

WEBVTT

NOTE duration:"00:41:27"

NOTE recognizability:0.886

NOTE language:en-us

NOTE Confidence: 0.75193610625

00:00:00.000 --> 00:00:03.140 To. To Connecticut and for

NOTE Confidence: 0.75193610625

00:00:03.140 --> 00:00:05.024 the kind introduction,

NOTE Confidence: 0.75193610625

00:00:05.030 --> 00:00:06.758 I'm going to go ahead and.

NOTE Confidence: 0.75193610625

00:00:06.760 --> 00:00:08.878 Share my slides and get started.

NOTE Confidence: 0.75193610625

00:00:08.880 --> 00:00:11.352 Can books give me a thumbs up that

NOTE Confidence: 0.75193610625

00:00:11.352 --> 00:00:13.754 you can see the slides? Great.

NOTE Confidence: 0.75193610625

00:00:13.754 --> 00:00:16.170 So throughout my presentation,

NOTE Confidence: 0.75193610625

00:00:16.170 --> 00:00:18.670 there's a QR code embedded

NOTE Confidence: 0.75193610625

00:00:18.670 --> 00:00:20.670 at various points throughout.

NOTE Confidence: 0.75193610625

00:00:20.670 --> 00:00:22.840 If anybody's interested in some

NOTE Confidence: 0.75193610625

00:00:22.840 --> 00:00:25.010 of the references or specifics,

NOTE Confidence: 0.75193610625

00:00:25.010 --> 00:00:27.320 the QR code takes you directly to

NOTE Confidence: 0.75193610625

00:00:27.320 --> 00:00:30.490 a web page that has some key and

NOTE Confidence: 0.75193610625

00:00:30.490 --> 00:00:32.590 seminal articles that I referenced
NOTE Confidence: 0.75193610625

00:00:32.672 --> 00:00:34.700 throughout my presentation.
NOTE Confidence: 0.75193610625

00:00:34.700 --> 00:00:38.180 Just a basic series of disclosures,
NOTE Confidence: 0.75193610625

00:00:38.180 --> 00:00:39.398 I would say.
NOTE Confidence: 0.75193610625

00:00:39.398 --> 00:00:41.428 My disclosure today is that
NOTE Confidence: 0.75193610625

00:00:41.428 --> 00:00:43.556 I am quite sleep deprived.
NOTE Confidence: 0.75193610625

00:00:43.556 --> 00:00:46.758 I'm also excited and nervous about the
NOTE Confidence: 0.75193610625

00:00:46.758 --> 00:00:48.970 match celebrations this afternoon.
NOTE Confidence: 0.87384911375

00:00:51.500 --> 00:00:53.460 So I want to start with the poem.
NOTE Confidence: 0.87384911375

00:00:53.460 --> 00:00:56.197 This is an excerpt from a poem
NOTE Confidence: 0.87384911375

00:00:56.197 --> 00:00:59.370 by Warson Shire. Who writes?
NOTE Confidence: 0.87384911375

00:00:59.370 --> 00:01:02.630 Later that night, I held an Atlas in my lap,
NOTE Confidence: 0.87384911375

00:01:02.630 --> 00:01:05.535 ran my fingers across the
NOTE Confidence: 0.87384911375

00:01:05.535 --> 00:01:07.859 whole world and whispered.
NOTE Confidence: 0.87384911375

00:01:07.860 --> 00:01:10.560 Where does it hurt?
NOTE Confidence: 0.87384911375

00:01:10.560 --> 00:01:13.130 It answered. Everywhere.

NOTE Confidence: 0.39276287

00:01:15.250 --> 00:01:16.030 Everywhere.

NOTE Confidence: 0.49624115

00:01:18.090 --> 00:01:18.490 Everybody.

NOTE Confidence: 0.806053865

00:01:21.500 --> 00:01:23.803 I share these words to acknowledge and

NOTE Confidence: 0.806053865

00:01:23.803 --> 00:01:26.540 honor the fact that all of us all succeed,

NOTE Confidence: 0.806053865

00:01:26.540 --> 00:01:28.352 of us that have come together

NOTE Confidence: 0.806053865

00:01:28.352 --> 00:01:29.980 in this virtual space today.

NOTE Confidence: 0.806053865

00:01:29.980 --> 00:01:33.767 Are joining with various kinds of hurt.

NOTE Confidence: 0.806053865

00:01:33.770 --> 00:01:35.714 Today is the first grand round since the

NOTE Confidence: 0.806053865

00:01:35.714 --> 00:01:37.588 passing of our friend and colleague Dr.

NOTE Confidence: 0.806053865

00:01:37.590 --> 00:01:39.110 Fortunati, and I think

NOTE Confidence: 0.806053865

00:01:39.110 --> 00:01:40.630 we have to acknowledge.

NOTE Confidence: 0.806053865

00:01:40.630 --> 00:01:43.515 The heaviness and the complexity

NOTE Confidence: 0.806053865

00:01:43.515 --> 00:01:47.562 of grief as a nonlinear process to

NOTE Confidence: 0.806053865

00:01:47.562 --> 00:01:49.554 acknowledge the match and all the

NOTE Confidence: 0.806053865

00:01:49.554 --> 00:01:51.749 things that it encompasses for people

NOTE Confidence: 0.806053865

00:01:51.749 --> 00:01:54.388 early in their career who put their
NOTE Confidence: 0.806053865

00:01:54.462 --> 00:01:57.225 faith in an algorithm hoping to match
NOTE Confidence: 0.806053865

00:01:57.225 --> 00:02:00.015 the right place that honors them.
NOTE Confidence: 0.806053865

00:02:00.020 --> 00:02:02.360 But I also want to honor that the past
NOTE Confidence: 0.806053865

00:02:02.360 --> 00:02:05.050 few years, for many have not been.
NOTE Confidence: 0.806053865

00:02:05.050 --> 00:02:06.518 A time without hurt.
NOTE Confidence: 0.806053865

00:02:06.518 --> 00:02:09.250 It's been a time of tremendous pain
NOTE Confidence: 0.806053865

00:02:09.250 --> 00:02:11.530 and and challenge and difficulty.
NOTE Confidence: 0.806053865

00:02:11.530 --> 00:02:14.410 People rising up, speaking up.
NOTE Confidence: 0.806053865

00:02:14.410 --> 00:02:15.786 But also people hurting.
NOTE Confidence: 0.806053865

00:02:15.786 --> 00:02:17.850 So wherever you're at and however
NOTE Confidence: 0.806053865

00:02:17.918 --> 00:02:18.810 you're feeling,
NOTE Confidence: 0.806053865

00:02:18.810 --> 00:02:22.010 I encourage you to enter this space today,
NOTE Confidence: 0.806053865

00:02:22.010 --> 00:02:23.870 honoring your complex emotions
NOTE Confidence: 0.806053865

00:02:23.870 --> 00:02:25.265 and your humanness.
NOTE Confidence: 0.922189046

00:02:29.340 --> 00:02:31.524 So we want to start off by telling

NOTE Confidence: 0.922189046

00:02:31.524 --> 00:02:33.918 you a little bit about my story.

NOTE Confidence: 0.922189046

00:02:33.920 --> 00:02:36.916 I am the child of immigrants from

NOTE Confidence: 0.922189046

00:02:36.916 --> 00:02:40.019 Pakistan to Canada in the 1960s and 70s.

