

WEBVTT

NOTE duration:"01:20:15"

NOTE recognizability:0.967

NOTE language:en-us

NOTE Confidence: 0.987842328235294

00:00:00.000 --> 00:00:01.757 Maybe I could make just a few

NOTE Confidence: 0.987842328235294

00:00:01.757 --> 00:00:03.169 comments before we get started

NOTE Confidence: 0.987842328235294

00:00:03.169 --> 00:00:04.664 with our grand rounds today.

NOTE Confidence: 0.987771598461539

00:00:07.020 --> 00:00:09.468 First, in terms of upcoming lectures

NOTE Confidence: 0.987771598461539

00:00:09.468 --> 00:00:12.418 in the Grand Rounds series next week,

NOTE Confidence: 0.987771598461539

00:00:12.420 --> 00:00:14.720 we're thrilled to have the

NOTE Confidence: 0.987771598461539

00:00:14.720 --> 00:00:17.020 Agajanian Lecture and our speaker,

NOTE Confidence: 0.987771598461539

00:00:17.020 --> 00:00:19.516 Brian Roth, is is doing magic

NOTE Confidence: 0.987771598461539

00:00:19.516 --> 00:00:22.452 with a X ray crystallography

NOTE Confidence: 0.987771598461539

00:00:22.452 --> 00:00:25.947 and computational neuroscience,

NOTE Confidence: 0.987771598461539

00:00:25.950 --> 00:00:27.600 and he's going to be talking

NOTE Confidence: 0.987771598461539

00:00:27.600 --> 00:00:29.101 about new insights into the

NOTE Confidence: 0.987771598461539

00:00:29.101 --> 00:00:30.457 action of psychedelic drugs,

NOTE Confidence: 0.987771598461539

00:00:30.460 --> 00:00:33.470 which is a topic that is generating  
NOTE Confidence: 0.987771598461539

00:00:33.470 --> 00:00:36.819 a lot of interest these days.  
NOTE Confidence: 0.987771598461539

00:00:36.820 --> 00:00:42.230 Uhm, in two weeks, a member of our faculty.  
NOTE Confidence: 0.987771598461539

00:00:42.230 --> 00:00:43.766 Doctor Ani animal.  
NOTE Confidence: 0.987771598461539

00:00:43.766 --> 00:00:46.326 I will be talking about  
NOTE Confidence: 0.987771598461539

00:00:46.326 --> 00:00:48.070 refugee mental health,  
NOTE Confidence: 0.987771598461539

00:00:48.070 --> 00:00:49.342 refugee health and that  
NOTE Confidence: 0.987771598461539

00:00:49.342 --> 00:00:51.250 should be a really great talk.  
NOTE Confidence: 0.987771598461539

00:00:51.250 --> 00:00:53.085 She's been doing wonderful work  
NOTE Confidence: 0.987771598461539

00:00:53.085 --> 00:00:57.328 here in New Haven in in that area.  
NOTE Confidence: 0.987771598461539

00:00:57.330 --> 00:01:00.745 One other thing to comment on is by  
NOTE Confidence: 0.987771598461539

00:01:00.745 --> 00:01:02.520 now everybody should have received  
NOTE Confidence: 0.987771598461539

00:01:02.520 --> 00:01:04.758 a notice that the President of  
NOTE Confidence: 0.987771598461539

00:01:04.758 --> 00:01:06.990 the Yale New Haven Health System,  
NOTE Confidence: 0.987771598461539

00:01:06.990 --> 00:01:07.858 Minor Bergstrom,  
NOTE Confidence: 0.987771598461539

00:01:07.858 --> 00:01:10.028 announced that she's going to

NOTE Confidence: 0.987771598461539  
00:01:10.028 --> 00:01:11.755 step down in 2022.  
NOTE Confidence: 0.987771598461539  
00:01:11.755 --> 00:01:14.305 Miss Bergstrom has been a longstanding  
NOTE Confidence: 0.987771598461539  
00:01:14.305 --> 00:01:17.399 supporter of the Department of Psychiatry,  
NOTE Confidence: 0.987771598461539  
00:01:17.400 --> 00:01:20.340 has always valued mental health as an  
NOTE Confidence: 0.987771598461539  
00:01:20.340 --> 00:01:23.289 important part of health care delivery,  
NOTE Confidence: 0.987771598461539  
00:01:23.290 --> 00:01:25.135 and we really appreciate all  
NOTE Confidence: 0.987771598461539  
00:01:25.135 --> 00:01:27.480 of her support over the years.  
NOTE Confidence: 0.987771598461539  
00:01:27.480 --> 00:01:29.958 And we're excited to welcome Chris O'Connor,  
NOTE Confidence: 0.987771598461539  
00:01:29.960 --> 00:01:33.026 who was the President of Saint Rayfield  
NOTE Confidence: 0.987771598461539  
00:01:33.026 --> 00:01:35.915 Hospital for a for a while before  
NOTE Confidence: 0.987771598461539  
00:01:35.915 --> 00:01:38.622 it was acquired by Yale New Haven  
NOTE Confidence: 0.987771598461539  
00:01:38.622 --> 00:01:41.317 Hospital as the new CEO of Yale,  
NOTE Confidence: 0.987771598461539  
00:01:41.320 --> 00:01:44.290 New Haven Hospital in 2022.  
NOTE Confidence: 0.987771598461539  
00:01:44.290 --> 00:01:44.721 Uhm?  
NOTE Confidence: 0.987771598461539  
00:01:44.721 --> 00:01:47.738 And with that I just went mentioned  
NOTE Confidence: 0.987771598461539

00:01:47.738 --> 00:01:49.289 as that's in the.  
NOTE Confidence: 0.987771598461539

00:01:49.290 --> 00:01:51.747 Note that Trisha just told me so.  
NOTE Confidence: 0.987771598461539

00:01:51.750 --> 00:01:53.330 You probably already heard it,  
NOTE Confidence: 0.987771598461539

00:01:53.330 --> 00:01:55.262 which is that there are no  
NOTE Confidence: 0.987771598461539

00:01:55.262 --> 00:01:57.070 semis for today's grand rounds,  
NOTE Confidence: 0.987771598461539

00:01:57.070 --> 00:02:00.059 but there will be for next weeks  
NOTE Confidence: 0.987771598461539

00:02:00.059 --> 00:02:03.069 for for Doctor Roth grand Rounds.  
NOTE Confidence: 0.987771598461539

00:02:03.070 --> 00:02:03.490 Uhm,  
NOTE Confidence: 0.987771598461539

00:02:03.490 --> 00:02:06.010 today is a grand rounds presentation  
NOTE Confidence: 0.987771598461539

00:02:06.010 --> 00:02:09.398 is a very special grand rounds  
NOTE Confidence: 0.987771598461539

00:02:09.398 --> 00:02:11.604 presentation I had mentioned  
NOTE Confidence: 0.987771598461539

00:02:11.604 --> 00:02:14.562 before that that that one of the  
NOTE Confidence: 0.987771598461539

00:02:14.562 --> 00:02:16.710 most important tasks that we have  
NOTE Confidence: 0.987771598461539

00:02:16.786 --> 00:02:19.822 in front of us as a Department of  
NOTE Confidence: 0.987771598461539

00:02:19.822 --> 00:02:23.950 psychiatry as a as a group is to  
NOTE Confidence: 0.987771598461539

00:02:23.950 --> 00:02:26.983 become a more anti racist community

NOTE Confidence: 0.987771598461539  
00:02:26.983 --> 00:02:29.748 of community that's more supportive  
NOTE Confidence: 0.987771598461539  
00:02:29.748 --> 00:02:33.728 of diversity, has a greater.  
NOTE Confidence: 0.987771598461539  
00:02:33.728 --> 00:02:38.376 Equity and and is more inclusive  
NOTE Confidence: 0.987771598461539  
00:02:38.376 --> 00:02:42.850 and as many of you know to further  
NOTE Confidence: 0.987771598461539  
00:02:42.850 --> 00:02:45.762 that aim we created the department's  
NOTE Confidence: 0.987771598461539  
00:02:45.762 --> 00:02:48.891 Anti Racism task force that has over  
NOTE Confidence: 0.987771598461539  
00:02:48.891 --> 00:02:52.556 90 participants in it and has been  
NOTE Confidence: 0.987771598461539  
00:02:52.556 --> 00:02:55.336 working now since its inception.  
NOTE Confidence: 0.987771598461539  
00:02:55.336 --> 00:02:57.304 Uh a year ago.  
NOTE Confidence: 0.987771598461539  
00:02:57.310 --> 00:03:01.067 So this year one year anniversary seems  
NOTE Confidence: 0.987771598461539  
00:03:01.067 --> 00:03:03.203 like a good time to take stock on.  
NOTE Confidence: 0.987771598461539  
00:03:03.210 --> 00:03:05.382 And on what we've been doing  
NOTE Confidence: 0.987771598461539  
00:03:05.382 --> 00:03:07.293 and and what we've accomplished  
NOTE Confidence: 0.987771598461539  
00:03:07.293 --> 00:03:09.988 and what we hope to do and.  
NOTE Confidence: 0.987771598461539  
00:03:09.990 --> 00:03:14.640 And so we wanted to have  
NOTE Confidence: 0.987771598461539

00:03:14.640 --> 00:03:18.540 a grand rounds to 22.  
NOTE Confidence: 0.987771598461539

00:03:18.540 --> 00:03:21.372 Shared with all of that with with all  
NOTE Confidence: 0.987771598461539

00:03:21.372 --> 00:03:24.421 of you and and the goal is to have  
NOTE Confidence: 0.987771598461539

00:03:24.421 --> 00:03:30.290 this be very participatory we have.  
NOTE Confidence: 0.987771598461539

00:03:30.290 --> 00:03:32.895 The Co chair of the task Force and  
NOTE Confidence: 0.987771598461539

00:03:32.895 --> 00:03:35.940 Deputy Chair for DI in the department.  
NOTE Confidence: 0.987771598461539

00:03:35.940 --> 00:03:37.692 Cindy Cruz to will be leading  
NOTE Confidence: 0.987771598461539

00:03:37.692 --> 00:03:38.276 the presentation,  
NOTE Confidence: 0.987771598461539

00:03:38.280 --> 00:03:40.098 but but we've tried to make  
NOTE Confidence: 0.987771598461539

00:03:40.098 --> 00:03:41.964 make sure that there's going to  
NOTE Confidence: 0.987771598461539

00:03:41.964 --> 00:03:43.434 be a time for discussion,  
NOTE Confidence: 0.987771598461539

00:03:43.440 --> 00:03:46.224 so I really hope that this will be.  
NOTE Confidence: 0.979194434

00:03:48.570 --> 00:03:51.710 A lively presentation and discussion,  
NOTE Confidence: 0.979194434

00:03:51.710 --> 00:03:53.360 and with that Cindy I will.  
NOTE Confidence: 0.979194434

00:03:53.360 --> 00:03:57.637 I will pass the baton to you  
NOTE Confidence: 0.979194434

00:03:57.637 --> 00:04:00.950 and and you can take it. Great,

NOTE Confidence: 0.985125252727273  
00:04:00.960 --> 00:04:02.928 thank you so much John and  
NOTE Confidence: 0.985125252727273  
00:04:02.928 --> 00:04:04.620 thanks everyone for being here.  
NOTE Confidence: 0.985125252727273  
00:04:04.620 --> 00:04:07.315 This is a really special and important  
NOTE Confidence: 0.985125252727273  
00:04:07.315 --> 00:04:10.144 grand rounds for me to be able to talk  
NOTE Confidence: 0.985125252727273  
00:04:10.144 --> 00:04:12.789 to you about the work of the anti racism  
NOTE Confidence: 0.985125252727273  
00:04:12.789 --> 00:04:17.004 task force or a RTF as we call it.  
NOTE Confidence: 0.985125252727273  
00:04:17.004 --> 00:04:20.239 Uhm, just about a year ago Doctor  
NOTE Confidence: 0.985125252727273  
00:04:20.239 --> 00:04:23.172 Crystal sent out a letter on behalf  
NOTE Confidence: 0.985125252727273  
00:04:23.172 --> 00:04:26.212 of the Executive Committee outlining  
NOTE Confidence: 0.985125252727273  
00:04:26.212 --> 00:04:28.372 the department's anti racism agenda  
NOTE Confidence: 0.985125252727273  
00:04:28.372 --> 00:04:31.449 which he can find that on the Internet.  
NOTE Confidence: 0.985125252727273  
00:04:31.450 --> 00:04:33.683 But a large part of that was  
NOTE Confidence: 0.985125252727273  
00:04:33.683 --> 00:04:35.510 the anti racism task force,  
NOTE Confidence: 0.985125252727273  
00:04:35.510 --> 00:04:38.156 in which you know he outlined basic  
NOTE Confidence: 0.985125252727273  
00:04:38.156 --> 00:04:40.700 structure and a timeline for that,  
NOTE Confidence: 0.985125252727273

00:04:40.700 --> 00:04:43.346 and since then we've been working  
NOTE Confidence: 0.985125252727273

00:04:43.346 --> 00:04:45.558 really hard and diligently to  
NOTE Confidence: 0.985125252727273

00:04:45.558 --> 00:04:47.934 and meeting every week to really  
NOTE Confidence: 0.985125252727273

00:04:47.934 --> 00:04:51.098 realize the the dream and the vision  
NOTE Confidence: 0.985125252727273

00:04:51.100 --> 00:04:53.830 for the anti racism task force.  
NOTE Confidence: 0.985125252727273

00:04:53.830 --> 00:04:56.266 So I realize that some people today  
NOTE Confidence: 0.985125252727273

00:04:56.266 --> 00:04:58.953 will know a lot about the anti  
NOTE Confidence: 0.985125252727273

00:04:58.953 --> 00:05:01.305 racism task force because you are.  
NOTE Confidence: 0.985125252727273

00:05:01.310 --> 00:05:03.310 Active engaged number and participant  
NOTE Confidence: 0.985125252727273

00:05:03.310 --> 00:05:06.003 every week and others of you may  
NOTE Confidence: 0.985125252727273

00:05:06.003 --> 00:05:07.863 be very new to the department  
NOTE Confidence: 0.985125252727273

00:05:07.863 --> 00:05:10.132 and really may not know very much  
NOTE Confidence: 0.985125252727273

00:05:10.132 --> 00:05:12.011 about the anti racism task force.  
NOTE Confidence: 0.985125252727273

00:05:12.011 --> 00:05:14.995 So I'm going to try to sort of hit it  
NOTE Confidence: 0.985125252727273

00:05:14.995 --> 00:05:17.360 in the middle where we can talk about  
NOTE Confidence: 0.985125252727273

00:05:17.360 --> 00:05:19.460 our sort of our background and how



NOTE Confidence: 0.985125252727273

00:05:19.460 --> 00:05:21.591 we arrived at the anti racism task

NOTE Confidence: 0.985125252727273

00:05:21.591 --> 00:05:24.016 force and a bit of our work but also

NOTE Confidence: 0.985125252727273

00:05:24.016 --> 00:05:26.308 to share a bit of who are membership,

NOTE Confidence: 0.985125252727273

00:05:26.308 --> 00:05:27.406 who we are,

NOTE Confidence: 0.985125252727273

00:05:27.410 --> 00:05:30.615 who's participating in the task

NOTE Confidence: 0.985125252727273

00:05:30.615 --> 00:05:32.538 force as well.

NOTE Confidence: 0.985125252727273

00:05:32.540 --> 00:05:33.925 This year will actually have

NOTE Confidence: 0.985125252727273

00:05:33.925 --> 00:05:34.756 four grand rounds.

NOTE Confidence: 0.985125252727273

00:05:34.760 --> 00:05:36.440 I'll give you the dates in a second,

NOTE Confidence: 0.985125252727273

00:05:36.440 --> 00:05:38.834 but grand rounds is one important

NOTE Confidence: 0.985125252727273

00:05:38.834 --> 00:05:41.918 way that we think that we should

NOTE Confidence: 0.985125252727273

00:05:41.918 --> 00:05:43.790 routinely keep our Community informed,

NOTE Confidence: 0.985125252727273

00:05:43.790 --> 00:05:46.639 and so we will have for this year.

NOTE Confidence: 0.985125252727273

00:05:46.640 --> 00:05:49.139 But then we also have our department

NOTE Confidence: 0.985125252727273

00:05:49.139 --> 00:05:51.203 newsletter each month one of the

NOTE Confidence: 0.985125252727273

00:05:51.203 --> 00:05:52.743 subcommittees of which we have  
NOTE Confidence: 0.985125252727273

00:05:52.743 --> 00:05:54.976 six that comprise the task Force  
NOTE Confidence: 0.985125252727273

00:05:54.976 --> 00:05:56.916 One of those subcommittees will  
NOTE Confidence: 0.985125252727273

00:05:56.916 --> 00:05:59.698 provide a brief paragraph or two to  
NOTE Confidence: 0.985125252727273

00:05:59.698 --> 00:06:02.479 update you on their work as well.  
NOTE Confidence: 0.985125252727273

00:06:02.480 --> 00:06:05.819 And we've been doing Instagram live things.  
NOTE Confidence: 0.985125252727273

00:06:05.820 --> 00:06:07.820 And so China also includes  
NOTE Confidence: 0.985125252727273

00:06:07.820 --> 00:06:09.420 social media in here,  
NOTE Confidence: 0.985125252727273

00:06:09.420 --> 00:06:10.885 so we realize that it's  
NOTE Confidence: 0.985125252727273

00:06:10.885 --> 00:06:12.800 a lot to keep up with.  
NOTE Confidence: 0.985125252727273

00:06:12.800 --> 00:06:14.824 And we hoped just to do a better  
NOTE Confidence: 0.985125252727273

00:06:14.824 --> 00:06:16.535 job of keeping you informed.  
NOTE Confidence: 0.985125252727273

00:06:16.535 --> 00:06:19.510 So I'm going to share my screen.  
NOTE Confidence: 0.976508188333333

00:06:25.190 --> 00:06:27.038 OK, can you all see this?  
NOTE Confidence: 0.976508188333333

00:06:27.040 --> 00:06:31.300 Yes, OK, great, thank you uhm.  
NOTE Confidence: 0.976508188333333

00:06:31.300 --> 00:06:34.236 So our goal for today is to update

NOTE Confidence: 0.976508188333333  
00:06:34.236 --> 00:06:37.217 you on the progress of the RTF,  
NOTE Confidence: 0.976508188333333  
00:06:37.220 --> 00:06:38.852 and as John said,  
NOTE Confidence: 0.976508188333333  
00:06:38.852 --> 00:06:40.076 really encouraged discussion.  
NOTE Confidence: 0.976508188333333  
00:06:40.080 --> 00:06:41.268 So we're hoping to leave a  
NOTE Confidence: 0.976508188333333  
00:06:41.268 --> 00:06:42.769 lot of time for any questions.  
NOTE Confidence: 0.976508188333333  
00:06:42.770 --> 00:06:45.305 Things that you're curious about  
NOTE Confidence: 0.976508188333333  
00:06:45.305 --> 00:06:47.840 feedback that you might have.  
NOTE Confidence: 0.976508188333333  
00:06:47.840 --> 00:06:50.332 I also mentioned that there are four  
NOTE Confidence: 0.976508188333333  
00:06:50.332 --> 00:06:52.338 grand rounds this academic year  
NOTE Confidence: 0.976508188333333  
00:06:52.338 --> 00:06:54.954 dedicated to the anti racism taskforce.  
NOTE Confidence: 0.976508188333333  
00:06:54.960 --> 00:06:57.522 So today September 17th there's just  
NOTE Confidence: 0.976508188333333  
00:06:57.522 --> 00:07:00.580 an overview and a progress report.  
NOTE Confidence: 0.976508188333333  
00:07:00.580 --> 00:07:02.532 On December 10th will give you a little  
NOTE Confidence: 0.976508188333333  
00:07:02.532 --> 00:07:04.500 bit more of the overview in progress,  
NOTE Confidence: 0.976508188333333  
00:07:04.500 --> 00:07:06.400 but will have two subcommittees,  
NOTE Confidence: 0.976508188333333

00:07:06.400 --> 00:07:08.368 education and faculty development  
NOTE Confidence: 0.976508188333333

00:07:08.368 --> 00:07:12.080 present to you briefly on their progress,  
NOTE Confidence: 0.976508188333333

00:07:12.080 --> 00:07:15.941 and so are the essence of some of the  
NOTE Confidence: 0.976508188333333

00:07:15.941 --> 00:07:18.727 conversations that they have been having.  
NOTE Confidence: 0.976508188333333

00:07:18.730 --> 00:07:21.186 And then in February will have the clinical  
NOTE Confidence: 0.976508188333333

00:07:21.186 --> 00:07:23.489 and the Staff Subcommittee present,  
NOTE Confidence: 0.976508188333333

00:07:23.490 --> 00:07:26.612 and then in March will have the  
NOTE Confidence: 0.976508188333333

00:07:26.612 --> 00:07:28.558 Community and research subcommittees.  
NOTE Confidence: 0.976508188333333

00:07:28.558 --> 00:07:32.206 But Many thanks to Stephanie O'Malley  
NOTE Confidence: 0.976508188333333

00:07:32.206 --> 00:07:35.766 and Trisha Doll for allowing us to  
NOTE Confidence: 0.976508188333333

00:07:35.766 --> 00:07:38.130 have four grand rounds this year,  
NOTE Confidence: 0.976508188333333

00:07:38.130 --> 00:07:40.580 and really to in our effort to  
NOTE Confidence: 0.976508188333333

00:07:40.580 --> 00:07:42.280 keep the community updated.  
NOTE Confidence: 0.969635658181818

00:07:44.470 --> 00:07:46.486 So this is basically our outline  
NOTE Confidence: 0.969635658181818

00:07:46.486 --> 00:07:48.220 or agenda for today talk.  
NOTE Confidence: 0.969635658181818

00:07:48.220 --> 00:07:49.918 A little bit about the background.

NOTE Confidence: 0.969635658181818  
00:07:49.920 --> 00:07:52.674 What was the catalyst for developing  
NOTE Confidence: 0.969635658181818  
00:07:52.674 --> 00:07:55.080 the anti racism task force?  
NOTE Confidence: 0.969635658181818  
00:07:55.080 --> 00:07:57.018 What are we trying to accomplish?  
NOTE Confidence: 0.969635658181818  
00:07:57.020 --> 00:07:59.652 How do we accomplish it and what  
NOTE Confidence: 0.969635658181818  
00:07:59.652 --> 00:08:01.350 happened or accomplishments to date?  
NOTE Confidence: 0.987227771875  
00:08:03.400 --> 00:08:06.574 So an important catalyst and factor  
NOTE Confidence: 0.987227771875  
00:08:06.574 --> 00:08:09.695 to developing the anti racism task  
NOTE Confidence: 0.987227771875  
00:08:09.695 --> 00:08:13.736 force of course is 400 plus year legacy  
NOTE Confidence: 0.987227771875  
00:08:13.736 --> 00:08:17.994 of racism in the United States and  
NOTE Confidence: 0.987227771875  
00:08:17.994 --> 00:08:20.314 importantly how that manifests here  
NOTE Confidence: 0.987227771875  
00:08:20.314 --> 00:08:23.067 at our university and in the School  
NOTE Confidence: 0.987227771875  
00:08:23.067 --> 00:08:25.605 of Medicine and in our department.  
NOTE Confidence: 0.987227771875  
00:08:25.610 --> 00:08:27.970 And so, uhm, you know,  
NOTE Confidence: 0.987227771875  
00:08:27.970 --> 00:08:30.526 it's it's just important to recognize  
NOTE Confidence: 0.987227771875  
00:08:30.530 --> 00:08:33.740 the legacy right here locally.  
NOTE Confidence: 0.987227771875

00:08:33.740 --> 00:08:38.516 And so I think multiple groups in our  
NOTE Confidence: 0.987227771875

00:08:38.516 --> 00:08:41.006 department overtime have informed us  
NOTE Confidence: 0.987227771875

00:08:41.006 --> 00:08:44.824 and let us know really how these issues  
NOTE Confidence: 0.987227771875

00:08:44.824 --> 00:08:49.550 impact them right here in our department.  
NOTE Confidence: 0.987227771875

00:08:49.550 --> 00:08:52.024 And then, of course, UM, recent events.  
NOTE Confidence: 0.987227771875

00:08:52.024 --> 00:08:55.433 So UHM, 2020 was a very difficult  
NOTE Confidence: 0.987227771875

00:08:55.433 --> 00:08:59.047 year for on a number of dimensions in.  
NOTE Confidence: 0.987227771875

00:08:59.050 --> 00:09:01.546 Certainly the killing of black and  
NOTE Confidence: 0.987227771875

00:09:01.546 --> 00:09:03.950 brown and other people of color.  
NOTE Confidence: 0.987227771875

00:09:03.950 --> 00:09:06.380 UM, with significant last year.  
NOTE Confidence: 0.987227771875

00:09:06.380 --> 00:09:08.347 Of course it continues to be significant,  
NOTE Confidence: 0.987227771875

00:09:08.350 --> 00:09:10.936 but several cases came to the  
NOTE Confidence: 0.987227771875

00:09:10.936 --> 00:09:13.940 forefront in the media and really  
NOTE Confidence: 0.987227771875

00:09:13.940 --> 00:09:16.320 sparked important social action.  
NOTE Confidence: 0.987227771875

00:09:16.320 --> 00:09:18.786 And so that's just another catalyst  
NOTE Confidence: 0.987227771875

00:09:18.790 --> 00:09:20.398 for us here.

NOTE Confidence: 0.987227771875

00:09:20.398 --> 00:09:23.096 In our department and then of

NOTE Confidence: 0.987227771875

00:09:23.096 --> 00:09:25.268 course there was COVID and the

NOTE Confidence: 0.987227771875

00:09:25.268 --> 00:09:27.697 racial ethnic disparities that we,

NOTE Confidence: 0.987227771875

00:09:27.700 --> 00:09:28.830 over time,

NOTE Confidence: 0.987227771875

00:09:28.830 --> 00:09:32.220 learned more about and and obviously

NOTE Confidence: 0.987227771875

00:09:32.220 --> 00:09:35.175 impacted us as healthcare providers

NOTE Confidence: 0.987227771875

00:09:35.175 --> 00:09:38.568 and folks who care about social

NOTE Confidence: 0.987227771875

00:09:38.568 --> 00:09:41.158 and other types of inequities.

