Confidence: 0.8685656

00:18:38.305 --> 00:18:39.869 this country was founded,  
NOTE Confidence: 0.8685656

00:18:39.870 --> 00:18:42.168 that the values and the principles  
NOTE Confidence: 0.8685656

00:18:42.168 --> 00:18:44.559 upon which this country was founded.  
NOTE Confidence: 0.8685656

00:18:44.560 --> 00:18:47.045 But I think that we really have  
NOTE Confidence: 0.8685656

00:18:47.045 --> 00:18:49.463 to acknowledge that when the when  
NOTE Confidence: 0.8685656

00:18:49.463 --> 00:18:51.593 Jefferson was crafting these words,  
NOTE Confidence: 0.8685656

00:18:51.600 --> 00:18:54.030 and when these signers came together  
NOTE Confidence: 0.8685656

00:18:54.030 --> 00:18:57.008 to to bring this these words forth  
NOTE Confidence: 0.8685656

00:18:57.008 --> 00:18:59.558 in the founding of this country.

NOTE Confidence: 0.8685656

00:18:59.560 --> 00:19:02.255 They really weren't talking about all people.

NOTE Confidence: 0.8685656

00:19:02.260 --> 00:19:04.570 Clearly they already said all men,

NOTE Confidence: 0.8685656

00:19:04.570 --> 00:19:06.808 but they also really weren't talking

NOTE Confidence: 0.8685656

00:19:06.808 --> 00:19:09.959 about a number of other groups of people.

NOTE Confidence: 0.8685656

00:19:09.960 --> 00:19:11.885 They were really only refering

NOTE Confidence: 0.8685656

00:19:11.885 --> 00:19:14.253 to the folks that looked like

NOTE Confidence: 0.8685656

00:19:14.253 --> 00:19:16.118 the gentleman in this room,

NOTE Confidence: 0.8685656

00:19:16.120 --> 00:19:17.986 and it was those people that

NOTE Confidence: 0.8685656

00:19:17.986 --> 00:19:20.333 were endowed by the creator with

NOTE Confidence: 0.8685656

00:19:20.333 --> 00:19:21.887 certain unalienable rights.

NOTE Confidence: 0.8685656

00:19:21.890 --> 00:19:24.200 And really the rest of society.

NOTE Confidence: 0.8685656

00:19:24.200 --> 00:19:27.665 All of the people that did not look like

NOTE Confidence: 0.8685656

00:19:27.665 --> 00:19:30.645 these men were not considered to be.

NOTE Confidence: 0.8685656

00:19:30.650 --> 00:19:33.218 People who had the same liberty

NOTE Confidence: 0.8685656

00:19:33.218 --> 00:19:34.502 the same independence,

NOTE Confidence: 0.8685656

00:19:34.510 --> 00:19:36.650 the same opportunity to pursue  
NOTE Confidence: 0.8685656

00:19:36.650 --> 00:19:37.934 happiness in society.  
NOTE Confidence: 0.8685656

00:19:37.940 --> 00:19:40.656 And it was that mindset that really  
NOTE Confidence: 0.8685656

00:19:40.656 --> 00:19:43.244 led overtime to the development of  
NOTE Confidence: 0.8685656

00:19:43.244 --> 00:19:45.938 the pseudoscience that we think about  
NOTE Confidence: 0.8685656

00:19:45.938 --> 00:19:48.668 as it relates to mental illness.  
NOTE Confidence: 0.8685656

00:19:48.670 --> 00:19:51.666 And so physician by the name of  
NOTE Confidence: 0.8685656

00:19:51.666 --> 00:19:52.522 Samuel Cartwright,  
NOTE Confidence: 0.8685656

00:19:52.530 --> 00:19:55.246 about 50 years after the signing of  
NOTE Confidence: 0.8685656

00:19:55.246 --> 00:19:57.679 the ratification of the Constitution,  
NOTE Confidence: 0.8685656

00:19:57.680 --> 00:19:59.850 he really defined certain conditions  
NOTE Confidence: 0.8685656

00:19:59.850 --> 00:20:02.020 that he described as psychiatric.  
NOTE Confidence: 0.8685656

00:20:02.020 --> 00:20:04.042 Illness among enslaved black people and  
NOTE Confidence: 0.8685656

00:20:04.042 --> 00:20:07.228 one of them was this concept of drapetomania.  
NOTE Confidence: 0.8685656

00:20:07.230 --> 00:20:09.659 He said that this was a condition  
NOTE Confidence: 0.8685656

00:20:09.659 --> 00:20:11.779 in which slaves had a mental

NOTE Confidence: 0.8685656

00:20:11.779 --> 00:20:14.110 illness of this desire to run away

NOTE Confidence: 0.8685656

00:20:14.187 --> 00:20:16.527 from slavery to escape captivity.

NOTE Confidence: 0.8685656

00:20:16.530 --> 00:20:18.738 So that was the mental illness

NOTE Confidence: 0.8685656

00:20:18.738 --> 00:20:20.620 that they were suffering from,

NOTE Confidence: 0.8685656

00:20:20.620 --> 00:20:22.846 and he spoke about this illness.

NOTE Confidence: 0.8685656

00:20:22.850 --> 00:20:23.538 He said,

NOTE Confidence: 0.8685656

00:20:23.538 --> 00:20:26.290 if anyone or more of them at anytime

NOTE Confidence: 0.8685656

00:20:26.370 --> 00:20:29.370 are inclined to raise their heads to a

NOTE Confidence: 0.8685656

00:20:29.370 --> 00:20:32.109 level with their master or overseer.

NOTE Confidence: 0.8685656

00:20:32.110 --> 00:20:33.650 Humanity in their own good,

NOTE Confidence: 0.8685656

00:20:33.650 --> 00:20:35.366 requires that they should be punished

NOTE Confidence: 0.8685656

00:20:35.366 --> 00:20:37.650 until they fall into that submissive state,

NOTE Confidence: 0.8685656

00:20:37.650 --> 00:20:39.806 which was intended for them to occupy.

NOTE Confidence: 0.8685656

00:20:39.810 --> 00:20:42.114 They have only to be kept in that

NOTE Confidence: 0.8685656

00:20:42.114 --> 00:20:44.337 state and treated like children to

NOTE Confidence: 0.8685656

00:20:44.337 --> 00:20:47.110 prevent and cure them from running away.

NOTE Confidence: 0.8685656

00:20:47.110 --> 00:20:49.959 And the other thing that he said,

NOTE Confidence: 0.8685656

00:20:49.960 --> 00:20:51.725 the other condition that he

NOTE Confidence: 0.8685656

00:20:51.725 --> 00:20:53.490 described was this condition called

NOTE Confidence: 0.8685656

00:20:53.550 --> 00:20:54.840 dysaesthesia ethiopica.

NOTE Confidence: 0.8685656

00:20:54.840 --> 00:20:56.950 He said that this particular

NOTE Confidence: 0.8685656

00:20:56.950 --> 00:20:59.060 condition was the illness within

NOTE Confidence: 0.8134692

00:20:59.139 --> 00:21:01.671 enslaved black people of rascality or

NOTE Confidence: 0.8134692

00:21:01.671 --> 00:21:04.199 or the natural tendency to be lazy,

NOTE Confidence: 0.8134692

00:21:04.200 --> 00:21:06.648 to not want to work hard.

NOTE Confidence: 0.8134692

00:21:06.650 --> 00:21:09.086 And he said of this condition.

NOTE Confidence: 0.8134692

00:21:09.090 --> 00:21:11.532 This is this disease is the

NOTE Confidence: 0.8134692

00:21:11.532 --> 00:21:13.160 natural offspring of liberty,

NOTE Confidence: 0.8134692

00:21:13.160 --> 00:21:17.192 the liberty to be idle to wallow in filth.

NOTE Confidence: 0.8134692

00:21:17.200 --> 00:21:20.160 And to indulge in improper food and drinks

NOTE Confidence: 0.8134692

00:21:20.160 --> 00:21:23.187 after the prescribed course of treatment,

NOTE Confidence: 0.8134692

00:21:23.190 --> 00:21:25.885 the slave will look grateful and thankful

NOTE Confidence: 0.8134692

00:21:25.885 --> 00:21:28.938 to the white man whose compulsory power

NOTE Confidence: 0.8134692

00:21:28.938 --> 00:21:31.674 has restored his sensation and dispel

NOTE Confidence: 0.8134692

00:21:31.752 --> 00:21:34.320 the mist that clouded his intellect.

NOTE Confidence: 0.8134692

00:21:34.320 --> 00:21:37.984 So what we're seeing with this origin of

NOTE Confidence: 0.8134692

00:21:37.984 --> 00:21:39.880 psychiatric pseudoscience is this idea,

NOTE Confidence: 0.8134692

00:21:39.880 --> 00:21:42.496 where without any sort of context

NOTE Confidence: 0.8134692

00:21:42.496 --> 00:21:45.145 without understanding the context of the

NOTE Confidence: 0.8134692

00:21:45.145 --> 00:21:47.235 condition that enslaved Africans were.

NOTE Confidence: 0.8134692

00:21:47.240 --> 00:21:49.324 Experiencing the perspective of

NOTE Confidence: 0.8134692

00:21:49.324 --> 00:21:51.929 Doctor Cartwright in looking at

NOTE Confidence: 0.8134692

00:21:51.929 --> 00:21:54.370 this at these at these folks,

NOTE Confidence: 0.8134692

00:21:54.370 --> 00:21:57.028 without that context led to him

NOTE Confidence: 0.8134692

00:21:57.028 --> 00:21:59.590 pathologizing very very normal behaviors.

NOTE Confidence: 0.8134692

00:21:59.590 --> 00:22:02.440 And so when he talked about

NOTE Confidence: 0.8134692

00:22:02.440 --> 00:22:03.865 this decision ethiopica,  
NOTE Confidence: 0.8134692

00:22:03.870 --> 00:22:07.342 there was no context about the idea that  
NOTE Confidence: 0.8134692

00:22:07.342 --> 00:22:10.846 slaves were often working far above the  
NOTE Confidence: 0.8134692

00:22:10.846 --> 00:22:14.320 natural level of productivity for any human,  
NOTE Confidence: 0.8134692

00:22:14.320 --> 00:22:17.476 and they were often working at  
NOTE Confidence: 0.8134692

00:22:17.476 --> 00:22:19.580 that level of productivity.  
NOTE Confidence: 0.8134692

00:22:19.580 --> 00:22:20.526 In a,  
NOTE Confidence: 0.8134692

00:22:20.526 --> 00:22:23.364 in cases in which they were  
NOTE Confidence: 0.8134692

00:22:23.364 --> 00:22:24.310 severely malnourished,  
NOTE Confidence: 0.8134692

00:22:24.310 --> 00:22:26.675 oftentimes because slave owners were  
NOTE Confidence: 0.8134692

00:22:26.675 --> 00:22:29.040 not giving slaves adequate nutrition,  
NOTE Confidence: 0.8134692

00:22:29.040 --> 00:22:32.225 and so they were operating at extreme  
NOTE Confidence: 0.8134692

00:22:32.225 --> 00:22:35.128 levels of productivity in a state  
NOTE Confidence: 0.8134692

00:22:35.128 --> 00:22:37.076 of extreme nutritional deficiency.  
NOTE Confidence: 0.8134692

00:22:37.080 --> 00:22:40.244 And yet that when when an enslaved  
NOTE Confidence: 0.8134692

00:22:40.244 --> 00:22:42.666 African and slave black person

NOTE Confidence: 0.8134692

00:22:42.666 --> 00:22:45.600 was not working to the standard,

NOTE Confidence: 0.8134692

00:22:45.600 --> 00:22:47.548 that Doctor Cartwright felt

NOTE Confidence: 0.8134692

00:22:47.548 --> 00:22:49.496 that they should have.

NOTE Confidence: 0.8134692

00:22:49.500 --> 00:22:51.294 He felt that that was some

NOTE Confidence: 0.8134692

00:22:51.294 --> 00:22:53.120 type of mental health problems,

NOTE Confidence: 0.8134692

00:22:53.120 --> 00:22:55.360 so that lack of context really is

NOTE Confidence: 0.8134692

00:22:55.360 --> 00:22:57.669 is the beginning of when we start

NOTE Confidence: 0.8134692

00:22:57.669 --> 00:22:59.589 to think about how these concepts

NOTE Confidence: 0.8134692

00:22:59.657 --> 00:23:01.988 become kind of ingrained in the way

NOTE Confidence: 0.8134692

00:23:01.988 --> 00:23:03.911 that we practice psychiatry even to

NOTE Confidence: 0.8134692

00:23:03.911 --> 00:23:06.060 this day and the other thing that

NOTE Confidence: 0.8134692

00:23:06.122 --> 00:23:07.777 I think is particularly disturbing

NOTE Confidence: 0.8134692

00:23:07.777 --> 00:23:10.499 that we need to think about and and

NOTE Confidence: 0.8134692

00:23:10.499 --> 00:23:12.179 the description of these conditions

NOTE Confidence: 0.8134692

00:23:12.179 --> 00:23:14.060 is that Cartwright had a particular

NOTE Confidence: 0.8134692

00:23:14.060 --> 00:23:15.860 idea about how both of these  
NOTE Confidence: 0.8134692

00:23:15.915 --> 00:23:17.467 conditions should be treated,  
NOTE Confidence: 0.8134692

00:23:17.470 --> 00:23:19.899 and he felt like the proper treatment.  
NOTE Confidence: 0.8134692

00:23:19.900 --> 00:23:21.629 Or both of these conditions was whipping?  
NOTE Confidence: 0.8678474

00:23:24.360 --> 00:23:26.992 So I want to take this time  
NOTE Confidence: 0.8678474

00:23:26.992 --> 00:23:29.040 to define two concepts.  
NOTE Confidence: 0.8678474

00:23:29.040 --> 00:23:31.770 An really contrast the idea of health  
NOTE Confidence: 0.8678474

00:23:31.770 --> 00:23:33.710 disparities with health inequities.  
NOTE Confidence: 0.8678474

00:23:33.710 --> 00:23:36.164 So health disparities are defined as  
NOTE Confidence: 0.8678474

00:23:36.164 --> 00:23:38.306 differences in health status among  
NOTE Confidence: 0.8678474

00:23:38.306 --> 00:23:40.506 distinct segments of the population,  
NOTE Confidence: 0.8678474

00:23:40.510 --> 00:23:43.060 including differences that occur by gender,  
NOTE Confidence: 0.8678474

00:23:43.060 --> 00:23:44.335 race or ethnicity,  
NOTE Confidence: 0.8678474

00:23:44.335 --> 00:23:46.460 education or income or disability,  
NOTE Confidence: 0.8678474

00:23:46.460 --> 00:23:49.640 or where you live.  
NOTE Confidence: 0.8678474

00:23:49.640 --> 00:23:51.420 This is different from this

NOTE Confidence: 0.8678474  
00:23:51.420 --> 00:23:53.200 concept of health and equities,  
NOTE Confidence: 0.8678474  
00:23:53.200 --> 00:23:54.850 which are disparities in health  
NOTE Confidence: 0.8678474  
00:23:54.850 --> 00:23:57.120 that are the result of systemic,  
NOTE Confidence: 0.8678474  
00:23:57.120 --> 00:23:57.460 avoidable,  
NOTE Confidence: 0.8678474  
00:23:57.460 --> 00:23:59.160 and unjust social and economic  
NOTE Confidence: 0.8678474  
00:23:59.160 --> 00:24:00.520 policies and practices that  
NOTE Confidence: 0.8678474  
00:24:00.571 --> 00:24:02.099 create barriers to opportunity.  
NOTE Confidence: 0.8678474  
00:24:02.100 --> 00:24:03.880 I think it's really important  
NOTE Confidence: 0.8678474  
00:24:03.880 --> 00:24:05.660 for us to contrast these,  
NOTE Confidence: 0.8678474  
00:24:05.660 --> 00:24:07.746 because here in the United States we  
NOTE Confidence: 0.8678474  
00:24:07.746 --> 00:24:10.288 talk a lot about health disparities.  
NOTE Confidence: 0.8678474  
00:24:10.290 --> 00:24:12.390 The problem with using that particular  
NOTE Confidence: 0.8678474  
00:24:12.390 --> 00:24:14.918 definition is that it's not precise enough.  
NOTE Confidence: 0.8678474  
00:24:14.920 --> 00:24:17.050 It doesn't speak to the origin  
NOTE Confidence: 0.8678474  
00:24:17.050 --> 00:24:18.115 of the difference,  
NOTE Confidence: 0.8678474

00:24:18.120 --> 00:24:20.605 and because it just defines the difference,

NOTE Confidence: 0.8678474

00:24:20.610 --> 00:24:23.494 and it doesn't say why that difference.

NOTE Confidence: 0.8678474

00:24:23.500 --> 00:24:25.160 Exist in the 1st place.

NOTE Confidence: 0.8678474

00:24:25.160 --> 00:24:27.078 We have the tendency to air on

NOTE Confidence: 0.8678474

00:24:27.078 --> 00:24:29.045 the side of saying that maybe

NOTE Confidence: 0.8678474

00:24:29.045 --> 00:24:30.840 the driver of that difference

NOTE Confidence: 0.8678474

00:24:30.840 --> 00:24:32.798 is some sort of intrinsic.

NOTE Confidence: 0.90095466

00:24:34.840 --> 00:24:36.838 Some sort of intrinsic quality of

NOTE Confidence: 0.90095466

00:24:36.838 --> 00:24:39.242 of the group or the individuals

NOTE Confidence: 0.90095466

00:24:39.242 --> 00:24:41.238 that have those differences?

NOTE Confidence: 0.90095466

00:24:41.240 --> 00:24:43.742 Maybe there's some sort of intrinsic

NOTE Confidence: 0.90095466

00:24:43.742 --> 00:24:45.640 biological difference that's driving it.

NOTE Confidence: 0.90095466

00:24:45.640 --> 00:24:48.265 Maybe there's some sort of cultural belief

NOTE Confidence: 0.90095466

00:24:48.265 --> 00:24:50.724 systems or choices that people make

NOTE Confidence: 0.90095466

00:24:50.724 --> 00:24:52.839 that's really driving that difference.

NOTE Confidence: 0.90095466

00:24:52.840 --> 00:24:55.568 And again, we tend to say that perhaps

NOTE Confidence: 0.90095466

00:24:55.568 --> 00:24:58.656 it's the problem of that person rather

NOTE Confidence: 0.90095466

00:24:58.656 --> 00:25:01.802 than recognizing that the majority of the

NOTE Confidence: 0.90095466

00:25:01.802 --> 00:25:04.414 differences in health that we see, the.

NOTE Confidence: 0.90095466

00:25:04.414 --> 00:25:05.910 Overwhelming majority in fact,

NOTE Confidence: 0.90095466

00:25:05.910 --> 00:25:08.550 almost all of the differences in health that

NOTE Confidence: 0.90095466

00:25:08.550 --> 00:25:11.480 we see are really the result of systemic,

NOTE Confidence: 0.90095466

00:25:11.480 --> 00:25:12.868 avoidable, and unjust social

NOTE Confidence: 0.90095466

00:25:12.868 --> 00:25:14.256 economic policies and practices.

NOTE Confidence: 0.90095466

00:25:14.260 --> 00:25:16.740 So it's really important that we get to

NOTE Confidence: 0.90095466

00:25:16.740 --> 00:25:18.940 the place where we're really thinking

NOTE Confidence: 0.90095466

00:25:18.940 --> 00:25:21.214 very hard about what is driving.

NOTE Confidence: 0.90095466

00:25:21.220 --> 00:25:22.960 What is creating this particular

NOTE Confidence: 0.90095466

00:25:22.960 --> 00:25:24.004 difference in health,

NOTE Confidence: 0.90095466

00:25:24.010 --> 00:25:26.404 and so it's much more precise to

NOTE Confidence: 0.90095466

00:25:26.404 --> 00:25:29.074 use the term health inequities when

NOTE Confidence: 0.90095466

00:25:29.074 --> 00:25:31.684 we talk about these differences.

NOTE Confidence: 0.90095466

00:25:31.690 --> 00:25:34.014 And then it's important for us to

NOTE Confidence: 0.90095466

00:25:34.014 --> 00:25:36.261 define this concept of the social

NOTE Confidence: 0.90095466

00:25:36.261 --> 00:25:37.837 determinants of mental health.

NOTE Confidence: 0.90095466

00:25:37.840 --> 00:25:39.466 So we see the social determinants

NOTE Confidence: 0.90095466

00:25:39.466 --> 00:25:41.400 as the social and environmental and

NOTE Confidence: 0.90095466

00:25:41.400 --> 00:25:42.976 economic conditions that impact

NOTE Confidence: 0.90095466

00:25:42.976 --> 00:25:45.090 and affect mental health outcomes

NOTE Confidence: 0.90095466

00:25:45.090 --> 00:25:46.527 across various populations.

NOTE Confidence: 0.90095466

00:25:46.530 --> 00:25:48.786 We know that these conditions are

NOTE Confidence: 0.90095466

00:25:48.786 --> 00:25:51.028 shaped by the distribution of money

NOTE Confidence: 0.90095466

00:25:51.028 --> 00:25:53.050 and power and resources at global,

NOTE Confidence: 0.90095466

00:25:53.050 --> 00:25:54.470 national and local levels,

NOTE Confidence: 0.90095466

00:25:54.470 --> 00:25:55.890 which themselves influenced are

NOTE Confidence: 0.90095466

00:25:55.890 --> 00:25:57.390 influenced by policy choices.

NOTE Confidence: 0.90095466

00:25:57.390 --> 00:25:58.882 And we also understand,

NOTE Confidence: 0.90095466

00:25:58.882 --> 00:26:01.120 I think most importantly that the.

NOTE Confidence: 0.90095466

00:26:01.120 --> 00:26:03.325 The social determinants of health

NOTE Confidence: 0.90095466

00:26:03.325 --> 00:26:05.530 and mental health are prominently

NOTE Confidence: 0.90095466

00:26:05.603 --> 00:26:07.713 responsible for the health disparities

NOTE Confidence: 0.90095466

00:26:07.713 --> 00:26:10.336 in inequities that we see both

NOTE Confidence: 0.90095466

00:26:10.336 --> 00:26:12.128 within and among populations.