NOTE Confidence: 0.922189046

00:02:40.020 --> 00:02:42.060 I'm the child of the City of Toronto,

NOTE Confidence: 0.922189046

00:02:42.060 --> 00:02:44.245 where I grew up in a. Well,

NOTE Confidence: 0.922189046

00:02:44.245 --> 00:02:47.710 we would call it very multicultural milieu.

NOTE Confidence: 0.922189046

00:02:47.710 --> 00:02:50.682 And I'm the child who, in my early 20s,

NOTE Confidence: 0.922189046

00:02:50.682 --> 00:02:54.057 experienced the 9/11 attacks in a way

NOTE Confidence: 0.922189046

00:02:54.057 --> 00:02:57.333 that was a watershed moment for my

NOTE Confidence: 0.922189046

00:02:57.333 --> 00:03:00.710 identity as someone who's racialized.

NOTE Confidence: 0.922189046

00:03:00.710 --> 00:03:02.870 With the Muslim faith background.

NOTE Confidence: 0.922189046

00:03:02.870 --> 00:03:05.982 I would argue that 9/11 was a moment

NOTE Confidence: 0.922189046

00:03:05.982 --> 00:03:09.079 where many like me lost our whiteness.

NOTE Confidence: 0.922189046

00:03:09.080 --> 00:03:11.546 We instantly had to contend with

NOTE Confidence: 0.922189046

00:03:11.546 --> 00:03:13.710 the experience of being someone

NOTE Confidence: 0.922189046

00:03:13.710 --> 00:03:16.392 who was afraid of being harmed

NOTE Confidence: 0.922189046

00:03:16.392 --> 00:03:18.588 by political violence, but also.

NOTE Confidence: 0.922189046

00:03:18.588 --> 00:03:20.708 Afraid that someone sitting next

NOTE Confidence: 0.922189046

00:03:20.708 --> 00:03:23.949 to us might think that we are

NOTE Confidence: 0.922189046

00:03:23.949 --> 00:03:25.833 perpetrators of such violence.

NOTE Confidence: 0.922189046

00:03:25.840 --> 00:03:26.878 And for me,

NOTE Confidence: 0.922189046

00:03:26.878 --> 00:03:29.300 as a child of immigrants who watched

NOTE Confidence: 0.922189046

00:03:29.377 --> 00:03:32.017 my parents experience a lack of

NOTE Confidence: 0.922189046

00:03:32.017 --> 00:03:33.777 advancement in their careers,

NOTE Confidence: 0.922189046

00:03:33.780 --> 00:03:36.822 related directly to various forms of

NOTE Confidence: 0.922189046

00:03:36.822 --> 00:03:40.348 structural racism and colonial trauma.

NOTE Confidence: 0.922189046

00:03:40.350 --> 00:03:42.275 And someone who watched them

NOTE Confidence: 0.922189046

00:03:42.275 --> 00:03:43.045 internalize that.

NOTE Confidence: 0.922189046

00:03:43.050 --> 00:03:44.658 That moment in my 20s was

NOTE Confidence: 0.922189046

00:03:44.658 --> 00:03:45.730 a very important moment.

NOTE Confidence: 0.922189046

00:03:45.730 --> 00:03:48.800 And what I did back then was I went

NOTE Confidence: 0.922189046

00:03:48.800 --> 00:03:51.250 out into the world and became very

NOTE Confidence: 0.922189046

00:03:51.335 --> 00:03:54.527 interested in equity and issues globally.

NOTE Confidence: 0.922189046

00:03:54.530 --> 00:03:56.096 Eventually imagining myself

NOTE Confidence: 0.922189046

00:03:56.096 --> 00:03:59.228 is pursuing a perhaps an MPH,

NOTE Confidence: 0.922189046

00:03:59.230 --> 00:04:01.890 but taking the MCAT and having a

NOTE Confidence: 0.922189046

00:04:01.890 --> 00:04:04.666 a flyer fall into the mail about

NOTE Confidence: 0.922189046

00:04:04.666 --> 00:04:07.219 a new school in global health

NOTE Confidence: 0.922189046

00:04:07.219 --> 00:04:09.534 at Bangor University in Israel.

NOTE Confidence: 0.922189046

00:04:09.540 --> 00:04:11.087 I could give a whole talk about

NOTE Confidence: 0.922189046

00:04:11.087 --> 00:04:11.529 that experience,

NOTE Confidence: 0.922189046

00:04:11.530 --> 00:04:13.492 but that's where I trained and

NOTE Confidence: 0.922189046

00:04:13.492 --> 00:04:15.118 through twists and turns ended

NOTE Confidence: 0.922189046

00:04:15.118 --> 00:04:17.118 up in Rochester at a time in the

NOTE Confidence: 0.922189046

00:04:17.118 --> 00:04:19.156 the history and story of America.

NOTE Confidence: 0.922189046

00:04:19.160 --> 00:04:21.176 That was a time of hope.

NOTE Confidence: 0.922189046

00:04:21.180 --> 00:04:23.016 And then recruited back to Canada,
NOTE Confidence: 0.922189046

00:04:23.020 --> 00:04:25.138 which was a health system that
NOTE Confidence: 0.922189046

00:04:25.138 --> 00:04:27.519 I had idealized and held up on
NOTE Confidence: 0.922189046

00:04:27.519 --> 00:04:29.598 a pedestal for much of my life.
NOTE Confidence: 0.922189046

00:04:29.600 --> 00:04:32.134 So I found myself an early career
NOTE Confidence: 0.922189046

00:04:32.134 --> 00:04:33.720 psychiatrist with deep interests
NOTE Confidence: 0.922189046

00:04:33.720 --> 00:04:36.282 in medical education and at times
NOTE Confidence: 0.922189046

00:04:36.282 --> 00:04:38.539 disparate interests in global health,
NOTE Confidence: 0.922189046

00:04:38.540 --> 00:04:42.450 cross cultural medicine and HealthEquity.
NOTE Confidence: 0.922189046

00:04:42.450 --> 00:04:44.460 Having spent time with different
NOTE Confidence: 0.922189046

00:04:44.460 --> 00:04:46.068 forms of organized medicine,
NOTE Confidence: 0.922189046

00:04:46.070 --> 00:04:48.392 but then finding myself in practice
NOTE Confidence: 0.922189046

00:04:48.392 --> 00:04:51.468 working as a child psychiatrist in a
NOTE Confidence: 0.922189046

00:04:51.468 --> 00:04:53.888 busy academic Health Science center.
NOTE Confidence: 0.922189046

00:04:53.890 --> 00:04:57.184 And this headline is from March 2014,
NOTE Confidence: 0.922189046

00:04:57.184 --> 00:04:59.320 almost 10 years ago.

NOTE Confidence: 0.922189046

00:04:59.320 --> 00:05:01.568 Because what I came face to face with

NOTE Confidence: 0.922189046

00:05:01.568 --> 00:05:04.429 was a system where one of the biggest

NOTE Confidence: 0.922189046

00:05:04.429 --> 00:05:06.969 equity issues was hitting me in the face.