NOTE Confidence: 0.987227771875

00:09:41.160 --> 00:09:44.233 And so we had lots of discussions

NOTE Confidence: 0.987227771875

00:09:44.233 --> 00:09:47.411 in the department about COVID and

NOTE Confidence: 0.987227771875

00:09:47.411 --> 00:09:50.405 racial ethnic disparities and.

NOTE Confidence: 0.987227771875

00:09:50.405 --> 00:09:54.080 Immortality and in.

NOTE Confidence: 0.987227771875

00:09:54.080 --> 00:09:56.249 Cases of COVID.

NOTE Confidence: 0.827170423888889

00:09:58.300 --> 00:10:00.580 And then similarly, UM,

NOTE Confidence: 0.827170423888889

00:10:00.580 --> 00:10:03.430 you know nationally and internationally.

NOTE Confidence: 0.827170423888889

00:10:03.430 --> 00:10:06.880 Of course, that anti Asian hate  
NOTE Confidence: 0.827170423888889

00:10:06.880 --> 00:10:09.438 and violence was at the forefront  
NOTE Confidence: 0.827170423888889

00:10:09.438 --> 00:10:12.130 in the news and in the media.  
NOTE Confidence: 0.827170423888889

00:10:12.130 --> 00:10:15.594 But we also took care to remember that  
NOTE Confidence: 0.827170423888889

00:10:15.594 --> 00:10:17.778 our institution in our department  
NOTE Confidence: 0.827170423888889

00:10:17.778 --> 00:10:20.630 is not immune from those sentiments.  
NOTE Confidence: 0.827170423888889

00:10:20.630 --> 00:10:25.430 And so we had people who actually experienced  
NOTE Confidence: 0.827170423888889

00:10:25.430 --> 00:10:28.700 violence and hate and discrimination.  
NOTE Confidence: 0.827170423888889

00:10:28.700 --> 00:10:30.380 Right here in our department.  
NOTE Confidence: 0.827170423888889

00:10:30.380 --> 00:10:35.105 And so it was very important to to recognize  
NOTE Confidence: 0.827170423888889

00:10:35.105 --> 00:10:38.848 that and act on those experiences.  
NOTE Confidence: 0.984446975

00:10:41.080 --> 00:10:43.056 Another important background factor,  
NOTE Confidence: 0.984446975

00:10:43.056 --> 00:10:46.939 and this is just data from our department  
NOTE Confidence: 0.984446975

00:10:46.939 --> 00:10:50.267 and this is from October of last year.  
NOTE Confidence: 0.984446975

00:10:50.270 --> 00:10:51.990 So right as our steering  
NOTE Confidence: 0.984446975

00:10:51.990 --> 00:10:53.366 committee started to meet,



NOTE Confidence: 0.984446975

00:10:53.370 --> 00:10:56.690 I asked for some data from our department

NOTE Confidence: 0.984446975

00:10:56.690 --> 00:10:59.830 and this is where we stood last year.

NOTE Confidence: 0.984446975

00:10:59.830 --> 00:11:01.402 We have made some progress but

NOTE Confidence: 0.984446975

00:11:01.402 --> 00:11:03.323 I would say the numbers haven't

NOTE Confidence: 0.984446975

00:11:03.323 --> 00:11:05.358 changed significantly in the year,

NOTE Confidence: 0.984446975

00:11:05.360 --> 00:11:07.397 but this will be sort of our

NOTE Confidence: 0.984446975

00:11:07.397 --> 00:11:09.325 baseline measure if you will and

NOTE Confidence: 0.984446975

00:11:09.325 --> 00:11:11.305 will look at these numbers overtime.

NOTE Confidence: 0.984446975

00:11:11.310 --> 00:11:12.430 But as you can see,

NOTE Confidence: 0.984446975

00:11:12.430 --> 00:11:15.142 this is for ladder track faculty

NOTE Confidence: 0.984446975

00:11:15.142 --> 00:11:17.886 and we have race and ethnicity

NOTE Confidence: 0.984446975

00:11:17.886 --> 00:11:20.658 of factor and of fact faculty.

NOTE Confidence: 0.984446975

00:11:20.660 --> 00:11:23.228 And then we have the rank.

NOTE Confidence: 0.984446975

00:11:23.230 --> 00:11:26.416 So assistant associate and full professor.

NOTE Confidence: 0.984446975

00:11:26.420 --> 00:11:28.130 And as you can see here,

NOTE Confidence: 0.984446975

00:11:28.130 --> 00:11:32.659 just at every level that the majority  
NOTE Confidence: 0.984446975

00:11:32.659 --> 00:11:36.805 of our faculty are white or Caucasian  
NOTE Confidence: 0.984446975

00:11:36.805 --> 00:11:42.230 and overall out of the 247 faculty.  
NOTE Confidence: 0.984446975

00:11:42.230 --> 00:11:46.808 72% of them were white or Caucasian.  
NOTE Confidence: 0.984446975

00:11:46.810 --> 00:11:49.690 And this is just for the research rank,  
NOTE Confidence: 0.984446975

00:11:49.690 --> 00:11:54.498 so out of the 65 total members  
NOTE Confidence: 0.984446975

00:11:54.498 --> 00:11:57.530 of the research rank,  
NOTE Confidence: 0.984446975

00:11:57.530 --> 00:12:00.001 65% of them are white and you  
NOTE Confidence: 0.984446975

00:12:00.001 --> 00:12:02.620 can see sort of the percentages  
NOTE Confidence: 0.984446975

00:12:02.620 --> 00:12:05.240 here for this specific ranks.  
NOTE Confidence: 0.988509650740741

00:12:07.520 --> 00:12:09.522 One thing that we looked at that  
NOTE Confidence: 0.988509650740741

00:12:09.522 --> 00:12:11.518 I'm not sure that we had been  
NOTE Confidence: 0.988509650740741

00:12:11.518 --> 00:12:13.462 good at looking at in the past  
NOTE Confidence: 0.988509650740741

00:12:13.462 --> 00:12:15.550 is really to also look at staff.  
NOTE Confidence: 0.988509650740741

00:12:15.550 --> 00:12:19.600 And as you can see here a very similar  
NOTE Confidence: 0.988509650740741

00:12:19.700 --> 00:12:23.354 pattern emerges and so that 79% of

NOTE Confidence: 0.988509650740741  
00:12:23.354 --> 00:12:25.739 the professional staff are white.  
NOTE Confidence: 0.988509650740741  
00:12:25.740 --> 00:12:28.440 72% of the technicians are white,  
NOTE Confidence: 0.988509650740741  
00:12:28.440 --> 00:12:29.859 67 of administered,  
NOTE Confidence: 0.988509650740741  
00:12:29.859 --> 00:12:32.697 67% of administrative support or white,  
NOTE Confidence: 0.988509650740741  
00:12:32.700 --> 00:12:35.916 and 90% of managers are white  
NOTE Confidence: 0.988509650740741  
00:12:35.916 --> 00:12:37.524 in our department.  
NOTE Confidence: 0.988509650740741  
00:12:37.530 --> 00:12:40.074 Come and then 51% of the  
NOTE Confidence: 0.988509650740741  
00:12:40.074 --> 00:12:41.770 postdoctoral associates are white  
NOTE Confidence: 0.988509650740741  
00:12:41.846 --> 00:12:44.111 and in a postdoctoral associate  
NOTE Confidence: 0.988509650740741  
00:12:44.111 --> 00:12:46.376 is considered an employee with  
NOTE Confidence: 0.988509650740741  
00:12:46.454 --> 00:12:48.609 salary and fringe and postdoctoral  
NOTE Confidence: 0.988509650740741  
00:12:48.609 --> 00:12:51.840 fellow is a trainee with a stipend.  
NOTE Confidence: 0.988509650740741  
00:12:51.840 --> 00:12:54.980 But still the majority are white.  
NOTE Confidence: 0.899259903076923  
00:12:57.320 --> 00:13:01.608 Uhm, and so our work and anti racism  
NOTE Confidence: 0.899259903076923  
00:13:01.608 --> 00:13:04.920 builds upon our prior progress.  
NOTE Confidence: 0.899259903076923

00:13:04.920 --> 00:13:08.158 We know that we have Chinese both  
NOTE Confidence: 0.899259903076923

00:13:08.158 --> 00:13:10.912 in our residency and our psychology  
NOTE Confidence: 0.899259903076923

00:13:10.912 --> 00:13:13.093 training program who are very  
NOTE Confidence: 0.899259903076923

00:13:13.093 --> 00:13:15.078 active and socially just social,  
NOTE Confidence: 0.899259903076923

00:13:15.080 --> 00:13:17.735 justice minded and really work  
NOTE Confidence: 0.899259903076923

00:13:17.735 --> 00:13:20.390 in communities to address social  
NOTE Confidence: 0.899259903076923

00:13:20.477 --> 00:13:23.008 determinants of health and equity.  
NOTE Confidence: 0.899259903076923

00:13:23.008 --> 00:13:26.050 And so we've had a couple of grand rounds.  
NOTE Confidence: 0.899259903076923

00:13:26.050 --> 00:13:27.280 Where are.  
NOTE Confidence: 0.899259903076923

00:13:27.280 --> 00:13:30.355 Some residents in our residency  
NOTE Confidence: 0.899259903076923

00:13:30.355 --> 00:13:33.813 training program have been able to  
NOTE Confidence: 0.899259903076923

00:13:33.813 --> 00:13:35.490 showcase the work that they're doing,  
NOTE Confidence: 0.899259903076923

00:13:35.490 --> 00:13:37.800 but also to highlight where they  
NOTE Confidence: 0.899259903076923

00:13:37.800 --> 00:13:40.131 see the challenges and where they  
NOTE Confidence: 0.899259903076923

00:13:40.131 --> 00:13:42.630 see the problems and where they but  
NOTE Confidence: 0.899259903076923

00:13:42.630 --> 00:13:44.912 they think that you know we need

NOTE Confidence: 0.899259903076923

00:13:44.912 --> 00:13:47.858 to do about that so we have had

NOTE Confidence: 0.899259903076923

00:13:47.858 --> 00:13:49.993 ground grand rounds dedicated to

NOTE Confidence: 0.899259903076923

00:13:49.993 --> 00:13:52.678 hearing about the work in community,

NOTE Confidence: 0.899259903076923

00:13:52.680 --> 00:13:55.565 but also grappling with these

NOTE Confidence: 0.899259903076923

00:13:55.565 --> 00:13:58.450 difficult issues as a community.

NOTE Confidence: 0.899259903076923

00:13:58.450 --> 00:14:01.318 We know that in molecular psychiatry

NOTE Confidence: 0.899259903076923

00:14:01.318 --> 00:14:05.059 that they have had ongoing discussions,

NOTE Confidence: 0.899259903076923

00:14:05.060 --> 00:14:07.460 and then we've also been engaged in more,

NOTE Confidence: 0.899259903076923

00:14:07.460 --> 00:14:09.650 which is the minority organization

NOTE Confidence: 0.899259903076923

00:14:09.650 --> 00:14:11.402 for retention and expansion,

NOTE Confidence: 0.899259903076923

00:14:11.410 --> 00:14:14.098 which is a School of Medicine.

NOTE Confidence: 0.899259903076923

00:14:14.100 --> 00:14:17.665 Actually university wide now initiative

NOTE Confidence: 0.899259903076923

00:14:17.665 --> 00:14:21.865 that focuses on the retention and

NOTE Confidence: 0.899259903076923

00:14:21.865 --> 00:14:23.770 recruitment of underrepresented

NOTE Confidence: 0.899259903076923

00:14:23.770 --> 00:14:27.580 groups or minorities in in medicine.

NOTE Confidence: 0.899259903076923

00:14:27.580 --> 00:14:29.430 And so we have some.  
NOTE Confidence: 0.899259903076923

00:14:29.430 --> 00:14:32.178 Close linkages to more and being  
NOTE Confidence: 0.899259903076923

00:14:32.178 --> 00:14:35.742 able to to Co sponsor a lot  
NOTE Confidence: 0.899259903076923

00:14:35.742 --> 00:14:37.906 of activities with more.  
NOTE Confidence: 0.899259903076923

00:14:37.910 --> 00:14:40.794 And then of course, you know overtime,  
NOTE Confidence: 0.899259903076923

00:14:40.800 --> 00:14:41.540 UM,  
NOTE Confidence: 0.899259903076923

00:14:41.540 --> 00:14:45.850 our department has engaged in various  
NOTE Confidence: 0.899259903076923

00:14:45.850 --> 00:14:49.510 DEI initiatives and anti racism work,  
NOTE Confidence: 0.899259903076923

00:14:49.510 --> 00:14:52.646 and so it's not a recent phenomenon.  
NOTE Confidence: 0.899259903076923

00:14:52.650 --> 00:14:55.387 And these are some of the initiatives  
NOTE Confidence: 0.899259903076923

00:14:55.390 --> 00:14:57.934 that have taken place and continue  
NOTE Confidence: 0.899259903076923

00:14:57.934 --> 00:15:00.870 to take place within our department.  
NOTE Confidence: 0.899259903076923

00:15:00.870 --> 00:15:04.692 So diversity champions as we call it  
NOTE Confidence: 0.899259903076923

00:15:04.692 --> 00:15:08.417 folks dedicated to addressing DEI in R.  
NOTE Confidence: 0.899259903076923

00:15:08.420 --> 00:15:09.476 Uhm department.  
NOTE Confidence: 0.899259903076923

00:15:09.476 --> 00:15:12.116 We've had the Diversity Committee

NOTE Confidence: 0.899259903076923  
00:15:12.116 --> 00:15:13.700 and department wide,  
NOTE Confidence: 0.899259903076923  
00:15:13.700 --> 00:15:16.556 but also in the psychology section.  
NOTE Confidence: 0.899259903076923  
00:15:16.560 --> 00:15:20.016 Greater diversity of trainees.  
NOTE Confidence: 0.899259903076923  
00:15:20.016 --> 00:15:20.880 Overtime.  
NOTE Confidence: 0.899259903076923  
00:15:20.880 --> 00:15:24.065 We continue to strive and work for  
NOTE Confidence: 0.899259903076923  
00:15:24.065 --> 00:15:26.929 increasing diversity of new faculty hires.  
NOTE Confidence: 0.899259903076923  
00:15:26.930 --> 00:15:28.106 And of course,  
NOTE Confidence: 0.899259903076923  
00:15:28.106 --> 00:15:30.066 there's a social justice curriculum  
NOTE Confidence: 0.899259903076923  
00:15:30.066 --> 00:15:32.548 in the psychiatry training program  
NOTE Confidence: 0.899259903076923  
00:15:32.548 --> 00:15:35.263 and a diversity concentration within  
NOTE Confidence: 0.899259903076923  
00:15:35.263 --> 00:15:37.589 the psychology training program.  
NOTE Confidence: 0.944978475882353  
00:15:39.950 --> 00:15:42.798 And folks have pointed out that there is  
NOTE Confidence: 0.944978475882353  
00:15:42.798 --> 00:15:46.167 a need for change in all of our missions.  
NOTE Confidence: 0.944978475882353  
00:15:46.170 --> 00:15:49.802 As you know, our department has a tripartite  
NOTE Confidence: 0.944978475882353  
00:15:49.802 --> 00:15:52.408 mission focusing on clinical care,  
NOTE Confidence: 0.944978475882353

00:15:52.408 --> 00:15:54.610 education, and research,

NOTE Confidence: 0.944978475882353

00:15:54.610 --> 00:15:56.800 so really needing to think about

NOTE Confidence: 0.944978475882353

00:15:56.800 --> 00:16:01.480 change in all of our core missions.

NOTE Confidence: 0.944978475882353

00:16:01.480 --> 00:16:05.410 So what we heard was that

NOTE Confidence: 0.944978475882353

00:16:05.410 --> 00:16:07.260 people at all levels, faculty,

NOTE Confidence: 0.944978475882353

00:16:07.260 --> 00:16:09.170 staff and Chinese are concerned

NOTE Confidence: 0.944978475882353

00:16:09.170 --> 00:16:11.080 for themselves and their families.

NOTE Confidence: 0.944978475882353

00:16:11.080 --> 00:16:12.691 Given police violence,

NOTE Confidence: 0.944978475882353

00:16:12.691 --> 00:16:15.586 we've had town halls focused

NOTE Confidence: 0.944978475882353

00:16:15.586 --> 00:16:19.316 on specific incidents of police

NOTE Confidence: 0.944978475882353

00:16:19.316 --> 00:16:22.300 brutality and violence and.

NOTE Confidence: 0.944978475882353

00:16:22.300 --> 00:16:23.308 People have talked about,

NOTE Confidence: 0.944978475882353

00:16:23.308 --> 00:16:24.820 you know this is not something

NOTE Confidence: 0.944978475882353

00:16:24.873 --> 00:16:25.638 that's out there.

NOTE Confidence: 0.944978475882353

00:16:25.640 --> 00:16:27.212 This is something that's happened to

NOTE Confidence: 0.944978475882353

00:16:27.212 --> 00:16:29.305 me and to my family or I'm scared



NOTE Confidence: 0.944978475882353  
00:16:29.305 --> 00:16:31.329 that it will happen to me and my  
NOTE Confidence: 0.944978475882353  
00:16:31.329 --> 00:16:33.037 family and the people that I love.  
NOTE Confidence: 0.944978475882353  
00:16:33.040 --> 00:16:37.240 And so we we hear those stories.  
NOTE Confidence: 0.944978475882353  
00:16:37.240 --> 00:16:40.066 Uhm, we know that we need to improve our  
NOTE Confidence: 0.944978475882353  
00:16:40.066 --> 00:16:42.248 collaboration with the surrounding community,  
NOTE Confidence: 0.944978475882353  
00:16:42.250 --> 00:16:45.813 including improving access to care and one  
NOTE Confidence: 0.944978475882353  
00:16:45.813 --> 00:16:49.040 challenges defining who or what community is.  
NOTE Confidence: 0.944978475882353  
00:16:49.040 --> 00:16:50.129 So of course,  
NOTE Confidence: 0.944978475882353  
00:16:50.129 --> 00:16:52.307 there's the surrounding New Haven community,  
NOTE Confidence: 0.944978475882353  
00:16:52.310 --> 00:16:56.042 but we also have several affiliated  
NOTE Confidence: 0.944978475882353  
00:16:56.042 --> 00:16:57.507 institutions with our department.  
NOTE Confidence: 0.944978475882353  
00:16:57.507 --> 00:17:00.460 So who are who should we be reaching out to?  
NOTE Confidence: 0.944978475882353  
00:17:00.460 --> 00:17:03.280 And what does that look like?  
NOTE Confidence: 0.944978475882353  
00:17:03.280 --> 00:17:06.296 Folks have talked to us about our department  
NOTE Confidence: 0.944978475882353  
00:17:06.296 --> 00:17:08.872 culture and their own experiences of  
NOTE Confidence: 0.944978475882353

00:17:08.872 --> 00:17:11.500 repeated exposure to race this behavior,  
NOTE Confidence: 0.944978475882353

00:17:11.500 --> 00:17:13.980 and I should say not just racist behavior,  
NOTE Confidence: 0.944978475882353

00:17:13.980 --> 00:17:16.115 but that's what we're focusing on today.  
NOTE Confidence: 0.944978475882353

00:17:16.120 --> 00:17:18.940 But folks have talked about their  
NOTE Confidence: 0.944978475882353

00:17:18.940 --> 00:17:21.554 exposure from patients from their  
NOTE Confidence: 0.944978475882353

00:17:21.554 --> 00:17:23.519 colleagues from supervisors,  
NOTE Confidence: 0.944978475882353

00:17:23.520 --> 00:17:24.648 from attendings,  
NOTE Confidence: 0.944978475882353

00:17:24.648 --> 00:17:29.160 and so we routinely hear about those stories.  
NOTE Confidence: 0.944978475882353

00:17:29.160 --> 00:17:31.716 Folks are concerned that there is  
NOTE Confidence: 0.944978475882353

00:17:31.716 --> 00:17:33.420 inadequate diversity within our.  
NOTE Confidence: 0.944978475882353

00:17:33.420 --> 00:17:34.880 Department and as you saw,  
NOTE Confidence: 0.944978475882353

00:17:34.880 --> 00:17:37.480 particularly at the senior Faculty  
NOTE Confidence: 0.944978475882353

00:17:37.480 --> 00:17:39.040 and staff ranks,  
NOTE Confidence: 0.944978475882353

00:17:39.040 --> 00:17:42.150 and so that matches the data and  
NOTE Confidence: 0.944978475882353

00:17:42.150 --> 00:17:44.400 then people have equity concerns.  
NOTE Confidence: 0.944978475882353

00:17:44.400 --> 00:17:46.320 And that's across the number

NOTE Confidence: 0.944978475882353

00:17:46.320 --> 00:17:48.240 of domains from the speakers,

NOTE Confidence: 0.944978475882353

00:17:48.240 --> 00:17:52.628 that images that we see, startup salary,

NOTE Confidence: 0.944978475882353

00:17:52.628 --> 00:17:54.476 leadership position,

NOTE Confidence: 0.944978475882353

00:17:54.476 --> 00:17:57.248 and committee membership.

NOTE Confidence: 0.944978475882353

00:17:57.250 --> 00:18:01.050 Uhm, and then again people.

NOTE Confidence: 0.944978475882353

00:18:01.050 --> 00:18:03.726 The core missions of our department,

NOTE Confidence: 0.944978475882353

00:18:03.730 --> 00:18:06.305 the culture of care and

NOTE Confidence: 0.944978475882353

00:18:06.305 --> 00:18:07.356 education and research,

NOTE Confidence: 0.944978475882353

00:18:07.356 --> 00:18:09.232 and how can we do a better

NOTE Confidence: 0.944978475882353

00:18:09.232 --> 00:18:10.907 job of addressing the eye.

NOTE Confidence: 0.944978475882353

00:18:10.910 --> 00:18:13.074 And in this case,

NOTE Confidence: 0.944978475882353

00:18:13.074 --> 00:18:15.238 particularly race and racism.

NOTE Confidence: 0.963366134761905

00:18:17.530 --> 00:18:20.410 So I'm going to present a couple of

NOTE Confidence: 0.963366134761905

00:18:20.410 --> 00:18:22.888 definitions that I initially presented to

NOTE Confidence: 0.963366134761905

00:18:22.888 --> 00:18:25.770 the steering committee almost a year ago.