NOTE Confidence: 0.90095466

00:26:12.130 --> 00:26:15.154 And so this issue of disparities and

NOTE Confidence: 0.90095466

00:26:15.154 --> 00:26:17.978 inequities is very personal to me

NOTE Confidence: 0.90095466

00:26:17.978 --> 00:26:20.383 because I attended medical school,

NOTE Confidence: 0.90095466

00:26:20.390 --> 00:26:22.110 residency and Community psychiatry

NOTE Confidence: 0.90095466

00:26:22.110 --> 00:26:24.260 fellowship all in Atlanta at

NOTE Confidence: 0.90095466

00:26:24.260 --> 00:26:25.440 Emory University.

NOTE Confidence: 0.90095466

00:26:25.440 --> 00:26:27.630 Emory University is not unlike

NOTE Confidence: 0.90095466

00:26:27.630 --> 00:26:29.820 most academic medical centers in

NOTE Confidence: 0.90095466

00:26:29.894 --> 00:26:32.329 which there are multiple locations,

NOTE Confidence: 0.90095466

00:26:32.330 --> 00:26:35.442 multiple sites and so I I had the  
NOTE Confidence: 0.90095466

00:26:35.442 --> 00:26:39.366 pleasure of being able to train both at  
NOTE Confidence: 0.90095466

00:26:39.366 --> 00:26:42.529 Emory University Hospital which was located.  
NOTE Confidence: 0.90095466

00:26:42.530 --> 00:26:44.820 In probably the richest part  
NOTE Confidence: 0.90095466

00:26:44.820 --> 00:26:47.110 of the suburbs of Atlanta.  
NOTE Confidence: 0.90095466

00:26:47.110 --> 00:26:49.672 Probably one of the most affluent  
NOTE Confidence: 0.90095466

00:26:49.672 --> 00:26:52.150 places in all of Atlanta.  
NOTE Confidence: 0.90095466

00:26:52.150 --> 00:26:54.754 I had the ability to contrast  
NOTE Confidence: 0.90095466

00:26:54.754 --> 00:26:56.490 that educational experience with  
NOTE Confidence: 0.90095466

00:26:56.566 --> 00:26:59.016 working at Grady Memorial Hospital,  
NOTE Confidence: 0.90095466

00:26:59.020 --> 00:27:02.374 which was located in the poorest  
NOTE Confidence: 0.90095466

00:27:02.374 --> 00:27:05.644 section of Atlanta and located in  
NOTE Confidence: 0.90095466

00:27:05.644 --> 00:27:08.885 the part of the city in which.  
NOTE Confidence: 0.90095466

00:27:08.890 --> 00:27:11.648 Incomes were lowest and outcomes or poorest,  
NOTE Confidence: 0.90095466

00:27:11.650 --> 00:27:13.996 and what was interesting about that  
NOTE Confidence: 0.90095466

00:27:13.996 --> 00:27:16.420 experience and this idea of health

NOTE Confidence: 0.90095466

00:27:16.420 --> 00:27:18.008 disparities versus health inequities

NOTE Confidence: 0.90095466

00:27:18.008 --> 00:27:21.098 is that when I was a medical student,

NOTE Confidence: 0.90095466

00:27:21.100 --> 00:27:23.470 but then particularly as a resident

NOTE Confidence: 0.90095466

00:27:23.470 --> 00:27:25.010 in psychiatry, I would,

NOTE Confidence: 0.90095466

00:27:25.010 --> 00:27:27.260 I would rotate at Emory University

NOTE Confidence: 0.90095466

00:27:27.260 --> 00:27:29.379 Hospital in the inpatient unit,

NOTE Confidence: 0.90095466

00:27:29.380 --> 00:27:32.484 and then I would rotate a Grady Memorial

NOTE Confidence: 0.90095466

00:27:32.484 --> 00:27:34.925 Hospital in the inpatient unit and

NOTE Confidence: 0.90095466

00:27:34.925 --> 00:27:38.049 we would have the same process we would.

NOTE Confidence: 0.90095466

00:27:38.050 --> 00:27:39.694 We would identify people

NOTE Confidence: 0.90095466

00:27:39.694 --> 00:27:41.338 we would hospitalise them.

NOTE Confidence: 0.90095466

00:27:41.340 --> 00:27:43.419 We would admit them to the hospital

NOTE Confidence: 0.90095466

00:27:43.419 --> 00:27:45.905 and we would take time to provide

NOTE Confidence: 0.90095466

00:27:45.905 --> 00:27:47.820 them with the appropriate therapies

NOTE Confidence: 0.90095466

00:27:47.820 --> 00:27:50.130 which included medication therapies,

NOTE Confidence: 0.90095466

00:27:50.130 --> 00:27:51.654 group therapy, individual therapy,  
NOTE Confidence: 0.90095466

00:27:51.654 --> 00:27:53.559 and treatment with the mill.  
NOTE Confidence: 0.90095466

00:27:53.560 --> 00:27:56.234 You, which was very helpful and wonderful,  
NOTE Confidence: 0.90095466

00:27:56.240 --> 00:27:58.515 and what I would see is that  
NOTE Confidence: 0.90095466

00:27:58.515 --> 00:27:59.490 those patients at  
NOTE Confidence: 0.87682265

00:27:59.565 --> 00:28:01.289 Emory University Hospital would  
NOTE Confidence: 0.87682265

00:28:01.289 --> 00:28:04.325 take some time and they would get  
NOTE Confidence: 0.87682265

00:28:04.325 --> 00:28:06.569 better and we would discharge them  
NOTE Confidence: 0.87682265

00:28:06.569 --> 00:28:09.204 and they would go back to their  
NOTE Confidence: 0.87682265

00:28:09.204 --> 00:28:12.090 lives and then a Grady we would.  
NOTE Confidence: 0.87682265

00:28:12.090 --> 00:28:13.790 Admit people to the hospital.  
NOTE Confidence: 0.87682265

00:28:13.790 --> 00:28:15.818 We would treat them with medication.  
NOTE Confidence: 0.87682265

00:28:15.820 --> 00:28:17.854 We would treat them with therapy  
NOTE Confidence: 0.87682265

00:28:17.854 --> 00:28:19.210 group and individual therapy.  
NOTE Confidence: 0.87682265

00:28:19.210 --> 00:28:21.580 We would treat them with the  
NOTE Confidence: 0.87682265

00:28:21.580 --> 00:28:24.478 millou and they did not get better.

NOTE Confidence: 0.87682265

00:28:24.480 --> 00:28:26.825 And so we would still discharge them,

NOTE Confidence: 0.87682265

00:28:26.830 --> 00:28:29.063 but they would not improve in the

NOTE Confidence: 0.87682265

00:28:29.063 --> 00:28:31.485 same way that I would see patients

NOTE Confidence: 0.87682265

00:28:31.485 --> 00:28:33.888 improve at at Emory. And again, why?

NOTE Confidence: 0.87682265

00:28:33.888 --> 00:28:35.568 What was going on there?

NOTE Confidence: 0.87682265

00:28:35.570 --> 00:28:37.733 And so that really sparked for me

NOTE Confidence: 0.87682265

00:28:37.733 --> 00:28:40.043 the start of my questioning of what

NOTE Confidence: 0.87682265

00:28:40.043 --> 00:28:42.802 was going on because I was the same

NOTE Confidence: 0.87682265

00:28:42.802 --> 00:28:45.308 position I was providing the same care.

NOTE Confidence: 0.87682265

00:28:45.310 --> 00:28:47.464 I wasn't doing anything differently and

NOTE Confidence: 0.87682265

00:28:47.464 --> 00:28:49.881 how it was interacting with the patients

NOTE Confidence: 0.87682265

00:28:49.881 --> 00:28:52.030 at Grady and the patients at Emory.

NOTE Confidence: 0.87682265

00:28:52.030 --> 00:28:54.466 It made me wonder I could have.

NOTE Confidence: 0.87682265

00:28:54.470 --> 00:28:56.300 Kind of defaulted to explaining.

NOTE Confidence: 0.87682265

00:28:56.300 --> 00:28:58.880 Maybe there's some sort of intrinsic

NOTE Confidence: 0.87682265

00:28:58.880 --> 00:29:00.986 difference between the patients that  
NOTE Confidence: 0.87682265

00:29:00.986 --> 00:29:03.198 I was treating at Grady and the  
NOTE Confidence: 0.87682265

00:29:03.198 --> 00:29:05.420 patients that I was treating at Emory,  
NOTE Confidence: 0.87682265

00:29:05.420 --> 00:29:08.327 but it really started me on a path to  
NOTE Confidence: 0.87682265

00:29:08.327 --> 00:29:10.686 discovery of what is really driving  
NOTE Confidence: 0.87682265

00:29:10.686 --> 00:29:13.085 what's really at the foundation for  
NOTE Confidence: 0.87682265

00:29:13.085 --> 00:29:14.910 why I'm seeing these differences  
NOTE Confidence: 0.87682265

00:29:14.910 --> 00:29:17.830 in real time and also it it it  
NOTE Confidence: 0.87682265

00:29:17.830 --> 00:29:20.020 was really it sparked in me.  
NOTE Confidence: 0.87682265

00:29:20.020 --> 00:29:22.210 A desire to do something because  
NOTE Confidence: 0.87682265

00:29:22.210 --> 00:29:23.670 I felt quite helpless.  
NOTE Confidence: 0.87682265

00:29:23.670 --> 00:29:25.980 If I'm doing the same.  
NOTE Confidence: 0.87682265

00:29:25.980 --> 00:29:26.295 Work,  
NOTE Confidence: 0.87682265

00:29:26.295 --> 00:29:29.130 and if I went into psychiatry to help people  
NOTE Confidence: 0.87682265

00:29:29.197 --> 00:29:31.717 and I'm not able to affectively do that,  
NOTE Confidence: 0.87682265

00:29:31.720 --> 00:29:33.715 what is that saying about about me

NOTE Confidence: 0.87682265

00:29:33.715 --> 00:29:36.354 and so I felt that I needed to try

NOTE Confidence: 0.87682265

00:29:36.354 --> 00:29:38.684 and reach out and and discover some

NOTE Confidence: 0.87682265

00:29:38.684 --> 00:29:40.916 solutions I needed to explain what

NOTE Confidence: 0.87682265

00:29:40.916 --> 00:29:43.138 was happening in a way that that

NOTE Confidence: 0.87682265

00:29:43.138 --> 00:29:45.668 allowed me to feel like I was making

NOTE Confidence: 0.87682265

00:29:45.668 --> 00:29:47.910 some sort of progress in this space

NOTE Confidence: 0.87682265

00:29:47.910 --> 00:29:50.526 and so that led to work with Michael

NOTE Confidence: 0.87682265

00:29:50.526 --> 00:29:52.918 Compton at Emory at the time on the

NOTE Confidence: 0.87682265

00:29:52.918 --> 00:29:54.689 social determinants of mental health.

NOTE Confidence: 0.87682265

00:29:54.690 --> 00:29:56.574 And it was really an understanding

NOTE Confidence: 0.87682265

00:29:56.574 --> 00:29:58.340 that it was the social.

NOTE Confidence: 0.87682265

00:29:58.340 --> 00:30:00.240 Economic and social and economic

NOTE Confidence: 0.87682265

00:30:00.240 --> 00:30:02.597 factors that were leading to the

NOTE Confidence: 0.87682265

00:30:02.597 --> 00:30:04.145 development of these differences

NOTE Confidence: 0.87682265

00:30:04.145 --> 00:30:06.080 and outcomes that we saw.

NOTE Confidence: 0.87682265

00:30:06.080 --> 00:30:08.887 And so we really did gather the  
NOTE Confidence: 0.87682265

00:30:08.887 --> 00:30:11.434 best available evidence on how all  
NOTE Confidence: 0.87682265

00:30:11.434 --> 00:30:13.549 of these different social factors  
NOTE Confidence: 0.87682265

00:30:13.549 --> 00:30:14.980 impact mental health.  
NOTE Confidence: 0.87682265

00:30:14.980 --> 00:30:16.720 That work has led overtime,  
NOTE Confidence: 0.87682265

00:30:16.720 --> 00:30:18.290 to my understanding of the  
NOTE Confidence: 0.87682265

00:30:18.290 --> 00:30:19.860 foundations of what creates the  
NOTE Confidence: 0.87682265

00:30:19.916 --> 00:30:21.916 social determinants of mental health.  
NOTE Confidence: 0.87682265

00:30:21.920 --> 00:30:23.660 And that's actually social injustice,  
NOTE Confidence: 0.87682265

00:30:23.660 --> 00:30:26.148 and so this is work that I did  
NOTE Confidence: 0.87682265

00:30:26.148 --> 00:30:28.786 with Sarah Benson and in the book  
NOTE Confidence: 0.87682265

00:30:28.786 --> 00:30:31.129 that was just published this this  
NOTE Confidence: 0.87682265

00:30:31.129 --> 00:30:33.737 year and I really want to kind of  
NOTE Confidence: 0.87682265

00:30:33.737 --> 00:30:36.075 walk you through my thinking and  
NOTE Confidence: 0.87682265

00:30:36.075 --> 00:30:38.912 how it's evolved and how it's been  
NOTE Confidence: 0.87682265

00:30:38.912 --> 00:30:41.168 expressed in in in this work.

NOTE Confidence: 0.87682265

00:30:41.170 --> 00:30:43.570 So this figure is a conceptualisation

NOTE Confidence: 0.87682265

00:30:43.570 --> 00:30:45.791 of the social determinants of mental

NOTE Confidence: 0.87682265

00:30:45.791 --> 00:30:47.991 health and at the very top you see

NOTE Confidence: 0.87682265

00:30:48.059 --> 00:30:50.351 this idea of adverse mental health

NOTE Confidence: 0.87682265

00:30:50.351 --> 00:30:52.592 outcomes and mental health in equities.

NOTE Confidence: 0.87682265

00:30:52.592 --> 00:30:55.084 And if you move down this figure,

NOTE Confidence: 0.87682265

00:30:55.090 --> 00:30:56.570 you're moving further upstream.

NOTE Confidence: 0.87682265

00:30:56.570 --> 00:30:58.790 So one step down and you

NOTE Confidence: 0.8845223

00:30:58.858 --> 00:31:01.126 get to a number of risk factors

NOTE Confidence: 0.8845223

00:31:01.126 --> 00:31:03.253 and we understand that risk factors

NOTE Confidence: 0.8845223

00:31:03.253 --> 00:31:05.431 are things that precede an illness

NOTE Confidence: 0.8845223

00:31:05.431 --> 00:31:07.228 an increase the likelihood that

NOTE Confidence: 0.8845223

00:31:07.228 --> 00:31:09.013 one will develop that illness.

NOTE Confidence: 0.8845223

00:31:09.020 --> 00:31:11.996 In psychiatry we spend a lot of time.

NOTE Confidence: 0.8845223

00:31:12.000 --> 00:31:13.920 Thinking about risk factors we we

NOTE Confidence: 0.8845223

00:31:13.920 --> 00:31:15.949 work to identify risk factors so  
NOTE Confidence: 0.8845223

00:31:15.949 --> 00:31:18.007 that we can intervene and hopefully  
NOTE Confidence: 0.8845223

00:31:18.007 --> 00:31:20.098 prevent poor mental health outcomes.  
NOTE Confidence: 0.8845223

00:31:20.100 --> 00:31:22.368 But what I've started to understand and  
NOTE Confidence: 0.8845223

00:31:22.368 --> 00:31:24.584 what I began understanding as I was  
NOTE Confidence: 0.8845223

00:31:24.584 --> 00:31:27.259 doing this work as I was exploring these  
NOTE Confidence: 0.8845223

00:31:27.259 --> 00:31:29.379 areas around social determinants of  
NOTE Confidence: 0.8845223

00:31:29.379 --> 00:31:32.060 mental health is if you were interviewed.  
NOTE Confidence: 0.8488605

00:31:41.950 --> 00:31:44.771 And of that, risk factor happened long  
NOTE Confidence: 0.8488605

00:31:44.771 --> 00:31:47.708 before the risk factor came into play.  
NOTE Confidence: 0.8488605

00:31:47.710 --> 00:31:50.166 So if you're trying to address this issue,  
NOTE Confidence: 0.8488605

00:31:50.170 --> 00:31:52.018 but you haven't moved further upstream,  
NOTE Confidence: 0.8488605

00:31:52.020 --> 00:31:54.085 if you haven't gotten to what Sir  
NOTE Confidence: 0.8488605

00:31:54.085 --> 00:31:55.975 Michael Marmot and and Jeffrey Rose  
NOTE Confidence: 0.8488605

00:31:55.975 --> 00:31:57.865 called that causes of the causes.  
NOTE Confidence: 0.8488605

00:31:57.870 --> 00:32:00.026 If you haven't gotten there then you,

NOTE Confidence: 0.8488605

00:32:00.030 --> 00:32:01.848 then you're really missing what's driving

NOTE Confidence: 0.8488605

00:32:01.848 --> 00:32:03.729 the development of the risk factors,

NOTE Confidence: 0.8488605

00:32:03.730 --> 00:32:05.809 so you have to move further upstream

NOTE Confidence: 0.8488605

00:32:05.809 --> 00:32:08.011 and further upstream gets us to these

NOTE Confidence: 0.8488605

00:32:08.011 --> 00:32:09.576 social determinants of mental health,

NOTE Confidence: 0.8488605

00:32:09.580 --> 00:32:11.680 and you can see there are a

NOTE Confidence: 0.8488605

00:32:11.680 --> 00:32:13.578 number of them in the boxes.

NOTE Confidence: 0.8488605

00:32:13.580 --> 00:32:16.343 It may be a little bit difficult to see,

NOTE Confidence: 0.8488605

00:32:16.350 --> 00:32:18.230 but it's it's certainly not.

NOTE Confidence: 0.8488605

00:32:18.230 --> 00:32:20.140 All of the social determinants

NOTE Confidence: 0.8488605

00:32:20.140 --> 00:32:21.286 of mental health,

NOTE Confidence: 0.8488605

00:32:21.290 --> 00:32:23.663 but it's many of the social determinants

NOTE Confidence: 0.8488605

00:32:23.663 --> 00:32:26.464 of mental health and it includes things

NOTE Confidence: 0.8488605

00:32:26.464 --> 00:32:28.188 like adverse childhood experiences,

NOTE Confidence: 0.8488605

00:32:28.190 --> 00:32:28.573 discrimination,

NOTE Confidence: 0.8488605

00:32:28.573 --> 00:32:30.488 exposure to violence and conflict,  
NOTE Confidence: 0.8488605

00:32:30.490 --> 00:32:31.633 interactions with the  
NOTE Confidence: 0.8488605

00:32:31.633 --> 00:32:32.776 criminal justice system,  
NOTE Confidence: 0.8488605

00:32:32.780 --> 00:32:34.312 low education and unemployment,  
NOTE Confidence: 0.8488605

00:32:34.312 --> 00:32:35.078 or underemployment,  
NOTE Confidence: 0.8488605

00:32:35.080 --> 00:32:36.616 poverty and income inequality,  
NOTE Confidence: 0.8488605

00:32:36.616 --> 00:32:38.146 homelessness, and housing instability,  
NOTE Confidence: 0.8488605

00:32:38.146 --> 00:32:40.059 food insecurity, transportation and security,  
NOTE Confidence: 0.8488605

00:32:40.059 --> 00:32:42.357 and poor access to health care.  
NOTE Confidence: 0.8488605

00:32:42.360 --> 00:32:45.128 And then things like adverse features of the  
NOTE Confidence: 0.8488605

00:32:45.128 --> 00:32:47.340 built environment and neighborhood disorder,  
NOTE Confidence: 0.8488605

00:32:47.340 --> 00:32:48.310 and pollution.  
NOTE Confidence: 0.8488605

00:32:48.310 --> 00:32:50.250 Exposure in climate change.  
NOTE Confidence: 0.8488605

00:32:50.250 --> 00:32:52.469 So all those things are the social  
NOTE Confidence: 0.8488605

00:32:52.469 --> 00:32:53.870 determinants of mental health.  
NOTE Confidence: 0.8488605

00:32:53.870 --> 00:32:55.790 They are the foundation that drives

NOTE Confidence: 0.8488605

00:32:55.790 --> 00:32:57.820 the development of these risk factors,

NOTE Confidence: 0.8488605

00:32:57.820 --> 00:32:59.899 which leads to these adverse mental health

NOTE Confidence: 0.8488605

00:32:59.899 --> 00:33:02.088 outcomes in these mental health inequities.

NOTE Confidence: 0.8488605

00:33:02.090 --> 00:33:04.064 But again, as I spent time

NOTE Confidence: 0.8488605

00:33:04.064 --> 00:33:05.380 thinking about these concepts,

NOTE Confidence: 0.8488605

00:33:05.380 --> 00:33:07.690 it's it's become very clear to me.

NOTE Confidence: 0.8488605

00:33:07.690 --> 00:33:09.622 I've started to understand that if

NOTE Confidence: 0.8488605

00:33:09.622 --> 00:33:11.960 you're intervening at the level of the

NOTE Confidence: 0.8488605

00:33:11.960 --> 00:33:13.605 social determinant of mental health,

NOTE Confidence: 0.8488605

00:33:13.610 --> 00:33:15.584 you are still intervening too late

NOTE Confidence: 0.8488605

00:33:15.584 --> 00:33:17.561 because there are number of things

NOTE Confidence: 0.8488605

00:33:17.561 --> 00:33:19.668 that set the context that set the

NOTE Confidence: 0.8488605

00:33:19.668 --> 00:33:21.813 foundation for the development of the

NOTE Confidence: 0.8488605

00:33:21.813 --> 00:33:23.598 social determinants of mental health.

NOTE Confidence: 0.8488605

00:33:23.600 --> 00:33:26.192 And what is really driving all of that

NOTE Confidence: 0.8488605

00:33:26.192 --> 00:33:29.281 is social injustice or the unfair and  
NOTE Confidence: 0.8488605

00:33:29.281 --> 00:33:31.173 unjust distribution of opportunity.  
NOTE Confidence: 0.8488605

00:33:31.180 --> 00:33:33.724 And the thing that creates that  
NOTE Confidence: 0.8488605

00:33:33.724 --> 00:33:36.206 unfair and unjust distribution of our  
NOTE Confidence: 0.8488605

00:33:36.206 --> 00:33:38.360 of opportunity or our social norms,  
NOTE Confidence: 0.8488605

00:33:38.360 --> 00:33:39.848 the beliefs, the mindsets,  
NOTE Confidence: 0.8488605

00:33:39.848 --> 00:33:42.080 the attitudes we have about certain  
NOTE Confidence: 0.8488605

00:33:42.147 --> 00:33:43.947 people in certain populations,  
NOTE Confidence: 0.8488605

00:33:43.950 --> 00:33:46.338 including who is worthy in our  
NOTE Confidence: 0.8488605

00:33:46.338 --> 00:33:47.532 in our population,  
NOTE Confidence: 0.8488605

00:33:47.540 --> 00:33:49.530 of certain advantages and who  
NOTE Confidence: 0.8488605

00:33:49.530 --> 00:33:51.122 is worthy of disadvantage.  
NOTE Confidence: 0.8488605

00:33:51.130 --> 00:33:53.818 Who should be elevated in our  
NOTE Confidence: 0.8488605

00:33:53.818 --> 00:33:56.050 society and who should not.  
NOTE Confidence: 0.8488605

00:33:56.050 --> 00:33:58.318 And then those social norms are  
NOTE Confidence: 0.8488605

00:33:58.318 --> 00:33:59.830 complemented by public policy's

NOTE Confidence: 0.8488605

00:33:59.900 --> 00:34:02.000 the laws that we passed to reflect

NOTE Confidence: 0.8488605

00:34:02.000 --> 00:34:04.107 those values in our in our society.