NOTE Confidence: 0.922189046

00:05:06.970 --> 00:05:08.115 That was the inequitable way

NOTE Confidence: 0.922189046

00:05:08.115 --> 00:05:09.260 in which we treat people,

NOTE Confidence: 0.922189046

00:05:09.260 --> 00:05:12.395 particularly in general and acute

NOTE Confidence: 0.922189046

00:05:12.395 --> 00:05:15.530 settings whose struggle with mental

NOTE Confidence: 0.922189046

00:05:15.621 --> 00:05:18.706 illness or addiction I've watched,

NOTE Confidence: 0.922189046

00:05:18.710 --> 00:05:19.406 you know,

NOTE Confidence: 0.922189046

00:05:19.406 --> 00:05:21.494 in my early career system where

NOTE Confidence: 0.922189046

00:05:21.494 --> 00:05:23.415 someone was 18 and built up

NOTE Confidence: 0.922189046

00:05:23.415 --> 00:05:25.149 the courage to ask for help,

NOTE Confidence: 0.922189046

00:05:25.150 --> 00:05:28.139 they could be waiting on a stretcher

NOTE Confidence: 0.922189046

00:05:28.139 --> 00:05:31.073 in a hallway for weeks before

NOTE Confidence: 0.922189046

00:05:31.073 --> 00:05:33.683 our bed would become available.

NOTE Confidence: 0.922189046

00:05:33.690 --> 00:05:35.034 But most importantly,
NOTE Confidence: 0.922189046

00:05:35.034 --> 00:05:38.170 I watched how many times these patients,
NOTE Confidence: 0.922189046

00:05:38.170 --> 00:05:40.170 these young people I served,
NOTE Confidence: 0.922189046

00:05:40.170 --> 00:05:41.859 were consistently dehumanized,
NOTE Confidence: 0.922189046

00:05:41.859 --> 00:05:44.674 blamed and shamed by those
NOTE Confidence: 0.922189046

00:05:44.674 --> 00:05:47.080 who work in the system.
NOTE Confidence: 0.909011759285714

00:05:49.100 --> 00:05:52.061 And I realized that the people who
NOTE Confidence: 0.909011759285714

00:05:52.061 --> 00:05:55.120 were doing this were people like me.
NOTE Confidence: 0.909011759285714

00:05:55.120 --> 00:05:57.556 In watching them, in many ways,
NOTE Confidence: 0.909011759285714

00:05:57.560 --> 00:06:00.704 I was looking in a mirror at myself.
NOTE Confidence: 0.909011759285714

00:06:00.710 --> 00:06:02.825 Someone who is becoming desensitized
NOTE Confidence: 0.909011759285714

00:06:02.825 --> 00:06:04.940 to the pressures of practice.
NOTE Confidence: 0.909011759285714

00:06:04.940 --> 00:06:08.110 And compartmentalizing more and more.
NOTE Confidence: 0.909011759285714

00:06:08.110 --> 00:06:09.430 So I did what I did.
NOTE Confidence: 0.909011759285714

00:06:09.430 --> 00:06:10.370 For moments of my life,
NOTE Confidence: 0.909011759285714

00:06:10.370 --> 00:06:12.540 I leaned into it. At the time,

NOTE Confidence: 0.909011759285714
00:06:12.540 --> 00:06:15.746 we began looking at these processes of
NOTE Confidence: 0.909011759285714
00:06:15.746 --> 00:06:18.789 bias against people with mental illness.
NOTE Confidence: 0.909011759285714
00:06:18.790 --> 00:06:21.135 We looked at the social process of
NOTE Confidence: 0.909011759285714
00:06:21.135 --> 00:06:23.788 different forms of stigma in these settings,
NOTE Confidence: 0.909011759285714
00:06:23.790 --> 00:06:26.102 and what was clear to us what was
NOTE Confidence: 0.909011759285714
00:06:26.102 --> 00:06:27.903 happening when we studied it was
NOTE Confidence: 0.909011759285714
00:06:27.903 --> 00:06:30.067 when someone walks in the door and
NOTE Confidence: 0.909011759285714
00:06:30.067 --> 00:06:32.239 implicitly will gets attached to them.
NOTE Confidence: 0.909011759285714
00:06:32.240 --> 00:06:34.679 That label though.
NOTE Confidence: 0.909011759285714
00:06:34.680 --> 00:06:37.390 Could be that they're dangerous
NOTE Confidence: 0.909011759285714
00:06:37.390 --> 00:06:38.474 and unpredictable.
NOTE Confidence: 0.909011759285714
00:06:38.480 --> 00:06:43.100 It could be that they are.
NOTE Confidence: 0.909011759285714
00:06:43.100 --> 00:06:45.788 Time consuming and a system that
NOTE Confidence: 0.909011759285714
00:06:45.788 --> 00:06:47.580 prioritizes time and efficiency.
NOTE Confidence: 0.909011759285714
00:06:47.580 --> 00:06:49.722 But what was most interesting was that
NOTE Confidence: 0.909011759285714

00:06:49.722 --> 00:06:52.144 they were labeled as being unfixable in
NOTE Confidence: 0.909011759285714

00:06:52.144 --> 00:06:54.928 a system that prioritized quick fixes.
NOTE Confidence: 0.909011759285714

00:06:54.930 --> 00:06:56.830 And because well, meaning health
NOTE Confidence: 0.909011759285714

00:06:56.830 --> 00:06:58.730 professionals like to feel useful.
NOTE Confidence: 0.909011759285714

00:06:58.730 --> 00:07:00.980 That label would lead to an
NOTE Confidence: 0.909011759285714

00:07:00.980 --> 00:07:01.730 avoidance behavior.
NOTE Confidence: 0.909011759285714

00:07:01.730 --> 00:07:03.230 People wouldn't go in the room.
NOTE Confidence: 0.909011759285714

00:07:03.230 --> 00:07:04.670 There was a discomfort.
NOTE Confidence: 0.909011759285714

00:07:04.670 --> 00:07:05.750 But of course,
NOTE Confidence: 0.909011759285714

00:07:05.750 --> 00:07:06.842 in the same research,
NOTE Confidence: 0.909011759285714

00:07:06.842 --> 00:07:08.480 we looked at how patients and
NOTE Confidence: 0.909011759285714

00:07:08.535 --> 00:07:10.407 caregivers perceived this labeling,
NOTE Confidence: 0.909011759285714

00:07:10.410 --> 00:07:12.528 and they shared that that avoidance
NOTE Confidence: 0.909011759285714

00:07:12.528 --> 00:07:15.720 feels like judgment and discrimination.
NOTE Confidence: 0.909011759285714

00:07:15.720 --> 00:07:16.959 But at the end of the day,
NOTE Confidence: 0.909011759285714