NOTE Confidence: 0.963366134761905

00:18:25.770 --> 00:18:29.290 We are going to be revising these or  
NOTE Confidence: 0.963366134761905

00:18:29.290 --> 00:18:31.357 really gathering other definitions  
NOTE Confidence: 0.963366134761905

00:18:31.357 --> 00:18:34.657 and bringing them to the community.  
NOTE Confidence: 0.963366134761905

00:18:34.660 --> 00:18:37.138 Just to have some consensus on sort  
NOTE Confidence: 0.963366134761905

00:18:37.138 --> 00:18:40.477 of how we think as a community about  
NOTE Confidence: 0.963366134761905

00:18:40.477 --> 00:18:43.914 racism and anti racism, but just as a  
NOTE Confidence: 0.963366134761905

00:18:43.914 --> 00:18:46.440 sort of foundational piece for today,  
NOTE Confidence: 0.963366134761905

00:18:46.440 --> 00:18:48.492 I'm just going to present some  
NOTE Confidence: 0.963366134761905

00:18:48.492 --> 00:18:50.100 that really resonated with me.  
NOTE Confidence: 0.963366134761905

00:18:50.100 --> 00:18:53.092 About a year ago.  
NOTE Confidence: 0.963366134761905

00:18:53.092 --> 00:18:56.740 So racism is what happens when you  
NOTE Confidence: 0.963366134761905

00:18:56.740 --> 00:19:00.250 back one groups racial bias with legal  
NOTE Confidence: 0.963366134761905

00:19:00.250 --> 00:19:02.790 authority and institutional control  
NOTE Confidence: 0.963366134761905

00:19:02.790 --> 00:19:05.380 when you have overwhelming homogeneity.  
NOTE Confidence: 0.963366134761905

00:19:05.380 --> 00:19:08.159 At the tables where decisions are being  
NOTE Confidence: 0.963366134761905

00:19:08.159 --> 00:19:10.832 made that affect peoples the lives

NOTE Confidence: 0.963366134761905  
00:19:10.832 --> 00:19:14.024 of people who aren't at those tables.  
NOTE Confidence: 0.963366134761905  
00:19:14.030 --> 00:19:15.710 And so that's just something to think about.  
NOTE Confidence: 0.963366134761905  
00:19:15.710 --> 00:19:17.030 If I had a magic wand,  
NOTE Confidence: 0.963366134761905  
00:19:17.030 --> 00:19:19.064 I would just encourage everyone to  
NOTE Confidence: 0.963366134761905  
00:19:19.064 --> 00:19:21.410 say in the spaces where you are,  
NOTE Confidence: 0.963366134761905  
00:19:21.410 --> 00:19:23.270 who who's missing and how.  
NOTE Confidence: 0.963366134761905  
00:19:23.270 --> 00:19:26.926 Do we get them at this table and  
NOTE Confidence: 0.963366134761905  
00:19:26.926 --> 00:19:29.170 their voices represented?  
NOTE Confidence: 0.963366134761905  
00:19:29.170 --> 00:19:31.921 So anti racism is the active process  
NOTE Confidence: 0.963366134761905  
00:19:31.921 --> 00:19:33.730 of identifying and eliminating  
NOTE Confidence: 0.963366134761905  
00:19:33.730 --> 00:19:35.958 racism by changing systems,  
NOTE Confidence: 0.963366134761905  
00:19:35.960 --> 00:19:37.168 organizational structures,  
NOTE Confidence: 0.963366134761905  
00:19:37.168 --> 00:19:41.396 policies and practices and attitudes so that  
NOTE Confidence: 0.963366134761905  
00:19:41.396 --> 00:19:45.059 power is redistributed and shared equitably.  
NOTE Confidence: 0.963366134761905  
00:19:45.060 --> 00:19:45.728 And again,  
NOTE Confidence: 0.963366134761905

00:19:45.728 --> 00:19:47.398 there are many different different  
NOTE Confidence: 0.963366134761905

00:19:47.398 --> 00:19:48.820 definitions of anti racism.  
NOTE Confidence: 0.963366134761905

00:19:48.820 --> 00:19:51.746 These are just some that resonated with  
NOTE Confidence: 0.963366134761905

00:19:51.746 --> 00:19:55.467 me doing a lot of reading last year.  
NOTE Confidence: 0.963366134761905

00:19:55.470 --> 00:19:58.326 And then one thing I really think is  
NOTE Confidence: 0.963366134761905

00:19:58.326 --> 00:20:01.016 important is to move to racial justice,  
NOTE Confidence: 0.963366134761905

00:20:01.020 --> 00:20:03.105 which is the systematic fair  
NOTE Confidence: 0.963366134761905

00:20:03.105 --> 00:20:05.730 treatment of people of all races,  
NOTE Confidence: 0.963366134761905

00:20:05.730 --> 00:20:08.202 resulting in equitable opportunities  
NOTE Confidence: 0.963366134761905

00:20:08.202 --> 00:20:10.674 and outcomes for all.  
NOTE Confidence: 0.963366134761905

00:20:10.680 --> 00:20:14.288 So what I like about this definition in  
NOTE Confidence: 0.963366134761905

00:20:14.288 --> 00:20:17.432 the National Education Association is just  
NOTE Confidence: 0.963366134761905

00:20:17.432 --> 00:20:21.790 that it talks about going beyond anti racism,  
NOTE Confidence: 0.963366134761905

00:20:21.790 --> 00:20:24.695 so it's not just the absence of  
NOTE Confidence: 0.963366134761905

00:20:24.695 --> 00:20:25.940 discrimination and inequities.  
NOTE Confidence: 0.963366134761905

00:20:25.940 --> 00:20:28.025 But the presence of deliberate

NOTE Confidence: 0.963366134761905  
00:20:28.025 --> 00:20:30.110 systems and supports to achieve  
NOTE Confidence: 0.963366134761905  
00:20:30.179 --> 00:20:32.794 and sustain racial equity through  
NOTE Confidence: 0.963366134761905  
00:20:32.794 --> 00:20:34.886 proactive and preventative measures.  
NOTE Confidence: 0.963366134761905  
00:20:34.890 --> 00:20:38.170 So what can we do to proactively to  
NOTE Confidence: 0.963366134761905  
00:20:38.170 --> 00:20:40.616 develop and cultivate the culture  
NOTE Confidence: 0.963366134761905  
00:20:40.616 --> 00:20:43.694 and the Community that we want?  
NOTE Confidence: 0.963366134761905  
00:20:43.700 --> 00:20:46.832 Not that we're just reacting to  
NOTE Confidence: 0.963366134761905  
00:20:46.832 --> 00:20:48.920 experiences of harmful behavior,  
NOTE Confidence: 0.963366134761905  
00:20:48.920 --> 00:20:50.782 and I think it's a challenge for  
NOTE Confidence: 0.963366134761905  
00:20:50.782 --> 00:20:52.100 all systems to do that,  
NOTE Confidence: 0.963366134761905  
00:20:52.100 --> 00:20:54.132 but I feel that that's where we should  
NOTE Confidence: 0.963366134761905  
00:20:54.132 --> 00:20:56.329 be going and how we should think about.  
NOTE Confidence: 0.963366134761905  
00:20:56.330 --> 00:20:58.420 Test.  
NOTE Confidence: 0.963366134761905  
00:20:58.420 --> 00:21:02.886 So what are we trying to accomplish?  
NOTE Confidence: 0.963366134761905  
00:21:02.890 --> 00:21:06.338 These are some of my favorite pictures from  
NOTE Confidence: 0.963366134761905

00:21:06.338 --> 00:21:09.334 our department and what we're really trying

NOTE Confidence: 0.963366134761905

00:21:09.334 --> 00:21:12.655 to accomplish is that we support everyone,

NOTE Confidence: 0.963366134761905

00:21:12.655 --> 00:21:15.430 regardless of social identity or

NOTE Confidence: 0.963366134761905

00:21:15.430 --> 00:21:18.590 position or role in the department,

NOTE Confidence: 0.963366134761905

00:21:18.590 --> 00:21:21.536 but we support everyone to succeed

NOTE Confidence: 0.963366134761905

00:21:21.536 --> 00:21:22.518 and thrive,

NOTE Confidence: 0.963366134761905

00:21:22.520 --> 00:21:26.140 and we promote their well-being.

NOTE Confidence: 0.963366134761905

00:21:26.140 --> 00:21:28.891 The people that you see in these

NOTE Confidence: 0.963366134761905

00:21:28.891 --> 00:21:30.070 pictures represent faculty,

NOTE Confidence: 0.963366134761905

00:21:30.070 --> 00:21:32.130 staff and trainees who engage

NOTE Confidence: 0.963366134761905

00:21:32.130 --> 00:21:34.190 in all types of work,

NOTE Confidence: 0.963366134761905

00:21:34.190 --> 00:21:37.040 from basic research to global mental

NOTE Confidence: 0.963366134761905

00:21:37.040 --> 00:21:39.886 health initiatives and who are all

NOTE Confidence: 0.963366134761905

00:21:39.886 --> 00:21:42.256 from different cultural groups and

NOTE Confidence: 0.963366134761905

00:21:42.256 --> 00:21:44.802 backgrounds and the degree to which

NOTE Confidence: 0.963366134761905

00:21:44.802 --> 00:21:48.264 we can support everyone is is at a



NOTE Confidence: 0.963366134761905  
00:21:48.264 --> 00:21:51.960 basic level where we are trying to go  
NOTE Confidence: 0.963366134761905  
00:21:51.960 --> 00:21:55.269 and what we're trying to accomplish.  
NOTE Confidence: 0.963366134761905  
00:21:55.270 --> 00:21:56.473 But more specifically,  
NOTE Confidence: 0.963366134761905  
00:21:56.473 --> 00:21:58.879 we're trying to improve our climate,  
NOTE Confidence: 0.963366134761905  
00:21:58.880 --> 00:22:00.384 our sense of belonging,  
NOTE Confidence: 0.963366134761905  
00:22:00.384 --> 00:22:00.760 and,  
NOTE Confidence: 0.967101512857143  
00:22:00.760 --> 00:22:02.440 as you may know,  
NOTE Confidence: 0.967101512857143  
00:22:02.440 --> 00:22:04.120 the university Presidents Oliveri  
NOTE Confidence: 0.967101512857143  
00:22:04.120 --> 00:22:06.699 actually has a committee on Diversity,  
NOTE Confidence: 0.967101512857143  
00:22:06.700 --> 00:22:07.705 Inclusion, and belonging,  
NOTE Confidence: 0.967101512857143  
00:22:07.705 --> 00:22:09.715 so they actually have a pretty  
NOTE Confidence: 0.967101512857143  
00:22:09.715 --> 00:22:11.430 long definition of belonging.  
NOTE Confidence: 0.967101512857143  
00:22:11.430 --> 00:22:13.524 But this was something that we  
NOTE Confidence: 0.967101512857143  
00:22:13.524 --> 00:22:15.310 thought thought about as well.  
NOTE Confidence: 0.967101512857143  
00:22:15.310 --> 00:22:18.250 We want to improve a cultivate  
NOTE Confidence: 0.967101512857143

00:22:18.250 --> 00:22:20.210 and identity affirming environment  
NOTE Confidence: 0.967101512857143

00:22:20.290 --> 00:22:22.762 so you can bring who you are to  
NOTE Confidence: 0.967101512857143

00:22:22.762 --> 00:22:25.268 your work setting and environment.  
NOTE Confidence: 0.967101512857143

00:22:25.270 --> 00:22:26.970 And that is affirmed.  
NOTE Confidence: 0.967101512857143

00:22:26.970 --> 00:22:30.190 You don't have to cover and to mask  
NOTE Confidence: 0.967101512857143

00:22:30.190 --> 00:22:33.370 up and a community of psychological  
NOTE Confidence: 0.967101512857143

00:22:33.370 --> 00:22:36.260 and physical safety and acceptance,  
NOTE Confidence: 0.967101512857143

00:22:36.260 --> 00:22:37.985 and decrease organizational  
NOTE Confidence: 0.967101512857143

00:22:37.985 --> 00:22:39.710 tolerance for harassment.  
NOTE Confidence: 0.967101512857143

00:22:39.710 --> 00:22:42.209 And in my read of the literature,  
NOTE Confidence: 0.967101512857143

00:22:42.210 --> 00:22:45.672 this is one of the significant  
NOTE Confidence: 0.967101512857143

00:22:45.672 --> 00:22:48.038 predictors of harmful behavior.  
NOTE Confidence: 0.967101512857143

00:22:48.038 --> 00:22:52.266 Degree to which people perceive their work  
NOTE Confidence: 0.967101512857143

00:22:52.266 --> 00:22:55.379 environment or setting as tolerating these.  
NOTE Confidence: 0.967101512857143

00:22:55.379 --> 00:22:56.606 Behavior so uhm,  
NOTE Confidence: 0.967101512857143

00:22:56.606 --> 00:22:59.060 if I had a magic wand,

NOTE Confidence: 0.967101512857143

00:22:59.060 --> 00:23:01.594 that's one thing that we would really

NOTE Confidence: 0.967101512857143

00:23:01.594 --> 00:23:04.848 work on is really proactively addressing

NOTE Confidence: 0.967101512857143

00:23:04.848 --> 00:23:07.593 harmful behavior and putting systems

NOTE Confidence: 0.967101512857143

00:23:07.593 --> 00:23:10.299 in place that can support people.

NOTE Confidence: 0.967101512857143

00:23:10.300 --> 00:23:13.128 We want to increase equity and opportunity

NOTE Confidence: 0.967101512857143

00:23:13.128 --> 00:23:16.580 and there are a number of things under that.

NOTE Confidence: 0.967101512857143

00:23:16.580 --> 00:23:17.880 But really, as you saw,

NOTE Confidence: 0.967101512857143

00:23:17.880 --> 00:23:20.220 the numbers of faculty and

NOTE Confidence: 0.967101512857143

00:23:20.220 --> 00:23:22.560 staff who are from racial,

NOTE Confidence: 0.967101512857143

00:23:22.560 --> 00:23:24.060 ethnic minority groups

NOTE Confidence: 0.967101512857143

00:23:24.060 --> 00:23:26.060 to really reach parity,

NOTE Confidence: 0.967101512857143

00:23:26.060 --> 00:23:27.540 it will take a while.

NOTE Confidence: 0.967101512857143

00:23:27.540 --> 00:23:31.277 But that that's really our goal and.

NOTE Confidence: 0.967101512857143

00:23:31.277 --> 00:23:35.819 And same for our training program.

NOTE Confidence: 0.967101512857143

00:23:35.820 --> 00:23:38.487 I know both of our training programs

NOTE Confidence: 0.967101512857143

00:23:38.487 --> 00:23:40.662 are very attuned to the eye  
NOTE Confidence: 0.967101512857143

00:23:40.662 --> 00:23:42.881 issues and we want to support and  
NOTE Confidence: 0.967101512857143

00:23:42.953 --> 00:23:45.903 continue that work and then improve  
NOTE Confidence: 0.967101512857143

00:23:45.903 --> 00:23:48.107 relationships with our community.  
NOTE Confidence: 0.967101512857143

00:23:48.110 --> 00:23:49.248 So again,  
NOTE Confidence: 0.967101512857143

00:23:49.248 --> 00:23:51.524 defining community is essential  
NOTE Confidence: 0.967101512857143

00:23:51.524 --> 00:23:53.800 task of our work.  
NOTE Confidence: 0.967101512857143

00:23:53.800 --> 00:23:56.746 So my new favorite publication is  
NOTE Confidence: 0.967101512857143

00:23:56.746 --> 00:23:59.690 a publication called The Water of  
NOTE Confidence: 0.967101512857143

00:23:59.690 --> 00:24:02.360 Systems Change and it talks about  
NOTE Confidence: 0.967101512857143

00:24:02.360 --> 00:24:05.146 we really need to think about system  
NOTE Confidence: 0.967101512857143

00:24:05.146 --> 00:24:07.285 change and shifting the conditions  
NOTE Confidence: 0.967101512857143

00:24:07.285 --> 00:24:09.465 that hold problems in place.  
NOTE Confidence: 0.967101512857143

00:24:09.470 --> 00:24:12.434 And so this figure really talks  
NOTE Confidence: 0.967101512857143

00:24:12.434 --> 00:24:14.951 about those six conditions of  
NOTE Confidence: 0.967101512857143

00:24:14.951 --> 00:24:17.252 system change and the continuum

NOTE Confidence: 0.967101512857143

00:24:17.252 --> 00:24:19.108 of really what's explicit.

NOTE Confidence: 0.967101512857143

00:24:19.110 --> 00:24:21.672 What we can really see and

NOTE Confidence: 0.967101512857143

00:24:21.672 --> 00:24:22.953 address more easily.

NOTE Confidence: 0.967101512857143

00:24:22.960 --> 00:24:25.828 Are readily to really what's implicit

NOTE Confidence: 0.967101512857143

00:24:25.828 --> 00:24:28.682 that it's really hard for everyone

NOTE Confidence: 0.967101512857143

00:24:28.682 --> 00:24:32.200 to see and to experience, and so,

NOTE Confidence: 0.967101512857143

00:24:32.200 --> 00:24:35.100 UM, from the structural change,

NOTE Confidence: 0.967101512857143

00:24:35.100 --> 00:24:39.120 the explicit level, our policies,

NOTE Confidence: 0.967101512857143

00:24:39.120 --> 00:24:41.408 practices, and resource flows.

NOTE Confidence: 0.967101512857143

00:24:41.408 --> 00:24:41.980 Again,

NOTE Confidence: 0.967101512857143

00:24:41.980 --> 00:24:44.110 we can more easily readily see

NOTE Confidence: 0.967101512857143

00:24:44.110 --> 00:24:46.599 those and make some changes there.

NOTE Confidence: 0.967101512857143

00:24:46.600 --> 00:24:48.562 But what's a little bit more

NOTE Confidence: 0.967101512857143

00:24:48.562 --> 00:24:49.870 difficult and time consuming?

NOTE Confidence: 0.967101512857143

00:24:49.870 --> 00:24:52.026 Our relationships and connections?

NOTE Confidence: 0.967101512857143

00:24:52.026 --> 00:24:55.260 Which just means the quality of  
NOTE Confidence: 0.967101512857143

00:24:55.349 --> 00:24:57.769 connections and communication that's  
NOTE Confidence: 0.967101512857143

00:24:57.769 --> 00:25:01.399 occurring among actors in the system.  
NOTE Confidence: 0.967101512857143

00:25:01.400 --> 00:25:03.288 So how do we relate to each other?  
NOTE Confidence: 0.967101512857143

00:25:03.290 --> 00:25:06.938 Those and how can we think  
NOTE Confidence: 0.967101512857143

00:25:06.938 --> 00:25:08.762 about power dynamics?  
NOTE Confidence: 0.967101512857143

00:25:08.770 --> 00:25:13.356 Which is the next aspect of system change?  
NOTE Confidence: 0.967101512857143

00:25:13.356 --> 00:25:16.076 So what's the distribution of  
NOTE Confidence: 0.967101512857143

00:25:16.076 --> 00:25:18.529 decision making and authority?  
NOTE Confidence: 0.967101512857143

00:25:18.530 --> 00:25:21.715 And that's both formal and  
NOTE Confidence: 0.967101512857143

00:25:21.715 --> 00:25:23.626 informal decision making.  
NOTE Confidence: 0.967101512857143

00:25:23.630 --> 00:25:25.330 And then probably the hardest  
NOTE Confidence: 0.967101512857143

00:25:25.330 --> 00:25:26.690 according to this model.  
NOTE Confidence: 0.967101512857143

00:25:26.690 --> 00:25:29.245 And I would agree the hardest thing  
NOTE Confidence: 0.967101512857143

00:25:29.245 --> 00:25:31.758 to recognize and understand and  
NOTE Confidence: 0.967101512857143

00:25:31.758 --> 00:25:34.980 change are those mental models or

NOTE Confidence: 0.967101512857143

00:25:35.067 --> 00:25:37.938 habits of thought which are just

NOTE Confidence: 0.967101512857143

00:25:37.938 --> 00:25:40.268 deeply held beliefs and assumptions,

NOTE Confidence: 0.967101512857143

00:25:40.270 --> 00:25:41.974 and the one that readily comes

NOTE Confidence: 0.967101512857143

00:25:41.974 --> 00:25:44.369 to mind is what does it mean to

NOTE Confidence: 0.967101512857143

00:25:44.369 --> 00:25:46.151 be excellent as a faculty member

NOTE Confidence: 0.967101512857143

00:25:46.216 --> 00:25:47.946 and who makes that decision.

NOTE Confidence: 0.967101512857143

00:25:47.950 --> 00:25:49.846 And they're, you know,

NOTE Confidence: 0.967101512857143

00:25:49.846 --> 00:25:51.742 some really ingrained mental

NOTE Confidence: 0.967101512857143

00:25:51.742 --> 00:25:52.690 models around

NOTE Confidence: 0.963087426363636

00:25:52.765 --> 00:25:54.450 that. But how do we sort of?

NOTE Confidence: 0.963087426363636

00:25:54.450 --> 00:25:59.940 Unpack that and create new models.

NOTE Confidence: 0.963087426363636

00:25:59.940 --> 00:26:03.045 So what's important about these

NOTE Confidence: 0.963087426363636

00:26:03.045 --> 00:26:06.694 three aspects of the conditions of

NOTE Confidence: 0.963087426363636

00:26:06.694 --> 00:26:09.352 system change is that they take

NOTE Confidence: 0.963087426363636

00:26:09.352 --> 00:26:12.659 a lot more time to understand,

NOTE Confidence: 0.963087426363636

00:26:12.660 --> 00:26:15.840 to recognize and to change.  
NOTE Confidence: 0.963087426363636

00:26:15.840 --> 00:26:18.165 So real and equitable progress  
NOTE Confidence: 0.963087426363636

00:26:18.165 --> 00:26:20.490 requires exceptional attention to the  
NOTE Confidence: 0.963087426363636

00:26:20.561 --> 00:26:23.063 detailed and often mundane work of  
NOTE Confidence: 0.963087426363636

00:26:23.063 --> 00:26:25.349 noticing what is invisible to many.  
NOTE Confidence: 0.988790336363636

00:26:29.890 --> 00:26:32.086 And really, that's the work of  
NOTE Confidence: 0.988790336363636

00:26:32.086 --> 00:26:34.060 our anti racism task force,  
NOTE Confidence: 0.988790336363636

00:26:34.060 --> 00:26:36.125 but that's the work that we have  
NOTE Confidence: 0.988790336363636

00:26:36.125 --> 00:26:37.739 all been engaged in as well.  
NOTE Confidence: 0.988790336363636

00:26:37.740 --> 00:26:40.368 How do we think about relationships  
NOTE Confidence: 0.988790336363636

00:26:40.368 --> 00:26:43.261 and power dynamics and those mental  
NOTE Confidence: 0.988790336363636

00:26:43.261 --> 00:26:45.377 models that ultimately impact  
NOTE Confidence: 0.988790336363636

00:26:45.380 --> 00:26:46.560 people's health and well being,  
NOTE Confidence: 0.988790336363636

00:26:46.560 --> 00:26:51.320 but their ability to progress in our system?  
NOTE Confidence: 0.988790336363636

00:26:51.320 --> 00:26:52.870 So what kind of structural  
NOTE Confidence: 0.988790336363636

00:26:52.870 --> 00:26:54.420 changes are we talking about?



NOTE Confidence: 0.988790336363636  
00:26:54.420 --> 00:26:56.454 And I won't go all over all of these,  
NOTE Confidence: 0.988790336363636  
00:26:56.460 --> 00:26:58.721 but these are the big buckets of  
NOTE Confidence: 0.988790336363636  
00:26:58.721 --> 00:27:01.124 things that we really need to  
NOTE Confidence: 0.988790336363636  
00:27:01.124 --> 00:27:03.394 address that there's some firmly  
NOTE Confidence: 0.988790336363636  
00:27:03.394 --> 00:27:05.168 ingrained patterns and mental  
NOTE Confidence: 0.988790336363636  
00:27:05.168 --> 00:27:07.562 models in addition to resources and  
NOTE Confidence: 0.988790336363636  
00:27:07.562 --> 00:27:09.700 things that we can more readily see.  
NOTE Confidence: 0.988790336363636  
00:27:09.700 --> 00:27:12.184 But recruitment and retention,  
NOTE Confidence: 0.988790336363636  
00:27:12.184 --> 00:27:15.289 training and education are policies  
NOTE Confidence: 0.988790336363636  
00:27:15.289 --> 00:27:16.980 and procedures.  
NOTE Confidence: 0.988790336363636  
00:27:16.980 --> 00:27:18.760 The amp process, of course,  
NOTE Confidence: 0.988790336363636  
00:27:18.760 --> 00:27:21.886 which is appointments and promotions process.  
NOTE Confidence: 0.988790336363636  
00:27:21.890 --> 00:27:24.242 How do we manage harmful behavior  
NOTE Confidence: 0.988790336363636  
00:27:24.242 --> 00:27:26.750 and so on to community,  
NOTE Confidence: 0.988790336363636  
00:27:26.750 --> 00:27:29.310 engage work and to research.  
NOTE Confidence: 0.988790336363636

00:27:29.310 --> 00:27:32.110 So these are all of the areas  
NOTE Confidence: 0.988790336363636

00:27:32.110 --> 00:27:33.998 that ultimately persistent change  
NOTE Confidence: 0.988790336363636

00:27:33.998 --> 00:27:37.470 we we will need to address some  
NOTE Confidence: 0.988790336363636

00:27:37.559 --> 00:27:39.379 aspect of these areas.  
NOTE Confidence: 0.97913373125

00:27:41.440 --> 00:27:44.248 So Doctor Crystal found found this and that.  
NOTE Confidence: 0.97913373125

00:27:44.250 --> 00:27:45.730 I thought, you know,  
NOTE Confidence: 0.97913373125

00:27:45.730 --> 00:27:47.950 we thought it was so appropriate.  
NOTE Confidence: 0.97913373125

00:27:47.950 --> 00:27:49.902 If you want to go fast, go alone.  
NOTE Confidence: 0.97913373125

00:27:49.902 --> 00:27:52.512 If you want to go far, go together.  
NOTE Confidence: 0.97913373125

00:27:52.512 --> 00:27:55.739 And that's really what we're trying to  
NOTE Confidence: 0.97913373125

00:27:55.739 --> 00:27:59.559 do is to have as many members of our  
NOTE Confidence: 0.97913373125

00:27:59.559 --> 00:28:01.980 department and community involved in  
NOTE Confidence: 0.97913373125

00:28:01.980 --> 00:28:05.501 this system change process as we can.  
NOTE Confidence: 0.97913373125

00:28:05.510 --> 00:28:06.968 So how do we accomplish this?  
NOTE Confidence: 0.97913373125

00:28:06.970 --> 00:28:09.658 Of course the anti racism task force is  
NOTE Confidence: 0.97913373125

00:28:09.658 --> 00:28:13.074 one of a number of initiatives within the

NOTE Confidence: 0.97913373125

00:28:13.074 --> 00:28:16.030 department and my training and background.

NOTE Confidence: 0.97913373125

00:28:16.030 --> 00:28:19.318 I've done a lot of work with community

NOTE Confidence: 0.97913373125

00:28:19.318 --> 00:28:21.233 coalitions which brings different

NOTE Confidence: 0.97913373125

00:28:21.233 --> 00:28:23.738 segments of communities and sectors

NOTE Confidence: 0.97913373125

00:28:23.738 --> 00:28:26.164 of communities together to address

NOTE Confidence: 0.97913373125

00:28:26.164 --> 00:28:28.361 mental health or substance use.

NOTE Confidence: 0.97913373125

00:28:28.361 --> 00:28:31.489 And so I'm I'm used to coalitions and

NOTE Confidence: 0.97913373125

00:28:31.489 --> 00:28:35.210 I'm trying to think about our task force.

NOTE Confidence: 0.97913373125

00:28:35.210 --> 00:28:38.890 Come and apply some of the concepts and

NOTE Confidence: 0.97913373125

00:28:38.890 --> 00:28:41.560 principles to our task force and so

NOTE Confidence: 0.97913373125

00:28:41.560 --> 00:28:44.456 these are just some stages of coalition

NOTE Confidence: 0.97913373125

00:28:44.456 --> 00:28:47.320 development from initial mobilization,

NOTE Confidence: 0.97913373125

00:28:47.320 --> 00:28:49.710 which just means you're recruiting

NOTE Confidence: 0.97913373125

00:28:49.710 --> 00:28:52.674 your critical mass of participants and

NOTE Confidence: 0.97913373125

00:28:52.674 --> 00:28:55.159 you're engaging the key constituencies.