NOTE Confidence: 0.8488605

00:34:04.110 --> 00:34:04.446 So,

NOTE Confidence: 0.8488605

00:34:04.446 --> 00:34:06.798 based on our beliefs about certain people,

NOTE Confidence: 0.8488605

00:34:06.800 --> 00:34:07.760 we pass laws.

NOTE Confidence: 0.8488605

00:34:07.760 --> 00:34:09.680 Those laws create unfair and unjust

NOTE Confidence: 0.8488605

00:34:09.680 --> 00:34:10.829 distribution of opportunity,

NOTE Confidence: 0.8488605

00:34:10.830 --> 00:34:12.780 which then drive the development of

NOTE Confidence: 0.8488605

00:34:12.780 --> 00:34:14.869 the social determinants of mental health,

NOTE Confidence: 0.8488605

00:34:14.870 --> 00:34:16.900 which then lead to the risk factors

NOTE Confidence: 0.8488605

00:34:16.900 --> 00:34:19.331 which then lead to the adverse mental

NOTE Confidence: 0.8488605

00:34:19.331 --> 00:34:21.581 health outcomes in mental health inequities.

NOTE Confidence: 0.8488605

00:34:21.590 --> 00:34:22.782 So that's a lot.

NOTE Confidence: 0.8488605

00:34:22.782 --> 00:34:25.073 And I'm going to use an example

NOTE Confidence: 0.8488605

00:34:25.073 --> 00:34:27.623 to really kind of clarify what

NOTE Confidence: 0.8488605

00:34:27.623 --> 00:34:28.898 I'm talking about.  
NOTE Confidence: 0.8488605

00:34:28.900 --> 00:34:31.595 So if we're thinking about social norms,  
NOTE Confidence: 0.8488605

00:34:31.600 --> 00:34:34.288 let's think about crack cocaine and crack.  
NOTE Confidence: 0.8488605

00:34:34.290 --> 00:34:35.060 Use disorder,  
NOTE Confidence: 0.8488605

00:34:35.060 --> 00:34:36.600 so all of us,  
NOTE Confidence: 0.8488605

00:34:36.600 --> 00:34:39.295 I think from a social norm perspective,  
NOTE Confidence: 0.8488605

00:34:39.300 --> 00:34:41.170 have a mental image of  
NOTE Confidence: 0.8488605

00:34:41.170 --> 00:34:43.040 what a crack user looks  
NOTE Confidence: 0.8552852

00:34:43.123 --> 00:34:45.678 like, and this may be seared in  
NOTE Confidence: 0.8552852

00:34:45.678 --> 00:34:48.150 our brains from the early 1980s,  
NOTE Confidence: 0.8552852

00:34:48.150 --> 00:34:50.726 or even thoughts about that if you  
NOTE Confidence: 0.8552852

00:34:50.726 --> 00:34:53.537 weren't even born during the early 1980s.  
NOTE Confidence: 0.8552852

00:34:53.540 --> 00:34:56.319 You can still have thoughts about about  
NOTE Confidence: 0.8552852

00:34:56.319 --> 00:34:59.429 what it what a crack user looks like.  
NOTE Confidence: 0.8552852

00:34:59.430 --> 00:35:01.488 What are social norms? Are we?  
NOTE Confidence: 0.8552852

00:35:01.490 --> 00:35:03.884 We tend to think about black people.

NOTE Confidence: 0.8552852

00:35:03.890 --> 00:35:05.600 If it's a black man,

NOTE Confidence: 0.8552852

00:35:05.600 --> 00:35:08.496 we we tend to associate them with criminal

NOTE Confidence: 0.8552852

00:35:08.496 --> 00:35:10.602 behavior with being violent and dangerous

NOTE Confidence: 0.8552852

00:35:10.602 --> 00:35:13.489 as a result of a desire to get drugs.

NOTE Confidence: 0.8552852

00:35:13.490 --> 00:35:15.210 If it's a black woman,

NOTE Confidence: 0.8552852

00:35:15.210 --> 00:35:17.322 we tend to think of a woman who

NOTE Confidence: 0.8552852

00:35:17.322 --> 00:35:19.987 is so hell bent on getting more

NOTE Confidence: 0.8552852

00:35:19.987 --> 00:35:22.052 crack cocaine that she's willing

NOTE Confidence: 0.8552852

00:35:22.132 --> 00:35:24.130 to put her children at risk.

NOTE Confidence: 0.8552852

00:35:24.130 --> 00:35:26.524 She doesn't really care about her children,

NOTE Confidence: 0.8552852

00:35:26.530 --> 00:35:28.889 and because of the moral panic that

NOTE Confidence: 0.8552852

00:35:28.889 --> 00:35:31.388 developed in the 1980s and this belief.

NOTE Confidence: 0.8552852

00:35:31.390 --> 00:35:34.085 That we have because of these social

NOTE Confidence: 0.8552852

00:35:34.085 --> 00:35:37.245 norms about what type of people use crack

NOTE Confidence: 0.8552852

00:35:37.245 --> 00:35:40.268 cocaine and what their value is in society.

NOTE Confidence: 0.8552852

00:35:40.270 --> 00:35:43.398 We passed a number of laws that reflect  
NOTE Confidence: 0.8552852

00:35:43.398 --> 00:35:46.513 that that belief system and one of them  
NOTE Confidence: 0.8552852

00:35:46.513 --> 00:35:49.596 was the anti Drug Abuse Act in 1986  
NOTE Confidence: 0.8552852

00:35:49.596 --> 00:35:52.282 which created this 100 to one jail.  
NOTE Confidence: 0.8552852

00:35:52.282 --> 00:35:53.578 Sentencing disparity between  
NOTE Confidence: 0.8552852

00:35:53.578 --> 00:35:55.738 crack cocaine and powder cocaine  
NOTE Confidence: 0.8552852

00:35:55.738 --> 00:35:57.638 and what it said there was.  
NOTE Confidence: 0.8552852

00:35:57.640 --> 00:36:00.524 If you had one gram of crack  
NOTE Confidence: 0.8552852

00:36:00.524 --> 00:36:02.719 you would have the same.  
NOTE Confidence: 0.8552852

00:36:02.720 --> 00:36:06.336 Jail sentence as somebody who had in their  
NOTE Confidence: 0.8552852

00:36:06.336 --> 00:36:09.466 possession 100 grams of of powder cocaine,  
NOTE Confidence: 0.8552852

00:36:09.470 --> 00:36:11.834 which really makes no sense because  
NOTE Confidence: 0.8552852

00:36:11.834 --> 00:36:14.870 these are the same chemical compounds.  
NOTE Confidence: 0.8552852

00:36:14.870 --> 00:36:15.834 These drugs.  
NOTE Confidence: 0.8552852

00:36:15.834 --> 00:36:18.726 The difference really is that crack  
NOTE Confidence: 0.8552852

00:36:18.726 --> 00:36:21.824 cocaine is a drug that is much

NOTE Confidence: 0.8552852

00:36:21.824 --> 00:36:23.869 much more less less expensive.

NOTE Confidence: 0.8552852

00:36:23.870 --> 00:36:27.286 It's a drug that is mostly used by

NOTE Confidence: 0.8552852

00:36:27.286 --> 00:36:30.554 people that are low income and many

NOTE Confidence: 0.8552852

00:36:30.554 --> 00:36:33.989 people that are low income because of.

NOTE Confidence: 0.8552852

00:36:33.990 --> 00:36:36.462 Inequities in our society happened to

NOTE Confidence: 0.8552852

00:36:36.462 --> 00:36:39.771 be black people and so because of that

NOTE Confidence: 0.8552852

00:36:39.771 --> 00:36:42.153 disparity and because of that powder

NOTE Confidence: 0.8552852

00:36:42.232 --> 00:36:44.944 cocaine is more likely to be used by

NOTE Confidence: 0.8552852

00:36:44.944 --> 00:36:47.570 people who are affluent who have money.

NOTE Confidence: 0.8552852

00:36:47.570 --> 00:36:49.838 And because many people in our

NOTE Confidence: 0.8552852

00:36:49.838 --> 00:36:51.812 society who are affluent happened

NOTE Confidence: 0.8552852

00:36:51.812 --> 00:36:54.164 to more likely be white people.

NOTE Confidence: 0.8552852

00:36:54.170 --> 00:36:56.823 You saw this difference in how these

NOTE Confidence: 0.8552852

00:36:56.823 --> 00:36:58.772 particular drugs were sentence and

NOTE Confidence: 0.8552852

00:36:58.772 --> 00:37:01.376 so that 100 to one jail sentencing

NOTE Confidence: 0.8552852

00:37:01.376 --> 00:37:03.811 disparity which is an extreme difference

NOTE Confidence: 0.8552852

00:37:03.811 --> 00:37:06.269 persisted for many years until 2010.

NOTE Confidence: 0.8552852

00:37:06.269 --> 00:37:08.564 Where that jail sentencing disparity

NOTE Confidence: 0.8552852

00:37:08.564 --> 00:37:11.480 was changed to 18 to one again,

NOTE Confidence: 0.8552852

00:37:11.480 --> 00:37:13.802 it really makes no sense that

NOTE Confidence: 0.8552852

00:37:13.802 --> 00:37:16.223 there should be any jail disparity

NOTE Confidence: 0.8552852

00:37:16.223 --> 00:37:18.988 as these are the same drugs but

NOTE Confidence: 0.8552852

00:37:18.988 --> 00:37:21.678 yet still this disparity exists.

NOTE Confidence: 0.8552852

00:37:21.680 --> 00:37:23.805 There's legislation right now trying

NOTE Confidence: 0.8552852

00:37:23.805 --> 00:37:25.930 to eliminate the disparity altogether,

NOTE Confidence: 0.8552852

00:37:25.930 --> 00:37:28.905 but it still exists in some form,

NOTE Confidence: 0.8552852

00:37:28.910 --> 00:37:31.710 and so this is how our laws reflect

NOTE Confidence: 0.8552852

00:37:31.710 --> 00:37:34.429 our beliefs about certain populations.

NOTE Confidence: 0.8552852

00:37:34.430 --> 00:37:37.076 As a result that created an.

NOTE Confidence: 0.8552852

00:37:37.080 --> 00:37:39.205 Unfair and unjust distribution of

NOTE Confidence: 0.8552852

00:37:39.205 --> 00:37:41.820 opportunity which led to a cascade

NOTE Confidence: 0.8552852

00:37:41.820 --> 00:37:44.328 effect of a number of social

NOTE Confidence: 0.8552852

00:37:44.328 --> 00:37:46.150 determinants of mental health,

NOTE Confidence: 0.8552852

00:37:46.150 --> 00:37:49.160 being incarcerated in and of itself is

NOTE Confidence: 0.8552852

00:37:49.160 --> 00:37:51.768 a social determinant of mental health.

NOTE Confidence: 0.8552852

00:37:51.770 --> 00:37:54.120 It also creates generational effects

NOTE Confidence: 0.8552852

00:37:54.120 --> 00:37:56.470 because children who have parents

NOTE Confidence: 0.8552852

00:37:56.540 --> 00:37:58.983 who go to jail that is actually

NOTE Confidence: 0.8552852

00:37:58.983 --> 00:38:00.840 an adverse childhood experience,

NOTE Confidence: 0.8552852

00:38:00.840 --> 00:38:02.995 so so you're creating problems

NOTE Confidence: 0.8552852

00:38:02.995 --> 00:38:03.857 across generations.

NOTE Confidence: 0.8840842

00:38:03.860 --> 00:38:05.965 But but also once somebody

NOTE Confidence: 0.8840842

00:38:05.965 --> 00:38:08.810 gets out of jail or prison.

NOTE Confidence: 0.8840842

00:38:08.810 --> 00:38:10.620 It's very difficult for them

NOTE Confidence: 0.8840842

00:38:10.620 --> 00:38:12.432 to find employment. It's there.

NOTE Confidence: 0.8840842

00:38:12.432 --> 00:38:14.959 They're entered into a cycle of poverty.

NOTE Confidence: 0.8840842

00:38:14.960 --> 00:38:17.025 It is very difficult to get education  
NOTE Confidence: 0.8840842

00:38:17.025 --> 00:38:19.288 to to kind of address multiple  
NOTE Confidence: 0.8840842

00:38:19.288 --> 00:38:21.478 social determinants of mental health.  
NOTE Confidence: 0.8840842

00:38:21.480 --> 00:38:24.007 It's difficult to find housing so so,  
NOTE Confidence: 0.8840842

00:38:24.010 --> 00:38:26.684 so this activates a number of social  
NOTE Confidence: 0.8840842

00:38:26.684 --> 00:38:29.244 determinants and I will just point out  
NOTE Confidence: 0.8840842

00:38:29.244 --> 00:38:31.675 again that one of the things around  
NOTE Confidence: 0.8840842

00:38:31.675 --> 00:38:34.160 our social norms of crack cocaine is  
NOTE Confidence: 0.8840842

00:38:34.160 --> 00:38:36.290 that we have really associated crack  
NOTE Confidence: 0.8840842

00:38:36.290 --> 00:38:38.860 cocaine use with the criminal justice system.  
NOTE Confidence: 0.8840842

00:38:38.860 --> 00:38:39.943 So Ernest Drucker,  
NOTE Confidence: 0.8840842

00:38:39.943 --> 00:38:42.262 in a plague of prison, said.  
NOTE Confidence: 0.8840842

00:38:42.262 --> 00:38:44.310 The fundamental clinical accountability  
NOTE Confidence: 0.8840842

00:38:44.310 --> 00:38:46.358 of drug treatment professionals  
NOTE Confidence: 0.8840842

00:38:46.358 --> 00:38:48.500 to individual patients has been  
NOTE Confidence: 0.8840842

00:38:48.500 --> 00:38:50.450 subordinated to the goals of

NOTE Confidence: 0.8840842

00:38:50.450 --> 00:38:52.448 the criminal justice system.

NOTE Confidence: 0.8840842

00:38:52.450 --> 00:38:54.592 And I'd just like us to take

NOTE Confidence: 0.8840842

00:38:54.592 --> 00:38:56.844 a minute to contrast that with

NOTE Confidence: 0.8840842

00:38:56.844 --> 00:38:59.346 how we think about the opioid,

NOTE Confidence: 0.8840842

00:38:59.350 --> 00:39:01.528 use epidemic and the fact that

NOTE Confidence: 0.8840842

00:39:01.528 --> 00:39:02.980 we don't necessarily have.

NOTE Confidence: 0.8840842

00:39:02.980 --> 00:39:04.948 We have a very different image

NOTE Confidence: 0.8840842

00:39:04.948 --> 00:39:07.399 in our minds when we think about

NOTE Confidence: 0.8840842

00:39:07.399 --> 00:39:09.529 people who use opioids and our

NOTE Confidence: 0.8840842

00:39:09.529 --> 00:39:11.329 social norms are different,

NOTE Confidence: 0.8840842

00:39:11.330 --> 00:39:13.220 we don't consider the opioid use

NOTE Confidence: 0.8840842

00:39:13.220 --> 00:39:15.827 epidemic to be a drug problem that

NOTE Confidence: 0.8840842

00:39:15.827 --> 00:39:17.952 should be addressed through the

NOTE Confidence: 0.8840842

00:39:17.952 --> 00:39:19.874 criminal justice system we consider

NOTE Confidence: 0.8840842

00:39:19.874 --> 00:39:22.219 it to be a public health problem,

NOTE Confidence: 0.8840842

00:39:22.220 --> 00:39:24.770 and we don't necessarily consider mothers.

NOTE Confidence: 0.8840842

00:39:24.770 --> 00:39:27.426 Who use opioids to be these horrible people.

NOTE Confidence: 0.8840842

00:39:27.430 --> 00:39:30.094 The way that we think about mothers who

NOTE Confidence: 0.8840842

00:39:30.094 --> 00:39:32.736 use crack cocaine and so part of that.

NOTE Confidence: 0.8840842

00:39:32.740 --> 00:39:34.952 Again we see the difference in the

NOTE Confidence: 0.8840842

00:39:34.952 --> 00:39:37.615 laws that we pass and much of that

NOTE Confidence: 0.8840842

00:39:37.615 --> 00:39:40.007 relates to our social norms an and

NOTE Confidence: 0.8840842

00:39:40.007 --> 00:39:42.023 the public policy that we passed

NOTE Confidence: 0.8840842

00:39:42.023 --> 00:39:45.220 to reflect those social norms.

NOTE Confidence: 0.8840842

00:39:45.220 --> 00:39:47.380 So I want to take a little bit

NOTE Confidence: 0.8840842

00:39:47.380 --> 00:39:50.184 of time to go over a couple of

NOTE Confidence: 0.8840842

00:39:50.184 --> 00:39:51.276 important key concepts.

NOTE Confidence: 0.8840842

00:39:51.280 --> 00:39:52.880 I want to talk about.

NOTE Confidence: 0.8840842

00:39:52.880 --> 00:39:54.824 I mentioned that we don't spend a lot

NOTE Confidence: 0.8840842

00:39:54.824 --> 00:39:56.995 of time thinking about the connection

NOTE Confidence: 0.8840842

00:39:56.995 --> 00:39:58.619 between oppression and health,

NOTE Confidence: 0.8840842

00:39:58.620 --> 00:40:00.940 and so I want to spend some time

NOTE Confidence: 0.8840842

00:40:00.940 --> 00:40:02.769 defining certain types of oppression.

NOTE Confidence: 0.8840842

00:40:02.770 --> 00:40:05.344 And this is work by Iris Marion Young in

NOTE Confidence: 0.8840842

00:40:05.344 --> 00:40:08.188 what she calls the five faces of oppression.

NOTE Confidence: 0.8840842

00:40:08.190 --> 00:40:09.370 So we have exploitation,

NOTE Confidence: 0.8840842

00:40:09.370 --> 00:40:10.845 which is the unequal exchange

NOTE Confidence: 0.8840842

00:40:10.845 --> 00:40:12.889 of one groups labor and energies

NOTE Confidence: 0.8840842

00:40:12.889 --> 00:40:14.245 for another groups advantage.

NOTE Confidence: 0.8840842

00:40:14.250 --> 00:40:14.886 An advancement.

NOTE Confidence: 0.8840842

00:40:14.886 --> 00:40:16.794 Clearly, when we think about exploitation,

NOTE Confidence: 0.8840842

00:40:16.800 --> 00:40:18.612 we think about slavery.

NOTE Confidence: 0.8840842

00:40:18.612 --> 00:40:21.330 But I think that much exploitation

NOTE Confidence: 0.8840842

00:40:21.413 --> 00:40:23.678 happens in our society today.

NOTE Confidence: 0.8840842

00:40:23.680 --> 00:40:26.005 Human trafficking is a very

NOTE Confidence: 0.8840842

00:40:26.005 --> 00:40:27.865 clear example of exploitation.

NOTE Confidence: 0.8840842

00:40:27.870 --> 00:40:31.188 But also we see exploitation in treatment  
NOTE Confidence: 0.8840842

00:40:31.188 --> 00:40:34.388 of workers across a variety of setting,  
NOTE Confidence: 0.8840842

00:40:34.390 --> 00:40:36.720 treatment of migrant farm workers,  
NOTE Confidence: 0.8840842

00:40:36.720 --> 00:40:37.674 for example,  
NOTE Confidence: 0.8840842

00:40:37.674 --> 00:40:40.536 and many other groups in which  
NOTE Confidence: 0.8840842

00:40:40.536 --> 00:40:42.510 labor is exploited.  
NOTE Confidence: 0.8840842

00:40:42.510 --> 00:40:45.132 Coastal imperialism is when we established  
NOTE Confidence: 0.8840842

00:40:45.132 --> 00:40:47.853 the ruling class culture as the norm  
NOTE Confidence: 0.8840842

00:40:47.853 --> 00:40:49.953 and we other those groups that are  
NOTE Confidence: 0.8840842

00:40:50.024 --> 00:40:52.178 not part of the dominant culture.  
NOTE Confidence: 0.8840842

00:40:52.180 --> 00:40:54.376 I really clear example of cultural  
NOTE Confidence: 0.8840842

00:40:54.376 --> 00:40:56.599 imperialism has to do with the  
NOTE Confidence: 0.8840842

00:40:56.599 --> 00:40:58.675 ways that we think about research  
NOTE Confidence: 0.8840842

00:40:58.675 --> 00:41:00.615 when we're conducting and looking  
NOTE Confidence: 0.8840842

00:41:00.615 --> 00:41:02.967 at odds ratios and risk ratios,  
NOTE Confidence: 0.8840842

00:41:02.970 --> 00:41:05.308 we often pick a reference group and

NOTE Confidence: 0.8840842

00:41:05.308 --> 00:41:07.576 I find that whenever I'm reviewing

NOTE Confidence: 0.8840842

00:41:07.576 --> 00:41:10.823 or looking at any sort of article in

NOTE Confidence: 0.8840842

00:41:10.823 --> 00:41:13.553 which we are examining race or ethnicity.

NOTE Confidence: 0.8705259

00:41:13.560 --> 00:41:15.611 The reference group, no matter how many

NOTE Confidence: 0.8705259

00:41:15.611 --> 00:41:17.656 people are in that particular study

NOTE Confidence: 0.8705259

00:41:17.656 --> 00:41:19.870 of whatever group we're talking about,

NOTE Confidence: 0.8705259

00:41:19.870 --> 00:41:22.187 the reference group is always white people,

NOTE Confidence: 0.8705259

00:41:22.190 --> 00:41:24.534 and it just seems very strange that we

NOTE Confidence: 0.8705259

00:41:24.534 --> 00:41:26.771 would kind of kind of naturally accept

NOTE Confidence: 0.8705259

00:41:26.771 --> 00:41:29.160 this as the norm without questioning.