00:07:16.960 --> 00:07:17.417 everyone,

NOTE Confidence: 0.909011759285714
00:07:17.417 --> 00:07:19.245 including patients and those
NOTE Confidence: 0.909011759285714
00:07:19.245 --> 00:07:21.073 working in the system,
NOTE Confidence: 0.909011759285714
00:07:21.080 --> 00:07:23.765 felt a sense of powerlessness
NOTE Confidence: 0.909011759285714
00:07:23.765 --> 00:07:24.839 and helplessness.
NOTE Confidence: 0.909011759285714
00:07:24.840 --> 00:07:31.370 And this cycle just kept turning and turning.
NOTE Confidence: 0.909011759285714
00:07:31.370 --> 00:07:33.422 Part of what became clear to
NOTE Confidence: 0.909011759285714
00:07:33.422 --> 00:07:36.236 me in the early days of these
NOTE Confidence: 0.909011759285714
00:07:36.236 --> 00:07:38.056 different lines of inquiry.
NOTE Confidence: 0.909011759285714
00:07:38.060 --> 00:07:40.228 Was it the ways in which we talk
NOTE Confidence: 0.909011759285714
00:07:40.228 --> 00:07:42.129 about things like discrimination and
NOTE Confidence: 0.909011759285714
00:07:42.129 --> 00:07:44.294 prejudice and the current paradigms
NOTE Confidence: 0.909011759285714
00:07:44.294 --> 00:07:46.751 for teaching and training were built
NOTE Confidence: 0.909011759285714
00:07:46.751 --> 00:07:48.656 on an entirely flawed assumption,
NOTE Confidence: 0.909011759285714
00:07:48.660 --> 00:07:49.596 that being that,
NOTE Confidence: 0.909011759285714
00:07:49.596 --> 00:07:50.220 you know,
NOTE Confidence: 0.909011759285714

00:07:50.220 --> 00:07:52.705 the problem resided in another
NOTE Confidence: 0.909011759285714

00:07:52.705 --> 00:07:54.290 group that's not us,
NOTE Confidence: 0.909011759285714

00:07:54.290 --> 00:07:57.200 not the 79 of us that are here today,
NOTE Confidence: 0.909011759285714

00:07:57.200 --> 00:07:58.920 that the bad people,
NOTE Confidence: 0.909011759285714

00:07:58.920 --> 00:08:01.500 the people who might be discriminated.
NOTE Confidence: 0.909011759285714

00:08:01.500 --> 00:08:04.363 And that perhaps we intervene by putting
NOTE Confidence: 0.909011759285714

00:08:04.363 --> 00:08:07.218 all of those people in a workshop
NOTE Confidence: 0.909011759285714

00:08:07.220 --> 00:08:10.734 or forcing them to take a module.
NOTE Confidence: 0.909011759285714

00:08:10.740 --> 00:08:13.386 Without appreciating or holding up the
NOTE Confidence: 0.909011759285714

00:08:13.386 --> 00:08:16.080 mirror to ourselves and our systems.
NOTE Confidence: 0.909011759285714

00:08:16.080 --> 00:08:18.432 The problem with the that existing
NOTE Confidence: 0.909011759285714

00:08:18.432 --> 00:08:20.411 way of approaching teaching and
NOTE Confidence: 0.909011759285714

00:08:20.411 --> 00:08:22.493 learning about these topics is what
NOTE Confidence: 0.909011759285714

00:08:22.493 --> 00:08:24.679 we're seeing in many cases today.
NOTE Confidence: 0.909011759285714

00:08:24.680 --> 00:08:29.120 Burning so much energy and
NOTE Confidence: 0.909011759285714

00:08:29.120 --> 00:08:30.896 worsening polarization.

NOTE Confidence: 0.909011759285714
00:08:30.900 --> 00:08:33.260 So my work started with that simple idea.
NOTE Confidence: 0.909011759285714
00:08:33.260 --> 00:08:34.370 What happens if,
NOTE Confidence: 0.909011759285714
00:08:34.370 --> 00:08:36.220 instead of burning that energy,
NOTE Confidence: 0.909011759285714
00:08:36.220 --> 00:08:38.860 we hold up the mirror to
NOTE Confidence: 0.909011759285714
00:08:38.860 --> 00:08:40.620 ourselves and our systems?
NOTE Confidence: 0.909011759285714
00:08:40.620 --> 00:08:43.032 How can we reconcile the knowledge
NOTE Confidence: 0.909011759285714
00:08:43.032 --> 00:08:45.750 that we are part of this harm,
NOTE Confidence: 0.909011759285714
00:08:45.750 --> 00:08:48.286 but we can also be part of healing?
NOTE Confidence: 0.892832807142857
00:08:55.810 --> 00:08:57.406 So in one of our earliest studies,
NOTE Confidence: 0.892832807142857
00:08:57.410 --> 00:09:00.101 we did that. We held up the mirror to
NOTE Confidence: 0.892832807142857
00:09:00.101 --> 00:09:03.332 health professionals and looked at how they
NOTE Confidence: 0.892832807142857
00:09:03.332 --> 00:09:05.687 processed and integrated feedback about
NOTE Confidence: 0.892832807142857
00:09:05.687 --> 00:09:08.305 the fact that they indeed were biased.
NOTE Confidence: 0.892832807142857
00:09:08.310 --> 00:09:10.732 And why this study was a very
NOTE Confidence: 0.892832807142857
00:09:10.732 --> 00:09:13.530 important study, not just for me
NOTE Confidence: 0.892832807142857

00:09:13.530 --> 00:09:15.105 professionally but personally,
NOTE Confidence: 0.892832807142857

00:09:15.110 --> 00:09:18.086 is because until this study I had always
NOTE Confidence: 0.892832807142857

00:09:18.086 --> 00:09:20.313 really anchored myself to this idea
NOTE Confidence: 0.892832807142857

00:09:20.313 --> 00:09:22.900 that it was about humanizing each other.
NOTE Confidence: 0.892832807142857

00:09:22.900 --> 00:09:25.700 That if we could begin to connect to
NOTE Confidence: 0.892832807142857

00:09:25.700 --> 00:09:28.353 one another at a human level and see
NOTE Confidence: 0.892832807142857

00:09:28.353 --> 00:09:30.778 the things that we have in common,
NOTE Confidence: 0.892832807142857

00:09:30.780 --> 00:09:34.637 that perhaps these bridges can be built.
NOTE Confidence: 0.892832807142857

00:09:34.640 --> 00:09:36.860 But what we found when we held up the mirror
NOTE Confidence: 0.892832807142857

00:09:36.915 --> 00:09:39.135 is that instantly health professionals said,
NOTE Confidence: 0.892832807142857

00:09:39.140 --> 00:09:41.636 well, no, that's not even possible,
NOTE Confidence: 0.892832807142857

00:09:41.640 --> 00:09:43.775 that you can give me feedback that
NOTE Confidence: 0.892832807142857

00:09:43.775 --> 00:09:45.560 I'm biased because professionals,
NOTE Confidence: 0.892832807142857

00:09:45.560 --> 00:09:47.110 which we can't have bias,
NOTE Confidence: 0.892832807142857

00:09:47.110 --> 00:09:49.130 we're professionals.
NOTE Confidence: 0.892832807142857