NOTE Confidence: 0.97913373125

00:28:55.160 --> 00:28:56.486 In our case,  
NOTE Confidence: 0.97913373125  
00:28:56.486 --> 00:28:58.696 within our department and Community  
NOTE Confidence: 0.97913373125  
00:28:58.700 --> 00:29:01.658 establishing organizational structure.  
NOTE Confidence: 0.97913373125  
00:29:01.658 --> 00:29:04.616 So this just.  
NOTE Confidence: 0.97913373125  
00:29:04.620 --> 00:29:07.524 Defines the structure and the rules  
NOTE Confidence: 0.97913373125  
00:29:07.524 --> 00:29:09.964 and the procedures and you really  
NOTE Confidence: 0.97913373125  
00:29:09.964 --> 00:29:11.604 have to attend to tasks.  
NOTE Confidence: 0.97913373125  
00:29:11.610 --> 00:29:14.720 Sort of what you get done but also to the  
NOTE Confidence: 0.97913373125  
00:29:14.803 --> 00:29:17.919 maintenance those relationship functions,  
NOTE Confidence: 0.97913373125  
00:29:17.920 --> 00:29:19.736 building trust and cohesion,  
NOTE Confidence: 0.97913373125  
00:29:19.736 --> 00:29:23.386 and so you really at this stage will  
NOTE Confidence: 0.97913373125  
00:29:23.386 --> 00:29:26.326 all stages have to to balance those  
NOTE Confidence: 0.97913373125  
00:29:26.326 --> 00:29:29.187 two things tasks and maintenance  
NOTE Confidence: 0.97913373125  
00:29:29.190 --> 00:29:31.158 capacity for action.  
NOTE Confidence: 0.97913373125  
00:29:31.158 --> 00:29:35.094 It's really building knowledge and skills.  
NOTE Confidence: 0.97913373125  
00:29:35.100 --> 00:29:37.200 To be able to carry out.

NOTE Confidence: 0.97913373125

00:29:37.200 --> 00:29:38.968 Ultimately your action plan,

NOTE Confidence: 0.97913373125

00:29:38.968 --> 00:29:42.138 and so we've done some training and

NOTE Confidence: 0.97913373125

00:29:42.138 --> 00:29:44.348 lots of discussions and readings

NOTE Confidence: 0.97913373125

00:29:44.350 --> 00:29:47.260 to really build our capacity for

NOTE Confidence: 0.97913373125

00:29:47.260 --> 00:29:49.920 action and then planning for action.

NOTE Confidence: 0.97913373125

00:29:49.920 --> 00:29:53.535 It's this is really prioritizing and

NOTE Confidence: 0.97913373125

00:29:53.535 --> 00:29:56.230 clearly stating your goals and your mission.

NOTE Confidence: 0.97913373125

00:29:56.230 --> 00:29:56.826 I mean,

NOTE Confidence: 0.97913373125

00:29:56.826 --> 00:29:59.300 sort of we're right at this point for

NOTE Confidence: 0.97913373125

00:29:59.300 --> 00:30:02.340 the work that that you're going to do.

NOTE Confidence: 0.97913373125

00:30:02.340 --> 00:30:03.066 And then,

NOTE Confidence: 0.97913373125

00:30:03.066 --> 00:30:05.244 of course implementation is carrying out.

NOTE Confidence: 0.97913373125

00:30:05.250 --> 00:30:05.778 Uhm,

NOTE Confidence: 0.97913373125

00:30:05.778 --> 00:30:08.418 your action plan and then

NOTE Confidence: 0.97913373125

00:30:08.418 --> 00:30:09.994 institutionalization. That really means.

NOTE Confidence: 0.97913373125

00:30:09.994 --> 00:30:12.082 What aspects of this are going  
NOTE Confidence: 0.97913373125

00:30:12.082 --> 00:30:14.548 to be sustained and where is it  
NOTE Confidence: 0.97913373125

00:30:14.548 --> 00:30:15.912 going to be sustained?  
NOTE Confidence: 0.97913373125

00:30:15.920 --> 00:30:17.580 Is that the Diversity Committee?  
NOTE Confidence: 0.97913373125

00:30:17.580 --> 00:30:19.740 Is that another standing committee?  
NOTE Confidence: 0.97913373125

00:30:19.740 --> 00:30:23.760 Is that within our affiliated institutions?  
NOTE Confidence: 0.97913373125

00:30:23.760 --> 00:30:27.150 Where will aspects of this work?  
NOTE Confidence: 0.97913373125

00:30:27.150 --> 00:30:29.246 Be sustained and institutionalized  
NOTE Confidence: 0.97913373125

00:30:29.246 --> 00:30:33.645 so that it doesn't just go away when  
NOTE Confidence: 0.97913373125

00:30:33.645 --> 00:30:38.595 the task force ceases to exist.  
NOTE Confidence: 0.97913373125

00:30:38.600 --> 00:30:41.132 So I'm also a program evaluator  
NOTE Confidence: 0.97913373125

00:30:41.132 --> 00:30:44.218 by training and so up this table  
NOTE Confidence: 0.97913373125

00:30:44.218 --> 00:30:46.940 just really shows four of those  
NOTE Confidence: 0.97913373125

00:30:46.940 --> 00:30:48.820 stages of coalition development.  
NOTE Confidence: 0.97913373125

00:30:48.820 --> 00:30:51.067 Some of the tasks that I mentioned  
NOTE Confidence: 0.97913373125

00:30:51.067 --> 00:30:52.440 associated with that stage,

NOTE Confidence: 0.97913373125

00:30:52.440 --> 00:30:55.177 but also how we go about evaluating

NOTE Confidence: 0.97913373125

00:30:55.177 --> 00:30:57.510 the functioning of our task force,

NOTE Confidence: 0.97913373125

00:30:57.510 --> 00:30:59.617 and we've begun to do and will

NOTE Confidence: 0.97913373125

00:30:59.617 --> 00:31:00.970 do more of this.

NOTE Confidence: 0.97913373125

00:31:00.970 --> 00:31:03.146 So today I'm just going to talk a

NOTE Confidence: 0.97913373125

00:31:03.146 --> 00:31:05.785 little bit about the the first one here

NOTE Confidence: 0.97913373125

00:31:05.785 --> 00:31:08.000 in terms of initial mobilization extent.

NOTE Confidence: 0.97913373125

00:31:08.000 --> 00:31:11.345 The level of participation and

NOTE Confidence: 0.97913373125

00:31:11.345 --> 00:31:14.021 the representativeness of our

NOTE Confidence: 0.97913373125

00:31:14.021 --> 00:31:16.339 participants of our community.

NOTE Confidence: 0.97913373125

00:31:16.340 --> 00:31:17.940 So in terms of structure,

NOTE Confidence: 0.97913373125

00:31:17.940 --> 00:31:19.950 this is what we look like.

NOTE Confidence: 0.97913373125

00:31:19.950 --> 00:31:22.310 We have a steering community

NOTE Confidence: 0.97913373125

00:31:22.310 --> 00:31:24.670 with Doctor Crystal and I

NOTE Confidence: 0.972638653636364

00:31:24.758 --> 00:31:26.795 Co. Chairing that we have a

NOTE Confidence: 0.972638653636364

00:31:26.795 --> 00:31:28.215 data and evaluation workgroup.  
NOTE Confidence: 0.972638653636364

00:31:28.220 --> 00:31:30.635 We've heard routinely that accountability  
NOTE Confidence: 0.972638653636364

00:31:30.635 --> 00:31:34.127 is important to our Community and so we  
NOTE Confidence: 0.972638653636364

00:31:34.127 --> 00:31:36.458 do want to collect data and information  
NOTE Confidence: 0.972638653636364

00:31:36.536 --> 00:31:39.368 to track how we're doing and certainly to  
NOTE Confidence: 0.972638653636364

00:31:39.368 --> 00:31:41.848 know where we should make improvements.  
NOTE Confidence: 0.972638653636364

00:31:41.848 --> 00:31:43.616 Nothing will be perfect,  
NOTE Confidence: 0.972638653636364

00:31:43.620 --> 00:31:46.806 but if we have a routine.  
NOTE Confidence: 0.972638653636364

00:31:46.810 --> 00:31:50.870 Feedback process and CQI process.  
NOTE Confidence: 0.972638653636364

00:31:50.870 --> 00:31:53.070 That is how we will make it better,  
NOTE Confidence: 0.972638653636364

00:31:53.070 --> 00:31:56.760 but we need data and information to do that.  
NOTE Confidence: 0.972638653636364

00:31:56.760 --> 00:31:59.370 So we have six subcommittees, career,  
NOTE Confidence: 0.972638653636364

00:31:59.370 --> 00:32:01.350 development, clinical community,  
NOTE Confidence: 0.972638653636364

00:32:01.350 --> 00:32:04.230 education, research, and staff.  
NOTE Confidence: 0.972638653636364

00:32:04.230 --> 00:32:06.695 And uhm, the steering committee  
NOTE Confidence: 0.972638653636364

00:32:06.695 --> 00:32:09.806 is comprised of leadership of each



NOTE Confidence: 0.972638653636364

00:32:09.806 --> 00:32:12.066 institution and each missions.

NOTE Confidence: 0.972638653636364

00:32:12.070 --> 00:32:14.698 Really, the members of the Executive

NOTE Confidence: 0.972638653636364

00:32:14.698 --> 00:32:16.450 committee of our department.

NOTE Confidence: 0.972638653636364

00:32:16.450 --> 00:32:18.767 And then we have the subcommittee Co.

NOTE Confidence: 0.972638653636364

00:32:18.770 --> 00:32:19.324 Chairs.

NOTE Confidence: 0.972638653636364

00:32:19.324 --> 00:32:23.202 And then we have key additional leaders

NOTE Confidence: 0.972638653636364

00:32:23.202 --> 00:32:26.254 that faculty and trainees who are

NOTE Confidence: 0.972638653636364

00:32:26.254 --> 00:32:28.582 members of our steering committee,

NOTE Confidence: 0.972638653636364

00:32:28.582 --> 00:32:30.466 the Steering committee overseas,

NOTE Confidence: 0.972638653636364

00:32:30.470 --> 00:32:32.530 the activities of the subcommittees,

NOTE Confidence: 0.972638653636364

00:32:32.530 --> 00:32:34.902 and we meet weekly.

NOTE Confidence: 0.972638653636364

00:32:34.902 --> 00:32:37.867 Every Thursday at 4:00 o'clock

NOTE Confidence: 0.972638653636364

00:32:37.867 --> 00:32:40.797 since October of last year.

NOTE Confidence: 0.972638653636364

00:32:40.800 --> 00:32:44.168 These are all of the members of our

NOTE Confidence: 0.972638653636364

00:32:44.168 --> 00:32:46.576 steering committee and as you can see,

NOTE Confidence: 0.972638653636364

00:32:46.580 --> 00:32:49.513 I just want to highlight that we  
NOTE Confidence: 0.972638653636364

00:32:49.513 --> 00:32:52.438 do have trainee involvement so the  
NOTE Confidence: 0.972638653636364

00:32:52.440 --> 00:32:54.432 Psychiatry Residents Association or  
NOTE Confidence: 0.972638653636364

00:32:54.432 --> 00:32:56.922 PRA the Co Presidents participate  
NOTE Confidence: 0.972638653636364

00:32:56.922 --> 00:32:59.079 in the Steering committee.  
NOTE Confidence: 0.972638653636364

00:32:59.080 --> 00:33:01.159 The same for our chief residence for  
NOTE Confidence: 0.972638653636364

00:33:01.159 --> 00:33:04.490 diversity, equity and inclusion.  
NOTE Confidence: 0.972638653636364

00:33:04.490 --> 00:33:06.737 We do not yet have psychology fellows  
NOTE Confidence: 0.972638653636364

00:33:06.737 --> 00:33:08.850 represented on the steering committee,  
NOTE Confidence: 0.972638653636364

00:33:08.850 --> 00:33:12.049 but they are participating in other ways.  
NOTE Confidence: 0.972638653636364

00:33:12.050 --> 00:33:15.170 So two psychology fellows are actually  
NOTE Confidence: 0.972638653636364

00:33:15.170 --> 00:33:17.712 doing their scholarly projects and  
NOTE Confidence: 0.972638653636364

00:33:17.712 --> 00:33:20.400 focused one on evaluation and the other  
NOTE Confidence: 0.972638653636364

00:33:20.400 --> 00:33:23.073 will be with the clinical subcommittee.  
NOTE Confidence: 0.972638653636364

00:33:23.073 --> 00:33:25.788 So in terms of institutionalization,  
NOTE Confidence: 0.972638653636364

00:33:25.790 --> 00:33:27.865 that that's a really important

NOTE Confidence: 0.972638653636364

00:33:27.865 --> 00:33:29.940 development that people are looking

NOTE Confidence: 0.972638653636364

00:33:30.010 --> 00:33:31.708 at this in a scholarly way,

NOTE Confidence: 0.972638653636364

00:33:31.710 --> 00:33:35.078 and it also helps contribute to the work.

NOTE Confidence: 0.972638653636364

00:33:35.080 --> 00:33:36.228 That we are doing.

NOTE Confidence: 0.913362392142857

00:33:38.570 --> 00:33:41.010 Uhm, this is from a meeting a couple

NOTE Confidence: 0.913362392142857

00:33:41.010 --> 00:33:43.410 of months ago where Darren Latimore,

NOTE Confidence: 0.913362392142857

00:33:43.410 --> 00:33:46.626 our medical schools Chief Diversity Officer,

NOTE Confidence: 0.913362392142857

00:33:46.630 --> 00:33:50.506 came and we provided an update.

NOTE Confidence: 0.913362392142857

00:33:50.510 --> 00:33:54.722 All of our subcommittees presented an

NOTE Confidence: 0.913362392142857

00:33:54.722 --> 00:33:59.510 update and and folks were just we invited

NOTE Confidence: 0.913362392142857

00:33:59.510 --> 00:34:01.872 him because folks were concerned or

NOTE Confidence: 0.913362392142857

00:34:01.872 --> 00:34:04.749 questioning the degree to which you know,

NOTE Confidence: 0.913362392142857

00:34:04.750 --> 00:34:06.610 Darren and the School of Medicine

NOTE Confidence: 0.913362392142857

00:34:06.610 --> 00:34:08.590 knew what we were doing this.

NOTE Confidence: 0.913362392142857

00:34:08.590 --> 00:34:11.266 Large undertaken in our commitment to

NOTE Confidence: 0.913362392142857

00:34:11.266 --> 00:34:14.853 the work and so we just decided that  
NOTE Confidence: 0.913362392142857

00:34:14.853 --> 00:34:17.937 we would invite him and invite other  
NOTE Confidence: 0.913362392142857

00:34:17.937 --> 00:34:20.256 members of the task force to participate.  
NOTE Confidence: 0.913362392142857

00:34:20.256 --> 00:34:22.358 So what you see here are steering  
NOTE Confidence: 0.913362392142857

00:34:22.358 --> 00:34:25.858 committee members, but also members of  
NOTE Confidence: 0.913362392142857

00:34:25.858 --> 00:34:28.858 the subcommittees who participated.  
NOTE Confidence: 0.988031451428571

00:34:30.890 --> 00:34:33.305 As I mentioned, we have six subcommittees,  
NOTE Confidence: 0.988031451428571

00:34:33.310 --> 00:34:35.995 and the subcommittee leaders are  
NOTE Confidence: 0.988031451428571

00:34:35.995 --> 00:34:38.134 departmental leadership, and their  
NOTE Confidence: 0.988031451428571

00:34:38.134 --> 00:34:41.326 roles are germane to the subcommittee.  
NOTE Confidence: 0.988031451428571

00:34:41.330 --> 00:34:43.630 These folks are actively engaged,  
NOTE Confidence: 0.988031451428571

00:34:43.630 --> 00:34:46.714 and we gave careful,  
NOTE Confidence: 0.988031451428571

00:34:46.714 --> 00:34:49.027 careful consideration to.  
NOTE Confidence: 0.988031451428571

00:34:49.030 --> 00:34:49.916 Cultural background,  
NOTE Confidence: 0.988031451428571

00:34:49.916 --> 00:34:51.688 so race and ethnicity.  
NOTE Confidence: 0.988031451428571

00:34:51.690 --> 00:34:54.474 Professional diversity where you're

NOTE Confidence: 0.988031451428571  
00:34:54.474 --> 00:34:57.954 situated or located within the  
NOTE Confidence: 0.988031451428571  
00:34:57.954 --> 00:35:00.920 department affiliated institutions.  
NOTE Confidence: 0.988031451428571  
00:35:00.920 --> 00:35:04.512 So there is careful thought in terms of  
NOTE Confidence: 0.988031451428571  
00:35:04.512 --> 00:35:08.130 selecting the Co chairs of each subcommittee.  
NOTE Confidence: 0.988031451428571  
00:35:08.130 --> 00:35:09.372 At the outset,  
NOTE Confidence: 0.988031451428571  
00:35:09.372 --> 00:35:12.270 we wanted the subcommittees to be manageable,  
NOTE Confidence: 0.988031451428571  
00:35:12.270 --> 00:35:15.108 so we wanted ten primary members,  
NOTE Confidence: 0.988031451428571  
00:35:15.110 --> 00:35:17.707 and we engage the Co chairs to  
NOTE Confidence: 0.988031451428571  
00:35:17.707 --> 00:35:20.590 help us think about defined roles.  
NOTE Confidence: 0.988031451428571  
00:35:20.590 --> 00:35:22.928 People that they felt that they needed  
NOTE Confidence: 0.988031451428571  
00:35:22.928 --> 00:35:25.399 so we could target a little bit of  
NOTE Confidence: 0.988031451428571  
00:35:25.399 --> 00:35:27.810 who would be on the subcommittees.  
NOTE Confidence: 0.988031451428571  
00:35:27.810 --> 00:35:30.631 But we also had an open nominations  
NOTE Confidence: 0.988031451428571  
00:35:30.631 --> 00:35:32.959 process for several weeks within  
NOTE Confidence: 0.988031451428571  
00:35:32.959 --> 00:35:35.043 the department where folks  
NOTE Confidence: 0.988031451428571

00:35:35.043 --> 00:35:36.606 can nominate themselves,  
NOTE Confidence: 0.988031451428571  
00:35:36.610 --> 00:35:38.206 or they can nominate someone else.  
NOTE Confidence: 0.988031451428571  
00:35:38.210 --> 00:35:41.816 To actually participate on a subcommittee,  
NOTE Confidence: 0.988031451428571  
00:35:41.820 --> 00:35:44.088 including the steering committee,  
NOTE Confidence: 0.988031451428571  
00:35:44.088 --> 00:35:46.923 so this slide just describes  
NOTE Confidence: 0.988031451428571  
00:35:46.923 --> 00:35:49.108 that a little bit more.  
NOTE Confidence: 0.988031451428571  
00:35:49.110 --> 00:35:51.390 So I'm going to tell you a little  
NOTE Confidence: 0.988031451428571  
00:35:51.390 --> 00:35:53.064 bit about our subcommittees,  
NOTE Confidence: 0.988031451428571  
00:35:53.064 --> 00:35:57.102 and we have our pictures of  
NOTE Confidence: 0.988031451428571  
00:35:57.102 --> 00:35:59.208 folks there just so you know  
NOTE Confidence: 0.988031451428571  
00:35:59.208 --> 00:36:01.087 and recognize who who they are.  
NOTE Confidence: 0.988031451428571  
00:36:01.090 --> 00:36:03.415 But the clinical subcommittee is  
NOTE Confidence: 0.988031451428571  
00:36:03.415 --> 00:36:06.202 Co chaired by Deborah Bond and  
NOTE Confidence: 0.988031451428571  
00:36:06.202 --> 00:36:08.494 as many petrakos and and this,  
NOTE Confidence: 0.988031451428571  
00:36:08.500 --> 00:36:11.176 this sub community is really tasked  
NOTE Confidence: 0.988031451428571  
00:36:11.176 --> 00:36:13.448 with understanding the legacy of

NOTE Confidence: 0.988031451428571  
00:36:13.448 --> 00:36:15.508 racism in the clinical workplace.  
NOTE Confidence: 0.988031451428571  
00:36:15.510 --> 00:36:17.390 Thinking about the diversity  
NOTE Confidence: 0.988031451428571  
00:36:17.390 --> 00:36:19.270 of the clinical workforce.  
NOTE Confidence: 0.988031451428571  
00:36:19.270 --> 00:36:21.254 Thinking about our practices,  
NOTE Confidence: 0.988031451428571  
00:36:21.254 --> 00:36:24.624 including access to care and outcomes and  
NOTE Confidence: 0.988031451428571  
00:36:24.624 --> 00:36:27.486 how they may or may not differ by race.  
NOTE Confidence: 0.988031451428571  
00:36:27.490 --> 00:36:30.094 And how we can support Chinese  
NOTE Confidence: 0.988031451428571  
00:36:30.094 --> 00:36:32.905 and faculty and staff who are  
NOTE Confidence: 0.988031451428571  
00:36:32.905 --> 00:36:35.370 exposed to racist racist behavior  
NOTE Confidence: 0.988031451428571  
00:36:35.370 --> 00:36:38.020 in these settings and contexts?  
NOTE Confidence: 0.988031451428571  
00:36:38.020 --> 00:36:39.002 And importantly,  
NOTE Confidence: 0.988031451428571  
00:36:39.002 --> 00:36:41.948 how do we support clinical programs  
NOTE Confidence: 0.988031451428571  
00:36:41.948 --> 00:36:45.020 as they introduce and think about  
NOTE Confidence: 0.988031451428571  
00:36:45.020 --> 00:36:48.020 change related to anti racism work?  
NOTE Confidence: 0.988031451428571  
00:36:48.020 --> 00:36:51.023 And we're doing that in just about  
NOTE Confidence: 0.988031451428571

00:36:51.023 --> 00:36:53.860 probably all of the institutions,  
NOTE Confidence: 0.988031451428571

00:36:53.860 --> 00:36:55.702 and some may be more intensively  
NOTE Confidence: 0.988031451428571

00:36:55.702 --> 00:36:57.420 than others at the moment,  
NOTE Confidence: 0.988031451428571

00:36:57.420 --> 00:37:02.397 but that's a critical feature of of the work.  
NOTE Confidence: 0.988031451428571

00:37:02.400 --> 00:37:04.336 Their community subcommittee is  
NOTE Confidence: 0.988031451428571

00:37:04.336 --> 00:37:06.756 Co chaired by Michael Sarniak  
NOTE Confidence: 0.988031451428571

00:37:06.756 --> 00:37:08.439 and Michelle Silva.  
NOTE Confidence: 0.988031451428571

00:37:08.440 --> 00:37:12.537 And really tasked with how racism has  
NOTE Confidence: 0.988031451428571

00:37:12.537 --> 00:37:14.619 shaped our relationship with the community.  
NOTE Confidence: 0.988031451428571

00:37:14.620 --> 00:37:15.406 And again,  
NOTE Confidence: 0.988031451428571

00:37:15.406 --> 00:37:17.371 defining community that's part of  
NOTE Confidence: 0.988031451428571

00:37:17.371 --> 00:37:19.840 the charge of that subcommittee.  
NOTE Confidence: 0.988031451428571

00:37:19.840 --> 00:37:22.048 What are the boundaries or bounds  
NOTE Confidence: 0.988031451428571

00:37:22.048 --> 00:37:23.152 of our work?  
NOTE Confidence: 0.988031451428571

00:37:23.160 --> 00:37:26.292 And their objectives are to build  
NOTE Confidence: 0.988031451428571

00:37:26.292 --> 00:37:27.858 more productive collaborations



NOTE Confidence: 0.988031451428571

00:37:27.858 --> 00:37:30.770 and improve Community access and

NOTE Confidence: 0.988031451428571

00:37:30.770 --> 00:37:33.074 engagement across our missions.

NOTE Confidence: 0.988031451428571

00:37:33.080 --> 00:37:36.016 And of course, to better serve our community,

NOTE Confidence: 0.988031451428571

00:37:36.020 --> 00:37:37.346 one of the things that they're,

NOTE Confidence: 0.988031451428571

00:37:37.350 --> 00:37:37.776 you know,

NOTE Confidence: 0.988031451428571

00:37:37.776 --> 00:37:39.267 wanting to do is just to take

NOTE Confidence: 0.988031451428571

00:37:39.267 --> 00:37:41.063 an inventory of work that people

NOTE Confidence: 0.988031451428571

00:37:41.063 --> 00:37:41.978 are already doing.

NOTE Confidence: 0.988031451428571

00:37:41.980 --> 00:37:44.120 Because as I mentioned before,

NOTE Confidence: 0.988031451428571

00:37:44.120 --> 00:37:46.024 from Chinese to faculty,

NOTE Confidence: 0.988031451428571

00:37:46.024 --> 00:37:49.310 the staff were all engaged at some

NOTE Confidence: 0.988031451428571

00:37:49.310 --> 00:37:52.070 level on in Community engaged work.

NOTE Confidence: 0.988031451428571

00:37:52.070 --> 00:37:52.922 And really,

NOTE Confidence: 0.988031451428571

00:37:52.922 --> 00:37:55.478 what does that mean and look

NOTE Confidence: 0.988031451428571

00:37:55.478 --> 00:37:58.199 like to serve our community?

NOTE Confidence: 0.988031451428571

00:37:58.200 --> 00:38:00.608 The education subcommittee chaired  
NOTE Confidence: 0.988031451428571

00:38:00.608 --> 00:38:04.220 by Amber Childs and Kirsten Wilkins,  
NOTE Confidence: 0.988031451428571

00:38:04.220 --> 00:38:06.380 again addressing the impact of  
NOTE Confidence: 0.988031451428571

00:38:06.380 --> 00:38:07.676 racism on training,  
NOTE Confidence: 0.988031451428571

00:38:07.680 --> 00:38:10.739 and how do we increase by POC  
NOTE Confidence: 0.988031451428571

00:38:10.739 --> 00:38:13.040 representation among Chinese and faculty?  
NOTE Confidence: 0.988031451428571

00:38:13.040 --> 00:38:15.147 So we have an emphasis on both,  
NOTE Confidence: 0.988031451428571

00:38:15.150 --> 00:38:18.190 and we recognize that recruitment  
NOTE Confidence: 0.988031451428571

00:38:18.190 --> 00:38:21.230 and retention of faculty has  
NOTE Confidence: 0.94475619

00:38:21.330 --> 00:38:24.960 implications for our Chinese as well.  
NOTE Confidence: 0.94475619

00:38:24.960 --> 00:38:28.124 And so, uh, they're engaged in or  
NOTE Confidence: 0.94475619

00:38:28.124 --> 00:38:30.712 talking through anti racism training  
NOTE Confidence: 0.94475619

00:38:30.712 --> 00:38:34.132 and the psychology training program is  
NOTE Confidence: 0.94475619

00:38:34.132 --> 00:38:37.119 developing an incredible curriculum  
NOTE Confidence: 0.94475619

00:38:37.120 --> 00:38:42.104 focused on racism in the clinical capacity.  
NOTE Confidence: 0.94475619

00:38:42.110 --> 00:38:43.762 And then, of course,

NOTE Confidence: 0.94475619

00:38:43.762 --> 00:38:45.827 our psychiatry training program has

NOTE Confidence: 0.94475619

00:38:45.827 --> 00:38:48.785 the social justice and health equity

NOTE Confidence: 0.94475619

00:38:48.785 --> 00:38:52.125 curriculum an end to support for

NOTE Confidence: 0.94475619

00:38:52.125 --> 00:38:54.970 Chinese exposed to racist behavior.