NOTE Confidence: 0.8705259

00:41:29.160 --> 00:41:32.080 Why are we saying that this is this

NOTE Confidence: 0.8705259

00:41:32.080 --> 00:41:33.876 particular group is considered to

NOTE Confidence: 0.8705259

00:41:33.876 --> 00:41:36.658 be the thing that we are using as

NOTE Confidence: 0.8705259

00:41:36.658 --> 00:41:38.648 the reference for our research.

NOTE Confidence: 0.8705259

00:41:38.650 --> 00:41:40.294 Powerlessness is when oppressed

NOTE Confidence: 0.8705259

00:41:40.294 --> 00:41:43.242 groups lack power or they are blocked

NOTE Confidence: 0.8705259

00:41:43.242 --> 00:41:45.317 from routes to gaining power.

NOTE Confidence: 0.8705259

00:41:45.320 --> 00:41:47.714 I think there are examples of

NOTE Confidence: 0.8705259

00:41:47.714 --> 00:41:49.910 this all over the place,

NOTE Confidence: 0.8705259

00:41:49.910 --> 00:41:52.202 but clearly right now we're seeing

NOTE Confidence: 0.8705259

00:41:52.202 --> 00:41:55.178 a lot of that as it relates

NOTE Confidence: 0.8705259

00:41:55.178 --> 00:41:56.998 to voter suppression laws,

NOTE Confidence: 0.8705259

00:41:57.000 --> 00:41:58.850 ways to prevent certain people

NOTE Confidence: 0.8705259

00:41:58.850 --> 00:42:00.330 from representing themselves in

NOTE Confidence: 0.8705259

00:42:00.330 --> 00:42:02.579 in elected positions in preventing

NOTE Confidence: 0.8705259

00:42:02.579 --> 00:42:04.399 certain communities from from

NOTE Confidence: 0.8705259

00:42:04.399 --> 00:42:06.169 representing their own interests.

NOTE Confidence: 0.8705259

00:42:06.170 --> 00:42:08.375 Marginalization is when we expel

NOTE Confidence: 0.8705259

00:42:08.375 --> 00:42:10.139 specific groups from meaningful

NOTE Confidence: 0.8705259

00:42:10.139 --> 00:42:11.260 participation in society.

NOTE Confidence: 0.8705259

00:42:11.260 --> 00:42:13.936 I think the clearest historical example

NOTE Confidence: 0.8705259

00:42:13.936 --> 00:42:16.766 of this is treatment of indigenous

NOTE Confidence: 0.8705259

00:42:16.766 --> 00:42:19.664 populations here in the United States,

NOTE Confidence: 0.8705259

00:42:19.670 --> 00:42:22.005 but we've seen many examples

NOTE Confidence: 0.8705259

00:42:22.005 --> 00:42:22.939 throughout history,

NOTE Confidence: 0.8705259

00:42:22.940 --> 00:42:24.380 including Japanese internment,

NOTE Confidence: 0.8705259

00:42:24.380 --> 00:42:27.740 and we also see it currently in

NOTE Confidence: 0.8705259

00:42:27.826 --> 00:42:29.300 mass incarceration.

NOTE Confidence: 0.8705259

00:42:29.300 --> 00:42:31.280 And then violence is pretty straightforward.

NOTE Confidence: 0.8705259

00:42:31.280 --> 00:42:32.930 It's threats and experiences of

NOTE Confidence: 0.8705259

00:42:32.930 --> 00:42:34.250 physical and structural violence.

NOTE Confidence: 0.8705259

00:42:34.250 --> 00:42:36.302 I just wanted to find structural

NOTE Confidence: 0.8705259

00:42:36.302 --> 00:42:38.691 violence as harm that is done when

NOTE Confidence: 0.8705259

00:42:38.691 --> 00:42:40.910 someone in power does harm to someone

NOTE Confidence: 0.8705259

00:42:40.977 --> 00:42:43.513 that has less power or groups in power

NOTE Confidence: 0.8705259

00:42:43.513 --> 00:42:45.254 harm groups that have less power.

NOTE Confidence: 0.8705259

00:42:45.254 --> 00:42:48.109 It does not have to be physical violence,  
NOTE Confidence: 0.8705259

00:42:48.110 --> 00:42:53.006 it just has to be some form of harm.  
NOTE Confidence: 0.8705259

00:42:53.010 --> 00:42:55.332 So a couple of other principles  
NOTE Confidence: 0.8705259

00:42:55.332 --> 00:42:57.789 is important for us to go over.  
NOTE Confidence: 0.8705259

00:42:57.790 --> 00:42:59.998 One is this concept of essentialism.  
NOTE Confidence: 0.8705259

00:43:00.000 --> 00:43:02.944 This is the belief that there are distinct,  
NOTE Confidence: 0.8705259

00:43:02.950 --> 00:43:04.326 unchanging and natural characteristics  
NOTE Confidence: 0.8705259

00:43:04.326 --> 00:43:06.046 that define social groups and  
NOTE Confidence: 0.8705259

00:43:06.046 --> 00:43:07.359 facilitate their categorization.  
NOTE Confidence: 0.8705259

00:43:07.360 --> 00:43:09.856 This this is our tendency to want to  
NOTE Confidence: 0.8705259

00:43:09.856 --> 00:43:12.478 put people into discrete boxes and say  
NOTE Confidence: 0.8705259

00:43:12.478 --> 00:43:14.876 that certain people in certain groups  
NOTE Confidence: 0.8705259

00:43:14.876 --> 00:43:17.669 really fall into these boxes very easily.  
NOTE Confidence: 0.8705259

00:43:17.670 --> 00:43:19.322 The problem of course,  
NOTE Confidence: 0.8705259

00:43:19.322 --> 00:43:21.800 with this is that human beings  
NOTE Confidence: 0.8705259

00:43:21.880 --> 00:43:23.050 are never this.

NOTE Confidence: 0.8705259  
00:43:23.050 --> 00:43:25.130 Simplistic and cannot be categorized  
NOTE Confidence: 0.8705259  
00:43:25.130 --> 00:43:28.090 with such accuracy as as we believe  
NOTE Confidence: 0.8705259  
00:43:28.090 --> 00:43:30.496 in with the concept of essentialism.  
NOTE Confidence: 0.8705259  
00:43:30.500 --> 00:43:31.739 Erasure of context,  
NOTE Confidence: 0.8705259  
00:43:31.739 --> 00:43:33.804 which I've already touched on,  
NOTE Confidence: 0.8705259  
00:43:33.810 --> 00:43:36.240 is this failure to consider social  
NOTE Confidence: 0.8705259  
00:43:36.240 --> 00:43:38.342 historical context when seeking to  
NOTE Confidence: 0.8705259  
00:43:38.342 --> 00:43:40.437 understand the etiology of inequities.  
NOTE Confidence: 0.8705259  
00:43:40.440 --> 00:43:42.415 So clear example with Doctor  
NOTE Confidence: 0.8705259  
00:43:42.415 --> 00:43:43.600 Cartwright's theories about  
NOTE Confidence: 0.8705259  
00:43:43.600 --> 00:43:45.410 about certain mental illnesses.  
NOTE Confidence: 0.8705259  
00:43:45.410 --> 00:43:48.618 But we also saw this well defined by  
NOTE Confidence: 0.8705259  
00:43:48.618 --> 00:43:51.482 Jonathan Metzl in the protest psychosis  
NOTE Confidence: 0.8705259  
00:43:51.482 --> 00:43:54.452 when he talks about how schizophrenia.  
NOTE Confidence: 0.8705259  
00:43:54.460 --> 00:43:57.390 Became associated with the civil  
NOTE Confidence: 0.8705259

00:43:57.390 --> 00:44:00.910 rights movement without a lot of  
NOTE Confidence: 0.8705259

00:44:00.910 --> 00:44:03.856 context around the desire for people  
NOTE Confidence: 0.8705259

00:44:03.856 --> 00:44:07.230 to fight for their civil rights.  
NOTE Confidence: 0.8705259

00:44:07.230 --> 00:44:09.075 And biological determinism is the  
NOTE Confidence: 0.8705259

00:44:09.075 --> 00:44:11.473 false belief that racial groups are  
NOTE Confidence: 0.8705259

00:44:11.473 --> 00:44:13.429 biologically and genetically different.  
NOTE Confidence: 0.8705259

00:44:13.430 --> 00:44:13.789 Again,  
NOTE Confidence: 0.8705259

00:44:13.789 --> 00:44:16.302 I always kind of get stuck on  
NOTE Confidence: 0.8705259

00:44:16.302 --> 00:44:18.472 this because it seems like such  
NOTE Confidence: 0.8705259

00:44:18.472 --> 00:44:21.135 a basic concept and yet there are  
NOTE Confidence: 0.8705259

00:44:21.135 --> 00:44:23.735 people who really still strongly  
NOTE Confidence: 0.8705259

00:44:23.735 --> 00:44:25.815 believe in biological determinism.  
NOTE Confidence: 0.8705259

00:44:25.820 --> 00:44:28.410 Anan a perfect example of that is  
NOTE Confidence: 0.8705259

00:44:28.410 --> 00:44:30.834 that recent study where they looked  
NOTE Confidence: 0.8705259

00:44:30.834 --> 00:44:33.312 at medical students and asked and  
NOTE Confidence: 0.8705259

00:44:33.312 --> 00:44:35.737 found that a significant number

NOTE Confidence: 0.8705259

00:44:35.737 --> 00:44:38.152 of medical students still believe.

NOTE Confidence: 0.8600523

00:44:38.160 --> 00:44:40.314 On these concepts, like black people

NOTE Confidence: 0.8600523

00:44:40.314 --> 00:44:42.610 have thicker skin than white people,

NOTE Confidence: 0.8600523

00:44:42.610 --> 00:44:44.465 black people have fewer nerve

NOTE Confidence: 0.8600523

00:44:44.465 --> 00:44:45.949 endings than white people.

NOTE Confidence: 0.8600523

00:44:45.950 --> 00:44:47.835 That these beliefs continue to

NOTE Confidence: 0.8600523

00:44:47.835 --> 00:44:49.720 persist in our medical education

NOTE Confidence: 0.8600523

00:44:49.780 --> 00:44:51.605 system and then cultural determinism

NOTE Confidence: 0.8600523

00:44:51.605 --> 00:44:53.849 is the false belief that differences

NOTE Confidence: 0.8600523

00:44:53.849 --> 00:44:56.003 in racial group are racial groups

NOTE Confidence: 0.8600523

00:44:56.003 --> 00:44:58.157 are the result of cultural factors,

NOTE Confidence: 0.8600523

00:44:58.157 --> 00:45:01.122 and this is of course not trying to

NOTE Confidence: 0.8600523

00:45:01.122 --> 00:45:03.390 imply that culture is not important,

NOTE Confidence: 0.8600523

00:45:03.390 --> 00:45:05.465 but it doesn't necessarily drive

NOTE Confidence: 0.8600523

00:45:05.465 --> 00:45:07.540 the differences in outcomes that

NOTE Confidence: 0.8600523

00:45:07.612 --> 00:45:08.700 we often tend to.  
NOTE Confidence: 0.8600523

00:45:08.700 --> 00:45:10.986 I think that that it does,  
NOTE Confidence: 0.8600523

00:45:10.990 --> 00:45:13.650 or we maybe put too much emphasis.  
NOTE Confidence: 0.8600523

00:45:13.650 --> 00:45:15.848 We may say that certain groups have  
NOTE Confidence: 0.8600523

00:45:15.848 --> 00:45:18.403 poor outcomes as it relates to diabetes  
NOTE Confidence: 0.8600523

00:45:18.403 --> 00:45:20.338 and hypertension because of their  
NOTE Confidence: 0.8600523

00:45:20.338 --> 00:45:22.502 dietary choices based on cultural  
NOTE Confidence: 0.8600523

00:45:22.502 --> 00:45:25.076 beliefs around their dietary dietary choices,  
NOTE Confidence: 0.8600523

00:45:25.080 --> 00:45:27.817 but yet we're not looking at all  
NOTE Confidence: 0.8600523

00:45:27.817 --> 00:45:30.157 around the structural design of of  
NOTE Confidence: 0.8600523

00:45:30.157 --> 00:45:32.691 how those dietary choices came to be.  
NOTE Confidence: 0.8600523

00:45:32.700 --> 00:45:34.878 We're not looking at the structural  
NOTE Confidence: 0.8600523

00:45:34.878 --> 00:45:36.819 drivers of how certain groups  
NOTE Confidence: 0.8600523

00:45:36.819 --> 00:45:38.909 have different access to certain.  
NOTE Confidence: 0.8600523

00:45:38.910 --> 00:45:41.472 Foods so so it's just this tendency  
NOTE Confidence: 0.8600523

00:45:41.472 --> 00:45:43.843 that kind of overemphasize certain

NOTE Confidence: 0.8600523

00:45:43.843 --> 00:45:46.223 factors without really getting

NOTE Confidence: 0.8600523

00:45:46.223 --> 00:45:48.603 to the structural causes.

NOTE Confidence: 0.8600523

00:45:48.610 --> 00:45:51.310 There are multiple types of discrimination.

NOTE Confidence: 0.8600523

00:45:51.310 --> 00:45:54.010 There is legal and illegal discrimination.

NOTE Confidence: 0.8600523

00:45:54.010 --> 00:45:55.946 Of course legal discrimination

NOTE Confidence: 0.8600523

00:45:55.946 --> 00:45:58.850 is best exemplified by the Jim

NOTE Confidence: 0.8600523

00:45:58.934 --> 00:46:00.759 Crow laws of the South.

NOTE Confidence: 0.8600523

00:46:00.760 --> 00:46:02.695 But illegal discrimination is what

NOTE Confidence: 0.8600523

00:46:02.695 --> 00:46:06.401 we tend to think of as it relates to

NOTE Confidence: 0.8600523

00:46:06.401 --> 00:46:08.516 employment opportunities and the idea

NOTE Confidence: 0.8600523

00:46:08.516 --> 00:46:11.114 that you cannot discriminate against

NOTE Confidence: 0.8600523

00:46:11.114 --> 00:46:14.258 certain protected classes in our society,

NOTE Confidence: 0.8600523

00:46:14.260 --> 00:46:16.124 and so illegal discrimination

NOTE Confidence: 0.8600523

00:46:16.124 --> 00:46:18.454 applies to those protected classes

NOTE Confidence: 0.8600523

00:46:18.454 --> 00:46:19.890 specifically for employment.

NOTE Confidence: 0.8600523

00:46:19.890 --> 00:46:22.500 Based on the Civil Rights Act,  
NOTE Confidence: 0.8600523

00:46:22.500 --> 00:46:25.110 and it was just recently expanded  
NOTE Confidence: 0.8600523

00:46:25.110 --> 00:46:26.850 to include LGBTQ populations,  
NOTE Confidence: 0.8600523

00:46:26.850 --> 00:46:29.025 but only very specifically and  
NOTE Confidence: 0.8600523

00:46:29.025 --> 00:46:30.765 work in workplace settings.  
NOTE Confidence: 0.8600523

00:46:30.770 --> 00:46:33.808 Then we have overt and covert discrimination.  
NOTE Confidence: 0.8600523

00:46:33.810 --> 00:46:35.506 Overt is really common,  
NOTE Confidence: 0.8600523

00:46:35.506 --> 00:46:37.202 clear examples when you're  
NOTE Confidence: 0.8600523

00:46:37.202 --> 00:46:38.600 being discriminated against.  
NOTE Confidence: 0.8600523

00:46:38.600 --> 00:46:40.775 Covert is more the implicit  
NOTE Confidence: 0.8600523

00:46:40.775 --> 00:46:42.080 types of discrimination.  
NOTE Confidence: 0.8600523

00:46:42.080 --> 00:46:44.250 We often talk about microaggressions.  
NOTE Confidence: 0.8600523

00:46:44.250 --> 00:46:46.860 It's when you're kind of left  
NOTE Confidence: 0.8600523

00:46:46.860 --> 00:46:49.040 scratching your head, wondering if  
NOTE Confidence: 0.8600523

00:46:49.040 --> 00:46:51.650 you were discriminated against or not,  
NOTE Confidence: 0.8600523

00:46:51.650 --> 00:46:52.982 and not being entirely.

NOTE Confidence: 0.8600523

00:46:52.982 --> 00:46:56.024 We are about that and then there are

NOTE Confidence: 0.8600523

00:46:56.024 --> 00:46:57.976 multiple levels of discrimination.

NOTE Confidence: 0.8600523

00:46:57.980 --> 00:46:59.264 There's interpersonal,

NOTE Confidence: 0.8600523

00:46:59.264 --> 00:47:01.190 institutional, and structural.

NOTE Confidence: 0.8600523

00:47:01.190 --> 00:47:03.332 Interpersonal is the one we spend a

NOTE Confidence: 0.8600523

00:47:03.332 --> 00:47:06.008 lot of time talking about focusing on.

NOTE Confidence: 0.8600523

00:47:06.010 --> 00:47:08.539 It's it's this idea of the the one on

NOTE Confidence: 0.8600523

00:47:08.539 --> 00:47:11.507 one interactions that we have with people.

NOTE Confidence: 0.8600523

00:47:11.510 --> 00:47:14.254 It's the things that get the most news.

NOTE Confidence: 0.8600523

00:47:14.260 --> 00:47:15.980 Get the most media attention.

NOTE Confidence: 0.8600523

00:47:15.980 --> 00:47:18.122 Get the most focus and when again

NOTE Confidence: 0.8600523

00:47:18.122 --> 00:47:19.862 what's really driving the inequities

NOTE Confidence: 0.8600523

00:47:19.862 --> 00:47:22.136 in our society are those structural

NOTE Confidence: 0.8600523

00:47:22.136 --> 00:47:23.621 and institutional levels of

NOTE Confidence: 0.8600523

00:47:23.621 --> 00:47:24.957 discrimination that we experience

NOTE Confidence: 0.8600523

00:47:24.957 --> 00:47:26.894 and so to define structural racism.

NOTE Confidence: 0.8600523

00:47:26.894 --> 00:47:28.973 It is a system in which public

NOTE Confidence: 0.8600523

00:47:28.973 --> 00:47:30.549 policy's institutional practices.

NOTE Confidence: 0.8600523

00:47:30.550 --> 00:47:31.394 Cultural representations,

NOTE Confidence: 0.8600523

00:47:31.394 --> 00:47:33.504 another norms work in various,

NOTE Confidence: 0.8600523

00:47:33.510 --> 00:47:35.625 often reinforcing ways to perpetuate

NOTE Confidence: 0.8600523

00:47:35.625 --> 00:47:37.317 racial group in equities.

NOTE Confidence: 0.8600523

00:47:37.320 --> 00:47:39.475 This system identifies dimensions of

NOTE Confidence: 0.8600523

00:47:39.475 --> 00:47:42.254 our history and culture that have

NOTE Confidence: 0.8600523

00:47:42.254 --> 00:47:44.458 allowed privileges associated with

NOTE Confidence: 0.8600523

00:47:44.458 --> 00:47:46.662 whiteness and disadvantages associated

NOTE Confidence: 0.8600523

00:47:46.662 --> 00:47:49.538 with color to endure an adapt overtime.

NOTE Confidence: 0.8600523

00:47:49.540 --> 00:47:51.924 It is not something that a few people

NOTE Confidence: 0.8600523

00:47:51.924 --> 00:47:53.648 or institutions choose to practice.

NOTE Confidence: 0.8600523

00:47:53.650 --> 00:47:56.178 Instead, it's been a feature of the social,

NOTE Confidence: 0.8600523

00:47:56.180 --> 00:47:57.440 economic and political systems

NOTE Confidence: 0.8600523  
00:47:57.440 --> 00:47:59.015 in which we all exist.  
NOTE Confidence: 0.87803274  
00:47:59.020 --> 00:48:00.916 It does not require the actions  
NOTE Confidence: 0.87803274  
00:48:00.916 --> 00:48:02.180 or intentions of others,  
NOTE Confidence: 0.87803274  
00:48:02.180 --> 00:48:04.500 so we can all be very good people  
NOTE Confidence: 0.87803274  
00:48:04.500 --> 00:48:06.156 and structural racism can still  
NOTE Confidence: 0.87803274  
00:48:06.156 --> 00:48:08.184 blossom and flourish in our society  
NOTE Confidence: 0.87803274  
00:48:08.184 --> 00:48:10.399 and just to drive that point home.  
NOTE Confidence: 0.87803274  
00:48:10.400 --> 00:48:12.912 If we got rid of all of the  
NOTE Confidence: 0.87803274  
00:48:12.912 --> 00:48:13.540 interpersonal discrimination  
NOTE Confidence: 0.87803274  
00:48:13.598 --> 00:48:15.446 that exists in our society today,  
NOTE Confidence: 0.87803274  
00:48:15.450 --> 00:48:17.496 we would still see racial and  
NOTE Confidence: 0.87803274  
00:48:17.496 --> 00:48:19.397 ethnic inequities due to the  
NOTE Confidence: 0.87803274  
00:48:19.397 --> 00:48:21.269 persistence of structural racism.  
NOTE Confidence: 0.87803274  
00:48:21.270 --> 00:48:24.086 So in the time that I have left,  
NOTE Confidence: 0.87803274  
00:48:24.090 --> 00:48:25.914 I want to spend some time  
NOTE Confidence: 0.87803274

00:48:25.914 --> 00:48:27.630 giving some examples of social  
NOTE Confidence: 0.87803274

00:48:27.630 --> 00:48:29.366 injustice and mental health.  
NOTE Confidence: 0.87803274

00:48:29.370 --> 00:48:32.178 We've already talked about the war on drugs,  
NOTE Confidence: 0.87803274

00:48:32.180 --> 00:48:34.996 so I'm not going to cover that again,  
NOTE Confidence: 0.87803274

00:48:35.000 --> 00:48:37.112 but I will mention very briefly  
NOTE Confidence: 0.87803274

00:48:37.112 --> 00:48:38.168 around residential segregation.  
NOTE Confidence: 0.87803274

00:48:38.170 --> 00:48:40.602 We we were most of us are familiar  
NOTE Confidence: 0.87803274

00:48:40.602 --> 00:48:42.738 with this concept of redlining,  
NOTE Confidence: 0.87803274

00:48:42.740 --> 00:48:44.495 how certain neighborhoods were invested  
NOTE Confidence: 0.87803274

00:48:44.495 --> 00:48:46.610 in and certain communities of color.  
NOTE Confidence: 0.87803274

00:48:46.610 --> 00:48:47.666 Those neighborhoods were  
NOTE Confidence: 0.87803274

00:48:47.666 --> 00:48:49.426 divested in or disinvested in,  
NOTE Confidence: 0.87803274

00:48:49.430 --> 00:48:51.126 and so those communities.  
NOTE Confidence: 0.87803274

00:48:51.126 --> 00:48:53.670 Then had a withdrawal of resources,  
NOTE Confidence: 0.87803274

00:48:53.670 --> 00:48:54.584 including clinics,  
NOTE Confidence: 0.87803274

00:48:54.584 --> 00:48:55.041 hospitals,

NOTE Confidence: 0.87803274

00:48:55.041 --> 00:48:56.869 those types of settings,

NOTE Confidence: 0.87803274

00:48:56.870 --> 00:49:00.110 but I think one of the best examples

NOTE Confidence: 0.87803274

00:49:00.110 --> 00:49:02.047 of residential segregation has

NOTE Confidence: 0.87803274

00:49:02.047 --> 00:49:04.657 to do with COVID vaccinations,

NOTE Confidence: 0.87803274

00:49:04.660 --> 00:49:07.436 and so we saw a recent study that

NOTE Confidence: 0.87803274

00:49:07.436 --> 00:49:10.215 showed that people who live in

NOTE Confidence: 0.87803274

00:49:10.215 --> 00:49:12.219 predominantly black communities have

NOTE Confidence: 0.87803274

00:49:12.219 --> 00:49:14.832 to travel significantly farther to

NOTE Confidence: 0.87803274

00:49:14.832 --> 00:49:17.886 get to the closest COVID vaccination

NOTE Confidence: 0.87803274

00:49:17.886 --> 00:49:21.110 site than people who live in

NOTE Confidence: 0.87803274

00:49:21.110 --> 00:49:22.736 predominantly white communities.