00:09:49.130 --> 00:09:50.080 But at the same time,

NOTE Confidence: 0.892832807142857
00:09:50.080 --> 00:09:51.178 they said both.
NOTE Confidence: 0.892832807142857
00:09:51.178 --> 00:09:53.374 Of course we had bias because
NOTE Confidence: 0.892832807142857
00:09:53.374 --> 00:09:55.039 we're human beings too.
NOTE Confidence: 0.892832807142857
00:09:55.040 --> 00:09:58.216 And why this finding struck me so deeply?
NOTE Confidence: 0.892832807142857
00:09:58.220 --> 00:10:00.804 Was that it highlighted
NOTE Confidence: 0.892832807142857
00:10:00.804 --> 00:10:02.096 that compartmentalization,
NOTE Confidence: 0.892832807142857
00:10:02.100 --> 00:10:04.900 which at times could have been an
NOTE Confidence: 0.892832807142857
00:10:04.900 --> 00:10:07.594 adaptive defense mechanism in many
NOTE Confidence: 0.892832807142857
00:10:07.594 --> 00:10:11.329 ways has become quite maladaptive.
NOTE Confidence: 0.892832807142857
00:10:11.330 --> 00:10:13.486 If you know we believe that humanizing
NOTE Confidence: 0.892832807142857
00:10:13.486 --> 00:10:15.409 one another is part of the way,
NOTE Confidence: 0.892832807142857
00:10:15.410 --> 00:10:18.160 we move forward to heal.
NOTE Confidence: 0.892832807142857
00:10:18.160 --> 00:10:20.752 This research helped me appreciate that
NOTE Confidence: 0.892832807142857
00:10:20.752 --> 00:10:23.060 there's something about our culture,
NOTE Confidence: 0.892832807142857
00:10:23.060 --> 00:10:27.518 particularly in medical and health education.
NOTE Confidence: 0.892832807142857

00:10:27.520 --> 00:10:31.272 That actually encourages us.
NOTE Confidence: 0.892832807142857

00:10:31.272 --> 00:10:34.086 To dehumanize ourselves.
NOTE Confidence: 0.892832807142857

00:10:34.090 --> 00:10:36.066 And compartmentalize our independence
NOTE Confidence: 0.892832807142857

00:10:36.066 --> 00:10:38.536 that perhaps there's something much
NOTE Confidence: 0.892832807142857

00:10:38.536 --> 00:10:40.767 deeper that we have to contend with
NOTE Confidence: 0.892832807142857

00:10:40.767 --> 00:10:42.810 before we can do anything else.
NOTE Confidence: 0.903344701818182

00:10:44.820 --> 00:10:47.368 So as we began to engage deeper
NOTE Confidence: 0.903344701818182

00:10:47.368 --> 00:10:49.240 and did further research,
NOTE Confidence: 0.903344701818182

00:10:49.240 --> 00:10:51.696 we held up the mirror to people like
NOTE Confidence: 0.903344701818182

00:10:51.696 --> 00:10:54.610 us who actually work in mental health.
NOTE Confidence: 0.903344701818182

00:10:54.610 --> 00:10:56.730 And we held up the mirror about our
NOTE Confidence: 0.903344701818182

00:10:56.730 --> 00:10:58.711 biases about people with mental illness
NOTE Confidence: 0.903344701818182

00:10:58.711 --> 00:11:00.799 because we wanted to understand when
NOTE Confidence: 0.903344701818182

00:11:00.858 --> 00:11:02.433 someone really prides themselves on
NOTE Confidence: 0.903344701818182

00:11:02.433 --> 00:11:05.950 being of service to a certain group or a
NOTE Confidence: 0.903344701818182

00:11:05.950 --> 00:11:08.375 certain identity or certain population.

NOTE Confidence: 0.903344701818182
00:11:08.380 --> 00:11:10.441 And they have to come to terms with the
NOTE Confidence: 0.903344701818182
00:11:10.441 --> 00:11:12.395 fact that they may not be so special.
NOTE Confidence: 0.903344701818182
00:11:12.400 --> 00:11:13.726 How do they work through that?
NOTE Confidence: 0.87166843
00:11:15.830 --> 00:11:17.670 So through this series of studies we did,
NOTE Confidence: 0.87166843
00:11:17.670 --> 00:11:19.609 we found something very fascinating and it
NOTE Confidence: 0.87166843
00:11:19.609 --> 00:11:21.829 was a paradox in the feedback literature.
NOTE Confidence: 0.87166843
00:11:21.830 --> 00:11:23.870 Now there's a a broad literature
NOTE Confidence: 0.87166843
00:11:23.870 --> 00:11:25.910 on feedback in medical education.
NOTE Confidence: 0.87166843
00:11:25.910 --> 00:11:27.734 And what it highlights is that
NOTE Confidence: 0.87166843
00:11:27.734 --> 00:11:29.778 we're not supposed to give people
NOTE Confidence: 0.87166843
00:11:29.778 --> 00:11:31.683 feedback about themselves or anything
NOTE Confidence: 0.87166843
00:11:31.683 --> 00:11:33.937 that relates to who they might be.
NOTE Confidence: 0.87166843
00:11:33.940 --> 00:11:35.495 We are encouraged to give
NOTE Confidence: 0.87166843
00:11:35.495 --> 00:11:37.280 people feedback on what they do.
NOTE Confidence: 0.87166843
00:11:37.280 --> 00:11:38.678 And the reason for that is
NOTE Confidence: 0.87166843

00:11:38.678 --> 00:11:40.038 because there's a long standing
NOTE Confidence: 0.87166843

00:11:40.038 --> 00:11:41.558 research which highlights that.
NOTE Confidence: 0.87166843

00:11:41.560 --> 00:11:42.512 Any feedback?
NOTE Confidence: 0.87166843

00:11:42.512 --> 00:11:45.844 About someone that relates to what they
NOTE Confidence: 0.87166843

00:11:45.844 --> 00:11:48.747 think about themselves or the self.
NOTE Confidence: 0.87166843

00:11:48.750 --> 00:11:51.370 Actually hijacks the feedback process.
NOTE Confidence: 0.87166843

00:11:51.370 --> 00:11:54.247 It's so difficult to reconcile that it
NOTE Confidence: 0.87166843

00:11:54.247 --> 00:11:56.976 leads people to question the credibility
NOTE Confidence: 0.87166843

00:11:56.976 --> 00:12:00.280 of any such feedback and not perceive
NOTE Confidence: 0.87166843

00:12:00.360 --> 00:12:02.946 feedback about the self as action.
NOTE Confidence: 0.87166843

00:12:02.950 --> 00:12:05.169 But what we found in our work
NOTE Confidence: 0.87166843

00:12:05.169 --> 00:12:07.042 was that actually feedback about
NOTE Confidence: 0.87166843

00:12:07.042 --> 00:12:09.450 bias was a form of feedback that
NOTE Confidence: 0.87166843

00:12:09.450 --> 00:12:10.770 people question the credibility.
NOTE Confidence: 0.87166843

00:12:10.770 --> 00:12:12.770 They tore it to pieces.
NOTE Confidence: 0.87166843

00:12:12.770 --> 00:12:15.590 Yet for some reason it was

NOTE Confidence: 0.87166843

00:12:15.590 --> 00:12:17.470 still perceived as actionable,

NOTE Confidence: 0.87166843

00:12:17.470 --> 00:12:19.305 and that's something that's very

NOTE Confidence: 0.87166843

00:12:19.305 --> 00:12:22.680 important for us to consider.

NOTE Confidence: 0.87166843

00:12:22.680 --> 00:12:23.161 Overall,

NOTE Confidence: 0.87166843

00:12:23.161 --> 00:12:26.047 much of that early work highlighted

NOTE Confidence: 0.87166843

00:12:26.047 --> 00:12:29.309 that how we talk about these

NOTE Confidence: 0.87166843

00:12:29.309 --> 00:12:32.189 issues that have proliferated and

NOTE Confidence: 0.87166843

00:12:32.189 --> 00:12:34.631 become buzzwords in healthcare

NOTE Confidence: 0.87166843

00:12:34.631 --> 00:12:37.035 and education today matters.