NOTE Confidence: 0.94475619

00:38:54.970 --> 00:38:58.435 So some of these activities will cross

NOTE Confidence: 0.94475619

00:38:58.440 --> 00:39:01.240 subcommittees, and so we're hoping

NOTE Confidence: 0.94475619

00:39:01.240 --> 00:39:04.051 for that interface across groups.

NOTE Confidence: 0.94475619

00:39:04.051 --> 00:39:06.906 And then the Faculty Development

NOTE Confidence: 0.94475619

00:39:06.906 --> 00:39:07.477 Subcommittee.

NOTE Confidence: 0.94475619

00:39:07.480 --> 00:39:09.335 Sorry bout that, UM, chaired by me,

NOTE Confidence: 0.94475619

00:39:09.340 --> 00:39:12.070 Addie, and Sam Ball is really to

NOTE Confidence: 0.94475619

00:39:12.070 --> 00:39:13.912 promote the career development

NOTE Confidence: 0.94475619

00:39:13.912 --> 00:39:16.892 of folks who are underrepresented

NOTE Confidence: 0.94475619

00:39:16.892 --> 00:39:19.276 and medicine through mentorship,

NOTE Confidence: 0.94475619

00:39:19.280 --> 00:39:20.302 leadership, development,

NOTE Confidence: 0.94475619

00:39:20.302 --> 00:39:22.857 and for nomination of awards.  
NOTE Confidence: 0.94475619

00:39:22.860 --> 00:39:26.880 So honorifics is another area that has  
NOTE Confidence: 0.94475619

00:39:26.880 --> 00:39:29.220 been identified where there are inequities,  
NOTE Confidence: 0.94475619

00:39:29.220 --> 00:39:31.836 so the degree to which folks can be  
NOTE Confidence: 0.94475619

00:39:31.836 --> 00:39:34.242 nominated for awards and opportunities.  
NOTE Confidence: 0.94475619

00:39:34.242 --> 00:39:35.278 It's it's.  
NOTE Confidence: 0.94475619

00:39:35.280 --> 00:39:36.174 Really important.  
NOTE Confidence: 0.94475619

00:39:36.174 --> 00:39:39.303 And they want to address the distinctive  
NOTE Confidence: 0.94475619

00:39:39.303 --> 00:39:42.249 challenges of folks who are from  
NOTE Confidence: 0.94475619

00:39:42.249 --> 00:39:43.707 underrepresented minority backgrounds.  
NOTE Confidence: 0.94475619

00:39:43.710 --> 00:39:46.050 And I can say we're all really proud of this  
NOTE Confidence: 0.94475619

00:39:46.112 --> 00:39:48.296 last one 'cause it has actually happened.  
NOTE Confidence: 0.94475619

00:39:48.300 --> 00:39:49.750 Although I don't know if  
NOTE Confidence: 0.94475619

00:39:49.750 --> 00:39:50.620 it's formally approved.  
NOTE Confidence: 0.94475619

00:39:50.620 --> 00:39:56.078 But to add a section in the eye.  
NOTE Confidence: 0.94475619

00:39:56.080 --> 00:39:58.952 In the A&P materials to add a section

NOTE Confidence: 0.94475619

00:39:58.952 --> 00:40:02.007 on DI and anti racism activities.

NOTE Confidence: 0.94475619

00:40:02.010 --> 00:40:05.826 So in our department we have two optional

NOTE Confidence: 0.94475619

00:40:05.826 --> 00:40:09.210 statements that people faculty can complete.

NOTE Confidence: 0.94475619

00:40:09.210 --> 00:40:12.241 One relates to DI slash anti racism

NOTE Confidence: 0.94475619

00:40:12.241 --> 00:40:15.569 and one taught speaks to the impact

NOTE Confidence: 0.94475619

00:40:15.569 --> 00:40:17.994 of COVID on their professional

NOTE Confidence: 0.94475619

00:40:17.994 --> 00:40:20.039 life and productivity.

NOTE Confidence: 0.94475619

00:40:20.040 --> 00:40:22.664 So we have something in place in our

NOTE Confidence: 0.94475619

00:40:22.664 --> 00:40:25.227 department and we've also contributed to.

NOTE Confidence: 0.94475619

00:40:25.227 --> 00:40:28.563 A similar effort in the School of Medicine,

NOTE Confidence: 0.94475619

00:40:28.570 --> 00:40:31.262 which actually the idea

NOTE Confidence: 0.94475619

00:40:31.262 --> 00:40:33.954 first started with Robert.

NOTE Confidence: 0.94475619

00:40:33.960 --> 00:40:36.800 Bob Robot many years ago and the Diversity

NOTE Confidence: 0.94475619

00:40:36.800 --> 00:40:38.432 Committee sort of picked that up,

NOTE Confidence: 0.94475619

00:40:38.432 --> 00:40:40.140 and then it sort of went to

NOTE Confidence: 0.94475619

00:40:40.197 --> 00:40:41.727 the anti racism task force.

NOTE Confidence: 0.94475619

00:40:41.730 --> 00:40:45.234 But in the CV Part 2 there's proposal

NOTE Confidence: 0.94475619

00:40:45.234 --> 00:40:48.794 to include the eye and anti racism

NOTE Confidence: 0.94475619

00:40:48.794 --> 00:40:51.652 activities and every single category

NOTE Confidence: 0.94475619

00:40:51.652 --> 00:40:56.344 that folks can can write about.

NOTE Confidence: 0.94475619

00:40:56.350 --> 00:40:59.308 And and then the research Subcommittee,

NOTE Confidence: 0.94475619

00:40:59.310 --> 00:41:00.242 Uhm Co,

NOTE Confidence: 0.94475619

00:41:00.242 --> 00:41:02.106 chaired by Cherelle Bellamy

NOTE Confidence: 0.94475619

00:41:02.106 --> 00:41:03.504 and Marina Picciotto,

NOTE Confidence: 0.94475619

00:41:03.510 --> 00:41:07.602 and it really addresses the impact

NOTE Confidence: 0.94475619

00:41:07.602 --> 00:41:11.536 of the legacy of racism in research.

NOTE Confidence: 0.94475619

00:41:11.540 --> 00:41:14.556 And what are some of the practices to

NOTE Confidence: 0.94475619

00:41:14.556 --> 00:41:17.609 recruit bipac research trainees and faculty?

NOTE Confidence: 0.94475619

00:41:17.610 --> 00:41:20.436 How do we engage bipac individuals

NOTE Confidence: 0.94475619

00:41:20.436 --> 00:41:23.024 as participants in research and what

NOTE Confidence: 0.94475619

00:41:23.024 --> 00:41:25.136 are people doing in our department

NOTE Confidence: 0.94475619

00:41:25.136 --> 00:41:27.150 related to health disparities,

NOTE Confidence: 0.94475619

00:41:27.150 --> 00:41:29.705 anti racism and what are the ways?

NOTE Confidence: 0.94475619

00:41:29.710 --> 00:41:33.586 Can we maximize research funding to

NOTE Confidence: 0.94475619

00:41:33.590 --> 00:41:37.046 to conduct research in these areas?

NOTE Confidence: 0.94475619

00:41:37.050 --> 00:41:39.626 And then we have the Staff Subcommittee

NOTE Confidence: 0.94475619

00:41:39.626 --> 00:41:42.067 Uhm Co chaired by Kyle Peterson

NOTE Confidence: 0.94475619

00:41:42.067 --> 00:41:43.330 and Karima Robinson,

NOTE Confidence: 0.94475619

00:41:43.330 --> 00:41:45.934 and and really to promote the

NOTE Confidence: 0.94475619

00:41:45.934 --> 00:41:47.670 professional development and mentoring,

NOTE Confidence: 0.94475619

00:41:47.670 --> 00:41:51.208 racial and ethnic minority staff to

NOTE Confidence: 0.94475619

00:41:51.208 --> 00:41:54.640 examine human resource practices.

NOTE Confidence: 0.94475619

00:41:54.640 --> 00:41:56.432 And again adjusting harmful

NOTE Confidence: 0.94475619

00:41:56.432 --> 00:41:57.776 behavior towards staff,

NOTE Confidence: 0.94475619

00:41:57.780 --> 00:41:59.784 improve communications and transparency

NOTE Confidence: 0.94475619

00:41:59.784 --> 00:42:02.289 around how decisions are made

NOTE Confidence: 0.94475619

00:42:02.289 --> 00:42:04.786 and recognize staff contributions

NOTE Confidence: 0.94475619

00:42:04.786 --> 00:42:06.709 and their accomplishments.

NOTE Confidence: 0.984698615

00:42:08.860 --> 00:42:10.870 So I just want to personally

NOTE Confidence: 0.984698615

00:42:10.870 --> 00:42:12.751 thank all of the subcommittee

NOTE Confidence: 0.984698615

00:42:12.751 --> 00:42:15.786 Co Chairs for an amazing job.

NOTE Confidence: 0.984698615

00:42:15.786 --> 00:42:17.742 Not only do they meet weekly

NOTE Confidence: 0.984698615

00:42:17.742 --> 00:42:19.440 for the steering committee,

NOTE Confidence: 0.984698615

00:42:19.440 --> 00:42:23.185 but most most also meet weekly for

NOTE Confidence: 0.984698615

00:42:23.185 --> 00:42:25.700 their steering committee meetings,

NOTE Confidence: 0.984698615

00:42:25.700 --> 00:42:28.430 and it's a heavy lift and a lot to ask.

NOTE Confidence: 0.984698615

00:42:28.430 --> 00:42:30.590 And I just, you know,

NOTE Confidence: 0.984698615

00:42:30.590 --> 00:42:32.590 really appreciate all of the

NOTE Confidence: 0.984698615

00:42:32.590 --> 00:42:34.980 hard work that has gone into

NOTE Confidence: 0.984698615

00:42:34.980 --> 00:42:36.825 developing this and and making

NOTE Confidence: 0.984698615

00:42:36.825 --> 00:42:38.920 it the best intervention that we.

NOTE Confidence: 0.984698615

00:42:38.920 --> 00:42:40.216 We possibly can.



NOTE Confidence: 0.984698615

00:42:40.216 --> 00:42:43.240 Uhm I wanna just announce that minutes

NOTE Confidence: 0.984698615

00:42:43.323 --> 00:42:45.906 are posted on the Internet so anyone

NOTE Confidence: 0.984698615

00:42:45.906 --> 00:42:48.748 can in our in our community can go

NOTE Confidence: 0.984698615

00:42:48.748 --> 00:42:51.513 in and look at the status and the

NOTE Confidence: 0.984698615

00:42:51.513 --> 00:42:53.368 progress of the Steering Committee

NOTE Confidence: 0.984698615

00:42:53.368 --> 00:42:55.549 as well as the subcommittees.

NOTE Confidence: 0.984698615

00:42:55.550 --> 00:42:58.525 And we want to be transparent about

NOTE Confidence: 0.984698615

00:42:58.525 --> 00:43:01.185 what's happening and so you're able to

NOTE Confidence: 0.984698615

00:43:01.185 --> 00:43:04.440 go in and to access those meeting minutes.

NOTE Confidence: 0.984698615

00:43:04.440 --> 00:43:06.354 And we're asking all of the

NOTE Confidence: 0.984698615

00:43:06.354 --> 00:43:07.311 subcommittees to collaborate

NOTE Confidence: 0.984698615

00:43:07.311 --> 00:43:08.940 with the data and evaluation.

NOTE Confidence: 0.984698615

00:43:08.940 --> 00:43:09.818 Worker again,

NOTE Confidence: 0.984698615

00:43:09.818 --> 00:43:12.452 accountability has come up a lot

NOTE Confidence: 0.984698615

00:43:12.452 --> 00:43:15.116 and people would like to know the

NOTE Confidence: 0.984698615

00:43:15.116 --> 00:43:16.696 progress that that we're making,  
NOTE Confidence: 0.984698615

00:43:16.700 --> 00:43:20.111 and we can only provide that if we have  
NOTE Confidence: 0.984698615

00:43:20.111 --> 00:43:23.405 the data and information to do that.  
NOTE Confidence: 0.984698615

00:43:23.410 --> 00:43:26.800 So what I think Doctor Crystal  
NOTE Confidence: 0.984698615

00:43:26.800 --> 00:43:30.448 for UM for you allowing for this  
NOTE Confidence: 0.984698615

00:43:30.448 --> 00:43:32.396 data and evaluation workgroup.  
NOTE Confidence: 0.984698615

00:43:32.400 --> 00:43:34.602 It's like just a critical piece  
NOTE Confidence: 0.984698615

00:43:34.602 --> 00:43:37.300 of what what we have to do  
NOTE Confidence: 0.984698615

00:43:37.300 --> 00:43:39.205 to measure our progress and.  
NOTE Confidence: 0.984698615

00:43:39.210 --> 00:43:42.780 Just have a good CQI process to  
NOTE Confidence: 0.984698615

00:43:42.780 --> 00:43:45.940 improve what it is that we do.  
NOTE Confidence: 0.984698615

00:43:45.940 --> 00:43:48.530 So this is the data and evaluation  
NOTE Confidence: 0.984698615

00:43:48.530 --> 00:43:51.198 work group what what we actually do,  
NOTE Confidence: 0.984698615

00:43:51.200 --> 00:43:53.968 so it's me my.  
NOTE Confidence: 0.984698615

00:43:53.970 --> 00:43:56.710 Colleague Joy Kauffman and Uhm,  
NOTE Confidence: 0.984698615

00:43:56.710 --> 00:43:58.670 one of our psychology fellows

NOTE Confidence: 0.984698615

00:43:58.670 --> 00:44:01.057 who I'm so thankful is joining

NOTE Confidence: 0.984698615

00:44:01.057 --> 00:44:03.809 us in this work and she to Aurora

NOTE Confidence: 0.984698615

00:44:03.810 --> 00:44:06.665 and we assist the subcommittees

NOTE Confidence: 0.984698615

00:44:06.665 --> 00:44:08.949 with developing logic models.

NOTE Confidence: 0.984698615

00:44:08.950 --> 00:44:11.100 Basically thinking about your activities

NOTE Confidence: 0.984698615

00:44:11.100 --> 00:44:14.000 and what outcomes might stem from those.

NOTE Confidence: 0.984698615

00:44:14.000 --> 00:44:16.442 We will help them set up

NOTE Confidence: 0.984698615

00:44:16.442 --> 00:44:17.663 data collection systems,

NOTE Confidence: 0.984698615

00:44:17.670 --> 00:44:19.665 will help with developing reports

NOTE Confidence: 0.984698615

00:44:19.665 --> 00:44:21.660 to the steering committee and

NOTE Confidence: 0.984698615

00:44:21.732 --> 00:44:23.699 of course we want to make this.

NOTE Confidence: 0.984698615

00:44:23.700 --> 00:44:26.044 Group inclusive as well so we can add

NOTE Confidence: 0.984698615

00:44:26.044 --> 00:44:28.268 folks to to this work group overtime

NOTE Confidence: 0.984698615

00:44:28.268 --> 00:44:30.600 for people who may be interested,

NOTE Confidence: 0.984698615

00:44:30.600 --> 00:44:31.414 but again,

NOTE Confidence: 0.984698615

00:44:31.414 --> 00:44:34.670 a really critical and piece of the work.  
NOTE Confidence: 0.984698615

00:44:34.670 --> 00:44:37.016 So this is our initial timeline.  
NOTE Confidence: 0.984698615

00:44:37.020 --> 00:44:37.466 Uhm,  
NOTE Confidence: 0.984698615

00:44:37.466 --> 00:44:40.588 month one was to create a diverse  
NOTE Confidence: 0.984698615

00:44:40.588 --> 00:44:42.874 subcommittee comprised of an array of  
NOTE Confidence: 0.984698615

00:44:42.874 --> 00:44:45.290 groups and then months two and four.  
NOTE Confidence: 0.984698615

00:44:45.290 --> 00:44:47.234 We were supposed to have already  
NOTE Confidence: 0.984698615

00:44:47.234 --> 00:44:49.222 developed practicable short term  
NOTE Confidence: 0.984698615

00:44:49.222 --> 00:44:52.546 goals and then months five through  
NOTE Confidence: 0.984698615

00:44:52.546 --> 00:44:55.832 17 was the initial inflammation  
NOTE Confidence: 0.984698615

00:44:55.832 --> 00:44:58.464 implementation and read out.  
NOTE Confidence: 0.984698615

00:44:58.470 --> 00:45:01.290 So this is not the timeline.  
NOTE Confidence: 0.984698615

00:45:01.290 --> 00:45:04.320 Now we recognize that more  
NOTE Confidence: 0.984698615

00:45:04.320 --> 00:45:07.350 work needed to be done.  
NOTE Confidence: 0.984698615

00:45:07.350 --> 00:45:07.925 Uhm,  
NOTE Confidence: 0.984698615

00:45:07.925 --> 00:45:12.525 to build that trust and collaboration and UM,

NOTE Confidence: 0.984698615

00:45:12.530 --> 00:45:14.638 having those difficult conversations

NOTE Confidence: 0.984698615

00:45:14.638 --> 00:45:17.800 alongside of you know the practical

NOTE Confidence: 0.984698615

00:45:17.874 --> 00:45:19.848 tasks that need to be done.

NOTE Confidence: 0.984698615

00:45:19.850 --> 00:45:22.088 But we realize,

NOTE Confidence: 0.984698615

00:45:22.090 --> 00:45:23.714 you know,

NOTE Confidence: 0.984698615

00:45:23.714 --> 00:45:27.635 developing a plan also is built

NOTE Confidence: 0.984698615

00:45:27.635 --> 00:45:30.605 on a foundation of trust and

NOTE Confidence: 0.984698615

00:45:30.605 --> 00:45:33.632 support and common under and

NOTE Confidence: 0.984698615

00:45:33.632 --> 00:45:36.060 shared understanding and so.

NOTE Confidence: 0.984698615

00:45:36.060 --> 00:45:36.467 Initially,

NOTE Confidence: 0.984698615

00:45:36.467 --> 00:45:38.909 I think we're supposed to go

NOTE Confidence: 0.984698615

00:45:38.909 --> 00:45:41.875 through April 2022 and we are likely

NOTE Confidence: 0.984698615

00:45:41.875 --> 00:45:44.980 thinking that that will be extended.

NOTE Confidence: 0.036567986

00:45:47.130 --> 00:45:47.880 Uh.

NOTE Confidence: 0.978851024166666

00:45:50.640 --> 00:45:52.734 So here's a timeline of activities

NOTE Confidence: 0.978851024166666

00:45:52.734 --> 00:45:54.859 I won't go through in detail,  
NOTE Confidence: 0.978851024166666

00:45:54.860 --> 00:45:57.289 but as you can see initial mobilizations,  
NOTE Confidence: 0.978851024166666

00:45:57.290 --> 00:45:59.894 so just getting the right people together,  
NOTE Confidence: 0.978851024166666

00:45:59.900 --> 00:46:02.558 making the announcement that this was  
NOTE Confidence: 0.978851024166666

00:46:02.558 --> 00:46:06.418 going to happen getting you know the the  
NOTE Confidence: 0.978851024166666

00:46:06.418 --> 00:46:09.028 SUB Committee nominations process right,  
NOTE Confidence: 0.978851024166666

00:46:09.030 --> 00:46:11.711 making sure that people knew that they  
NOTE Confidence: 0.978851024166666

00:46:11.711 --> 00:46:13.879 could nominate themselves or someone else,  
NOTE Confidence: 0.978851024166666

00:46:13.880 --> 00:46:16.465 and having the subcommittee Co  
NOTE Confidence: 0.978851024166666

00:46:16.465 --> 00:46:19.050 chairs really review those carefully  
NOTE Confidence: 0.978851024166666

00:46:19.131 --> 00:46:21.366 for diversity along a number.  
NOTE Confidence: 0.978851024166666

00:46:21.370 --> 00:46:25.051 Of dimensions so that took a couple of months  
NOTE Confidence: 0.978851024166666

00:46:25.051 --> 00:46:28.500 from September to probably about January.  
NOTE Confidence: 0.978851024166666

00:46:28.500 --> 00:46:31.608 And then we really established out  
NOTE Confidence: 0.978851024166666

00:46:31.608 --> 00:46:33.680 organizational structure over time  
NOTE Confidence: 0.978851024166666

00:46:33.680 --> 00:46:38.685 and and we have had some training.

NOTE Confidence: 0.978851024166666  
00:46:38.690 --> 00:46:42.764 We had the People's Institute for Survival  
NOTE Confidence: 0.978851024166666  
00:46:42.764 --> 00:46:47.100 and beyond come for a three day workshop on  
NOTE Confidence: 0.978851024166666  
00:46:47.100 --> 00:46:49.500 undoing racism for our steering committee.  
NOTE Confidence: 0.978851024166666  
00:46:49.500 --> 00:46:52.650 But we also invited other  
NOTE Confidence: 0.978851024166666  
00:46:52.650 --> 00:46:55.170 members of the subcommittees.  
NOTE Confidence: 0.978851024166666  
00:46:55.170 --> 00:46:58.432 So we are actively in the planning  
NOTE Confidence: 0.978851024166666  
00:46:58.432 --> 00:47:01.638 for action and really thinking  
NOTE Confidence: 0.978851024166666  
00:47:01.638 --> 00:47:05.678 about implementation coming up here.  
NOTE Confidence: 0.978851024166666  
00:47:05.680 --> 00:47:08.308 So what I want to do quickly is talk  
NOTE Confidence: 0.978851024166666  
00:47:08.308 --> 00:47:10.651 about the characteristics of our anti  
NOTE Confidence: 0.978851024166666  
00:47:10.651 --> 00:47:13.470 racism task force and the membership.  
NOTE Confidence: 0.978851024166666  
00:47:13.470 --> 00:47:16.020 So we have 95 total members.  
NOTE Confidence: 0.978851024166666  
00:47:16.020 --> 00:47:17.750 That's across the steering committee  
NOTE Confidence: 0.978851024166666  
00:47:17.750 --> 00:47:19.480 and the six subcommittees and  
NOTE Confidence: 0.978851024166666  
00:47:19.537 --> 00:47:20.848 the evaluation workgroup.  
NOTE Confidence: 0.978851024166666

00:47:20.850 --> 00:47:24.735 And we administered a survey just to  
NOTE Confidence: 0.978851024166666

00:47:24.735 --> 00:47:27.457 understand who's participating and so 86  
NOTE Confidence: 0.978851024166666

00:47:27.457 --> 00:47:30.796 of those 95 people completed the survey.  
NOTE Confidence: 0.978851024166666

00:47:30.800 --> 00:47:33.635 So 91% response rate, which is great.  
NOTE Confidence: 0.978851024166666

00:47:33.640 --> 00:47:36.167 We harass people a lot for a while, but.  
NOTE Confidence: 0.978851024166666

00:47:36.167 --> 00:47:38.129 We did get a great response  
NOTE Confidence: 0.978851024166666

00:47:38.129 --> 00:47:40.078 rate and as you can see,  
NOTE Confidence: 0.978851024166666

00:47:40.080 --> 00:47:42.230 UM in terms of race,  
NOTE Confidence: 0.978851024166666

00:47:42.230 --> 00:47:47.086 a 38.2% of our membership,  
NOTE Confidence: 0.978851024166666

00:47:47.086 --> 00:47:50.770 identified as a member of our Racial  
NOTE Confidence: 0.978851024166666

00:47:50.770 --> 00:47:54.530 Group Racial Minority group up,  
NOTE Confidence: 0.978851024166666

00:47:54.530 --> 00:47:58.646 and then 41% are Caucasian or white  
NOTE Confidence: 0.978851024166666

00:47:58.646 --> 00:48:04.330 and then 7% were Latinx or Hispanic.  
NOTE Confidence: 0.978851024166666

00:48:04.330 --> 00:48:06.808 It's 58% females,  
NOTE Confidence: 0.978851024166666

00:48:06.808 --> 00:48:11.764 6% identified as having a disability,  
NOTE Confidence: 0.978851024166666

00:48:11.770 --> 00:48:15.445 7% identified as being a



NOTE Confidence: 0.978851024166666  
00:48:15.445 --> 00:48:17.650 sexual gender minority,  
NOTE Confidence: 0.978851024166666  
00:48:17.650 --> 00:48:19.954 31% were first generation college student  
NOTE Confidence: 0.978851024166666  
00:48:19.954 --> 00:48:22.669 and again this is across the board.  
NOTE Confidence: 0.978851024166666  
00:48:22.670 --> 00:48:23.878 So faculty,  
NOTE Confidence: 0.978851024166666  
00:48:23.878 --> 00:48:26.881 staff and trainees and what that  
NOTE Confidence: 0.978851024166666  
00:48:26.881 --> 00:48:29.660 means is they did not have a  
NOTE Confidence: 0.978851024166666  
00:48:29.758 --> 00:48:33.068 parent that graduated from college.  
NOTE Confidence: 0.978851024166666  
00:48:33.070 --> 00:48:35.898 26% said that they came from a  
NOTE Confidence: 0.978851024166666  
00:48:35.898 --> 00:48:37.886 disadvantaged background and we  
NOTE Confidence: 0.978851024166666  
00:48:37.886 --> 00:48:40.826 asked about lived experience and  
NOTE Confidence: 0.978851024166666  
00:48:40.830 --> 00:48:44.841 42% said that they were from racial  
NOTE Confidence: 0.978851024166666  
00:48:44.841 --> 00:48:48.450 ethnic minority background.  
NOTE Confidence: 0.978851024166666  
00:48:48.450 --> 00:48:51.588 24 said that they experienced disability.  
NOTE Confidence: 0.978851024166666  
00:48:51.590 --> 00:48:54.086 5% said that they had experience  
NOTE Confidence: 0.978851024166666  
00:48:54.086 --> 00:48:56.530 with substance use or challenge  
NOTE Confidence: 0.978851024166666