NOTE Confidence: 0.87803274

00:49:22.740 --> 00:49:24.740 And so it's interesting because

NOTE Confidence: 0.87803274

00:49:24.740 --> 00:49:27.797 we've spent a lot of time thinking

NOTE Confidence: 0.87803274

00:49:27.797 --> 00:49:29.745 about the COVID vaccine,

NOTE Confidence: 0.87803274

00:49:29.750 --> 00:49:31.490 talking about vaccine hesitancy,

NOTE Confidence: 0.87803274

00:49:31.490 --> 00:49:34.100 talking about cultural beliefs that are  
NOTE Confidence: 0.87803274

00:49:34.161 --> 00:49:36.759 preventing people from getting the vaccine.  
NOTE Confidence: 0.87803274

00:49:36.760 --> 00:49:39.388 But we haven't focused as much  
NOTE Confidence: 0.87803274

00:49:39.388 --> 00:49:41.140 on the structural barriers.  
NOTE Confidence: 0.87803274

00:49:41.140 --> 00:49:43.720 The barriers associated directly from  
NOTE Confidence: 0.87803274

00:49:43.720 --> 00:49:45.784 residential segregation that are  
NOTE Confidence: 0.87803274

00:49:45.784 --> 00:49:48.150 really driving some of the differences  
NOTE Confidence: 0.87803274

00:49:48.150 --> 00:49:50.872 that we see in access to vaccinations  
NOTE Confidence: 0.87803274

00:49:50.872 --> 00:49:53.488 and people cannot get vaccinated.  
NOTE Confidence: 0.87803274

00:49:53.490 --> 00:49:55.906 If they can't get to a vaccination site,  
NOTE Confidence: 0.87803274

00:49:55.910 --> 00:49:57.765 so instead of spending as much time  
NOTE Confidence: 0.87803274

00:49:57.765 --> 00:50:00.157 as we are trying to convince people,  
NOTE Confidence: 0.87803274

00:50:00.160 --> 00:50:01.784 I think we have to think about  
NOTE Confidence: 0.87803274

00:50:01.784 --> 00:50:03.247 how how these structural issues  
NOTE Confidence: 0.87803274

00:50:03.247 --> 00:50:05.371 are really driving some of these  
NOTE Confidence: 0.87803274

00:50:05.371 --> 00:50:06.819 differences that we're seeing.

NOTE Confidence: 0.87803274

00:50:06.820 --> 00:50:09.120 Some of these inequities.

NOTE Confidence: 0.87803274

00:50:09.120 --> 00:50:11.712 Immigration policy this is a particular

NOTE Confidence: 0.87803274

00:50:11.712 --> 00:50:14.947 issue as it relates to the fact that

NOTE Confidence: 0.87803274

00:50:14.947 --> 00:50:17.690 we have certain quotas about who people,

NOTE Confidence: 0.87803274

00:50:17.690 --> 00:50:18.466 which countries.

NOTE Confidence: 0.87803274

00:50:18.466 --> 00:50:21.182 It's OK for people to come into

NOTE Confidence: 0.87803274

00:50:21.182 --> 00:50:23.844 this country from and so we have

NOTE Confidence: 0.87803274

00:50:23.844 --> 00:50:25.840 certain places that we have

NOTE Confidence: 0.87803274

00:50:25.840 --> 00:50:28.110 identified as as desirable places

NOTE Confidence: 0.87803274

00:50:28.110 --> 00:50:30.312 for people to immigrate from,

NOTE Confidence: 0.87803274

00:50:30.312 --> 00:50:32.604 and then we have certain countries

NOTE Confidence: 0.87803274

00:50:32.604 --> 00:50:35.165 that are less than desirable and

NOTE Confidence: 0.87803274

00:50:35.165 --> 00:50:37.841 therefore we are much more restrictive

NOTE Confidence: 0.87803274

00:50:37.841 --> 00:50:40.630 about who comes into the country from.

NOTE Confidence: 0.87803274

00:50:40.630 --> 00:50:41.551 From those populations,

NOTE Confidence: 0.87803274

00:50:41.551 --> 00:50:44.478 but the other thing we do is that we  
NOTE Confidence: 0.87803274

00:50:44.478 --> 00:50:46.608 scream people in our immigration policy,  
NOTE Confidence: 0.87803274

00:50:46.610 --> 00:50:48.766 and so if you have a serious  
NOTE Confidence: 0.87803274

00:50:48.766 --> 00:50:50.828 mental illness or if you have  
NOTE Confidence: 0.87803274

00:50:50.828 --> 00:50:52.244 a substance use disorder,  
NOTE Confidence: 0.87803274

00:50:52.250 --> 00:50:54.110 you're not going to be admitted  
NOTE Confidence: 0.87803274

00:50:54.110 --> 00:50:56.230 as an immigrant to this country.  
NOTE Confidence: 0.87803274

00:50:56.230 --> 00:50:58.456 You will be screened out from from  
NOTE Confidence: 0.87803274

00:50:58.456 --> 00:50:59.791 consideration the thing that's  
NOTE Confidence: 0.87803274

00:50:59.791 --> 00:51:02.017 interesting about that is it's the  
NOTE Confidence: 0.87803274

00:51:02.017 --> 00:51:04.200 direct result of this immigration policy.  
NOTE Confidence: 0.87803274

00:51:04.200 --> 00:51:06.524 Why we see this healthy immigrant effect?  
NOTE Confidence: 0.87803274

00:51:06.530 --> 00:51:08.390 Why we see that when people  
NOTE Confidence: 0.87803274

00:51:08.390 --> 00:51:09.630 come to this particular  
NOTE Confidence: 0.8566523

00:51:09.693 --> 00:51:11.422 country, they as immigrants  
NOTE Confidence: 0.8566523

00:51:11.422 --> 00:51:13.078 they are often healthier.

NOTE Confidence: 0.8566523

00:51:13.080 --> 00:51:15.708 Then the people that live here,

NOTE Confidence: 0.8566523

00:51:15.710 --> 00:51:18.923 the residents of this country and and

NOTE Confidence: 0.8566523

00:51:18.923 --> 00:51:21.754 what's fascinating about that is again, we.

NOTE Confidence: 0.8566523

00:51:21.754 --> 00:51:24.426 We tend to air on the side of

NOTE Confidence: 0.8566523

00:51:24.426 --> 00:51:26.690 making cultural explanations.

NOTE Confidence: 0.8566523

00:51:26.690 --> 00:51:29.318 For this. We say that oh,

NOTE Confidence: 0.8566523

00:51:29.320 --> 00:51:31.520 this immigrants have different values.

NOTE Confidence: 0.8566523

00:51:31.520 --> 00:51:33.368 They have different dietze.

NOTE Confidence: 0.8566523

00:51:33.368 --> 00:51:36.140 They have different cultural beliefs and

NOTE Confidence: 0.8566523

00:51:36.211 --> 00:51:39.018 that is really what's driving the better

NOTE Confidence: 0.8566523

00:51:39.018 --> 00:51:41.309 outcomes for these immigrants without

NOTE Confidence: 0.8566523

00:51:41.309 --> 00:51:44.363 again looking at the structural barriers.

NOTE Confidence: 0.8566523

00:51:44.370 --> 00:51:46.698 That we have created in which we have

NOTE Confidence: 0.8566523

00:51:46.698 --> 00:51:48.739 screened out and and particularly

NOTE Confidence: 0.8566523

00:51:48.739 --> 00:51:51.069 selected a particularly healthy population.

NOTE Confidence: 0.8566523

00:51:51.070 --> 00:51:54.630 And then that is really what's driving the  
NOTE Confidence: 0.8566523

00:51:54.630 --> 00:51:57.438 the differences in outcomes that we see.  
NOTE Confidence: 0.8566523

00:51:57.440 --> 00:51:59.678 The Social Security Act of 1935,  
NOTE Confidence: 0.8566523

00:51:59.680 --> 00:52:00.428 of course,  
NOTE Confidence: 0.8566523

00:52:00.428 --> 00:52:01.550 created retirement benefits.  
NOTE Confidence: 0.8566523

00:52:01.550 --> 00:52:03.884 A wonderful act that allowed older  
NOTE Confidence: 0.8566523

00:52:03.884 --> 00:52:06.502 people to be able to retire in  
NOTE Confidence: 0.8566523

00:52:06.502 --> 00:52:09.277 comfort and be able to not have a  
NOTE Confidence: 0.8566523

00:52:09.277 --> 00:52:11.647 lot of financial anxiety or stress.  
NOTE Confidence: 0.8566523

00:52:11.650 --> 00:52:14.016 Not have a lot of poverty associated  
NOTE Confidence: 0.8566523

00:52:14.016 --> 00:52:16.139 with their with older adulthood.  
NOTE Confidence: 0.8566523

00:52:16.140 --> 00:52:18.836 And they could also pass their wealth onto  
NOTE Confidence: 0.8566523

00:52:18.836 --> 00:52:21.000 their children and their grandchildren,  
NOTE Confidence: 0.8566523

00:52:21.000 --> 00:52:22.870 building wealth building generational wealth.  
NOTE Confidence: 0.8566523

00:52:22.870 --> 00:52:25.048 The reason that the Social Security  
NOTE Confidence: 0.8566523

00:52:25.048 --> 00:52:28.008 Act is an example of structural racism.

NOTE Confidence: 0.8566523

00:52:28.010 --> 00:52:31.034 It's because in order to get that past

NOTE Confidence: 0.8566523

00:52:31.034 --> 00:52:33.377 Southern senators required that it

NOTE Confidence: 0.8566523

00:52:33.377 --> 00:52:35.907 excludes domestic and agricultural workers,

NOTE Confidence: 0.8566523

00:52:35.910 --> 00:52:39.088 and so domestic and agricultural workers at

NOTE Confidence: 0.8566523

00:52:39.088 --> 00:52:42.808 that time were the were predominantly black.

NOTE Confidence: 0.8566523

00:52:42.810 --> 00:52:44.795 And so despite having worked

NOTE Confidence: 0.8566523

00:52:44.795 --> 00:52:45.986 your entire life,

NOTE Confidence: 0.8566523

00:52:45.990 --> 00:52:47.980 if you were a domestic

NOTE Confidence: 0.8566523

00:52:47.980 --> 00:52:49.174 run agricultural worker,

NOTE Confidence: 0.8566523

00:52:49.180 --> 00:52:52.268 you could not retire and get these Social

NOTE Confidence: 0.8566523

00:52:52.268 --> 00:52:54.349 Security benefits in your retirement.

NOTE Confidence: 0.8566523

00:52:54.350 --> 00:52:56.961 So you couldn't then have less anxiety

NOTE Confidence: 0.8566523

00:52:56.961 --> 00:52:59.917 and Peace of Mind in older adulthood.

NOTE Confidence: 0.8566523

00:52:59.920 --> 00:53:02.308 And you also couldn't pass that

NOTE Confidence: 0.8566523

00:53:02.308 --> 00:53:03.900 wealth onto your children.

NOTE Confidence: 0.8566523

00:53:03.900 --> 00:53:06.693 So you really saw this this huge  
NOTE Confidence: 0.8566523

00:53:06.693 --> 00:53:09.100 widening of the wealth gap in  
NOTE Confidence: 0.8566523

00:53:09.100 --> 00:53:11.718 this country as a result of the  
NOTE Confidence: 0.8566523

00:53:11.807 --> 00:53:14.717 passage of the Social Security Act.  
NOTE Confidence: 0.8566523

00:53:14.720 --> 00:53:16.709 And then let's take a little bit of time  
NOTE Confidence: 0.8566523

00:53:16.709 --> 00:53:18.740 to talk about the mental health care.  
NOTE Confidence: 0.8566523

00:53:18.740 --> 00:53:21.610 This is data from Samsung showing that  
NOTE Confidence: 0.8566523

00:53:21.610 --> 00:53:24.768 in 2018 about 69% of black adults and  
NOTE Confidence: 0.8566523

00:53:24.768 --> 00:53:27.557 67% of Latin X adults with any mental  
NOTE Confidence: 0.8566523

00:53:27.557 --> 00:53:30.000 illness received no treatment whatsoever.  
NOTE Confidence: 0.8566523

00:53:30.000 --> 00:53:33.274 About 42% of black adults and 44% of  
NOTE Confidence: 0.8566523

00:53:33.274 --> 00:53:36.058 Latin X adults with serious mental  
NOTE Confidence: 0.8566523

00:53:36.058 --> 00:53:38.350 illness received no treatment.  
NOTE Confidence: 0.8566523

00:53:38.350 --> 00:53:41.157 When we talk about substance use disorders,  
NOTE Confidence: 0.8566523

00:53:41.160 --> 00:53:43.160 these numbers get terrifyingly large.  
NOTE Confidence: 0.8566523

00:53:43.160 --> 00:53:46.030 89% of Latin X adults with substance

NOTE Confidence: 0.8566523

00:53:46.030 --> 00:53:48.890 use disorders and 88% of black adults

NOTE Confidence: 0.8566523

00:53:48.890 --> 00:53:51.090 with substance use disorders reported

NOTE Confidence: 0.8566523

00:53:51.090 --> 00:53:53.439 receiving no treatment whatsoever.

NOTE Confidence: 0.8566523

00:53:53.440 --> 00:53:56.328 So I have to pause and say what

NOTE Confidence: 0.8566523

00:53:56.328 --> 00:53:59.048 is the cause of these this.

NOTE Confidence: 0.8566523

00:53:59.050 --> 00:54:01.857 This extremely high rates of people not

NOTE Confidence: 0.8566523

00:54:01.857 --> 00:54:04.058 accessing health care and particularly

NOTE Confidence: 0.8566523

00:54:04.058 --> 00:54:06.388 not accessing mental health and

NOTE Confidence: 0.8566523

00:54:06.388 --> 00:54:08.825 substance use services and and the

NOTE Confidence: 0.8566523

00:54:08.825 --> 00:54:10.757 reason I pause is because think

NOTE Confidence: 0.8566523

00:54:10.757 --> 00:54:12.980 about the explanations that you have

NOTE Confidence: 0.8566523

00:54:12.980 --> 00:54:15.500 often had for these these reasons,

NOTE Confidence: 0.8566523

00:54:15.500 --> 00:54:17.654 I think we might say particularly

NOTE Confidence: 0.8566523

00:54:17.654 --> 00:54:19.910 around Black and Latinx populations.

NOTE Confidence: 0.8566523

00:54:19.910 --> 00:54:22.717 They have a lot of stigma towards

NOTE Confidence: 0.8566523

00:54:22.717 --> 00:54:25.700 mental illness. They they they tend to.

NOTE Confidence: 0.8566523

00:54:25.700 --> 00:54:27.878 Not want to seek treatment and

NOTE Confidence: 0.8566523

00:54:27.878 --> 00:54:30.020 we might even say oh they,

NOTE Confidence: 0.8566523

00:54:30.020 --> 00:54:31.730 they're not particularly well educated

NOTE Confidence: 0.8566523

00:54:31.730 --> 00:54:33.440 about mental health problems or

NOTE Confidence: 0.8954947

00:54:33.494 --> 00:54:35.058 substance use disorder problems,

NOTE Confidence: 0.8954947

00:54:35.060 --> 00:54:37.500 and so they may be less likely to

NOTE Confidence: 0.8954947

00:54:37.500 --> 00:54:39.698 seek out treatment 'cause they may

NOTE Confidence: 0.8954947

00:54:39.698 --> 00:54:42.620 not think that they have a problem.

NOTE Confidence: 0.8954947

00:54:42.620 --> 00:54:44.540 But really, when we asked people

NOTE Confidence: 0.8954947

00:54:44.540 --> 00:54:46.700 about why they weren't seeking mental

NOTE Confidence: 0.8954947

00:54:46.700 --> 00:54:48.740 health treatment or substance use,

NOTE Confidence: 0.8954947

00:54:48.740 --> 00:54:51.158 treatment cost was the most commonly

NOTE Confidence: 0.8954947

00:54:51.158 --> 00:54:53.771 cited reason why people said they didn't

NOTE Confidence: 0.8954947

00:54:53.771 --> 00:54:56.410 seek care and it was twice as often.

NOTE Confidence: 0.8954947

00:54:56.410 --> 00:54:58.750 As a minimisation of symptoms and

NOTE Confidence: 0.8954947

00:54:58.750 --> 00:55:01.550 nearly five times as often as stigma,

NOTE Confidence: 0.8954947

00:55:01.550 --> 00:55:03.818 so again we have the tendency to

NOTE Confidence: 0.8954947

00:55:03.818 --> 00:55:06.485 air to this idea that it's some

NOTE Confidence: 0.8954947

00:55:06.485 --> 00:55:08.915 sort of intrinsic issue rather than

NOTE Confidence: 0.8954947

00:55:08.989 --> 00:55:11.419 looking at the structural causes.

NOTE Confidence: 0.8954947

00:55:11.420 --> 00:55:14.409 The fact that we have created an

NOTE Confidence: 0.8954947

00:55:14.409 --> 00:55:16.506 inequitable mental healthcare system in

NOTE Confidence: 0.8954947

00:55:16.506 --> 00:55:19.110 this country that makes it very difficult

NOTE Confidence: 0.8954947

00:55:19.110 --> 00:55:21.689 if you are poor to access quality,

NOTE Confidence: 0.8954947

00:55:21.690 --> 00:55:23.670 mental health and substance use,

NOTE Confidence: 0.8954947

00:55:23.670 --> 00:55:25.645 disorder services and so cost

NOTE Confidence: 0.8954947

00:55:25.645 --> 00:55:27.620 is really the driving force.

NOTE Confidence: 0.8954947

00:55:27.620 --> 00:55:28.859 These structural explanations

NOTE Confidence: 0.8954947

00:55:28.859 --> 00:55:30.098 are the driving.

NOTE Confidence: 0.8954947

00:55:30.100 --> 00:55:33.420 Course we talked behind why we see such

NOTE Confidence: 0.8954947

00:55:33.420 --> 00:55:36.910 high rates of lack of accessing treatment?

NOTE Confidence: 0.8954947

00:55:36.910 --> 00:55:37.366 So.

NOTE Confidence: 0.8954947

00:55:37.366 --> 00:55:41.470 The question is where do we need to go,

NOTE Confidence: 0.8954947

00:55:41.470 --> 00:55:43.854 and I think that we need to start

NOTE Confidence: 0.8954947

00:55:43.854 --> 00:55:46.539 off by understanding where we are,

NOTE Confidence: 0.8954947

00:55:46.540 --> 00:55:49.348 so we're currently in the state

NOTE Confidence: 0.8954947

00:55:49.348 --> 00:55:50.284 of inequality.

NOTE Confidence: 0.8954947

00:55:50.290 --> 00:55:52.831 This is where we have unequal access

NOTE Confidence: 0.8954947

00:55:52.831 --> 00:55:54.613 to opportunities within society and

NOTE Confidence: 0.8954947

00:55:54.613 --> 00:55:56.811 many people will think that the best

NOTE Confidence: 0.8954947

00:55:56.811 --> 00:55:59.099 way to address this is to focus on

NOTE Confidence: 0.8954947

00:55:59.099 --> 00:56:01.204 equality and a lot of people talk

NOTE Confidence: 0.8954947

00:56:01.204 --> 00:56:02.809 about the importance of equality.

NOTE Confidence: 0.8954947

00:56:02.810 --> 00:56:04.694 Equality is when we're thinking about

NOTE Confidence: 0.8954947

00:56:04.694 --> 00:56:06.331 fairness and we're thinking about

NOTE Confidence: 0.8954947

00:56:06.331 --> 00:56:07.951 making sure we're evenly distributing

NOTE Confidence: 0.8954947

00:56:07.951 --> 00:56:09.611 tools and assistance to everybody

NOTE Confidence: 0.8954947

00:56:09.611 --> 00:56:11.477 that everybody gets the same thing,

NOTE Confidence: 0.8954947

00:56:11.480 --> 00:56:13.727 and so if we're making any sort

NOTE Confidence: 0.8954947

00:56:13.727 --> 00:56:14.369 of intervention,

NOTE Confidence: 0.8954947

00:56:14.370 --> 00:56:16.456 the most important priority is to make

NOTE Confidence: 0.8954947

00:56:16.456 --> 00:56:18.422 sure that that intervention is fair

NOTE Confidence: 0.8954947

00:56:18.422 --> 00:56:20.781 and that everybody gets the same thing,

NOTE Confidence: 0.8954947

00:56:20.790 --> 00:56:21.102 but.