NOTE Confidence: 0.87166843

00:12:37.040 --> 00:12:39.979 If we continue to treat learners in

NOTE Confidence: 0.87166843

00:12:39.979 --> 00:12:43.052 a manner that pushes them towards an

NOTE Confidence: 0.87166843

00:12:43.052 --> 00:12:45.069 impossible version of themselves.

NOTE Confidence: 0.87166843

00:12:45.070 --> 00:12:47.758 Maybe there's going to be unintended

NOTE Confidence: 0.87166843

00:12:47.758 --> 00:12:50.020 consequences if we continue to load

NOTE Confidence: 0.87166843

00:12:50.020 --> 00:12:52.487 more and more and more different

NOTE Confidence: 0.87166843

00:12:52.487 --> 00:12:55.367 things like modules or exercises,
NOTE Confidence: 0.87166843

00:12:55.370 --> 00:12:57.122 without consideration of the
NOTE Confidence: 0.87166843

00:12:57.122 --> 00:12:59.312 cognitive and emotional load that
NOTE Confidence: 0.87166843

00:12:59.312 --> 00:13:01.188 this plays on individuals,
NOTE Confidence: 0.87166843

00:13:01.190 --> 00:13:03.948 ultimately our efforts may not be successful.
NOTE Confidence: 0.879289399130435

00:13:06.520 --> 00:13:09.663 The other thing that we learned related
NOTE Confidence: 0.879289399130435

00:13:09.663 --> 00:13:12.800 to how individual education and social
NOTE Confidence: 0.879289399130435

00:13:12.800 --> 00:13:15.640 processes of discrimination and prejudice
NOTE Confidence: 0.879289399130435

00:13:15.640 --> 00:13:18.670 relate to systems and structures.
NOTE Confidence: 0.879289399130435

00:13:18.670 --> 00:13:21.904 In this study, we followed individuals
NOTE Confidence: 0.879289399130435

00:13:21.904 --> 00:13:24.763 longitudinally within a specific clinical
NOTE Confidence: 0.879289399130435

00:13:24.763 --> 00:13:27.255 learning environment after raising
NOTE Confidence: 0.879289399130435

00:13:27.255 --> 00:13:30.370 critical awareness about their biases.
NOTE Confidence: 0.879289399130435

00:13:30.370 --> 00:13:31.762 So in this context,
NOTE Confidence: 0.879289399130435

00:13:31.762 --> 00:13:33.502 which was an emergency department,
NOTE Confidence: 0.879289399130435

00:13:33.510 --> 00:13:36.070 where we know that there's a quick fixed

NOTE Confidence: 0.879289399130435
00:13:36.070 --> 00:13:38.455 culture and an implicit assumption that
NOTE Confidence: 0.879289399130435
00:13:38.455 --> 00:13:40.969 people with mental illness are unfixable
NOTE Confidence: 0.879289399130435
00:13:41.034 --> 00:13:43.394 with an implicit avoidance behavior
NOTE Confidence: 0.879289399130435
00:13:43.394 --> 00:13:45.282 and helplessness and frustration.
NOTE Confidence: 0.879289399130435
00:13:45.290 --> 00:13:50.890 Just making people aware of their biases.
NOTE Confidence: 0.879289399130435
00:13:50.890 --> 00:13:53.795 Actually, might not be the greatest thing.
NOTE Confidence: 0.879289399130435
00:13:53.800 --> 00:13:56.425 And that's because increasing recognition
NOTE Confidence: 0.879289399130435
00:13:56.425 --> 00:13:59.695 or awareness of such biases actually
NOTE Confidence: 0.879289399130435
00:13:59.695 --> 00:14:03.085 creates a significant amount of dissonance.
NOTE Confidence: 0.879289399130435
00:14:03.090 --> 00:14:05.120 And helplessness.
NOTE Confidence: 0.879289399130435
00:14:05.120 --> 00:14:08.732 That contributes back to the helplessness and
NOTE Confidence: 0.879289399130435
00:14:08.732 --> 00:14:11.570 frustration that underpins this whole cycle.
NOTE Confidence: 0.879289399130435
00:14:11.570 --> 00:14:13.490 If all we say to people is yes,
NOTE Confidence: 0.879289399130435
00:14:13.490 --> 00:14:16.163 there may be ways in which you enact harm.
NOTE Confidence: 0.879289399130435
00:14:16.170 --> 00:14:17.860 And that might be unconscious,
NOTE Confidence: 0.879289399130435

00:14:17.860 --> 00:14:19.280 and that might be something
NOTE Confidence: 0.879289399130435

00:14:19.280 --> 00:14:20.930 you might not be aware of,
NOTE Confidence: 0.879289399130435

00:14:20.930 --> 00:14:23.163 or you might be trying to address
NOTE Confidence: 0.879289399130435

00:14:23.163 --> 00:14:25.169 and it might not be enough.
NOTE Confidence: 0.879289399130435

00:14:25.170 --> 00:14:28.020 That simply makes people likely
NOTE Confidence: 0.879289399130435

00:14:28.020 --> 00:14:30.618 to check out and say, well, what?
NOTE Confidence: 0.879289399130435

00:14:30.618 --> 00:14:31.506 What's the point then,
NOTE Confidence: 0.879289399130435

00:14:31.510 --> 00:14:34.870 if there's nothing I can do about this?
NOTE Confidence: 0.879289399130435

00:14:34.870 --> 00:14:35.591 However.
NOTE Confidence: 0.879289399130435

00:14:35.591 --> 00:14:40.508 If you couple that with active skill
NOTE Confidence: 0.879289399130435

00:14:40.508 --> 00:14:42.860 building and behavioral strategy,
NOTE Confidence: 0.879289399130435

00:14:42.860 --> 00:14:43.874 something different happening.
NOTE Confidence: 0.879289399130435

00:14:43.874 --> 00:14:46.240 So many of these participants and you
NOTE Confidence: 0.879289399130435

00:14:46.292 --> 00:14:48.356 know this is all great and we recognize
NOTE Confidence: 0.879289399130435

00:14:48.356 --> 00:14:50.518 that there's a moral imperative to do better.
NOTE Confidence: 0.879289399130435

00:14:50.520 --> 00:14:52.837 But you know we're metrics and there's

NOTE Confidence: 0.879289399130435
00:14:52.837 --> 00:14:54.613 all these structural region reasons
NOTE Confidence: 0.879289399130435
00:14:54.613 --> 00:14:56.418 why this won't be sustainable.
NOTE Confidence: 0.879289399130435
00:14:56.420 --> 00:14:58.705 Yet when we encouraged specific
NOTE Confidence: 0.879289399130435
00:14:58.705 --> 00:15:01.611 behavior change and in this case
NOTE Confidence: 0.879289399130435
00:15:01.611 --> 00:15:04.286 it was encouraging engagement and
NOTE Confidence: 0.879289399130435
00:15:04.286 --> 00:15:06.426 empathic engagement and being.
NOTE Confidence: 0.879289399130435
00:15:06.430 --> 00:15:07.454 Prior, prior,
NOTE Confidence: 0.879289399130435
00:15:07.454 --> 00:15:11.038 pre aware of that tendency to avoid.
NOTE Confidence: 0.879289399130435
00:15:11.040 --> 00:15:13.310 That engagement led to critical
NOTE Confidence: 0.879289399130435
00:15:13.310 --> 00:15:15.126 reflection about these assumptions
NOTE Confidence: 0.879289399130435
00:15:15.126 --> 00:15:17.783 and really push and foster the idea
NOTE Confidence: 0.879289399130435
00:15:17.783 --> 00:15:20.210 that mental illness was a shared
NOTE Confidence: 0.879289399130435
00:15:20.210 --> 00:15:22.070 responsibility across all systems.
NOTE Confidence: 0.879289399130435
00:15:22.070 --> 00:15:23.680 But what we saw longitudinally,
NOTE Confidence: 0.879289399130435
00:15:23.680 --> 00:15:25.324 that was really fascinating,
NOTE Confidence: 0.879289399130435