00:48:56.530 --> 00:49:00.466 and then 7% had other challenges  
NOTE Confidence: 0.978851024166666

00:49:00.466 --> 00:49:02.995 that they or life experiences.  
NOTE Confidence: 0.978851024166666

00:49:02.995 --> 00:49:05.020 That they told us about.  
NOTE Confidence: 0.978851024166666

00:49:05.020 --> 00:49:07.659 Then we asked people if they hadn't  
NOTE Confidence: 0.978851024166666

00:49:07.659 --> 00:49:09.803 identified with identity based prejudice  
NOTE Confidence: 0.978851024166666

00:49:09.803 --> 00:49:12.163 or discrimination so that people  
NOTE Confidence: 0.978851024166666

00:49:12.163 --> 00:49:14.320 experience this themselves and we  
NOTE Confidence: 0.978851024166666

00:49:14.320 --> 00:49:16.693 just ask about a number of different  
NOTE Confidence: 0.978851024166666

00:49:16.693 --> 00:49:19.164 dimensions from ancestry or natural  
NOTE Confidence: 0.978851024166666

00:49:19.164 --> 00:49:22.980 national origin to income level to raise.  
NOTE Confidence: 0.978851024166666

00:49:22.980 --> 00:49:24.846 And you can see some of  
NOTE Confidence: 0.978851024166666

00:49:24.846 --> 00:49:25.779 the percentages there.  
NOTE Confidence: 0.978851024166666

00:49:25.780 --> 00:49:30.085 So just because we're in an academic.  
NOTE Confidence: 0.978851024166666

00:49:30.090 --> 00:49:32.470 Community and you know,  
NOTE Confidence: 0.978851024166666

00:49:32.470 --> 00:49:34.850 or in professional environment,  
NOTE Confidence: 0.978851024166666

00:49:34.850 --> 00:49:37.370 people still bring their experiences

NOTE Confidence: 0.978851024166666  
00:49:37.370 --> 00:49:40.350 and their backgrounds to this work.  
NOTE Confidence: 0.978851024166666  
00:49:40.350 --> 00:49:43.577 And it's just important to recognize the  
NOTE Confidence: 0.978851024166666  
00:49:43.577 --> 00:49:46.764 diversity within our task force as well.  
NOTE Confidence: 0.978851024166666  
00:49:46.764 --> 00:49:49.656 And people have some real lived  
NOTE Confidence: 0.978851024166666  
00:49:49.656 --> 00:49:52.608 experience regardless of your position  
NOTE Confidence: 0.978851024166666  
00:49:52.608 --> 00:49:57.740 in the task force or our department.  
NOTE Confidence: 0.978851024166666  
00:49:57.740 --> 00:49:58.170 Uhm,  
NOTE Confidence: 0.978851024166666  
00:49:58.170 --> 00:50:00.750 we asked people if they were  
NOTE Confidence: 0.978851024166666  
00:50:00.750 --> 00:50:02.040 in recovering from  
NOTE Confidence: 0.936591548428572  
00:50:02.123 --> 00:50:05.532 some type of experience and we asked  
NOTE Confidence: 0.936591548428572  
00:50:05.532 --> 00:50:08.528 everything from mental health to medical  
NOTE Confidence: 0.936591548428572  
00:50:08.528 --> 00:50:10.898 physical conditions to psychological trauma.  
NOTE Confidence: 0.936591548428572  
00:50:10.900 --> 00:50:14.428 And again you can see the percentages there.  
NOTE Confidence: 0.936591548428572  
00:50:14.430 --> 00:50:17.685 And then 50% had experience as a  
NOTE Confidence: 0.936591548428572  
00:50:17.685 --> 00:50:20.159 graduate student or a resident.  
NOTE Confidence: 0.9834300075

00:50:22.350 --> 00:50:24.485 So this is just representation

NOTE Confidence: 0.9834300075

00:50:24.485 --> 00:50:25.766 by department role.

NOTE Confidence: 0.9834300075

00:50:25.770 --> 00:50:28.767 UM, so I won't go over this in detail,

NOTE Confidence: 0.9834300075

00:50:28.770 --> 00:50:30.807 but again, just tracking how many faculty,

NOTE Confidence: 0.9834300075

00:50:30.810 --> 00:50:32.742 staff and Chinese are involved and

NOTE Confidence: 0.9834300075

00:50:32.742 --> 00:50:35.575 we want to make sure that we have

NOTE Confidence: 0.9834300075

00:50:35.575 --> 00:50:37.415 representation from all of those

NOTE Confidence: 0.9834300075

00:50:37.415 --> 00:50:39.718 groups across all of our committees.

NOTE Confidence: 0.9834300075

00:50:39.720 --> 00:50:41.970 And this is just average attendance.

NOTE Confidence: 0.9834300075

00:50:41.970 --> 00:50:42.546 Overtime again,

NOTE Confidence: 0.9834300075

00:50:42.546 --> 00:50:44.274 for each of the sub communities.

NOTE Confidence: 0.9834300075

00:50:44.280 --> 00:50:46.165 The number of meetings that

NOTE Confidence: 0.9834300075

00:50:46.165 --> 00:50:48.861 they've had when they have met and

NOTE Confidence: 0.9834300075

00:50:48.861 --> 00:50:50.711 then just the average attendance

NOTE Confidence: 0.9834300075

00:50:50.711 --> 00:50:53.078 rate here in this last column.

NOTE Confidence: 0.9834300075

00:50:53.080 --> 00:50:56.100 So we can see.

NOTE Confidence: 0.9834300075

00:50:56.100 --> 00:50:58.210 What people's participation looks like.

NOTE Confidence: 0.988755663888889

00:51:00.610 --> 00:51:03.095 One question that I've gotten is the

NOTE Confidence: 0.988755663888889

00:51:03.095 --> 00:51:04.987 difference between the anti racism

NOTE Confidence: 0.988755663888889

00:51:04.987 --> 00:51:07.285 task force and the Diversity Committee,

NOTE Confidence: 0.988755663888889

00:51:07.290 --> 00:51:09.502 and there's definitely overlap.

NOTE Confidence: 0.988755663888889

00:51:09.502 --> 00:51:11.161 Both communities address

NOTE Confidence: 0.988755663888889

00:51:11.161 --> 00:51:13.989 issues of race and ethnicity.

NOTE Confidence: 0.988755663888889

00:51:13.990 --> 00:51:16.450 The Diversity Committee is just

NOTE Confidence: 0.988755663888889

00:51:16.450 --> 00:51:18.745 broader addresses, a number of

NOTE Confidence: 0.988755663888889

00:51:18.745 --> 00:51:20.485 different dimensions of diversity,

NOTE Confidence: 0.988755663888889

00:51:20.490 --> 00:51:23.661 but really at the foundation is addressing

NOTE Confidence: 0.988755663888889

00:51:23.661 --> 00:51:25.960 these system change processes and

NOTE Confidence: 0.988755663888889

00:51:25.960 --> 00:51:30.720 underlying issues that we want to address.

NOTE Confidence: 0.988755663888889

00:51:30.720 --> 00:51:31.230 So, accomplishments,

NOTE Confidence: 0.988755663888889

00:51:31.230 --> 00:51:32.760 and here's where I'm going to

NOTE Confidence: 0.988755663888889

00:51:32.760 --> 00:51:34.220 end in time for discussion.  
NOTE Confidence: 0.988755663888889

00:51:34.220 --> 00:51:37.076 So, and this is a long list,  
NOTE Confidence: 0.988755663888889

00:51:37.080 --> 00:51:38.776 but there's probably many,  
NOTE Confidence: 0.988755663888889

00:51:38.776 --> 00:51:41.620 many others so others can chime in.  
NOTE Confidence: 0.988755663888889

00:51:41.620 --> 00:51:45.141 So we had some important promotions within  
NOTE Confidence: 0.988755663888889

00:51:45.141 --> 00:51:48.640 our department for me and for Doctor Knee,  
NOTE Confidence: 0.988755663888889

00:51:48.640 --> 00:51:50.360 Addie Ann,  
NOTE Confidence: 0.988755663888889

00:51:50.360 --> 00:51:55.008 and we had Steve Gentle and and  
NOTE Confidence: 0.988755663888889

00:51:55.008 --> 00:51:57.593 administrative staff calculate for us  
NOTE Confidence: 0.988755663888889

00:51:57.600 --> 00:51:59.865 approximately how much we're actually  
NOTE Confidence: 0.988755663888889

00:51:59.865 --> 00:52:02.130 investing in terms of dollars.  
NOTE Confidence: 0.988755663888889

00:52:02.130 --> 00:52:08.934 Into our anti racism and I work and it's  
NOTE Confidence: 0.988755663888889

00:52:08.934 --> 00:52:12.434 approximately 600 and \$83,000 per year.  
NOTE Confidence: 0.988755663888889

00:52:12.434 --> 00:52:14.586 So that's faculty time,  
NOTE Confidence: 0.988755663888889

00:52:14.590 --> 00:52:16.378 staff time and trainees,  
NOTE Confidence: 0.988755663888889

00:52:16.378 --> 00:52:19.970 which I think is speaks.

NOTE Confidence: 0.988755663888889  
00:52:19.970 --> 00:52:21.990 A lot and is important.  
NOTE Confidence: 0.988755663888889  
00:52:21.990 --> 00:52:24.738 We've changed grand round process ease  
NOTE Confidence: 0.988755663888889  
00:52:24.738 --> 00:52:28.698 in terms of how invitations are made up.  
NOTE Confidence: 0.988755663888889  
00:52:28.700 --> 00:52:31.000 Talking with speakers and  
NOTE Confidence: 0.988755663888889  
00:52:31.000 --> 00:52:32.725 collecting demographic background  
NOTE Confidence: 0.988755663888889  
00:52:32.725 --> 00:52:35.170 information from our speakers.  
NOTE Confidence: 0.988755663888889  
00:52:35.170 --> 00:52:37.200 We've had a lot more  
NOTE Confidence: 0.988755663888889  
00:52:37.200 --> 00:52:38.824 overtime past seven years,  
NOTE Confidence: 0.988755663888889  
00:52:38.830 --> 00:52:40.518 probably just a significant  
NOTE Confidence: 0.988755663888889  
00:52:40.518 --> 00:52:42.628 increase in the number of.  
NOTE Confidence: 0.988755663888889  
00:52:42.630 --> 00:52:46.078 Uhm, grand rounds that focus on DI issues,  
NOTE Confidence: 0.988755663888889  
00:52:46.080 --> 00:52:50.970 but also speakers from diverse backgrounds.  
NOTE Confidence: 0.988755663888889  
00:52:50.970 --> 00:52:52.626 We've changed the composition  
NOTE Confidence: 0.988755663888889  
00:52:52.626 --> 00:52:54.696 of the department committees to  
NOTE Confidence: 0.988755663888889  
00:52:54.696 --> 00:52:56.550 include diverse representation.  
NOTE Confidence: 0.988755663888889

00:52:56.550 --> 00:52:58.299 As I mentioned,  
NOTE Confidence: 0.988755663888889

00:52:58.299 --> 00:53:01.170 these supplemental optional DI COVID-19  
NOTE Confidence: 0.988755663888889

00:53:01.170 --> 00:53:04.530 impact statements in the AMP process.  
NOTE Confidence: 0.988755663888889

00:53:04.530 --> 00:53:06.390 We have diverse candidates  
NOTE Confidence: 0.988755663888889

00:53:06.390 --> 00:53:08.250 under consideration for the  
NOTE Confidence: 0.988755663888889

00:53:08.250 --> 00:53:09.826 residency Training Director.  
NOTE Confidence: 0.988755663888889

00:53:09.826 --> 00:53:14.250 We have projects in apps to support staff.  
NOTE Confidence: 0.988755663888889

00:53:14.250 --> 00:53:16.750 We've had numerous town halls  
NOTE Confidence: 0.988755663888889

00:53:16.750 --> 00:53:19.250 in response to community level,  
NOTE Confidence: 0.988755663888889

00:53:19.250 --> 00:53:19.799 tragedies,  
NOTE Confidence: 0.988755663888889

00:53:19.799 --> 00:53:20.897 and events.  
NOTE Confidence: 0.988755663888889

00:53:20.897 --> 00:53:23.642 And we've had statements as  
NOTE Confidence: 0.988755663888889

00:53:23.642 --> 00:53:26.230 well written statements that,  
NOTE Confidence: 0.988755663888889

00:53:26.230 --> 00:53:29.206 in response to racism but also  
NOTE Confidence: 0.988755663888889

00:53:29.206 --> 00:53:31.190 other Community level events,  
NOTE Confidence: 0.988755663888889

00:53:31.190 --> 00:53:33.920 we are planning to provide support



NOTE Confidence: 0.988755663888889  
00:53:33.920 --> 00:53:36.681 to black trainees and we are  
NOTE Confidence: 0.988755663888889  
00:53:36.681 --> 00:53:38.826 doing it for black clinicians.  
NOTE Confidence: 0.988755663888889  
00:53:38.830 --> 00:53:41.958 We have the getting racism out of our  
NOTE Confidence: 0.988755663888889  
00:53:41.958 --> 00:53:44.997 work curriculum spearheaded by Amber Childs,  
NOTE Confidence: 0.988755663888889  
00:53:44.997 --> 00:53:49.179 Becca Miller and by me developed  
NOTE Confidence: 0.988755663888889  
00:53:49.179 --> 00:53:51.915 to really think about race and  
NOTE Confidence: 0.988755663888889  
00:53:51.915 --> 00:53:53.950 racism in the clinical context  
NOTE Confidence: 0.988755663888889  
00:53:54.023 --> 00:53:56.060 and specifically supervision.  
NOTE Confidence: 0.988755663888889  
00:53:56.060 --> 00:53:58.524 And that pilot will start this month.  
NOTE Confidence: 0.988755663888889  
00:53:58.530 --> 00:54:00.726 We addressed public images and shout  
NOTE Confidence: 0.988755663888889  
00:54:00.726 --> 00:54:04.164 out to my Oprah Boo and the art and  
NOTE Confidence: 0.988755663888889  
00:54:04.164 --> 00:54:06.064 Library Committee of the Diversity  
NOTE Confidence: 0.988755663888889  
00:54:06.138 --> 00:54:08.390 Committee for really spearheading  
NOTE Confidence: 0.988755663888889  
00:54:08.390 --> 00:54:11.840 thinking about the images that we see.  
NOTE Confidence: 0.988755663888889  
00:54:11.840 --> 00:54:15.011 We consult to clinical sites and we  
NOTE Confidence: 0.988755663888889

00:54:15.011 --> 00:54:18.380 have the eye focused coaching that  
NOTE Confidence: 0.988755663888889

00:54:18.380 --> 00:54:21.870 we're going to hopefully will allow.  
NOTE Confidence: 0.988755663888889

00:54:21.870 --> 00:54:23.816 Up in terms of the anti racism  
NOTE Confidence: 0.988755663888889

00:54:23.816 --> 00:54:25.668 task force we have formed it.  
NOTE Confidence: 0.988755663888889

00:54:25.670 --> 00:54:27.931 We are meeting regularly and I feel  
NOTE Confidence: 0.988755663888889

00:54:27.931 --> 00:54:29.861 that we are mostly representative  
NOTE Confidence: 0.988755663888889

00:54:29.861 --> 00:54:32.537 of the department and overall an  
NOTE Confidence: 0.988755663888889

00:54:32.537 --> 00:54:34.810 active and engaged membership.  
NOTE Confidence: 0.988755663888889

00:54:34.810 --> 00:54:35.722 As I mentioned,  
NOTE Confidence: 0.988755663888889

00:54:35.722 --> 00:54:37.546 we've been participating in undoing racism,  
NOTE Confidence: 0.988755663888889

00:54:37.550 --> 00:54:38.158 workshops,  
NOTE Confidence: 0.988755663888889

00:54:38.158 --> 00:54:40.590 linkages and connections within  
NOTE Confidence: 0.988755663888889

00:54:40.590 --> 00:54:43.022 the School of Medicine.  
NOTE Confidence: 0.988755663888889

00:54:43.030 --> 00:54:46.142 A lot of work of building trusts and  
NOTE Confidence: 0.988755663888889

00:54:46.142 --> 00:54:48.589 engaging our department community  
NOTE Confidence: 0.988755663888889

00:54:48.590 --> 00:54:51.698 in a number of different ways.

NOTE Confidence: 0.988755663888889

00:54:51.700 --> 00:54:52.627 So in summary,

NOTE Confidence: 0.988755663888889

00:54:52.627 --> 00:54:54.790 our focus on anti racism may be

NOTE Confidence: 0.988755663888889

00:54:54.866 --> 00:54:56.482 the most important department

NOTE Confidence: 0.988755663888889

00:54:56.482 --> 00:54:58.906 initiative at this time and we

NOTE Confidence: 0.988755663888889

00:54:58.975 --> 00:55:01.357 continue to hope for broad engagement

NOTE Confidence: 0.988755663888889

00:55:01.357 --> 00:55:02.945 of the department and

NOTE Confidence: 0.987916296

00:55:02.950 --> 00:55:05.170 we do aspire for transparency.

NOTE Confidence: 0.987916296

00:55:05.170 --> 00:55:07.882 And we in Ames processes and

NOTE Confidence: 0.987916296

00:55:07.882 --> 00:55:10.969 outcomes and I really have to give

NOTE Confidence: 0.987916296

00:55:10.969 --> 00:55:14.150 a special thank you to Jan's alone.

NOTE Confidence: 0.987916296

00:55:14.150 --> 00:55:16.550 Helping Donohoe and Jennifer

NOTE Confidence: 0.987916296

00:55:16.550 --> 00:55:19.570 La Hurt let Tasha Neal.

NOTE Confidence: 0.987916296

00:55:19.570 --> 00:55:22.690 These are folks who attend meetings and take

NOTE Confidence: 0.987916296

00:55:22.690 --> 00:55:25.170 meeting minutes for every single meeting.

NOTE Confidence: 0.987916296

00:55:25.170 --> 00:55:27.708 It's a lot of work and so I really

NOTE Confidence: 0.987916296

00:55:27.710 --> 00:55:29.590 we all appreciate your work.  
NOTE Confidence: 0.987916296

00:55:29.590 --> 00:55:30.914 Melissa Funaro,  
NOTE Confidence: 0.987916296

00:55:30.914 --> 00:55:34.178 who is our librarian dedicated to  
NOTE Confidence: 0.987916296

00:55:34.178 --> 00:55:36.734 our department who's been so helpful  
NOTE Confidence: 0.987916296

00:55:36.734 --> 00:55:39.581 to us and lip reviews on a number  
NOTE Confidence: 0.987916296

00:55:39.581 --> 00:55:41.420 of different areas and fronts.  
NOTE Confidence: 0.987916296

00:55:41.420 --> 00:55:44.140 Chris Gardner and Jordan Sisson.  
NOTE Confidence: 0.987916296

00:55:44.140 --> 00:55:45.735 For all the communications support  
NOTE Confidence: 0.987916296

00:55:45.735 --> 00:55:48.258 it's it's a lot that we ask of them,  
NOTE Confidence: 0.987916296

00:55:48.260 --> 00:55:49.732 so really appreciate that.  
NOTE Confidence: 0.987916296

00:55:49.732 --> 00:55:51.204 Our subcommittee Co chairs  
NOTE Confidence: 0.987916296

00:55:51.204 --> 00:55:53.030 or they mentioned before,  
NOTE Confidence: 0.987916296

00:55:53.030 --> 00:55:56.341 who are all just really engaged and  
NOTE Confidence: 0.987916296

00:55:56.341 --> 00:55:59.818 wonderful to work with and great vision.  
NOTE Confidence: 0.987916296

00:55:59.820 --> 00:56:00.780 And of course,  
NOTE Confidence: 0.987916296

00:56:00.780 --> 00:56:03.020 all of the committee members sub comedian,

NOTE Confidence: 0.987916296

00:56:03.020 --> 00:56:05.475 steering committee members and a

NOTE Confidence: 0.987916296

00:56:05.475 --> 00:56:09.223 special thank you to Luming Li and who

NOTE Confidence: 0.987916296

00:56:09.223 --> 00:56:12.030 Co chaired the clinical Co chaired the

NOTE Confidence: 0.987916296

00:56:12.119 --> 00:56:15.064 clinical subcommittee for few months.

NOTE Confidence: 0.987916296

00:56:15.064 --> 00:56:16.288 Before maternity leave,

NOTE Confidence: 0.987916296

00:56:16.290 --> 00:56:18.990 but then also she transitioned to

NOTE Confidence: 0.987916296

00:56:18.990 --> 00:56:21.725 another position in Houston but really

NOTE Confidence: 0.987916296

00:56:21.725 --> 00:56:25.283 want to thank her and then I Anna

NOTE Confidence: 0.987916296

00:56:25.283 --> 00:56:29.050 Jordan who will be transitioning to NYU.

NOTE Confidence: 0.987916296

00:56:29.050 --> 00:56:31.350 I believe starting next month,

NOTE Confidence: 0.987916296

00:56:31.350 --> 00:56:33.440 which obviously will be a

NOTE Confidence: 0.987916296

00:56:33.440 --> 00:56:35.984 big loss to our department,

NOTE Confidence: 0.987916296

00:56:35.984 --> 00:56:38.108 but especially the Steering

NOTE Confidence: 0.987916296

00:56:38.108 --> 00:56:41.060 Committee for all of her engagement,

NOTE Confidence: 0.987916296

00:56:41.060 --> 00:56:45.410 active insights and discussion so.

NOTE Confidence: 0.987916296

00:56:45.410 --> 00:56:47.468 That is all that I have.  
NOTE Confidence: 0.987916296

00:56:47.470 --> 00:56:51.339 I know I talked a lot but wanted to be  
NOTE Confidence: 0.987916296

00:56:51.339 --> 00:56:53.263 sure to give give it justice to all  
NOTE Confidence: 0.987916296

00:56:53.263 --> 00:56:55.143 of the work that we have been doing.  
NOTE Confidence: 0.987916296

00:56:55.150 --> 00:56:57.454 So we are going to open it up  
NOTE Confidence: 0.987916296

00:56:57.454 --> 00:56:59.988 for any discussion and comments.  
NOTE Confidence: 0.871091711555556

00:57:29.120 --> 00:57:32.963 Feedback, but we could do more of less of.  
NOTE Confidence: 0.871091711555556

00:57:32.970 --> 00:57:37.146 Reactions to what you heard, what you saw.  
NOTE Confidence: 0.871091711555556

00:57:37.146 --> 00:57:40.170 Sandy, thank you so much for such a  
NOTE Confidence: 0.871091711555556

00:57:40.170 --> 00:57:42.464 wonderful summary info. Your work.  
NOTE Confidence: 0.871091711555556

00:57:42.464 --> 00:57:46.410 Uhm, we always enjoyed working with you.  
NOTE Confidence: 0.871091711555556

00:57:46.410 --> 00:57:49.295 You mentioned the training that  
NOTE Confidence: 0.871091711555556

00:57:49.295 --> 00:57:52.910 the committees had and I don't  
NOTE Confidence: 0.871091711555556

00:57:52.910 --> 00:57:55.185 think the audience here. No.  
NOTE Confidence: 0.871091711555556

00:57:55.185 --> 00:57:59.070 What is involved in the undoing racism.  
NOTE Confidence: 0.871091711555556

00:57:59.070 --> 00:58:02.180 Workshops, so wondered if you can give it

NOTE Confidence: 0.871091711555556

00:58:02.180 --> 00:58:05.920 just a few sentences of what is it about.

NOTE Confidence: 0.871091711555556

00:58:05.920 --> 00:58:08.338 I think it will be important

NOTE Confidence: 0.871091711555556

00:58:08.338 --> 00:58:10.460 for the audience to hear.

NOTE Confidence: 0.871091711555556

00:58:10.460 --> 00:58:12.236 I'm gonna see is Kyle here.

NOTE Confidence: 0.9885988

00:58:14.350 --> 00:58:20.680 No. So, undoing racism is typically

NOTE Confidence: 0.9885988

00:58:20.680 --> 00:58:23.428 three days, at least two and a half.

NOTE Confidence: 0.9885988

00:58:23.430 --> 00:58:25.015 They have other version versions

NOTE Confidence: 0.9885988

00:58:25.015 --> 00:58:27.276 of this that are shorter, but.

NOTE Confidence: 0.9885988

00:58:27.276 --> 00:58:31.332 They recommended one is three days

NOTE Confidence: 0.9885988

00:58:31.332 --> 00:58:34.848 a week where the People's Institute

NOTE Confidence: 0.9885988

00:58:34.848 --> 00:58:38.201 for Survival and beyond so they are

NOTE Confidence: 0.9885988

00:58:38.201 --> 00:58:41.157 community organizers based in New Orleans,

NOTE Confidence: 0.9885988

00:58:41.160 --> 00:58:43.310 but just a longstanding history,

NOTE Confidence: 0.9885988

00:58:43.310 --> 00:58:47.781 I believe from the 1960s to really help

NOTE Confidence: 0.9885988

00:58:47.781 --> 00:58:49.809 communities think about organizing.