NOTE Confidence: 0.8954947

00:56:21.102 --> 00:56:22.350 As you can see,

NOTE Confidence: 0.8954947

00:56:22.350 --> 00:56:24.374 a quality cannot be the goal because it

NOTE Confidence: 0.8954947

00:56:24.374 --> 00:56:25.989 doesn't address the underlying factors.

NOTE Confidence: 0.8954947

00:56:25.990 --> 00:56:29.320 So one of the goals has to be equity.

NOTE Confidence: 0.8954947

00:56:29.320 --> 00:56:31.348 It has to be identifying custom

NOTE Confidence: 0.8954947

00:56:31.348 --> 00:56:33.270 tools that identify an address,

NOTE Confidence: 0.8954947

00:56:33.270 --> 00:56:35.060 the inequality and it is

NOTE Confidence: 0.8954947

00:56:35.060 --> 00:56:36.134 really unchanging you're.  
NOTE Confidence: 0.8954947

00:56:36.140 --> 00:56:37.572 You're thinking the interventions  
NOTE Confidence: 0.8954947

00:56:37.572 --> 00:56:39.362 aren't focused on being fair.  
NOTE Confidence: 0.8954947

00:56:39.370 --> 00:56:41.764 The interventions are making sure everybody  
NOTE Confidence: 0.8954947

00:56:41.764 --> 00:56:44.758 gets what they need to have a healthy up.  
NOTE Confidence: 0.8954947

00:56:44.760 --> 00:56:47.119 An opportunity to have mental health and  
NOTE Confidence: 0.8954947

00:56:47.119 --> 00:56:50.140 and and and to promote good mental health.  
NOTE Confidence: 0.8954947

00:56:50.140 --> 00:56:53.004 But equity actually cannot be the goal alone,  
NOTE Confidence: 0.8954947

00:56:53.010 --> 00:56:54.810 because as you can see,  
NOTE Confidence: 0.8954947

00:56:54.810 --> 00:56:57.316 while it does help a little bit,  
NOTE Confidence: 0.8954947

00:56:57.320 --> 00:56:59.840 we still have an issue here.  
NOTE Confidence: 0.8954947

00:56:59.840 --> 00:57:02.584 And so we have to combine our work  
NOTE Confidence: 0.8954947

00:57:02.584 --> 00:57:04.989 inequity with thinking about justice,  
NOTE Confidence: 0.8954947

00:57:04.990 --> 00:57:07.370 which is when we are fixing the  
NOTE Confidence: 0.8954947

00:57:07.370 --> 00:57:09.859 system to offer equal access to  
NOTE Confidence: 0.8954947

00:57:09.859 --> 00:57:11.719 both tools and opportunities.

NOTE Confidence: 0.8954947

00:57:11.720 --> 00:57:15.304 So it really is about coming up with

NOTE Confidence: 0.8954947

00:57:15.304 --> 00:57:17.464 structural solutions to the problems

NOTE Confidence: 0.8954947

00:57:17.464 --> 00:57:20.850 that we have within our within our system.

NOTE Confidence: 0.8954947

00:57:20.850 --> 00:57:21.556 And so,

NOTE Confidence: 0.8954947

00:57:21.556 --> 00:57:24.027 how do we go about doing that?

NOTE Confidence: 0.8954947

00:57:24.030 --> 00:57:26.312 There are a number of things that

NOTE Confidence: 0.8954947

00:57:26.312 --> 00:57:28.259 we need to think about,

NOTE Confidence: 0.8954947

00:57:28.260 --> 00:57:31.084 and I'll go through each of them really,

NOTE Confidence: 0.8954947

00:57:31.090 --> 00:57:31.732 really quickly.

NOTE Confidence: 0.8954947

00:57:31.732 --> 00:57:33.658 So the first relates to education

NOTE Confidence: 0.8954947

00:57:33.658 --> 00:57:34.970 and self reflection,

NOTE Confidence: 0.8954947

00:57:34.970 --> 00:57:36.848 and I have to say that

NOTE Confidence: 0.8954947

00:57:36.848 --> 00:57:38.100 because we didn't learn

NOTE Confidence: 0.8713635

00:57:38.173 --> 00:57:40.700 any of this in our health professional

NOTE Confidence: 0.8713635

00:57:40.700 --> 00:57:42.740 schools in our grade school,

NOTE Confidence: 0.8713635

00:57:42.740 --> 00:57:44.846 in high schools or in college,  
NOTE Confidence: 0.8713635

00:57:44.850 --> 00:57:46.926 it means that we have to  
NOTE Confidence: 0.8713635

00:57:46.926 --> 00:57:49.090 do this work on our own.  
NOTE Confidence: 0.8713635

00:57:49.090 --> 00:57:51.478 And I think that what's great  
NOTE Confidence: 0.8713635

00:57:51.478 --> 00:57:53.070 about our graduating residents.  
NOTE Confidence: 0.8713635

00:57:53.070 --> 00:57:55.266 And many of our younger generations  
NOTE Confidence: 0.8713635

00:57:55.266 --> 00:57:57.987 is that there are a lot of people  
NOTE Confidence: 0.8713635

00:57:57.987 --> 00:58:00.190 that did learn some of this when  
NOTE Confidence: 0.8713635

00:58:00.190 --> 00:58:02.302 they were in college because they  
NOTE Confidence: 0.8713635

00:58:02.302 --> 00:58:05.040 were able to major in and focus on  
NOTE Confidence: 0.8713635

00:58:05.040 --> 00:58:07.113 issues like critical race theory and  
NOTE Confidence: 0.8713635

00:58:07.113 --> 00:58:09.381 certain types of studies in which they  
NOTE Confidence: 0.8713635

00:58:09.381 --> 00:58:11.590 learned a lot of this information.  
NOTE Confidence: 0.8713635

00:58:11.590 --> 00:58:13.648 But for the rest of us,  
NOTE Confidence: 0.8713635

00:58:13.650 --> 00:58:16.250 we have to play catch up and so  
NOTE Confidence: 0.8713635

00:58:16.250 --> 00:58:18.817 here are a list of many books

NOTE Confidence: 0.8713635

00:58:18.817 --> 00:58:21.462 that will get us started if you

NOTE Confidence: 0.8713635

00:58:21.462 --> 00:58:23.658 if you just read these books.

NOTE Confidence: 0.8713635

00:58:23.660 --> 00:58:25.556 The level of your understanding of

NOTE Confidence: 0.8713635

00:58:25.556 --> 00:58:27.360 these concepts will will multiply.

NOTE Confidence: 0.8713635

00:58:27.360 --> 00:58:29.976 I promise it it did for me because

NOTE Confidence: 0.8713635

00:58:29.976 --> 00:58:32.725 I did not learn any of this stuff

NOTE Confidence: 0.8713635

00:58:32.725 --> 00:58:35.459 in any in any school settings.

NOTE Confidence: 0.8713635

00:58:35.460 --> 00:58:37.602 I will also just say that those

NOTE Confidence: 0.8713635

00:58:37.602 --> 00:58:39.179 books are dense and hard,

NOTE Confidence: 0.8713635

00:58:39.180 --> 00:58:41.252 and so if you want to try and

NOTE Confidence: 0.8713635

00:58:41.252 --> 00:58:42.899 do some easier reading,

NOTE Confidence: 0.8713635

00:58:42.900 --> 00:58:44.694 I've listed some books here that

NOTE Confidence: 0.8713635

00:58:44.694 --> 00:58:46.899 are much easier to kind of be

NOTE Confidence: 0.8713635

00:58:46.899 --> 00:58:48.474 an introduction to this concept,

NOTE Confidence: 0.8713635

00:58:48.480 --> 00:58:51.270 but also if you're just too tired of reading,

NOTE Confidence: 0.8713635

00:58:51.270 --> 00:58:53.321 there are a number of podcasts that  
NOTE Confidence: 0.8713635

00:58:53.321 --> 00:58:55.299 really very affectively address these issues,  
NOTE Confidence: 0.8713635

00:58:55.300 --> 00:58:57.470 including the 1619 project and seeing white,  
NOTE Confidence: 0.8713635

00:58:57.470 --> 00:58:59.450 and there are a number of  
NOTE Confidence: 0.8713635

00:58:59.450 --> 00:59:00.770 documentaries that can introduce  
NOTE Confidence: 0.8713635

00:59:00.834 --> 00:59:02.430 you to these topics as well,  
NOTE Confidence: 0.8713635

00:59:02.430 --> 00:59:05.004 and so I am not your is is a  
NOTE Confidence: 0.8713635

00:59:05.004 --> 00:59:06.889 perfect example of that so.  
NOTE Confidence: 0.8713635

00:59:06.890 --> 00:59:07.946 There's many, many,  
NOTE Confidence: 0.8713635

00:59:07.946 --> 00:59:08.650 many ways.  
NOTE Confidence: 0.8713635

00:59:08.650 --> 00:59:11.016 There's really no excuse for not in  
NOTE Confidence: 0.8713635

00:59:11.016 --> 00:59:12.859 educating yourself on these topics,  
NOTE Confidence: 0.8713635

00:59:12.860 --> 00:59:15.310 but of course education is not enough.  
NOTE Confidence: 0.8713635

00:59:15.310 --> 00:59:17.416 We have to practice this concept  
NOTE Confidence: 0.8713635

00:59:17.416 --> 00:59:18.469 of cultural humility.  
NOTE Confidence: 0.8713635

00:59:18.470 --> 00:59:20.155 Cultural humility is when we

NOTE Confidence: 0.8713635

00:59:20.155 --> 00:59:22.265 commit to a lifelong process of

NOTE Confidence: 0.8713635

00:59:22.265 --> 00:59:24.085 self evaluation and self critique.

NOTE Confidence: 0.8713635

00:59:24.090 --> 00:59:26.898 We understand that we can't take one class.

NOTE Confidence: 0.8713635

00:59:26.900 --> 00:59:29.350 We can't go to 1 grand rounds.

NOTE Confidence: 0.8713635

00:59:29.350 --> 00:59:32.275 We can't read one book and all of a

NOTE Confidence: 0.8713635

00:59:32.275 --> 00:59:35.316 sudden be an expert or even be competent,

NOTE Confidence: 0.8713635

00:59:35.320 --> 00:59:37.854 or even have competence in an area.

NOTE Confidence: 0.8713635

00:59:37.860 --> 00:59:40.388 We have to be willing to do this

NOTE Confidence: 0.8713635

00:59:40.388 --> 00:59:42.764 work for the rest of our lives

NOTE Confidence: 0.8713635

00:59:42.764 --> 00:59:45.120 and we have to commit to that.

NOTE Confidence: 0.8713635

00:59:45.120 --> 00:59:47.094 And then we have to commit to

NOTE Confidence: 0.8713635

00:59:47.094 --> 00:59:49.079 this process of self exploration,

NOTE Confidence: 0.8713635

00:59:49.080 --> 00:59:50.092 which is very hard.

NOTE Confidence: 0.8713635

00:59:50.092 --> 00:59:52.906 We also have to have a desire to fix

NOTE Confidence: 0.8713635

00:59:52.906 --> 00:59:54.546 power imbalances between providers

NOTE Confidence: 0.8713635

00:59:54.546 --> 00:59:56.780 and clients because we have many  
NOTE Confidence: 0.8713635

00:59:56.780 --> 00:59:58.658 power imbalances that are really set  
NOTE Confidence: 0.8713635

00:59:58.658 --> 01:00:01.348 up to make it clear that there is a  
NOTE Confidence: 0.8713635

01:00:01.348 --> 01:00:03.828 group that is in power over a group  
NOTE Confidence: 0.8713635

01:00:03.828 --> 01:00:06.300 that has less power and it's not  
NOTE Confidence: 0.8713635

01:00:06.300 --> 01:00:08.682 really there serving any other purpose.  
NOTE Confidence: 0.8713635

01:00:08.690 --> 01:00:10.664 But just to to create that  
NOTE Confidence: 0.8713635

01:00:10.664 --> 01:00:12.699 understanding and make it clear for  
NOTE Confidence: 0.8713635

01:00:12.699 --> 01:00:14.960 the people in power to feel more  
NOTE Confidence: 0.8713635

01:00:14.960 --> 01:00:16.984 powerful and so we have to desire  
NOTE Confidence: 0.8713635

01:00:16.984 --> 01:00:18.443 to fix those power imbalances.  
NOTE Confidence: 0.8713635

01:00:18.443 --> 01:00:20.984 And we have to work on developing  
NOTE Confidence: 0.8713635

01:00:20.984 --> 01:00:22.477 community partnerships to advocate  
NOTE Confidence: 0.8713635

01:00:22.477 --> 01:00:23.905 within the larger organizations  
NOTE Confidence: 0.8713635

01:00:23.905 --> 01:00:25.333 that we participate in.  
NOTE Confidence: 0.8713635

01:00:25.340 --> 01:00:27.476 And then we need to practice

NOTE Confidence: 0.8713635

01:00:27.476 --> 01:00:28.900 structural competence or even

NOTE Confidence: 0.8411678

01:00:28.970 --> 01:00:30.200 structural humility,

NOTE Confidence: 0.8411678

01:00:30.200 --> 01:00:32.528 which is defined by Jonathan Metzl

NOTE Confidence: 0.8411678

01:00:32.528 --> 01:00:34.876 and Helena Hansen as the trained

NOTE Confidence: 0.8411678

01:00:34.876 --> 01:00:37.396 ability to discern how a host of

NOTE Confidence: 0.8411678

01:00:37.396 --> 01:00:40.089 issues defined as symptoms or other

NOTE Confidence: 0.8411678

01:00:40.089 --> 01:00:42.349 diseases are influenced by upstream

NOTE Confidence: 0.8411678

01:00:42.350 --> 01:00:43.970 social determinants of health.

NOTE Confidence: 0.8411678

01:00:43.970 --> 01:00:47.389 So we really need to get skilled at

NOTE Confidence: 0.8411678

01:00:47.389 --> 01:00:49.669 seeing how these social determinants

NOTE Confidence: 0.8411678

01:00:49.669 --> 01:00:52.799 of health show up in the presentation

NOTE Confidence: 0.8411678

01:00:52.799 --> 01:00:55.319 of the problems that our patients.

NOTE Confidence: 0.8411678

01:00:55.320 --> 01:00:57.430 Come to us to address.

NOTE Confidence: 0.8411678

01:00:57.430 --> 01:00:59.439 And then we have to address this

NOTE Confidence: 0.8411678

01:00:59.439 --> 01:01:01.397 issue of acting on social norms

NOTE Confidence: 0.8411678

01:01:01.397 --> 01:01:03.117 and acting on public policy's.  
NOTE Confidence: 0.8411678

01:01:03.120 --> 01:01:05.010 And so we must promote social  
NOTE Confidence: 0.8411678

01:01:05.010 --> 01:01:06.276 norms of inclusion, equity,  
NOTE Confidence: 0.8411678

01:01:06.276 --> 01:01:07.856 and respect in all situations,  
NOTE Confidence: 0.8411678

01:01:07.860 --> 01:01:08.691 in all places.  
NOTE Confidence: 0.8411678

01:01:08.691 --> 01:01:11.058 And I have to make a disclaimer when  
NOTE Confidence: 0.8411678

01:01:11.058 --> 01:01:13.230 we talk about promoting social norms.  
NOTE Confidence: 0.8411678

01:01:13.230 --> 01:01:15.758 We can have a healthy dialogue on this,  
NOTE Confidence: 0.8411678

01:01:15.760 --> 01:01:17.860 but but I must again quote James  
NOTE Confidence: 0.8411678

01:01:17.860 --> 01:01:19.808 Baldwin and say we can disagree  
NOTE Confidence: 0.8411678

01:01:19.808 --> 01:01:21.448 and still love each other.  
NOTE Confidence: 0.8411678

01:01:21.450 --> 01:01:23.165 Unless your disagreement is rooted  
NOTE Confidence: 0.8411678

01:01:23.165 --> 01:01:25.206 in my oppression and denial of  
NOTE Confidence: 0.8411678

01:01:25.206 --> 01:01:26.814 my humanity and right to exist.  
NOTE Confidence: 0.8411678

01:01:26.820 --> 01:01:27.906 And so it's.  
NOTE Confidence: 0.8411678

01:01:27.906 --> 01:01:31.080 It's fine to debate some of these issues,

NOTE Confidence: 0.8411678

01:01:31.080 --> 01:01:33.880 but there are actually some things around.

NOTE Confidence: 0.8411678

01:01:33.880 --> 01:01:35.880 Oppression and denial of humanity.

NOTE Confidence: 0.8411678

01:01:35.880 --> 01:01:37.372 They're actually not debatable,

NOTE Confidence: 0.8411678

01:01:37.372 --> 01:01:40.086 and so if we're going to promote

NOTE Confidence: 0.8411678

01:01:40.086 --> 01:01:42.522 social inclusion and social norms of

NOTE Confidence: 0.8411678

01:01:42.522 --> 01:01:45.079 of inclusion and equity and respect,

NOTE Confidence: 0.8411678

01:01:45.080 --> 01:01:47.378 we have to enforce these social

NOTE Confidence: 0.8411678

01:01:47.378 --> 01:01:49.480 norms of inclusion and equity.

NOTE Confidence: 0.8411678

01:01:49.480 --> 01:01:51.880 We need to enforce them everywhere

NOTE Confidence: 0.8411678

01:01:51.880 --> 01:01:54.280 in our families, in our communities,

NOTE Confidence: 0.8411678

01:01:54.280 --> 01:01:55.880 in our work settings.

NOTE Confidence: 0.8411678

01:01:55.880 --> 01:01:58.554 And we also have to educate or

NOTE Confidence: 0.8411678

01:01:58.554 --> 01:02:00.779 legislate to change social norms.

NOTE Confidence: 0.8411678

01:02:00.780 --> 01:02:02.915 So a number of people harbor these

NOTE Confidence: 0.8411678

01:02:02.915 --> 01:02:04.520 beliefs about different populations.

NOTE Confidence: 0.8411678

01:02:04.520 --> 01:02:05.880 These negative beliefs are  
NOTE Confidence: 0.8411678

01:02:05.880 --> 01:02:06.900 negative social norms.  
NOTE Confidence: 0.8411678

01:02:06.900 --> 01:02:09.280 Just because they don't know any better.  
NOTE Confidence: 0.8411678

01:02:09.280 --> 01:02:11.392 Many of them have not had a lot  
NOTE Confidence: 0.8411678

01:02:11.392 --> 01:02:13.265 of experience or interaction with  
NOTE Confidence: 0.8411678

01:02:13.265 --> 01:02:15.395 certain groups or certain populations,  
NOTE Confidence: 0.8411678

01:02:15.400 --> 01:02:17.100 and so in those cases,  
NOTE Confidence: 0.8411678

01:02:17.100 --> 01:02:18.770 education can be very important  
NOTE Confidence: 0.8411678

01:02:18.770 --> 01:02:20.840 and to helping change social norms.  
NOTE Confidence: 0.8411678

01:02:20.840 --> 01:02:22.709 But I I recognize that there is  
NOTE Confidence: 0.8411678

01:02:22.709 --> 01:02:24.582 a subset of the population that  
NOTE Confidence: 0.8411678

01:02:24.582 --> 01:02:26.592 no amount of education is going  
NOTE Confidence: 0.8411678

01:02:26.592 --> 01:02:29.017 to reach them because they have  
NOTE Confidence: 0.8411678

01:02:29.017 --> 01:02:31.037 hateful views about different people  
NOTE Confidence: 0.8411678

01:02:31.040 --> 01:02:33.200 or people that are different from  
NOTE Confidence: 0.8411678

01:02:33.200 --> 01:02:35.090 themselves and in those cases.

NOTE Confidence: 0.8411678  
01:02:35.090 --> 01:02:36.490 That's when the legislation  
NOTE Confidence: 0.8411678  
01:02:36.490 --> 01:02:37.190 becomes important.  
NOTE Confidence: 0.8411678  
01:02:37.190 --> 01:02:39.862 That's when we use the laws that are  
NOTE Confidence: 0.8411678  
01:02:39.862 --> 01:02:42.438 established in our society in our policies,  
NOTE Confidence: 0.8411678  
01:02:42.440 --> 01:02:45.044 in our educational settings to prevent  
NOTE Confidence: 0.8411678  
01:02:45.044 --> 01:02:47.969 those people from doing harm in society.  
NOTE Confidence: 0.8411678  
01:02:47.970 --> 01:02:49.582 And it may include,  
NOTE Confidence: 0.8411678  
01:02:49.582 --> 01:02:50.388 you know,  
NOTE Confidence: 0.8411678  
01:02:50.390 --> 01:02:52.802 using our policy is to remove  
NOTE Confidence: 0.8411678  
01:02:52.802 --> 01:02:53.606 certain learners.  
NOTE Confidence: 0.8411678  
01:02:53.610 --> 01:02:55.835 I'm certain educators from interacting  
NOTE Confidence: 0.8411678  
01:02:55.835 --> 01:02:58.060 with learners or other situations  
NOTE Confidence: 0.8411678  
01:02:58.123 --> 01:03:00.199 like that we must observe and  
NOTE Confidence: 0.8411678  
01:03:00.199 --> 01:03:02.080 challenge our own implicit biases.  
NOTE Confidence: 0.8411678  
01:03:02.080 --> 01:03:04.090 This is really hard work.  
NOTE Confidence: 0.8411678

01:03:04.090 --> 01:03:06.100 The better you become at  
NOTE Confidence: 0.8411678

01:03:06.100 --> 01:03:07.306 identifying your biases,  
NOTE Confidence: 0.8411678

01:03:07.310 --> 01:03:10.196 the more frustrating the work becomes  
NOTE Confidence: 0.8411678

01:03:10.196 --> 01:03:12.647 because it is intrinsically challenging  
NOTE Confidence: 0.8411678

01:03:12.647 --> 01:03:14.902 your implicit biases means that  
NOTE Confidence: 0.8411678

01:03:14.902 --> 01:03:17.968 you were going to come up against.  
NOTE Confidence: 0.8411678

01:03:17.970 --> 01:03:19.908 Values that your biases have that  
NOTE Confidence: 0.8411678

01:03:19.908 --> 01:03:21.598 are different from your personal  
NOTE Confidence: 0.8411678

01:03:21.598 --> 01:03:23.638 values and it becomes hard to  
NOTE Confidence: 0.8411678

01:03:23.638 --> 01:03:25.616 constantly reflect on the fact that  
NOTE Confidence: 0.8411678

01:03:25.616 --> 01:03:27.416 you have thoughts that are against  
NOTE Confidence: 0.8411678

01:03:27.416 --> 01:03:29.236 your own personal value system,  
NOTE Confidence: 0.8411678

01:03:29.236 --> 01:03:31.864 but it's still important to do this  
NOTE Confidence: 0.8411678

01:03:31.864 --> 01:03:34.375 work and it I would just say that you  
NOTE Confidence: 0.8591501

01:03:34.451 --> 01:03:35.846 have to do this work,  
NOTE Confidence: 0.8591501

01:03:35.850 --> 01:03:37.761 but then offer yourself some grace as

NOTE Confidence: 0.8591501

01:03:37.761 --> 01:03:40.494 you as you become better or skilled at

NOTE Confidence: 0.8591501

01:03:40.494 --> 01:03:42.344 identifying your own implicit biases.