00:15:25.324 --> 00:15:27.790 was that if people began to
NOTE Confidence: 0.879289399130435

00:15:27.871 --> 00:15:30.146 share an explicitly role model,
NOTE Confidence: 0.879289399130435

00:15:30.150 --> 00:15:32.800 a different kind of behavior.
NOTE Confidence: 0.879289399130435

00:15:32.800 --> 00:15:35.268 They begin questioning structural
NOTE Confidence: 0.879289399130435

00:15:35.268 --> 00:15:38.353 factors in the system itself.
NOTE Confidence: 0.879289399130435

00:15:38.360 --> 00:15:39.980 And in this particular study,
NOTE Confidence: 0.879289399130435

00:15:39.980 --> 00:15:41.970 they actually began questioning things
NOTE Confidence: 0.879289399130435

00:15:41.970 --> 00:15:44.648 like the triage policy and the tools
NOTE Confidence: 0.879289399130435

00:15:44.648 --> 00:15:46.839 and the scales that were being used,
NOTE Confidence: 0.879289399130435

00:15:46.840 --> 00:15:48.748 and began to argue and advocate
NOTE Confidence: 0.879289399130435

00:15:48.748 --> 00:15:51.002 that those be changed because the
NOTE Confidence: 0.879289399130435

00:15:51.002 --> 00:15:53.287 system and the structures themselves
NOTE Confidence: 0.879289399130435

00:15:53.287 --> 00:15:54.658 were actually stigmatizing,
NOTE Confidence: 0.879289399130435

00:15:54.660 --> 00:15:56.945 and that those structural determinants
NOTE Confidence: 0.879289399130435

00:15:56.945 --> 00:15:58.316 reinforced stigmatization of
NOTE Confidence: 0.879289399130435

00:15:58.316 --> 00:15:59.620 the individual level.

NOTE Confidence: 0.884110749473684

00:16:02.100 --> 00:16:04.270 The model that came out of our

NOTE Confidence: 0.884110749473684

00:16:04.270 --> 00:16:05.496 research really highlighted that

NOTE Confidence: 0.884110749473684

00:16:05.496 --> 00:16:07.392 none of this work is a checkbox or,

NOTE Confidence: 0.884110749473684

00:16:07.400 --> 00:16:09.276 you know, a module. Like I say,

NOTE Confidence: 0.884110749473684

00:16:09.280 --> 00:16:11.765 it has to start with the acknowledgement

NOTE Confidence: 0.884110749473684

00:16:11.765 --> 00:16:14.184 that we can strive to do it as

NOTE Confidence: 0.884110749473684

00:16:14.184 --> 00:16:16.788 best as we can, but at the outset,

NOTE Confidence: 0.884110749473684

00:16:16.788 --> 00:16:19.140 acknowledge and embrace the fact that

NOTE Confidence: 0.884110749473684

00:16:19.210 --> 00:16:21.580 we will stumble more than we strive.

NOTE Confidence: 0.884110749473684

00:16:21.580 --> 00:16:25.039 And that we just have to keep working on it.

NOTE Confidence: 0.884110749473684

00:16:25.040 --> 00:16:27.987 And pick ourselves up and keep going.

NOTE Confidence: 0.884110749473684

00:16:27.990 --> 00:16:30.358 But it also recognizes this is an arduous

NOTE Confidence: 0.884110749473684

00:16:30.358 --> 00:16:32.623 cycle that includes holding up the

NOTE Confidence: 0.884110749473684

00:16:32.623 --> 00:16:34.643 mirror and includes critical reflection.

NOTE Confidence: 0.884110749473684

00:16:34.650 --> 00:16:38.490 But it actually includes changing what we do.

NOTE Confidence: 0.884110749473684

00:16:38.490 --> 00:16:41.340 Doing things differently.
NOTE Confidence: 0.884110749473684

00:16:41.340 --> 00:16:44.172 Yet at the heart of it was that
NOTE Confidence: 0.884110749473684

00:16:44.172 --> 00:16:46.624 this work resonated and stuck in
NOTE Confidence: 0.884110749473684

00:16:46.624 --> 00:16:49.240 certain settings and not in others.
NOTE Confidence: 0.884110749473684

00:16:49.240 --> 00:16:52.000 The secret sauce was how we
NOTE Confidence: 0.884110749473684

00:16:52.000 --> 00:16:53.840 looked at our teams.
NOTE Confidence: 0.884110749473684

00:16:53.840 --> 00:16:56.050 If teaching and learning happened
NOTE Confidence: 0.884110749473684

00:16:56.050 --> 00:16:57.818 with people across disciplines,
NOTE Confidence: 0.884110749473684

00:16:57.820 --> 00:16:59.480 with people who work together,
NOTE Confidence: 0.884110749473684

00:16:59.480 --> 00:17:00.466 learning together.
NOTE Confidence: 0.884110749473684

00:17:00.466 --> 00:17:03.424 And if that team opened up,
NOTE Confidence: 0.884110749473684

00:17:03.430 --> 00:17:06.013 their ability to be open and vulnerable
NOTE Confidence: 0.884110749473684

00:17:06.013 --> 00:17:08.190 about wanting to be better than
NOTE Confidence: 0.884110749473684

00:17:08.190 --> 00:17:10.650 members of the team actually became
NOTE Confidence: 0.884110749473684

00:17:10.650 --> 00:17:12.410 social reinforcers for change.
NOTE Confidence: 0.890786715

00:17:15.900 --> 00:17:18.988 So that's how I kind of started tiptoeing

NOTE Confidence: 0.890786715

00:17:18.988 --> 00:17:21.836 into these topics academically. But I

NOTE Confidence: 0.890786715

00:17:21.836 --> 00:17:23.860 wanna also tell you why I'm really here.

NOTE Confidence: 0.819899267777778

00:17:26.090 --> 00:17:28.664 I want to bring in now Doctor Javeed Sukhera.

NOTE Confidence: 0.819899267777778

00:17:28.670 --> 00:17:30.686 He is the Chair of London

NOTE Confidence: 0.819899267777778

00:17:30.686 --> 00:17:31.694 Police Services Board,

NOTE Confidence: 0.819899267777778

00:17:31.700 --> 00:17:33.506 and we've reached him in London.

NOTE Confidence: 0.819899267777778

00:17:33.510 --> 00:17:34.370 Doctor Sequeira, thank you

NOTE Confidence: 0.819899267777778

00:17:34.370 --> 00:17:36.800 so much for joining us, Sir.

NOTE Confidence: 0.819899267777778

00:17:36.800 --> 00:17:38.417 Thank you so much for having me.