NOTE Confidence: 0.9885988

00:58:49.810 --> 00:58:51.270 And they really, I think,  
NOTE Confidence: 0.9885988

00:58:51.270 --> 00:58:54.170 focus on the systems aspect.  
NOTE Confidence: 0.9885988

00:58:54.170 --> 00:58:57.122 UM, so taking it out of the personal  
NOTE Confidence: 0.9885988

00:58:57.122 --> 00:58:59.490 or interpersonal realm, but really,  
NOTE Confidence: 0.9885988

00:58:59.490 --> 00:59:01.770 thinking about systems again,  
NOTE Confidence: 0.9885988

00:59:01.770 --> 00:59:06.026 what are the systems factors that hold  
NOTE Confidence: 0.9885988

00:59:06.026 --> 00:59:10.266 these problems that we might see in place?  
NOTE Confidence: 0.9885988

00:59:10.270 --> 00:59:13.058 They do focus on.  
NOTE Confidence: 0.9885988

00:59:13.060 --> 00:59:14.830 Racism, but uhm,  
NOTE Confidence: 0.9885988

00:59:14.830 --> 00:59:18.905 really make sure to say that it really  
NOTE Confidence: 0.9885988

00:59:18.905 --> 00:59:21.530 applies to a lot of other dimensions  
NOTE Confidence: 0.9885988

00:59:21.605 --> 00:59:24.180 of diversity and social identities,  
NOTE Confidence: 0.9885988

00:59:24.180 --> 00:59:28.226 so I think it's ultimately really about  
NOTE Confidence: 0.9885988

00:59:28.230 --> 00:59:32.340 understanding the historical legacy of race.  
NOTE Confidence: 0.9885988

00:59:32.340 --> 00:59:35.160 Race is a social construct,  
NOTE Confidence: 0.9885988

00:59:35.160 --> 00:59:39.102 but also how we think about



NOTE Confidence: 0.9885988

00:59:39.102 --> 00:59:41.730 systems and systems change.

NOTE Confidence: 0.9885988

00:59:41.730 --> 00:59:43.458 So if anyone is more expert.

NOTE Confidence: 0.9885988

00:59:43.460 --> 00:59:45.330 Send me please chime in,

NOTE Confidence: 0.9885988

00:59:45.330 --> 00:59:47.857 but that's my experience of for them.

NOTE Confidence: 0.974698605

00:59:52.840 --> 00:59:57.319 Kyle, there you are. Yep, I'm here.

NOTE Confidence: 0.974698605

00:59:57.320 --> 00:59:58.416 I'm sorry to put you on the spot,

NOTE Confidence: 0.974698605

00:59:58.420 --> 01:00:00.348 but you are a trainer so I figure

NOTE Confidence: 0.974698605

01:00:00.348 --> 01:00:02.350 we should hear from from the expert.

NOTE Confidence: 0.979260994444444

01:00:02.800 --> 01:00:04.519 Yeah yeah, I think you did a great job,

NOTE Confidence: 0.979260994444444

01:00:04.520 --> 01:00:07.088 Cindy. The thing that I would emphasize the

NOTE Confidence: 0.979260994444444

01:00:07.088 --> 01:00:09.404 the about the People's Institute is that

NOTE Confidence: 0.979260994444444

01:00:09.404 --> 01:00:12.152 all the people who are trainers are also

NOTE Confidence: 0.979260994444444

01:00:12.152 --> 01:00:14.658 organizers and that is deeply embedded in

NOTE Confidence: 0.979260994444444

01:00:14.660 --> 01:00:16.898 the philosophy of the People's Institute.

NOTE Confidence: 0.979260994444444

01:00:16.900 --> 01:00:19.804 That racism is something that was

NOTE Confidence: 0.979260994444444

01:00:19.804 --> 01:00:22.856 organized into existence and we will need  
NOTE Confidence: 0.9792609944444444

01:00:22.856 --> 01:00:25.460 to organize to undo or dismantle racism.  
NOTE Confidence: 0.9792609944444444

01:00:25.460 --> 01:00:28.436 So it's an important part of.  
NOTE Confidence: 0.9792609944444444

01:00:28.440 --> 01:00:32.628 From what they do and practice,  
NOTE Confidence: 0.9792609944444444

01:00:32.630 --> 01:00:34.490 and we're organized locally too.  
NOTE Confidence: 0.9792609944444444

01:00:34.490 --> 01:00:35.350 So here in New Haven,  
NOTE Confidence: 0.9792609944444444

01:00:35.350 --> 01:00:37.930 there's something called the Elm City  
NOTE Confidence: 0.9792609944444444

01:00:37.930 --> 01:00:39.650 undoing racism organizing collective.  
NOTE Confidence: 0.9792609944444444

01:00:39.650 --> 01:00:41.700 We offer workshops and support  
NOTE Confidence: 0.9792609944444444

01:00:41.700 --> 01:00:43.750 and training throughout the year.  
NOTE Confidence: 0.9792609944444444

01:00:43.750 --> 01:00:45.500 In fact, there's a workshop  
NOTE Confidence: 0.9792609944444444

01:00:45.500 --> 01:00:47.250 going on virtually right now,  
NOTE Confidence: 0.9792609944444444

01:00:47.250 --> 01:00:49.626 so there are other ways to plug into  
NOTE Confidence: 0.9792609944444444

01:00:49.626 --> 01:00:51.969 this work outside of the department,  
NOTE Confidence: 0.9792609944444444

01:00:51.970 --> 01:00:54.478 and I think that's also really  
NOTE Confidence: 0.9792609944444444

01:00:54.478 --> 01:00:57.240 important that as a.

NOTE Confidence: 0.979260994444444

01:00:57.240 --> 01:00:59.536 One of the founders of the People's

NOTE Confidence: 0.979260994444444

01:00:59.536 --> 01:01:01.160 Institute talks about that this

NOTE Confidence: 0.979260994444444

01:01:01.160 --> 01:01:02.888 work is an inside outside job.

NOTE Confidence: 0.979260994444444

01:01:02.890 --> 01:01:04.738 So when you're working in institutions,

NOTE Confidence: 0.979260994444444

01:01:04.740 --> 01:01:07.180 it's also important to connect outside

NOTE Confidence: 0.979260994444444

01:01:07.180 --> 01:01:09.612 and with the communities where we're

NOTE Confidence: 0.979260994444444

01:01:09.612 --> 01:01:11.868 located and where we're serving up.

NOTE Confidence: 0.979260994444444

01:01:11.870 --> 01:01:14.488 That perspective is very important at work,

NOTE Confidence: 0.979260994444444

01:01:14.490 --> 01:01:15.778 and those relationships are

NOTE Confidence: 0.979260994444444

01:01:15.778 --> 01:01:17.066 really important as well.

NOTE Confidence: 0.9888297

01:01:22.790 --> 01:01:26.472 Thanks Kyle. Hi Cindy,

NOTE Confidence: 0.9888297

01:01:26.472 --> 01:01:29.740 it's can you hear me Robin?

NOTE Confidence: 0.9888297

01:01:29.740 --> 01:01:31.220 Thank you so much, Cindy.

NOTE Confidence: 0.9888297

01:01:31.220 --> 01:01:32.942 I think probably you're not hearing

NOTE Confidence: 0.9888297

01:01:32.942 --> 01:01:35.208 from a lot of people because they

NOTE Confidence: 0.9888297

01:01:35.208 --> 01:01:37.944 feel overwhelmed by what you've done.

NOTE Confidence: 0.9888297

01:01:37.944 --> 01:01:40.192 I mean, I know I have you and I've

NOTE Confidence: 0.9888297

01:01:40.192 --> 01:01:41.860 been in the department about the

NOTE Confidence: 0.9888297

01:01:41.860 --> 01:01:44.093 same amount of time and seeing what

NOTE Confidence: 0.9888297

01:01:44.153 --> 01:01:45.918 you've been able to accomplish,

NOTE Confidence: 0.9888297

01:01:45.920 --> 01:01:47.414 because every few years there would

NOTE Confidence: 0.9888297

01:01:47.414 --> 01:01:49.492 be a new initiative we need to do

NOTE Confidence: 0.9888297

01:01:49.492 --> 01:01:50.777 something about diversity and equity.

NOTE Confidence: 0.9888297

01:01:50.780 --> 01:01:53.070 We need to do something and to really

NOTE Confidence: 0.9888297

01:01:53.070 --> 01:01:54.660 see this come together over the

NOTE Confidence: 0.9888297

01:01:54.660 --> 01:01:56.399 past little over a year and a half.

NOTE Confidence: 0.9888297

01:01:56.400 --> 01:01:58.242 I just I'm so appreciative that

NOTE Confidence: 0.9888297

01:01:58.242 --> 01:01:59.870 we have you in this.

NOTE Confidence: 0.9888297

01:01:59.870 --> 01:02:01.730 Position and your leadership on this.

NOTE Confidence: 0.9888297

01:02:01.730 --> 01:02:05.290 It's it's quite incredible.

NOTE Confidence: 0.9888297

01:02:05.290 --> 01:02:07.078 I just had those overall thoughts

NOTE Confidence: 0.9888297

01:02:07.080 --> 01:02:09.934 and then you know there's so many

NOTE Confidence: 0.9888297

01:02:09.934 --> 01:02:12.014 specific things I could highlight,

NOTE Confidence: 0.9888297

01:02:12.020 --> 01:02:14.170 so I thought I would just pick one of them,

NOTE Confidence: 0.9888297

01:02:14.170 --> 01:02:17.390 which is the focus not just

NOTE Confidence: 0.9888297

01:02:17.390 --> 01:02:18.850 on the tenured faculty,

NOTE Confidence: 0.9888297

01:02:18.850 --> 01:02:21.307 but the focus also on our research

NOTE Confidence: 0.9888297

01:02:21.307 --> 01:02:23.770 faculty and our staff are trainees.

NOTE Confidence: 0.9888297

01:02:23.770 --> 01:02:25.450 I just you know that again,

NOTE Confidence: 0.9888297

01:02:25.450 --> 01:02:28.223 is trying to bring the invisible more

NOTE Confidence: 0.9888297

01:02:28.223 --> 01:02:30.605 visible that we all work together in

NOTE Confidence: 0.9888297

01:02:30.605 --> 01:02:34.150 this system and we need to be making it,

NOTE Confidence: 0.9888297

01:02:34.150 --> 01:02:35.906 you know, a safe place.

NOTE Confidence: 0.9888297

01:02:35.906 --> 01:02:37.880 For everybody in everybody to have

NOTE Confidence: 0.9888297

01:02:37.942 --> 01:02:39.710 opportunities to be promoted,

NOTE Confidence: 0.9888297

01:02:39.710 --> 01:02:40.870 to succeed,

NOTE Confidence: 0.9888297

01:02:40.870 --> 01:02:44.474 to have an equal opportunity at the table.

NOTE Confidence: 0.9888297

01:02:44.474 --> 01:02:46.400 So thank you that that's really

NOTE Confidence: 0.9888297

01:02:46.463 --> 01:02:48.389 just one small thing that you've

NOTE Confidence: 0.9888297

01:02:48.389 --> 01:02:50.468 presented that I thought I would just,

NOTE Confidence: 0.9888297

01:02:50.470 --> 01:02:51.350 you know, lift up.

NOTE Confidence: 0.9888297

01:02:51.350 --> 01:02:53.239 But thank you for all of your work.

NOTE Confidence: 0.983969507142857

01:02:54.840 --> 01:02:56.366 Thanks Robin. It's good to see you.

NOTE Confidence: 0.75230614625

01:02:59.260 --> 01:03:02.450 Hey Cindy, it's easy a hum.

NOTE Confidence: 0.75230614625

01:03:02.450 --> 01:03:03.894 Yeah, first of all,

NOTE Confidence: 0.75230614625

01:03:03.894 --> 01:03:06.414 again thank you come you offer allowing

NOTE Confidence: 0.75230614625

01:03:06.414 --> 01:03:08.562 sort of resident perspectives to be,

NOTE Confidence: 0.75230614625

01:03:08.570 --> 01:03:10.215 you know, part of the steering committee.

NOTE Confidence: 0.75230614625

01:03:10.220 --> 01:03:13.864 The table. One thing that I know is of

NOTE Confidence: 0.75230614625

01:03:13.864 --> 01:03:16.839 interest is we are impressed by the budget.

NOTE Confidence: 0.75230614625

01:03:16.840 --> 01:03:19.664 And wanted you to speak a little bit

NOTE Confidence: 0.75230614625

01:03:19.664 --> 01:03:21.590 about how that budget is currently

NOTE Confidence: 0.75230614625

01:03:21.590 --> 01:03:23.769 being distributed and ways in which we

NOTE Confidence: 0.75230614625

01:03:23.769 --> 01:03:25.701 imagine it either growing or how the

NOTE Confidence: 0.75230614625

01:03:25.701 --> 01:03:28.155 funds are going to be spent in the future

NOTE Confidence: 0.75230614625

01:03:28.155 --> 01:03:29.770 as committees come up with different

NOTE Confidence: 0.75230614625

01:03:29.770 --> 01:03:31.390 initiatives just laying the land out

NOTE Confidence: 0.75230614625

01:03:31.438 --> 01:03:32.950 of that a little bit more for us.

NOTE Confidence: 0.98707427875

01:03:34.950 --> 01:03:38.130 John, can I put you on the spot? Sure,

NOTE Confidence: 0.988477815

01:03:38.140 --> 01:03:39.690 it's not putting me on the spot.

NOTE Confidence: 0.988477815

01:03:39.690 --> 01:03:43.430 UM, so, so Asia.

NOTE Confidence: 0.988477815

01:03:43.430 --> 01:03:47.062 A lot of that budget are the salaries

NOTE Confidence: 0.988477815

01:03:47.062 --> 01:03:50.526 are they are the equivalent, UM?

NOTE Confidence: 0.988477815

01:03:50.526 --> 01:03:53.982 Amount of salary for the people

NOTE Confidence: 0.988477815

01:03:53.982 --> 01:03:56.984 who are diverting time away from

NOTE Confidence: 0.988477815

01:03:56.984 --> 01:04:00.251 a job in order to to support.

NOTE Confidence: 0.988477815

01:04:00.251 --> 01:04:03.257 The work of the task force,

NOTE Confidence: 0.988477815

01:04:03.260 --> 01:04:06.704 uhm, and one of the things that.  
NOTE Confidence: 0.988477815

01:04:06.710 --> 01:04:09.454 Uhm, so let me just say that there  
NOTE Confidence: 0.988477815

01:04:09.454 --> 01:04:12.759 are funds from the department that are  
NOTE Confidence: 0.988477815

01:04:12.759 --> 01:04:16.540 supporting this through supporting.  
NOTE Confidence: 0.988477815

01:04:16.540 --> 01:04:20.848 Cindy and some staff support and.  
NOTE Confidence: 0.988423558333333

01:04:23.360 --> 01:04:27.578 Support from my office for for Halpin's  
NOTE Confidence: 0.988423558333333

01:04:27.578 --> 01:04:30.620 work on on it and and other people but.  
NOTE Confidence: 0.988423558333333

01:04:30.620 --> 01:04:33.637 But one of the things that that's  
NOTE Confidence: 0.988423558333333

01:04:33.637 --> 01:04:37.370 been really great to see is how all  
NOTE Confidence: 0.988423558333333

01:04:37.370 --> 01:04:39.250 of our collaborating institutes,  
NOTE Confidence: 0.988423558333333

01:04:39.250 --> 01:04:41.930 Yale New Haven Hospital CMHC in the VA,  
NOTE Confidence: 0.988423558333333

01:04:41.930 --> 01:04:44.030 have been good about freeing up  
NOTE Confidence: 0.988423558333333

01:04:44.030 --> 01:04:46.598 people's time in order to support their,  
NOTE Confidence: 0.988423558333333

01:04:46.600 --> 01:04:49.894 to allow them to work on the task force.  
NOTE Confidence: 0.988423558333333

01:04:49.900 --> 01:04:51.568 And it's not only the faculty  
NOTE Confidence: 0.988423558333333

01:04:51.568 --> 01:04:53.394 and the trainees where you might



NOTE Confidence: 0.988423558333333  
01:04:53.394 --> 01:04:55.034 expect there be more flexibility,  
NOTE Confidence: 0.988423558333333  
01:04:55.040 --> 01:04:57.800 but also for the Staff Subcommittee as well,  
NOTE Confidence: 0.988423558333333  
01:04:57.800 --> 01:05:00.960 which which has been really great to see.  
NOTE Confidence: 0.988423558333333  
01:05:00.960 --> 01:05:03.284 I, I think one of the questions.  
NOTE Confidence: 0.988423558333333  
01:05:03.290 --> 01:05:05.978 That's implicit in what you've asked is.  
NOTE Confidence: 0.988423558333333  
01:05:05.980 --> 01:05:08.598 What what do we need going forward?  
NOTE Confidence: 0.988423558333333  
01:05:08.600 --> 01:05:11.519 What? What happens if some of the,  
NOTE Confidence: 0.988423558333333  
01:05:11.520 --> 01:05:15.167 uh, some of the objectives that we  
NOTE Confidence: 0.988423558333333  
01:05:15.167 --> 01:05:19.919 set require actual layout of cache?  
NOTE Confidence: 0.988423558333333  
01:05:19.920 --> 01:05:22.314 I think we're just going to have to cross  
NOTE Confidence: 0.988423558333333  
01:05:22.314 --> 01:05:24.430 that bridge when when we come to it.  
NOTE Confidence: 0.988423558333333  
01:05:24.430 --> 01:05:26.719 But I'm not afraid to invest in  
NOTE Confidence: 0.988423558333333  
01:05:26.719 --> 01:05:29.580 the in the work of the task force.  
NOTE Confidence: 0.988423558333333  
01:05:29.580 --> 01:05:32.068 I think we reap.  
NOTE Confidence: 0.988423558333333  
01:05:32.070 --> 01:05:33.850 Big dividends on the investment,  
NOTE Confidence: 0.988423558333333

01:05:33.850 --> 01:05:37.225 so I'm happy to provide what support we can.

NOTE Confidence: 0.975158625

01:05:41.750 --> 01:05:42.280 Thank you.

NOTE Confidence: 0.984391865

01:05:48.520 --> 01:05:50.908 There's something in the chat about

NOTE Confidence: 0.984391865

01:05:50.908 --> 01:05:52.960 the diversity chiefs not being

NOTE Confidence: 0.984391865

01:05:52.960 --> 01:05:55.690 compensated for their work and job roles.

NOTE Confidence: 0.984391865

01:05:55.690 --> 01:05:57.530 Can I speak to this?

NOTE Confidence: 0.984391865

01:05:57.530 --> 01:05:59.678 I probably cannot do it justice,

NOTE Confidence: 0.984391865

01:05:59.680 --> 01:06:03.456 but there may be someone else who can.

NOTE Confidence: 0.984391865

01:06:03.460 --> 01:06:05.032 I know. Richard,

NOTE Confidence: 0.984391865

01:06:05.032 --> 01:06:08.810 if you can speak to that, come.

NOTE Confidence: 0.975126329473684

01:06:10.390 --> 01:06:12.714 Yeah, uhm Cindy, but I can't because

NOTE Confidence: 0.975126329473684

01:06:12.714 --> 01:06:15.451 I don't really have the background to

NOTE Confidence: 0.975126329473684

01:06:15.451 --> 01:06:17.546 the development of those positions.

NOTE Confidence: 0.975126329473684

01:06:17.550 --> 01:06:19.438 I do know that there are not funded.

NOTE Confidence: 0.973956025

01:06:23.710 --> 01:06:24.120 I don't.

NOTE Confidence: 0.99124074

01:06:26.140 --> 01:06:30.202 To. So I mean I I would just add

NOTE Confidence: 0.99124074

01:06:30.202 --> 01:06:32.509 to what what, what Richard said.

NOTE Confidence: 0.99124074

01:06:32.509 --> 01:06:33.808 Which was that?

NOTE Confidence: 0.99124074

01:06:33.810 --> 01:06:39.378 That the the participation in the task force.

NOTE Confidence: 0.99124074

01:06:39.380 --> 01:06:44.096 Uhm, I think is one of the ways that.

NOTE Confidence: 0.99124074

01:06:44.100 --> 01:06:46.500 That the chief residents for diversity

NOTE Confidence: 0.99124074

01:06:46.500 --> 01:06:49.021 can fulfill their roles as chief

NOTE Confidence: 0.99124074

01:06:49.021 --> 01:06:51.764 residents for diversity, which is providing.

NOTE Confidence: 0.99124074

01:06:51.764 --> 01:06:54.692 Input to the task force from

NOTE Confidence: 0.99124074

01:06:54.692 --> 01:06:57.629 their perspectives in that role.

NOTE Confidence: 0.99124074

01:06:57.630 --> 01:07:00.460 Generally speaking.

NOTE Confidence: 0.99124074

01:07:00.460 --> 01:07:02.986 People are are not compensated for

NOTE Confidence: 0.99124074

01:07:02.986 --> 01:07:05.499 their participation in the task force.

NOTE Confidence: 0.99124074

01:07:05.500 --> 01:07:07.335 There are few rules where

NOTE Confidence: 0.99124074

01:07:07.335 --> 01:07:08.862 we are compensating people,

NOTE Confidence: 0.99124074

01:07:08.862 --> 01:07:11.394 but mostly for people who are.

NOTE Confidence: 0.99124074

01:07:11.400 --> 01:07:12.035 Uhm?  
NOTE Confidence: 0.99124074

01:07:12.035 --> 01:07:15.845 Are not already part of the  
NOTE Confidence: 0.99124074

01:07:15.845 --> 01:07:17.416 department and are contributing  
NOTE Confidence: 0.99124074

01:07:17.416 --> 01:07:19.288 their time to the task force.  
NOTE Confidence: 0.964578031818182

01:07:21.800 --> 01:07:23.882 I think maybe Andy is referring  
NOTE Confidence: 0.964578031818182

01:07:23.882 --> 01:07:25.820 to the program Wide Chiefs.  
NOTE Confidence: 0.964578031818182

01:07:25.820 --> 01:07:27.396 I don't know this to be the case,  
NOTE Confidence: 0.964578031818182

01:07:27.400 --> 01:07:29.620 but maybe they are compensated.  
NOTE Confidence: 0.964578031818182

01:07:29.620 --> 01:07:31.580 I really don't know how that works,  
NOTE Confidence: 0.964578031818182

01:07:31.580 --> 01:07:32.930 but I don't know if that's  
NOTE Confidence: 0.964578031818182

01:07:32.930 --> 01:07:33.830 what you're referring to.  
NOTE Confidence: 0.977628981666667

01:07:35.200 --> 01:07:37.480 Are the program white chiefs compensated  
NOTE Confidence: 0.977628981666667

01:07:37.480 --> 01:07:39.720 to participate on their task force?  
NOTE Confidence: 0.977628981666667

01:07:39.720 --> 01:07:41.716 No. Yeah, no, I don't.  
NOTE Confidence: 0.977628981666667

01:07:41.716 --> 01:07:43.238 I don't, I don't. I don't think so.  
NOTE Confidence: 0.986920248125

01:07:58.850 --> 01:08:01.928 Something in the chat about addressing

NOTE Confidence: 0.986920248125

01:08:01.928 --> 01:08:03.980 ongoing concerns about current

NOTE Confidence: 0.986920248125

01:08:04.059 --> 01:08:06.435 racism in one meeting last year,

NOTE Confidence: 0.986920248125

01:08:06.440 --> 01:08:08.350 there was a discussion of

NOTE Confidence: 0.986920248125

01:08:08.350 --> 01:08:09.878 differential use of restraints.

NOTE Confidence: 0.986920248125

01:08:09.880 --> 01:08:12.057 By race and ethnicity on one unit,

NOTE Confidence: 0.986920248125

01:08:12.060 --> 01:08:14.466 including stats, I'm curious with the

NOTE Confidence: 0.986920248125

01:08:14.466 --> 01:08:16.830 emphasis on Antiracism out department.

NOTE Confidence: 0.986920248125

01:08:16.830 --> 01:08:19.734 How has this active racism in

NOTE Confidence: 0.986920248125

01:08:19.734 --> 01:08:21.670 our department been addressed?

NOTE Confidence: 0.986920248125

01:08:21.670 --> 01:08:24.015 Is there anyone from Yale New Haven

NOTE Confidence: 0.986920248125

01:08:24.015 --> 01:08:26.078 Hospital who wants to speak on this

NOTE Confidence: 0.986920248125

01:08:26.080 --> 01:08:28.120 or any other of the institutions

NOTE Confidence: 0.986920248125

01:08:28.120 --> 01:08:29.480 that are addressing this?

NOTE Confidence: 0.986920248125

01:08:29.480 --> 01:08:31.510 I know there's a lot of work

NOTE Confidence: 0.986920248125

01:08:31.510 --> 01:08:33.813 happening so I may not be the

NOTE Confidence: 0.986920248125

01:08:33.813 --> 01:08:35.870 best person to give it justice,  
NOTE Confidence: 0.986920248125

01:08:35.870 --> 01:08:38.690 so there's anyone from the institutions.  
NOTE Confidence: 0.986920248125

01:08:38.690 --> 01:08:39.818 I want to speak to this.  
NOTE Confidence: 0.9803436475

01:08:43.420 --> 01:08:45.850 Brett, perhaps I can speak to it if if  
NOTE Confidence: 0.9803436475

01:08:45.850 --> 01:08:48.008 if there isn't someone directly involved  
NOTE Confidence: 0.9803436475

01:08:48.008 --> 01:08:51.210 with it on on the on the green rounds.  
NOTE Confidence: 0.9803436475

01:08:51.210 --> 01:08:56.124 So first we had a wonderful presentation.  
NOTE Confidence: 0.9803436475

01:08:56.130 --> 01:08:59.886 Uh, I'm I'm, I'm I'm, I apologize for  
NOTE Confidence: 0.9803436475

01:08:59.886 --> 01:09:02.958 not recalling who presented it may.  
NOTE Confidence: 0.9803436475

01:09:02.960 --> 01:09:04.888 May have been Tyrell,  
NOTE Confidence: 0.9803436475

01:09:04.888 --> 01:09:07.298 but I'm not entirely sure.  
NOTE Confidence: 0.9803436475

01:09:07.300 --> 01:09:11.160 Where the data were analyzed and the.  
NOTE Confidence: 0.9803436475

01:09:11.160 --> 01:09:13.060 The results regarding restraints  
NOTE Confidence: 0.9803436475

01:09:13.060 --> 01:09:16.131 turned out to be quite complicated  
NOTE Confidence: 0.9803436475

01:09:16.131 --> 01:09:19.377 and suggested that there were deeper  
NOTE Confidence: 0.9803436475

01:09:19.377 --> 01:09:22.428 issues than than the surface issue,

NOTE Confidence: 0.9803436475

01:09:22.430 --> 01:09:25.100 which in which you're addressing.