NOTE Confidence: 0.8591501

01:03:42.350 --> 01:03:44.300 And then, as I said before,

NOTE Confidence: 0.8591501

01:03:44.300 --> 01:03:46.666 we have to evaluate and breakdown any

NOTE Confidence: 0.8591501

01:03:46.666 --> 01:03:48.300 unnecessary hierarchies that exist with.

NOTE Confidence: 0.8591501

01:03:48.300 --> 01:03:49.824 In our society within

NOTE Confidence: 0.8591501

01:03:49.824 --> 01:03:50.967 our clinical structures,

NOTE Confidence: 0.8591501

01:03:50.970 --> 01:03:53.250 within our interactions with our patients,

NOTE Confidence: 0.8591501

01:03:53.250 --> 01:03:56.796 we have to do that work because a many

NOTE Confidence: 0.8591501

01:03:56.796 --> 01:03:59.346 hierarchies that we have in our society

NOTE Confidence: 0.8591501

01:03:59.346 --> 01:04:02.361 are not there to do anything but to

NOTE Confidence: 0.8591501

01:04:02.361 --> 01:04:06.590 make people in power feel more powerful.

NOTE Confidence: 0.8591501

01:04:06.590 --> 01:04:08.907 And then we have to advocate for

NOTE Confidence: 0.8591501

01:04:08.907 --> 01:04:10.909 effective and equitable public policy's,

NOTE Confidence: 0.8591501

01:04:10.910 --> 01:04:13.178 and that really means thinking about the

NOTE Confidence: 0.8591501

01:04:13.178 --> 01:04:15.950 fact that all policies are health policies,  
NOTE Confidence: 0.8591501

01:04:15.950 --> 01:04:18.110 and therefore all health policy czar.  
NOTE Confidence: 0.8591501

01:04:18.110 --> 01:04:19.458 Are mental health policies.  
NOTE Confidence: 0.8591501

01:04:19.458 --> 01:04:21.902 And so we must take action beyond  
NOTE Confidence: 0.8591501

01:04:21.902 --> 01:04:24.038 the walls of our clinics or  
NOTE Confidence: 0.8591501

01:04:24.038 --> 01:04:25.670 hospitals or treatment centers.  
NOTE Confidence: 0.8591501

01:04:25.670 --> 01:04:27.596 And we must advocate for those  
NOTE Confidence: 0.8591501

01:04:27.596 --> 01:04:29.369 policies that address the social  
NOTE Confidence: 0.8591501

01:04:29.369 --> 01:04:31.069 determinants of mental health.  
NOTE Confidence: 0.8591501

01:04:31.070 --> 01:04:33.752 This work involves us all communicating  
NOTE Confidence: 0.8591501

01:04:33.752 --> 01:04:35.932 with our elected officials at  
NOTE Confidence: 0.8591501

01:04:35.932 --> 01:04:37.846 all levels at the local state.  
NOTE Confidence: 0.8591501

01:04:37.850 --> 01:04:40.065 And national levels and it  
NOTE Confidence: 0.8591501

01:04:40.065 --> 01:04:42.280 requires us to promote equitable,  
NOTE Confidence: 0.8591501

01:04:42.280 --> 01:04:44.380 equitable representation to make sure  
NOTE Confidence: 0.8591501

01:04:44.380 --> 01:04:47.150 that whenever we're forming any committee,

NOTE Confidence: 0.8591501

01:04:47.150 --> 01:04:49.742 whenever we were creating any system

NOTE Confidence: 0.8591501

01:04:49.742 --> 01:04:52.891 in which people are going to make

NOTE Confidence: 0.8591501

01:04:52.891 --> 01:04:55.567 decisions about anything that we have,

NOTE Confidence: 0.8591501

01:04:55.570 --> 01:04:58.100 the right representation that reflects

NOTE Confidence: 0.8591501

01:04:58.100 --> 01:05:01.446 the people by which the issue or

NOTE Confidence: 0.8591501

01:05:01.446 --> 01:05:03.987 the policy is going to be made.

NOTE Confidence: 0.8591501

01:05:03.990 --> 01:05:06.654 And and it also involves forming

NOTE Confidence: 0.8591501

01:05:06.654 --> 01:05:08.430 cross sector collaborations and

NOTE Confidence: 0.8591501

01:05:08.507 --> 01:05:10.799 community coalitions and working.

NOTE Confidence: 0.8591501

01:05:10.800 --> 01:05:12.728 And equating working equitable

NOTE Confidence: 0.8591501

01:05:12.728 --> 01:05:14.656 equitably with our community,

NOTE Confidence: 0.8591501

01:05:14.660 --> 01:05:16.652 coalitions and collaborators.

NOTE Confidence: 0.8591501

01:05:16.652 --> 01:05:19.972 Making sure we're compensating them

NOTE Confidence: 0.8591501

01:05:19.972 --> 01:05:23.179 appropriately for their time and their

NOTE Confidence: 0.8591501

01:05:23.179 --> 01:05:26.346 energy. So you know to to wrap up.

NOTE Confidence: 0.8591501

01:05:26.350 --> 01:05:28.947 I would just say that for myself  
NOTE Confidence: 0.8591501

01:05:28.947 --> 01:05:31.503 this this desire back when I was  
NOTE Confidence: 0.8591501

01:05:31.503 --> 01:05:34.064 at Emory in Atlanta to really think  
NOTE Confidence: 0.8591501

01:05:34.064 --> 01:05:37.137 hard about why I was seeing these  
NOTE Confidence: 0.8591501

01:05:37.137 --> 01:05:39.232 differences really led to my career  
NOTE Confidence: 0.8591501

01:05:39.232 --> 01:05:41.557 and focusing on how to how structural  
NOTE Confidence: 0.8591501

01:05:41.557 --> 01:05:43.737 racism and social determinants of  
NOTE Confidence: 0.8591501

01:05:43.737 --> 01:05:46.968 health had led to these poor outcomes.  
NOTE Confidence: 0.8591501

01:05:46.970 --> 01:05:49.805 And so I've found that the last  
NOTE Confidence: 0.8591501

01:05:49.805 --> 01:05:53.005 thing that we all have to do is  
NOTE Confidence: 0.8591501

01:05:53.005 --> 01:05:55.260 think about how to speak up.  
NOTE Confidence: 0.8591501

01:05:55.260 --> 01:05:58.291 And use our voice and for me  
NOTE Confidence: 0.8591501

01:05:58.291 --> 01:06:01.550 it has been writing articles.  
NOTE Confidence: 0.8591501

01:06:01.550 --> 01:06:03.278 Making statements within within  
NOTE Confidence: 0.8591501

01:06:03.278 --> 01:06:05.438 academic settings to really advance  
NOTE Confidence: 0.8591501

01:06:05.438 --> 01:06:07.418 these issues on a larger scale,

NOTE Confidence: 0.8591501

01:06:07.420 --> 01:06:10.564 and I think that it's all incumbent upon

NOTE Confidence: 0.8591501

01:06:10.564 --> 01:06:14.445 all of us to speak up when we can whenever,

NOTE Confidence: 0.8591501

01:06:14.450 --> 01:06:16.206 because politically political stances

NOTE Confidence: 0.8591501

01:06:16.206 --> 01:06:18.840 and policy interventions are required if

NOTE Confidence: 0.8591501

01:06:18.902 --> 01:06:21.100 we are to remain apolitical or neutral,

NOTE Confidence: 0.8591501

01:06:21.100 --> 01:06:24.228 that is and of itself a political stance,

NOTE Confidence: 0.8591501

01:06:24.230 --> 01:06:27.749 it is a tacit acceptance of the status quo,

NOTE Confidence: 0.8591501

01:06:27.750 --> 01:06:30.417 so it's not enough to say that

NOTE Confidence: 0.8591501

01:06:30.417 --> 01:06:32.120 we're not waiting until.

NOTE Confidence: 0.8591501

01:06:32.120 --> 01:06:33.944 Political issues this is work that

NOTE Confidence: 0.8591501

01:06:33.944 --> 01:06:36.405 we all have to do and so I call

NOTE Confidence: 0.8591501

01:06:36.405 --> 01:06:38.020 on the words of Audre Lorde.

NOTE Confidence: 0.8591501

01:06:38.020 --> 01:06:40.405 She said when we speak we are afraid our

NOTE Confidence: 0.8591501

01:06:40.405 --> 01:06:42.520 words will not be heard nor welcomed.

NOTE Confidence: 0.8591501

01:06:42.520 --> 01:06:43.920 But when we are silent,

NOTE Confidence: 0.8591501

01:06:43.920 --> 01:06:45.004 we are still afraid.  
NOTE Confidence: 0.8591501

01:06:45.004 --> 01:06:47.170 So it is better to speak so we  
NOTE Confidence: 0.8591501

01:06:47.170 --> 01:06:49.090 all need to work on speaking up an  
NOTE Confidence: 0.8673046

01:06:49.159 --> 01:06:51.392 I really want to challenge our graduates  
NOTE Confidence: 0.8673046

01:06:51.392 --> 01:06:53.785 to find your voice and to speak even  
NOTE Confidence: 0.8673046

01:06:53.785 --> 01:06:55.440 when you're afraid because it is.  
NOTE Confidence: 0.8673046

01:06:55.440 --> 01:06:57.810 It is always better to speak.  
NOTE Confidence: 0.8673046

01:06:57.810 --> 01:06:59.870 And so to the end,  
NOTE Confidence: 0.8673046

01:06:59.870 --> 01:07:03.362 I just want to say that we've had this  
NOTE Confidence: 0.8673046

01:07:03.362 --> 01:07:06.849 great experience in the last year or so,  
NOTE Confidence: 0.8673046

01:07:06.850 --> 01:07:09.706 in which we've seen a lot of progress  
NOTE Confidence: 0.8673046

01:07:09.706 --> 01:07:12.343 being made and progress is made  
NOTE Confidence: 0.8673046

01:07:12.343 --> 01:07:14.653 through the passage of legislation,  
NOTE Confidence: 0.8673046

01:07:14.660 --> 01:07:16.976 court rulings, and other formal mechanisms  
NOTE Confidence: 0.8673046

01:07:16.976 --> 01:07:19.590 that aim to promote racial equality.  
NOTE Confidence: 0.8673046

01:07:19.590 --> 01:07:20.838 And it's been great,

NOTE Confidence: 0.8673046

01:07:20.838 --> 01:07:23.829 but I think that we have to remember

NOTE Confidence: 0.8673046

01:07:23.829 --> 01:07:26.434 that always with progress always

NOTE Confidence: 0.8673046

01:07:26.434 --> 01:07:27.997 comes inevitable retrenchment.

NOTE Confidence: 0.8673046

01:07:28.000 --> 01:07:31.192 And retrenchment refers to the many ways in

NOTE Confidence: 0.8673046

01:07:31.192 --> 01:07:33.780 which progress is very often challenged,

NOTE Confidence: 0.8673046

01:07:33.780 --> 01:07:35.016 neutralized or undermined

NOTE Confidence: 0.8673046

01:07:35.016 --> 01:07:36.664 in key policy arenas.

NOTE Confidence: 0.8673046

01:07:36.670 --> 01:07:39.554 If we're not ready for the retrenchment,

NOTE Confidence: 0.8673046

01:07:39.560 --> 01:07:42.908 we can get very.

NOTE Confidence: 0.8673046

01:07:42.910 --> 01:07:44.107 We can despair.

NOTE Confidence: 0.8673046

01:07:44.107 --> 01:07:46.501 We can get very overwhelmed and

NOTE Confidence: 0.8673046

01:07:46.501 --> 01:07:48.184 frustrated and demoralised because

NOTE Confidence: 0.8673046

01:07:48.184 --> 01:07:51.019 when we feel like progress is being

NOTE Confidence: 0.8673046

01:07:51.096 --> 01:07:53.364 made when we're faced again with

NOTE Confidence: 0.8673046

01:07:53.364 --> 01:07:55.278 retrenchment as we see happening

NOTE Confidence: 0.8673046

01:07:55.278 --> 01:07:58.064 so much in our society right now,  
NOTE Confidence: 0.8673046

01:07:58.070 --> 01:08:01.045 it's overwhelming and and I will just  
NOTE Confidence: 0.8673046

01:08:01.045 --> 01:08:04.273 point out that a recent study showed  
NOTE Confidence: 0.8673046

01:08:04.273 --> 01:08:07.069 that support for Black Lives Matter  
NOTE Confidence: 0.8673046

01:08:07.158 --> 01:08:09.860 is actually less now than it was.  
NOTE Confidence: 0.8673046

01:08:09.860 --> 01:08:11.470 Prior to George Floyd's murder,  
NOTE Confidence: 0.8673046

01:08:11.470 --> 01:08:13.126 so this is just another example  
NOTE Confidence: 0.8673046

01:08:13.126 --> 01:08:15.051 of how we can see retrenchment  
NOTE Confidence: 0.8673046

01:08:15.051 --> 01:08:16.936 showing up in our society.  
NOTE Confidence: 0.8673046

01:08:16.940 --> 01:08:18.550 So I want to leave.  
NOTE Confidence: 0.8673046

01:08:18.550 --> 01:08:20.846 I want to leave you with some hope  
NOTE Confidence: 0.8673046

01:08:20.846 --> 01:08:23.600 and with the idea that of how to get  
NOTE Confidence: 0.8673046

01:08:23.600 --> 01:08:25.640 past this feeling of retrenchment.  
NOTE Confidence: 0.8673046

01:08:25.640 --> 01:08:27.744 And so I will leave you with the  
NOTE Confidence: 0.8673046

01:08:27.744 --> 01:08:29.820 words of Congressman John Lewis.  
NOTE Confidence: 0.8673046

01:08:29.820 --> 01:08:33.370 He said, do not get lost in a sea of despair.

NOTE Confidence: 0.8673046

01:08:33.370 --> 01:08:34.798 Be hopeful, be optimistic.

NOTE Confidence: 0.8673046

01:08:34.798 --> 01:08:37.548 Our struggle is not the struggle of a day,

NOTE Confidence: 0.8673046

01:08:37.550 --> 01:08:40.084 a week, a month, or a year.

NOTE Confidence: 0.8673046

01:08:40.090 --> 01:08:42.295 It is a struggle of a lifetime.

NOTE Confidence: 0.8673046

01:08:42.300 --> 01:08:44.708 Never ever be afraid to make some noise

NOTE Confidence: 0.8673046

01:08:44.708 --> 01:08:47.370 and get in good trouble, necessary trouble.

NOTE Confidence: 0.8673046

01:08:47.370 --> 01:08:48.330 Thank you.

NOTE Confidence: 0.7908279

01:08:54.760 --> 01:08:56.175 Thanks so much Doctor Shim

NOTE Confidence: 0.7908279

01:08:56.175 --> 01:08:57.590 for it really terrific talk.

NOTE Confidence: 0.8024208

01:08:59.600 --> 01:09:01.574 We're able to have questions in

NOTE Confidence: 0.8024208

01:09:01.574 --> 01:09:03.663 the chat and now we're we're

NOTE Confidence: 0.8024208

01:09:03.663 --> 01:09:06.113 usually at the end of our session,

NOTE Confidence: 0.8024208

01:09:06.120 --> 01:09:07.830 but I'd like to extend.

NOTE Confidence: 0.8024208

01:09:07.830 --> 01:09:10.917 For those of you who are able to extend,

NOTE Confidence: 0.8024208

01:09:10.920 --> 01:09:14.007 and if you'll put your questions in the chat,

NOTE Confidence: 0.8024208

01:09:14.010 --> 01:09:16.056 will provide them to Doctor Shim.  
NOTE Confidence: 0.8521712

01:09:20.750 --> 01:09:22.738 Fortunately, Bob Diana. Unfortunately,  
NOTE Confidence: 0.8521712

01:09:22.738 --> 01:09:27.718 the chat is disabled, so we can only go to  
NOTE Confidence: 0.862723991666667

01:09:27.720 --> 01:09:29.620 the. Co hosts for.  
NOTE Confidence: 0.862723991666667

01:09:29.620 --> 01:09:32.838 I don't know why but.  
NOTE Confidence: 0.862723991666667

01:09:32.840 --> 01:09:35.500 You can't put your. Questions,  
NOTE Confidence: 0.862723991666667

01:09:35.500 --> 01:09:37.868 but I just have a question  
NOTE Confidence: 0.8623196

01:09:37.870 --> 01:09:40.150 for you Ruth. It's always good  
NOTE Confidence: 0.8623196

01:09:40.150 --> 01:09:42.610 to see you and thank you.  
NOTE Confidence: 0.8623196

01:09:42.610 --> 01:09:44.975 Your slider impeccable really just amazing  
NOTE Confidence: 0.8623196

01:09:44.975 --> 01:09:48.530 and so grateful to have you as our speaker.  
NOTE Confidence: 0.8623196

01:09:48.530 --> 01:09:51.950 I've been thinking a lot about how to move  
NOTE Confidence: 0.8623196

01:09:51.950 --> 01:09:54.849 forward and I want to remain optimistic,  
NOTE Confidence: 0.8623196

01:09:54.850 --> 01:09:56.598 especially for our graduates.  
NOTE Confidence: 0.8623196

01:09:56.598 --> 01:09:59.220 But how to remain optimistic in  
NOTE Confidence: 0.8623196

01:09:59.296 --> 01:10:01.586 the context of legislation that.

NOTE Confidence: 0.8623196

01:10:01.590 --> 01:10:05.106 Is trying to silence the voices.

NOTE Confidence: 0.8623196

01:10:05.110 --> 01:10:05.944 In particular,

NOTE Confidence: 0.8623196

01:10:05.944 --> 01:10:08.863 I gave a talk about social racism.

NOTE Confidence: 0.8623196

01:10:08.870 --> 01:10:11.796 Basically in an addiction and in Iowa,

NOTE Confidence: 0.8623196

01:10:11.800 --> 01:10:14.266 and they just passed a bill

NOTE Confidence: 0.8623196

01:10:14.266 --> 01:10:16.400 that would be effective July,

NOTE Confidence: 0.8623196

01:10:16.400 --> 01:10:18.968 one that basically the majority of

NOTE Confidence: 0.8623196

01:10:18.968 --> 01:10:21.958 the context of what I share would

NOTE Confidence: 0.8623196

01:10:21.958 --> 01:10:24.340 not be allowed to be discussed,

NOTE Confidence: 0.8623196

01:10:24.340 --> 01:10:28.138 and the grand rounds format so.

NOTE Confidence: 0.8623196

01:10:28.140 --> 01:10:29.790 You know what do you do?

NOTE Confidence: 0.8623196

01:10:29.790 --> 01:10:31.934 A lot of people are out, you know,

NOTE Confidence: 0.8623196

01:10:31.934 --> 01:10:33.416 trying to make it illegal to

NOTE Confidence: 0.8623196

01:10:33.416 --> 01:10:35.020 talk about critical race theory.

NOTE Confidence: 0.8623196

01:10:35.020 --> 01:10:37.220 There are those amongst us who will continue,

NOTE Confidence: 0.8623196

01:10:37.220 --> 01:10:38.595 but people need their jobs  
NOTE Confidence: 0.8623196

01:10:38.595 --> 01:10:39.420 for their survival.  
NOTE Confidence: 0.8623196

01:10:39.420 --> 01:10:41.010 So I'm thinking about maybe how  
NOTE Confidence: 0.8623196

01:10:41.010 --> 01:10:42.440 have you contemplated this butter?  
NOTE Confidence: 0.8623196

01:10:42.440 --> 01:10:44.264 What are some creative  
NOTE Confidence: 0.8623196

01:10:44.264 --> 01:10:46.544 ways to make sure that?  
NOTE Confidence: 0.8623196

01:10:46.550 --> 01:10:48.162 We're able to discuss these  
NOTE Confidence: 0.8623196

01:10:48.162 --> 01:10:50.418 issues and this is such a great  
NOTE Confidence: 0.8623196

01:10:50.418 --> 01:10:52.350 question and thank you so much.  
NOTE Confidence: 0.8623196

01:10:52.350 --> 01:10:52.890 I Anna,  
NOTE Confidence: 0.8623196

01:10:52.890 --> 01:10:53.430 you know,  
NOTE Confidence: 0.8623196

01:10:53.430 --> 01:10:56.184 I rely on you as as one of my  
NOTE Confidence: 0.8623196

01:10:56.184 --> 01:10:57.939 close collaborators and and one  
NOTE Confidence: 0.8623196

01:10:57.939 --> 01:11:00.691 of the people that is in in the  
NOTE Confidence: 0.8623196

01:11:00.691 --> 01:11:03.066 fray doing this work with me.  
NOTE Confidence: 0.8623196

01:11:03.066 --> 01:11:05.706 So I so appreciate you.

NOTE Confidence: 0.8623196

01:11:05.710 --> 01:11:08.534 So it is challenging and similarly to you,

NOTE Confidence: 0.8623196

01:11:08.540 --> 01:11:11.068 I'm giving a talk to next week in

NOTE Confidence: 0.8623196

01:11:11.068 --> 01:11:14.145 Texas an I was told as I was putting

NOTE Confidence: 0.8623196

01:11:14.145 --> 01:11:16.416 the talk together that I cannot

NOTE Confidence: 0.8623196

01:11:16.416 --> 01:11:18.762 have social injustice in the title

NOTE Confidence: 0.8623196

01:11:18.762 --> 01:11:21.984 and that that is a that is a while.

NOTE Confidence: 0.8623196

01:11:21.990 --> 01:11:23.755 While this speakers are very

NOTE Confidence: 0.8623196

01:11:23.755 --> 01:11:26.240 happy for me to talk about it,

NOTE Confidence: 0.8623196

01:11:26.240 --> 01:11:28.536 that that is a policy that was

NOTE Confidence: 0.8623196

01:11:28.536 --> 01:11:30.714 created by the governor and I'm

NOTE Confidence: 0.8623196

01:11:30.714 --> 01:11:33.318 not allowed to use that that term.