NOTE Confidence: 0.9803436475

01:09:25.100 --> 01:09:28.817 So this was an analysis of restraints.

NOTE Confidence: 0.9803436475

01:09:28.820 --> 01:09:32.061 The straight use, and it was there

NOTE Confidence: 0.9803436475

01:09:32.061 --> 01:09:35.530 was a higher rate of restraining.

NOTE Confidence: 0.9803436475

01:09:35.530 --> 01:09:42.560 Bipac individuals than Caucasians and.

NOTE Confidence: 0.9803436475

01:09:42.560 --> 01:09:47.019 When the UM, when the group analyzed

NOTE Confidence: 0.9803436475

01:09:47.019 --> 01:09:51.138 their data more in greater depth,

NOTE Confidence: 0.9803436475

01:09:51.140 --> 01:09:55.557 what they found was was very interesting,

NOTE Confidence: 0.9803436475

01:09:55.560 --> 01:09:59.627 which was that the rate of assaults

NOTE Confidence: 0.9803436475

01:09:59.627 --> 01:10:03.310 of staff and other patients.

NOTE Confidence: 0.9803436475

01:10:03.310 --> 01:10:06.052 Bye bye Park patients was higher

NOTE Confidence: 0.9803436475

01:10:06.052 --> 01:10:09.569 than the rate of assault of staff.

NOTE Confidence: 0.9803436475

01:10:09.570 --> 01:10:15.896 And and other patients by Caucasian patients.

NOTE Confidence: 0.9803436475

01:10:15.900 --> 01:10:20.196 And if one adjusted the analysis.

NOTE Confidence: 0.9803436475

01:10:20.200 --> 01:10:22.720 For the rate of assault.

NOTE Confidence: 0.9803436475

01:10:22.720 --> 01:10:25.370 Then there was no differential  
NOTE Confidence: 0.9803436475

01:10:25.370 --> 01:10:27.026 use of restraints.  
NOTE Confidence: 0.9803436475

01:10:27.026 --> 01:10:29.234 For bipac patients than  
NOTE Confidence: 0.9803436475

01:10:29.234 --> 01:10:32.469 there was for white patients.  
NOTE Confidence: 0.9803436475

01:10:32.470 --> 01:10:37.230 So that careful analysis.  
NOTE Confidence: 0.9803436475

01:10:37.230 --> 01:10:37.936 Uhm,  
NOTE Confidence: 0.9803436475

01:10:37.936 --> 01:10:41.466 revealed that the issues about  
NOTE Confidence: 0.9803436475

01:10:41.466 --> 01:10:43.584 use of restraints.  
NOTE Confidence: 0.9803436475

01:10:43.590 --> 01:10:46.550 Were more complicated than simply  
NOTE Confidence: 0.9803436475

01:10:46.550 --> 01:10:49.510 unit policy around restraint use.  
NOTE Confidence: 0.9803436475

01:10:49.510 --> 01:10:52.646 But rather to ask the deeper and  
NOTE Confidence: 0.9803436475

01:10:52.646 --> 01:10:54.975 more complicated question about  
NOTE Confidence: 0.9803436475

01:10:54.975 --> 01:10:58.631 factors driving the increased  
NOTE Confidence: 0.9803436475

01:10:58.631 --> 01:11:02.136 rate of assaults on units,  
NOTE Confidence: 0.9803436475

01:11:02.140 --> 01:11:03.424 whether there were way,  
NOTE Confidence: 0.9803436475

01:11:03.424 --> 01:11:05.849 whether there are ways that the units



NOTE Confidence: 0.9803436475

01:11:05.849 --> 01:11:08.039 could engage patients more effectively,

NOTE Confidence: 0.9803436475

01:11:08.040 --> 01:11:10.979 or whether the BIPAC patients are

NOTE Confidence: 0.9803436475

01:11:10.979 --> 01:11:15.172 coming in with greater levels of of

NOTE Confidence: 0.9803436475

01:11:15.172 --> 01:11:19.570 morbidity or or other risk factors for.

NOTE Confidence: 0.9803436475

01:11:19.570 --> 01:11:22.909 For violence that that could be appreciated,

NOTE Confidence: 0.9803436475

01:11:22.910 --> 01:11:29.189 and and and programs directed at those,

NOTE Confidence: 0.9803436475

01:11:29.190 --> 01:11:31.446 so I think the analysis first,

NOTE Confidence: 0.9803436475

01:11:31.450 --> 01:11:33.292 I think the analysis is very

NOTE Confidence: 0.9803436475

01:11:33.292 --> 01:11:35.250 important and I really appreciate.

NOTE Confidence: 0.9803436475

01:11:35.250 --> 01:11:39.555 The units collaborating in in that analysis.

NOTE Confidence: 0.9803436475

01:11:39.560 --> 01:11:41.879 And they raise.

NOTE Confidence: 0.9803436475

01:11:41.880 --> 01:11:47.428 They raise really important questions about.

NOTE Confidence: 0.9803436475

01:11:47.430 --> 01:11:51.588 About the life of of patients on our units.

NOTE Confidence: 0.7996436

01:11:55.080 --> 01:11:58.431 And I do know, UM, just ongoing work

NOTE Confidence: 0.7996436

01:11:58.431 --> 01:12:02.529 with some of the units up there is a

NOTE Confidence: 0.7996436

01:12:02.529 --> 01:12:05.379 lot that is happening from ongoing  
NOTE Confidence: 0.7996436

01:12:05.379 --> 01:12:08.820 feedback from residents and interns to  
NOTE Confidence: 0.7996436

01:12:08.820 --> 01:12:12.540 thinking about treatment and care models.  
NOTE Confidence: 0.7996436

01:12:12.540 --> 01:12:14.990 Thinking about Chamah informed care,  
NOTE Confidence: 0.7996436

01:12:14.990 --> 01:12:16.883 thinking about additional  
NOTE Confidence: 0.7996436

01:12:16.883 --> 01:12:18.776 resources for staff.  
NOTE Confidence: 0.7996436

01:12:18.780 --> 01:12:23.347 For especially for those units that are.  
NOTE Confidence: 0.7996436

01:12:23.347 --> 01:12:26.655 Significantly understaffed and attending  
NOTE Confidence: 0.7996436

01:12:26.655 --> 01:12:31.692 to education and training and UM,  
NOTE Confidence: 0.7996436

01:12:31.692 --> 01:12:34.398 hate speech protocols.  
NOTE Confidence: 0.7996436

01:12:34.398 --> 01:12:37.524 UM, consistent protocols around debriefing  
NOTE Confidence: 0.7996436

01:12:37.524 --> 01:12:40.860 incidents that happen using those as  
NOTE Confidence: 0.7996436

01:12:40.942 --> 01:12:43.538 learning opportunities and moments.  
NOTE Confidence: 0.7996436

01:12:43.540 --> 01:12:46.172 So there is a lot happening at each  
NOTE Confidence: 0.7996436

01:12:46.172 --> 01:12:49.190 of the institutions related to this,  
NOTE Confidence: 0.7996436

01:12:49.190 --> 01:12:51.578 so it's an active ongoing work

NOTE Confidence: 0.7996436

01:12:51.578 --> 01:12:54.420 at each of the institutions.

NOTE Confidence: 0.986779265

01:12:56.580 --> 01:13:01.440 I like doctor crystal. I'm sonyma second

NOTE Confidence: 0.981663408

01:13:01.450 --> 01:13:03.190 year resident and I kind

NOTE Confidence: 0.981663408

01:13:03.190 --> 01:13:04.930 of just had a question,

NOTE Confidence: 0.981663408

01:13:04.930 --> 01:13:08.000 maybe comment so it seems like what

NOTE Confidence: 0.981663408

01:13:08.000 --> 01:13:10.480 you were saying just now is that.

NOTE Confidence: 0.981663408

01:13:10.480 --> 01:13:12.682 Bipac patients are in restraints more

NOTE Confidence: 0.981663408

01:13:12.682 --> 01:13:14.530 because they're the ones who are more

NOTE Confidence: 0.981663408

01:13:14.530 --> 01:13:18.960 violent towards staff or as I feel like.

NOTE Confidence: 0.981663408

01:13:18.960 --> 01:13:20.640 Maybe that's not been my experience,

NOTE Confidence: 0.981663408

01:13:20.640 --> 01:13:23.144 at least when I was on LV2 and sometimes

NOTE Confidence: 0.981663408

01:13:23.144 --> 01:13:24.986 I feel like restraints were used,

NOTE Confidence: 0.981663408

01:13:24.990 --> 01:13:29.350 not judicial judiciously, and come a lot

NOTE Confidence: 0.9794730975

01:13:29.360 --> 01:13:30.300 of times it was.

NOTE Confidence: 0.987202115

01:13:31.400 --> 01:13:33.296 Just it I I don't think it was

NOTE Confidence: 0.987202115

01:13:33.296 --> 01:13:35.058 because the patients were more

NOTE Confidence: 0.987202115

01:13:35.058 --> 01:13:36.446 assaultive and that's why I'm

NOTE Confidence: 0.987202115

01:13:36.446 --> 01:13:37.626 sure maybe that's you know,

NOTE Confidence: 0.987202115

01:13:37.630 --> 01:13:39.420 a small percentage, or maybe even

NOTE Confidence: 0.987202115

01:13:39.420 --> 01:13:41.148 a medium percentage of the case.

NOTE Confidence: 0.987202115

01:13:41.150 --> 01:13:43.397 But I don't think it was fair

NOTE Confidence: 0.987202115

01:13:43.397 --> 01:13:44.800 to just reduce that.

NOTE Confidence: 0.987202115

01:13:44.800 --> 01:13:47.115 To to their behavior or

NOTE Confidence: 0.987202115

01:13:47.115 --> 01:13:48.790 something like that? Yeah,

NOTE Confidence: 0.95807214375

01:13:48.860 --> 01:13:50.700 so Sonya, I appreciate.

NOTE Confidence: 0.95807214375

01:13:50.700 --> 01:13:54.070 I appreciate your comment and and and

NOTE Confidence: 0.95807214375

01:13:54.070 --> 01:13:58.292 so I would say that the that one of

NOTE Confidence: 0.95807214375

01:13:58.292 --> 01:14:01.928 the challenges of of data is that it

NOTE Confidence: 0.95807214375

01:14:01.928 --> 01:14:05.519 describes the property of a group of

NOTE Confidence: 0.95807214375

01:14:05.519 --> 01:14:08.275 incidents over an extended period of

NOTE Confidence: 0.95807214375

01:14:08.275 --> 01:14:11.534 time and may not speak to specific

NOTE Confidence: 0.95807214375

01:14:11.534 --> 01:14:15.010 incidents about the use of restraints so.

NOTE Confidence: 0.95807214375

01:14:15.010 --> 01:14:18.790 It could, it could be the case

NOTE Confidence: 0.95807214375

01:14:18.790 --> 01:14:21.785 that that there would be incidents

NOTE Confidence: 0.95807214375

01:14:21.785 --> 01:14:24.240 where strain restraints were not

NOTE Confidence: 0.95807214375

01:14:24.326 --> 01:14:27.266 optimally used in in the care of

NOTE Confidence: 0.95807214375

01:14:27.266 --> 01:14:29.560 a particular patient or patients.

NOTE Confidence: 0.95807214375

01:14:29.560 --> 01:14:30.700 But on the other hand,

NOTE Confidence: 0.95807214375

01:14:30.700 --> 01:14:33.374 the data are what the data are.

NOTE Confidence: 0.95807214375

01:14:33.380 --> 01:14:37.036 And the data overall suggest that if you

NOTE Confidence: 0.95807214375

01:14:37.036 --> 01:14:40.918 adjust for the rate of assaultive behavior,

NOTE Confidence: 0.95807214375

01:14:40.920 --> 01:14:43.145 that there's not a differential

NOTE Confidence: 0.95807214375

01:14:43.145 --> 01:14:45.270 use of restraints. By race,

NOTE Confidence: 0.95807214375

01:14:45.270 --> 01:14:49.499 so I think we have to dig deeper into that.

NOTE Confidence: 0.95807214375

01:14:49.500 --> 01:14:51.971 I mean, I think that's not the

NOTE Confidence: 0.95807214375

01:14:51.971 --> 01:14:53.680 the the final answer,

NOTE Confidence: 0.95807214375

01:14:53.680 --> 01:14:56.970 but perhaps the answers are going to  
NOTE Confidence: 0.95807214375

01:14:56.970 --> 01:14:59.706 come in between your personal experience,  
NOTE Confidence: 0.95807214375

01:14:59.706 --> 01:15:02.800 which is likely to be an experience  
NOTE Confidence: 0.95807214375

01:15:02.880 --> 01:15:05.130 that other people have as well.  
NOTE Confidence: 0.95807214375

01:15:05.130 --> 01:15:07.260 And these data that I described,  
NOTE Confidence: 0.95807214375

01:15:07.260 --> 01:15:11.210 which you know provide another perspective,  
NOTE Confidence: 0.95807214375

01:15:11.210 --> 01:15:15.874 and I, but my suspicion is that is that.  
NOTE Confidence: 0.95807214375

01:15:15.874 --> 01:15:16.526 Uhm?  
NOTE Confidence: 0.95807214375

01:15:16.526 --> 01:15:21.281 That the answers are not simple and and  
NOTE Confidence: 0.95807214375

01:15:21.281 --> 01:15:24.941 that's one of the reasons that that  
NOTE Confidence: 0.95807214375

01:15:24.941 --> 01:15:29.638 the kind of ongoing work that that.  
NOTE Confidence: 0.95807214375

01:15:29.640 --> 01:15:31.884 Sindy described as taking place on  
NOTE Confidence: 0.95807214375

01:15:31.884 --> 01:15:34.559 LV two and other inpatient units  
NOTE Confidence: 0.95807214375

01:15:34.560 --> 01:15:37.572 is important to continue and to  
NOTE Confidence: 0.95807214375

01:15:37.572 --> 01:15:41.583 work on on both the climate on the  
NOTE Confidence: 0.95807214375

01:15:41.583 --> 01:15:43.953 units and to work on.

NOTE Confidence: 0.9886212575  
01:15:46.760 --> 01:15:49.430 Getting a better understanding and  
NOTE Confidence: 0.9886212575  
01:15:49.430 --> 01:15:51.566 develop better interventions for  
NOTE Confidence: 0.9886212575  
01:15:51.566 --> 01:15:54.350 patients who are at risk for violence. I  
NOTE Confidence: 0.987476279230769  
01:15:54.360 --> 01:15:56.691 would just add a caveat to that  
NOTE Confidence: 0.987476279230769  
01:15:56.691 --> 01:15:58.950 that the data also showed that  
NOTE Confidence: 0.987476279230769  
01:15:58.950 --> 01:16:02.280 for patients who do not assault,  
NOTE Confidence: 0.987476279230769  
01:16:02.280 --> 01:16:06.768 there is a disparity that black and brown  
NOTE Confidence: 0.987476279230769  
01:16:06.768 --> 01:16:11.006 patients are restrained at a greater rate.  
NOTE Confidence: 0.987476279230769  
01:16:11.010 --> 01:16:12.960 So I think it's complex.  
NOTE Confidence: 0.987476279230769  
01:16:12.960 --> 01:16:15.005 There are many sort of  
NOTE Confidence: 0.987476279230769  
01:16:15.005 --> 01:16:17.400 facets and and pieces to it,  
NOTE Confidence: 0.987476279230769  
01:16:17.400 --> 01:16:21.104 and that that's why there's ongoing work to  
NOTE Confidence: 0.987476279230769  
01:16:21.104 --> 01:16:24.115 really understand and unpack the data, but.  
NOTE Confidence: 0.987476279230769  
01:16:24.115 --> 01:16:26.055 Importantly to think about  
NOTE Confidence: 0.987476279230769  
01:16:26.055 --> 01:16:27.995 what are the responses.  
NOTE Confidence: 0.987476279230769

01:16:28.000 --> 01:16:30.808 And I can't just enough that there are  
NOTE Confidence: 0.987476279230769

01:16:30.808 --> 01:16:33.300 responses at multiple levels at LV two  
NOTE Confidence: 0.987476279230769

01:16:33.300 --> 01:16:35.780 and the hospital as well as others,  
NOTE Confidence: 0.987476279230769

01:16:35.780 --> 01:16:38.140 but but also a willingness to to look  
NOTE Confidence: 0.987476279230769

01:16:38.140 --> 01:16:41.018 at the data and to recognize challenges.  
NOTE Confidence: 0.987476279230769

01:16:41.020 --> 01:16:43.240 And I think that that is.  
NOTE Confidence: 0.987476279230769

01:16:43.240 --> 01:16:44.976 You know an important piece of it,  
NOTE Confidence: 0.987476279230769

01:16:44.980 --> 01:16:48.354 and and the willingness to to put  
NOTE Confidence: 0.987476279230769

01:16:48.354 --> 01:16:50.495 innovation in the innovations  
NOTE Confidence: 0.987476279230769

01:16:50.495 --> 01:16:53.485 and supports in place so.  
NOTE Confidence: 0.98534759

01:16:54.740 --> 01:16:57.098 Yeah, thank you for that amendment, Cindy.  
NOTE Confidence: 0.98534759

01:16:57.098 --> 01:17:00.282 I'm an outside also like to to to  
NOTE Confidence: 0.98534759

01:17:00.282 --> 01:17:04.064 get back to to a comment or question  
NOTE Confidence: 0.98534759

01:17:04.064 --> 01:17:06.840 earlier about about the diversity.  
NOTE Confidence: 0.98534759

01:17:06.840 --> 01:17:08.640 Chief residents and their positions  
NOTE Confidence: 0.98534759

01:17:08.640 --> 01:17:10.688 and how they're structured and



NOTE Confidence: 0.98534759

01:17:10.688 --> 01:17:14.336 and just say that this is.

NOTE Confidence: 0.98534759

01:17:14.340 --> 01:17:19.188 Something that we we can explore and I don't.

NOTE Confidence: 0.98534759

01:17:19.188 --> 01:17:21.556 You know I don't.

NOTE Confidence: 0.98534759

01:17:21.560 --> 01:17:24.416 Know the full details about how the Diversity

NOTE Confidence: 0.98534759

01:17:24.416 --> 01:17:26.569 Chief resident positions were created,

NOTE Confidence: 0.98534759

01:17:26.570 --> 01:17:28.350 but this is something that

NOTE Confidence: 0.98534759

01:17:28.350 --> 01:17:30.130 Doctor Blitz can I can.

NOTE Confidence: 0.98534759

01:17:30.130 --> 01:17:31.298 Can discuss.

NOTE Confidence: 0.98534759

01:17:31.298 --> 01:17:33.050 Great, thanks John.

NOTE Confidence: 0.95189858375

01:17:37.960 --> 01:17:40.240 So I I there are a lot of, uh,

NOTE Confidence: 0.95189858375

01:17:40.240 --> 01:17:43.120 questions and comments in the chat.

NOTE Confidence: 0.95189858375

01:17:43.120 --> 01:17:45.520 I know we're just about out of time,

NOTE Confidence: 0.95189858375

01:17:45.520 --> 01:17:50.196 so uhm, I'm happy to engage folks.

NOTE Confidence: 0.95189858375

01:17:50.200 --> 01:17:53.220 And some of these separately,

NOTE Confidence: 0.95189858375

01:17:53.220 --> 01:17:55.830 but we also have additional grand

NOTE Confidence: 0.95189858375

01:17:55.830 --> 01:17:58.348 rounds as I mentioned for this  
NOTE Confidence: 0.95189858375

01:17:58.348 --> 01:18:01.096 year or three more after today.  
NOTE Confidence: 0.95189858375

01:18:01.100 --> 01:18:03.316 And so, you know, we can pick up  
NOTE Confidence: 0.95189858375

01:18:03.316 --> 01:18:05.540 some of the conversation there,  
NOTE Confidence: 0.95189858375

01:18:05.540 --> 01:18:08.011 but I'm also happy to talk.  
NOTE Confidence: 0.95189858375

01:18:08.011 --> 01:18:09.866 Through some of the questions  
NOTE Confidence: 0.95189858375

01:18:09.866 --> 01:18:11.833 and comments with folks come  
NOTE Confidence: 0.95189858375

01:18:11.833 --> 01:18:13.928 separately outside of this meeting.  
NOTE Confidence: 0.95189858375

01:18:13.930 --> 01:18:16.660 I just want to be respectful of folks time.  
NOTE Confidence: 0.94821351875

01:18:19.960 --> 01:18:21.264 John, I don't know if you have any.  
NOTE Confidence: 0.94821351875

01:18:21.270 --> 01:18:23.580 Closing comments, thoughts?  
NOTE Confidence: 0.931583022

01:18:24.550 --> 01:18:27.720 Yeah, so uhm. Yeah mate,  
NOTE Confidence: 0.931583022

01:18:27.720 --> 01:18:32.060 I I guess my. My my my.  
NOTE Confidence: 0.931583022

01:18:32.060 --> 01:18:34.597 A couple of comments. First, Cindy,  
NOTE Confidence: 0.931583022

01:18:34.597 --> 01:18:37.219 thank you for really great presentation.  
NOTE Confidence: 0.931583022

01:18:37.220 --> 01:18:40.370 Really thorough, very careful, very.

NOTE Confidence: 0.931583022

01:18:40.370 --> 01:18:42.338 Thoughtful and and I,

NOTE Confidence: 0.931583022

01:18:42.338 --> 01:18:45.298 I think we've all learned a lot from

NOTE Confidence: 0.931583022

01:18:45.298 --> 01:18:47.510 it so so thank you for doing that.

NOTE Confidence: 0.931583022

01:18:47.510 --> 01:18:49.148 And not only for the presentation,

NOTE Confidence: 0.931583022

01:18:49.150 --> 01:18:51.988 but your leadership and and your

NOTE Confidence: 0.931583022

01:18:51.988 --> 01:18:53.880 collaborations with everybody in

NOTE Confidence: 0.931583022

01:18:53.956 --> 01:18:56.356 this space have been really important

NOTE Confidence: 0.931583022

01:18:56.356 --> 01:18:58.525 to our our effort to improve

NOTE Confidence: 0.931583022

01:18:58.525 --> 01:19:00.250 the climate of the department.

NOTE Confidence: 0.931583022

01:19:00.250 --> 01:19:01.804 In our practices.

NOTE Confidence: 0.931583022

01:19:01.804 --> 01:19:04.648 The second thing is, you know,

NOTE Confidence: 0.931583022

01:19:04.648 --> 01:19:06.952 I I appreciate that kind of

NOTE Confidence: 0.931583022

01:19:06.952 --> 01:19:08.894 discussion that we had in the

NOTE Confidence: 0.931583022

01:19:08.894 --> 01:19:11.200 time that we had in this session.

NOTE Confidence: 0.931583022

01:19:11.200 --> 01:19:13.768 The work of the task force.

NOTE Confidence: 0.931583022

01:19:13.770 --> 01:19:17.580 Is most meaningful if if it  
NOTE Confidence: 0.931583022

01:19:17.580 --> 01:19:19.266 doesn't stay in the task force,  
NOTE Confidence: 0.931583022

01:19:19.270 --> 01:19:21.167 but really is part of the daily  
NOTE Confidence: 0.931583022

01:19:21.167 --> 01:19:23.526 life of our department and that  
NOTE Confidence: 0.931583022

01:19:23.526 --> 01:19:26.064 means having a lot of difficult  
NOTE Confidence: 0.931583022

01:19:26.064 --> 01:19:27.874 discussions broadly in the department,  
NOTE Confidence: 0.931583022

01:19:27.874 --> 01:19:29.950 not just in the task force.  
NOTE Confidence: 0.931583022

01:19:29.950 --> 01:19:33.800 And and I really appreciate the issues  
NOTE Confidence: 0.931583022

01:19:33.800 --> 01:19:37.248 that that people brought up today.  
NOTE Confidence: 0.931583022

01:19:37.250 --> 01:19:44.790 And and I look forward to the upcoming.  
NOTE Confidence: 0.931583022

01:19:44.790 --> 01:19:45.145 And.  
NOTE Confidence: 0.931583022

01:19:45.145 --> 01:19:47.275 A grand rounds that we're going  
NOTE Confidence: 0.931583022

01:19:47.275 --> 01:19:49.538 to have related to the work of  
NOTE Confidence: 0.931583022

01:19:49.538 --> 01:19:51.371 the task force where we'll drill  
NOTE Confidence: 0.931583022

01:19:51.371 --> 01:19:53.660 down more into the work of the  
NOTE Confidence: 0.931583022

01:19:53.733 --> 01:19:56.069 subcommittees and more deeply

NOTE Confidence: 0.931583022

01:19:56.069 --> 01:19:58.484 engaged specific issues like the

NOTE Confidence: 0.931583022

01:19:58.484 --> 01:20:01.336 issue of use of restraints which

NOTE Confidence: 0.931583022

01:20:01.336 --> 01:20:03.828 would fall in domain of the of

NOTE Confidence: 0.931583022

01:20:03.828 --> 01:20:07.670 the clinical task force so.

NOTE Confidence: 0.931583022

01:20:07.670 --> 01:20:09.920 Thank you everybody and look forward

NOTE Confidence: 0.931583022

01:20:09.920 --> 01:20:11.420 to continuing the discussion.