NOTE Confidence: 0.8623196

01:11:33.320 --> 01:11:35.996 So so there is an extreme.

NOTE Confidence: 0.8623196

01:11:36.000 --> 01:11:38.982 Push this is the retrenchment that

NOTE Confidence: 0.8623196

01:11:38.982 --> 01:11:42.358 we are seeing right now and it is.

NOTE Confidence: 0.8623196

01:11:42.360 --> 01:11:45.880 It is clear that we are seeing this

NOTE Confidence: 0.8623196

01:11:45.880 --> 01:11:47.666 retrenchment because progress is  
NOTE Confidence: 0.8623196

01:11:47.666 --> 01:11:50.529 being made an and people that have  
NOTE Confidence: 0.8623196

01:11:50.529 --> 01:11:53.500 power that have have been successful  
NOTE Confidence: 0.8623196

01:11:53.500 --> 01:11:55.980 at holding and maintaining power  
NOTE Confidence: 0.8623196

01:11:55.980 --> 01:11:58.758 to advance their needs are very  
NOTE Confidence: 0.8623196

01:11:58.758 --> 01:12:01.879 effective at holding on to that power.  
NOTE Confidence: 0.8623196

01:12:01.880 --> 01:12:04.470 They're very effective as at  
NOTE Confidence: 0.8623196

01:12:04.470 --> 01:12:06.542 identifying what threats might.  
NOTE Confidence: 0.8623196

01:12:06.550 --> 01:12:09.700 'cause their power to come into question.  
NOTE Confidence: 0.8623196

01:12:09.700 --> 01:12:12.787 And so these these things are in  
NOTE Confidence: 0.8623196

01:12:12.787 --> 01:12:15.574 fact clear examples of people trying  
NOTE Confidence: 0.8623196

01:12:15.574 --> 01:12:18.322 to make sure that they maintain  
NOTE Confidence: 0.8623196

01:12:18.322 --> 01:12:21.468 their power and that any threats to  
NOTE Confidence: 0.8623196

01:12:21.468 --> 01:12:23.912 disrupt that power be neutralized.  
NOTE Confidence: 0.8623196

01:12:23.912 --> 01:12:28.184 And so then the work becomes.  
NOTE Confidence: 0.8623196

01:12:28.190 --> 01:12:30.970 The work becomes it's incumbent

NOTE Confidence: 0.8623196

01:12:30.970 --> 01:12:34.450 on all of us who have.

NOTE Confidence: 0.8623196

01:12:34.450 --> 01:12:37.138 Some measure of power to push back,

NOTE Confidence: 0.8623196

01:12:37.140 --> 01:12:39.828 and so I would say you know,

NOTE Confidence: 0.8623196

01:12:39.830 --> 01:12:41.900 you know we're doing this work

NOTE Confidence: 0.8623196

01:12:41.900 --> 01:12:43.758 and it's it's our responsibility

NOTE Confidence: 0.8623196

01:12:43.758 --> 01:12:46.572 to speak up and speak out and

NOTE Confidence: 0.8623196

01:12:46.572 --> 01:12:49.037 continue to speak on these things.

NOTE Confidence: 0.8623196

01:12:49.040 --> 01:12:51.548 But I actually think it's even

NOTE Confidence: 0.8623196

01:12:51.548 --> 01:12:53.636 more incumbent on people that

NOTE Confidence: 0.8623196

01:12:53.636 --> 01:12:56.340 don't look like us to do that work.

NOTE Confidence: 0.8623196

01:12:56.340 --> 01:12:58.005 It's more incumbent on all

NOTE Confidence: 0.8623196

01:12:58.005 --> 01:12:59.670 of the members of of

NOTE Confidence: 0.9036787

01:12:59.744 --> 01:13:00.950 this institution.

NOTE Confidence: 0.9036787

01:13:00.950 --> 01:13:04.910 It's all of you in here in this room.

NOTE Confidence: 0.9036787

01:13:04.910 --> 01:13:07.403 This is the work that you have to do.

NOTE Confidence: 0.9036787

01:13:07.410 --> 01:13:09.578 You have to. This is when I say  
NOTE Confidence: 0.9036787

01:13:09.578 --> 01:13:11.580 speak out and and take a stand.  
NOTE Confidence: 0.9036787

01:13:11.580 --> 01:13:13.420 This is the work you have to be  
NOTE Confidence: 0.9036787

01:13:13.420 --> 01:13:15.198 willing to advance these concepts.  
NOTE Confidence: 0.9036787

01:13:15.200 --> 01:13:17.416 You have to be willing to say no.  
NOTE Confidence: 0.9036787

01:13:17.420 --> 01:13:19.636 We are going to talk about these things.  
NOTE Confidence: 0.9036787

01:13:19.640 --> 01:13:20.438 We're going to.  
NOTE Confidence: 0.9036787

01:13:20.438 --> 01:13:22.300 We're going to face risk and you  
NOTE Confidence: 0.9036787

01:13:22.364 --> 01:13:24.149 have to be willing to take that  
NOTE Confidence: 0.9036787

01:13:24.149 --> 01:13:25.878 risk as people that have greater  
NOTE Confidence: 0.9036787

01:13:25.878 --> 01:13:27.978 power than than people that are kind  
NOTE Confidence: 0.9036787

01:13:27.980 --> 01:13:29.926 of on the ground in the trenches.  
NOTE Confidence: 0.9036787

01:13:29.930 --> 01:13:31.550 You have to be willing to  
NOTE Confidence: 0.9036787

01:13:31.550 --> 01:13:32.990 absorb some of that risk,  
NOTE Confidence: 0.9036787

01:13:32.990 --> 01:13:35.776 so it involves us all being braver.  
NOTE Confidence: 0.9036787

01:13:35.780 --> 01:13:37.240 And recognizing that we have

NOTE Confidence: 0.9036787

01:13:37.240 --> 01:13:39.075 privilege and we have power in

NOTE Confidence: 0.9036787

01:13:39.075 --> 01:13:40.640 using that privilege and power

NOTE Confidence: 0.9036787

01:13:40.640 --> 01:13:41.892 to advance these concepts.

NOTE Confidence: 0.8859845

01:13:44.400 --> 01:13:46.992 It appears that if you send a question

NOTE Confidence: 0.8859845

01:13:46.992 --> 01:13:49.484 directly to John or me that that we are

NOTE Confidence: 0.8859845

01:13:49.484 --> 01:13:51.867 able to use the chat and one person

NOTE Confidence: 0.8859845

01:13:51.867 --> 01:13:54.144 has figured that out and question is.

NOTE Confidence: 0.8859845

01:13:54.144 --> 01:13:56.286 Great talk. Do you think that

NOTE Confidence: 0.8859845

01:13:56.286 --> 01:13:58.939 will be will ever rejoin the AP A?

NOTE Confidence: 0.8859845

01:13:58.940 --> 01:14:00.907 If So what would it take to

NOTE Confidence: 0.8523253

01:14:00.910 --> 01:14:03.620 get this question a lot?

NOTE Confidence: 0.8523253

01:14:03.620 --> 01:14:06.414 Uh, what will it take? You know,

NOTE Confidence: 0.8523253

01:14:06.414 --> 01:14:10.282 I'm I'm I'm so I I I have no desire

NOTE Confidence: 0.8523253

01:14:10.282 --> 01:14:14.066 or plans to rejoin the EPA right now,

NOTE Confidence: 0.8523253

01:14:14.070 --> 01:14:16.429 and one of the reasons why is

NOTE Confidence: 0.8523253

01:14:16.429 --> 01:14:18.923 because I have been fortunate enough  
NOTE Confidence: 0.8523253

01:14:18.923 --> 01:14:21.258 to be involved in organizations  
NOTE Confidence: 0.8523253

01:14:21.258 --> 01:14:24.014 where I see what real attention  
NOTE Confidence: 0.8523253

01:14:24.014 --> 01:14:26.184 to these issues looks like,  
NOTE Confidence: 0.8523253

01:14:26.190 --> 01:14:28.518 what real commitment to to looking  
NOTE Confidence: 0.8523253

01:14:28.518 --> 01:14:30.606 at yourselves to looking at  
NOTE Confidence: 0.8523253

01:14:30.606 --> 01:14:32.946 yourself as an organization to  
NOTE Confidence: 0.8523253

01:14:32.946 --> 01:14:34.350 dismantling structural racism.  
NOTE Confidence: 0.8523253

01:14:34.350 --> 01:14:37.938 What a real commitment looks like.  
NOTE Confidence: 0.8523253

01:14:37.940 --> 01:14:41.076 And and the EPA has not demonstrated any  
NOTE Confidence: 0.8523253

01:14:41.076 --> 01:14:44.358 interest in making that level of commitment.  
NOTE Confidence: 0.8523253

01:14:44.360 --> 01:14:47.570 And so if at some point.  
NOTE Confidence: 0.8523253

01:14:47.570 --> 01:14:49.845 That level of commitment is made up.  
NOTE Confidence: 0.8523253

01:14:49.850 --> 01:14:51.806 Then I would be happy to  
NOTE Confidence: 0.8523253

01:14:51.806 --> 01:14:52.784 rejoin the organization.  
NOTE Confidence: 0.8523253

01:14:52.790 --> 01:14:55.070 I will tell you that that level of

NOTE Confidence: 0.8523253

01:14:55.070 --> 01:14:57.036 commitment in the organizations that I'm

NOTE Confidence: 0.8523253

01:14:57.036 --> 01:14:59.630 in where I'm seeing that work happened,

NOTE Confidence: 0.8523253

01:14:59.630 --> 01:15:01.604 I I think I'll just very clearly

NOTE Confidence: 0.8523253

01:15:01.604 --> 01:15:03.967 say to you that I'm a member of

NOTE Confidence: 0.8523253

01:15:03.967 --> 01:15:05.919 the Board of the Robert Wood

NOTE Confidence: 0.8523253

01:15:05.919 --> 01:15:08.109 Johnson Foundation that I'm seeing.

NOTE Confidence: 0.8523253

01:15:08.110 --> 01:15:11.260 I'm seeing that work play out.

NOTE Confidence: 0.8523253

01:15:11.260 --> 01:15:13.402 I've seen what a commitment of

NOTE Confidence: 0.8523253

01:15:13.402 --> 01:15:14.830 an organization to advancing

NOTE Confidence: 0.8523253

01:15:14.894 --> 01:15:16.590 racial injustice looks like,

NOTE Confidence: 0.8523253

01:15:16.590 --> 01:15:18.732 and that comes from leadership that

NOTE Confidence: 0.8523253

01:15:18.732 --> 01:15:21.550 comes from the top of the organization,

NOTE Confidence: 0.8523253

01:15:21.550 --> 01:15:24.478 and it has to be a an intrinsic

NOTE Confidence: 0.8523253

01:15:24.478 --> 01:15:26.499 value at the very top,

NOTE Confidence: 0.8523253

01:15:26.500 --> 01:15:29.164 and so if that is not a value of

NOTE Confidence: 0.8523253

01:15:29.164 --> 01:15:31.763 the leadership and then that leader  
NOTE Confidence: 0.8523253

01:15:31.763 --> 01:15:35.223 has to be really brave to then be  
NOTE Confidence: 0.8523253

01:15:35.223 --> 01:15:37.539 willing to push forward and take  
NOTE Confidence: 0.8523253

01:15:37.539 --> 01:15:39.554 the organization in a direction  
NOTE Confidence: 0.8523253

01:15:39.554 --> 01:15:41.584 in which there is risk.  
NOTE Confidence: 0.8523253

01:15:41.590 --> 01:15:42.466 Severe risk involved,  
NOTE Confidence: 0.8523253

01:15:42.466 --> 01:15:44.218 and again I I'm fortunate to  
NOTE Confidence: 0.8523253

01:15:44.218 --> 01:15:46.118 be able to witness that happen,  
NOTE Confidence: 0.8523253

01:15:46.120 --> 01:15:48.227 and I know what that looks like.  
NOTE Confidence: 0.8523253

01:15:48.230 --> 01:15:50.042 I'm fortunate to be in an  
NOTE Confidence: 0.8523253

01:15:50.042 --> 01:15:51.250 organization that does that,  
NOTE Confidence: 0.8523253

01:15:51.250 --> 01:15:53.234 and so I don't really need to align  
NOTE Confidence: 0.8523253

01:15:53.234 --> 01:15:55.480 myself with organizations that aren't there.  
NOTE Confidence: 0.8763113

01:15:59.680 --> 01:16:01.329 Thank you other questions.  
NOTE Confidence: 0.7808899

01:16:13.210 --> 01:16:15.084 Well, I guess I have.  
NOTE Confidence: 0.7808899

01:16:15.084 --> 01:16:17.280 I'll take the prog ative of

NOTE Confidence: 0.7808899

01:16:17.374 --> 01:16:18.910 asking a question.

NOTE Confidence: 0.7808899

01:16:18.910 --> 01:16:21.568 We've we've tried to work on

NOTE Confidence: 0.7808899

01:16:21.568 --> 01:16:23.945 a curriculum that's that will

NOTE Confidence: 0.7808899

01:16:23.945 --> 01:16:26.017 help ensure our residents.

NOTE Confidence: 0.7808899

01:16:26.020 --> 01:16:27.826 We hope will ensure our residents

NOTE Confidence: 0.7808899

01:16:27.826 --> 01:16:30.239 don't go out and and promulgate was

NOTE Confidence: 0.7808899

01:16:30.239 --> 01:16:32.154 going to say health disparities.

NOTE Confidence: 0.7808899

01:16:32.160 --> 01:16:34.888 But now I'm going to say health inequities.

NOTE Confidence: 0.8144989

01:16:34.890 --> 01:16:36.930 Thank you. Well done and I

NOTE Confidence: 0.8144989

01:16:36.930 --> 01:16:39.670 was you know what were.

NOTE Confidence: 0.8144989

01:16:39.670 --> 01:16:41.455 I think one of the things that

NOTE Confidence: 0.8144989

01:16:41.455 --> 01:16:43.598 we need to work on is how do we?

NOTE Confidence: 0.8144989

01:16:43.600 --> 01:16:45.670 Evaluate or assess our presence

NOTE Confidence: 0.8144989

01:16:45.670 --> 01:16:47.740 abilities to to do that,

NOTE Confidence: 0.8144989

01:16:47.740 --> 01:16:51.252 and I was wondering if you had any

NOTE Confidence: 0.8144989

01:16:51.252 --> 01:16:54.790 ideas about about that process. Hello.

NOTE Confidence: 0.877919

01:16:55.400 --> 01:16:57.600 Yeah, that's a challenging question.

NOTE Confidence: 0.877919

01:16:57.600 --> 01:17:01.330 That's a really challenging question.

NOTE Confidence: 0.877919

01:17:01.330 --> 01:17:03.834 How do we? How do we know that

NOTE Confidence: 0.877919

01:17:03.834 --> 01:17:06.013 we are graduating residents

NOTE Confidence: 0.877919

01:17:06.013 --> 01:17:08.945 who are structurally competent?

NOTE Confidence: 0.877919

01:17:08.950 --> 01:17:11.970 Anne have structural humility

NOTE Confidence: 0.877919

01:17:11.970 --> 01:17:14.235 and cultural humility.

NOTE Confidence: 0.877919

01:17:14.240 --> 01:17:16.496 And that's again, it's really hard.

NOTE Confidence: 0.877919

01:17:16.500 --> 01:17:19.125 You know we don't have like a.

NOTE Confidence: 0.877919

01:17:19.130 --> 01:17:22.455 We don't have a a a set.

NOTE Confidence: 0.877919

01:17:22.460 --> 01:17:25.001 A set of like metrics you know

NOTE Confidence: 0.877919

01:17:25.001 --> 01:17:27.530 we have these milestones and we

NOTE Confidence: 0.877919

01:17:27.530 --> 01:17:30.230 we we think about those things,

NOTE Confidence: 0.877919

01:17:30.230 --> 01:17:33.646 but we don't have kind of a clear

NOTE Confidence: 0.877919

01:17:33.646 --> 01:17:36.748 set of metrics around this.

NOTE Confidence: 0.877919  
01:17:36.750 --> 01:17:39.830 I will say that.  
NOTE Confidence: 0.877919  
01:17:39.830 --> 01:17:42.609 What it would look like to me?  
NOTE Confidence: 0.877919  
01:17:42.610 --> 01:17:45.628 Would be that you would know.  
NOTE Confidence: 0.877919  
01:17:45.630 --> 01:17:48.702 Based on the work that people  
NOTE Confidence: 0.877919  
01:17:48.702 --> 01:17:50.750 choose to go into.  
NOTE Confidence: 0.877919  
01:17:50.750 --> 01:17:55.270 You would know based on if we started to see.  
NOTE Confidence: 0.877919  
01:17:55.270 --> 01:17:57.544 Some small changes in in equities  
NOTE Confidence: 0.877919  
01:17:57.544 --> 01:17:59.578 in in the local environment  
NOTE Confidence: 0.877919  
01:17:59.578 --> 01:18:02.170 in New Haven for example I.  
NOTE Confidence: 0.877919  
01:18:02.170 --> 01:18:04.666 I think that's how you would  
NOTE Confidence: 0.877919  
01:18:04.666 --> 01:18:07.190 start to see that's how you  
NOTE Confidence: 0.877919  
01:18:07.190 --> 01:18:09.885 would start to know and I would.  
NOTE Confidence: 0.877919  
01:18:09.890 --> 01:18:12.455 I will just say that a lot of places  
NOTE Confidence: 0.877919  
01:18:12.455 --> 01:18:15.001 are starting to think about how  
NOTE Confidence: 0.877919  
01:18:15.001 --> 01:18:17.181 the ways that we've traditionally  
NOTE Confidence: 0.877919

01:18:17.252 --> 01:18:20.037 evaluated what is considered competent,

NOTE Confidence: 0.877919

01:18:20.040 --> 01:18:23.211 whether that be in psychiatry or in

NOTE Confidence: 0.877919

01:18:23.211 --> 01:18:26.620 other things is is maybe not accurate.

NOTE Confidence: 0.877919

01:18:26.620 --> 01:18:28.642 And so I've even written about

NOTE Confidence: 0.877919

01:18:28.642 --> 01:18:31.482 how the US news and World Report

NOTE Confidence: 0.877919

01:18:31.482 --> 01:18:33.362 rankings for medical schools

NOTE Confidence: 0.877919

01:18:33.362 --> 01:18:36.403 doesn't really get at any sort of

NOTE Confidence: 0.877919

01:18:36.403 --> 01:18:38.348 clear understanding of what would

NOTE Confidence: 0.877919

01:18:38.348 --> 01:18:41.398 make for a good provider or what

NOTE Confidence: 0.877919

01:18:41.398 --> 01:18:44.199 makes a good hospital or what

NOTE Confidence: 0.877919

01:18:44.199 --> 01:18:46.524 makes a good medical school.

NOTE Confidence: 0.877919

01:18:46.530 --> 01:18:49.127 But yet we see that white coats

NOTE Confidence: 0.877919

01:18:49.127 --> 01:18:51.707 for black lives has created a

NOTE Confidence: 0.877919

01:18:51.707 --> 01:18:53.555 racial justice report card.

NOTE Confidence: 0.877919

01:18:53.560 --> 01:18:55.930 Really thinks about how do you?

NOTE Confidence: 0.877919

01:18:55.930 --> 01:18:58.490 How do you take a different set of

NOTE Confidence: 0.877919

01:18:58.490 --> 01:19:01.052 metrics by which you're evaluating how

NOTE Confidence: 0.877919

01:19:01.052 --> 01:19:03.824 effective the work that you're doing.

NOTE Confidence: 0.877919

01:19:03.830 --> 01:19:07.780 So so I think that it's kind of on us.

NOTE Confidence: 0.877919

01:19:07.780 --> 01:19:10.636 I think Bob that we have to think

NOTE Confidence: 0.877919

01:19:10.636 --> 01:19:13.128 about creating the metrics or or

NOTE Confidence: 0.877919

01:19:13.128 --> 01:19:15.672 borrowing the metrics that have already

NOTE Confidence: 0.877919

01:19:15.755 --> 01:19:18.464 been in use that really are metrics

NOTE Confidence: 0.877919

01:19:18.464 --> 01:19:21.010 that are looking at how competent

NOTE Confidence: 0.877919

01:19:21.010 --> 01:19:23.770 or how skilled is the learner.

NOTE Confidence: 0.877919

01:19:23.770 --> 01:19:25.405 Is the trainee on addressing

NOTE Confidence: 0.877919

01:19:25.405 --> 01:19:27.040 issues of racial equity addressing

NOTE Confidence: 0.877919

01:19:27.097 --> 01:19:28.497 issues of social injustice,

NOTE Confidence: 0.877919

01:19:28.500 --> 01:19:31.533 so maybe this is a this is a competency,

NOTE Confidence: 0.877919

01:19:31.540 --> 01:19:32.892 some sort of milestone

NOTE Confidence: 0.877919

01:19:32.892 --> 01:19:34.920 work that we need to do.

NOTE Confidence: 0.877919

01:19:34.920 --> 01:19:37.608 I do know that the AC Jimmy is  
NOTE Confidence: 0.877919

01:19:37.608 --> 01:19:39.648 very interested in this and is  
NOTE Confidence: 0.877919

01:19:39.648 --> 01:19:42.020 thinking about how to do this work.  
NOTE Confidence: 0.89207363

01:19:43.530 --> 01:19:44.160 Thank you.  
NOTE Confidence: 0.90003306

01:19:46.860 --> 01:19:47.730 Alright.  
NOTE Confidence: 0.86327547

01:19:50.230 --> 01:19:53.458 John, any questions in your chest.  
NOTE Confidence: 0.86327547

01:19:53.460 --> 01:19:57.586 None, none in mind. Alright,  
NOTE Confidence: 0.86327547

01:19:57.586 --> 01:19:59.938 I think we're going to wrap up.  
NOTE Confidence: 0.86327547

01:19:59.940 --> 01:20:02.136 It's really been a pleasure to  
NOTE Confidence: 0.86327547

01:20:02.136 --> 01:20:04.269 have you Doctor Sherman and thanks  
NOTE Confidence: 0.86327547

01:20:04.269 --> 01:20:06.653 so much for joining us for as our  
NOTE Confidence: 0.86563903

01:20:06.660 --> 01:20:08.335 graduation speaker. Thank you and  
NOTE Confidence: 0.86563903

01:20:08.335 --> 01:20:11.232 congratulations again, graduates.