NOTE Confidence: 0.819899267777778

00:17:38.420 --> 00:17:40.136 Let me begin by saying, of course,

NOTE Confidence: 0.819899267777778

00:17:40.136 --> 00:17:42.012 that we are all so deeply sorry

NOTE Confidence: 0.819899267777778

00:17:42.012 --> 00:17:43.981 for what your community is going

NOTE Confidence: 0.819899267777778

00:17:43.981 --> 00:17:45.977 through and how you've been forced

NOTE Confidence: 0.819899267777778

00:17:45.977 --> 00:17:47.777 to to deal with this tragedy.

NOTE Confidence: 0.819899267777778

00:17:47.780 --> 00:17:49.992 I wonder, with the people that you're

NOTE Confidence: 0.819899267777778

00:17:49.992 --> 00:17:51.978 speaking with and and in your role,
NOTE Confidence: 0.819899267777778

00:17:51.980 --> 00:17:53.744 what is the conversation like right now?
NOTE Confidence: 0.853470646666667

00:17:56.220 --> 00:17:57.672 It's tough, it's unfathomable.
NOTE Confidence: 0.853470646666667

00:17:57.672 --> 00:17:59.640 I think, for for me personally,
NOTE Confidence: 0.853470646666667

00:17:59.640 --> 00:18:01.500 our our family had a personal
NOTE Confidence: 0.853470646666667

00:18:01.563 --> 00:18:03.027 connection to the deceased,
NOTE Confidence: 0.853470646666667

00:18:03.027 --> 00:18:05.460 which takes this to a whole other level,
NOTE Confidence: 0.853470646666667

00:18:05.460 --> 00:18:07.128 the kinds of conversations I have
NOTE Confidence: 0.853470646666667

00:18:07.128 --> 00:18:09.160 to have with my young children.
NOTE Confidence: 0.853470646666667

00:18:09.160 --> 00:18:10.180 But also the conversations
NOTE Confidence: 0.853470646666667

00:18:10.180 --> 00:18:11.455 we're having as a community.
NOTE Confidence: 0.853470646666667

00:18:11.460 --> 00:18:13.074 I think there's an outpouring of
NOTE Confidence: 0.853470646666667

00:18:13.074 --> 00:18:14.760 love and support and solidarity,
NOTE Confidence: 0.853470646666667

00:18:14.760 --> 00:18:15.819 which is great,
NOTE Confidence: 0.853470646666667

00:18:15.819 --> 00:18:18.741 but I wish to remind my friends and
NOTE Confidence: 0.853470646666667

00:18:18.741 --> 00:18:21.895 neighbors to not look away from the hate

NOTE Confidence: 0.853470646666667

00:18:21.895 --> 00:18:24.250 that contributed to this incident. I.

NOTE Confidence: 0.89371094

00:18:27.260 --> 00:18:29.535 On the evening of June 6th,

NOTE Confidence: 0.89371094

00:18:29.535 --> 00:18:31.740 2021 it was a warm summer day

NOTE Confidence: 0.89371094

00:18:31.740 --> 00:18:34.398 where I used to live in London ON.

NOTE Confidence: 0.89371094

00:18:34.400 --> 00:18:35.820 And family, friends of ours,

NOTE Confidence: 0.89371094

00:18:35.820 --> 00:18:37.255 one of the first families

NOTE Confidence: 0.89371094

00:18:37.255 --> 00:18:39.130 we met when we moved there.

NOTE Confidence: 0.89371094

00:18:39.130 --> 00:18:41.216 Family with a young son that was

NOTE Confidence: 0.89371094

00:18:41.216 --> 00:18:43.798 similar to my son and a daughter that

NOTE Confidence: 0.89371094

00:18:43.798 --> 00:18:45.940 was similar to my daughter in age.

NOTE Confidence: 0.89371094

00:18:45.940 --> 00:18:47.380 Kids who played together.

NOTE Confidence: 0.89371094

00:18:47.380 --> 00:18:49.180 Went out for a walk.

NOTE Confidence: 0.7397989

00:18:51.230 --> 00:18:54.344 And that. Individual in a black

NOTE Confidence: 0.7397989

00:18:54.344 --> 00:18:56.559 pickup truck who was driving

NOTE Confidence: 0.7397989

00:18:56.559 --> 00:18:59.277 through the streets of the city.

NOTE Confidence: 0.7397989

00:18:59.280 --> 00:19:02.835 And explicitly espoused a white
NOTE Confidence: 0.7397989

00:19:02.835 --> 00:19:05.475 supremacist agenda is looking for
NOTE Confidence: 0.7397989

00:19:05.475 --> 00:19:08.310 people who look like us to kill.
NOTE Confidence: 0.7397989

00:19:08.310 --> 00:19:10.668 He ran over our family friends,
NOTE Confidence: 0.7397989

00:19:10.670 --> 00:19:12.650 killing four of five of them,
NOTE Confidence: 0.7397989

00:19:12.650 --> 00:19:13.538 three generations.
NOTE Confidence: 0.7397989

00:19:13.538 --> 00:19:15.758 And horrific hate crime that
NOTE Confidence: 0.7397989

00:19:15.758 --> 00:19:18.308 took place not too far from my.
NOTE Confidence: 0.871627935333333

00:19:20.620 --> 00:19:22.566 Waking up the next day due to
NOTE Confidence: 0.871627935333333

00:19:22.566 --> 00:19:24.638 the role that I had at the time.
NOTE Confidence: 0.871627935333333

00:19:24.640 --> 00:19:26.293 Working and civilian
NOTE Confidence: 0.871627935333333

00:19:26.293 --> 00:19:28.497 oversight of police services.
NOTE Confidence: 0.871627935333333

00:19:28.500 --> 00:19:30.340 Knowing that something horrible
NOTE Confidence: 0.871627935333333

00:19:30.340 --> 00:19:32.180 and tragic had happened.
NOTE Confidence: 0.871627935333333

00:19:32.180 --> 00:19:35.030 Feeling my own gut react in
NOTE Confidence: 0.871627935333333

00:19:35.030 --> 00:19:38.340 ways I had never experienced,

NOTE Confidence: 0.871627935333333

00:19:38.340 --> 00:19:40.255 but then learning from my

NOTE Confidence: 0.871627935333333

00:19:40.255 --> 00:19:42.926 daughter who was 13 at the time.

NOTE Confidence: 0.871627935333333

00:19:42.930 --> 00:19:44.046 That one of the people who

NOTE Confidence: 0.871627935333333

00:19:44.046 --> 00:19:45.120 were killed was her friend.

NOTE Confidence: 0.802258825263158

00:19:47.610 --> 00:19:51.488 I want to bring I'm not here

NOTE Confidence: 0.802258825263158

00:19:51.488 --> 00:19:55.121 simply because this is an academic

NOTE Confidence: 0.802258825263158

00:19:55.121 --> 00:19:58.817 exercise or a topic that relates.

NOTE Confidence: 0.802258825263158

00:19:58.820 --> 00:20:02.260 To scholarly publications or grants.

NOTE Confidence: 0.802258825263158

00:20:02.260 --> 00:20:05.196 I am here because this is a topic

NOTE Confidence: 0.802258825263158

00:20:05.200 --> 00:20:08.740 that is deeply personal to me.

NOTE Confidence: 0.802258825263158

00:20:08.740 --> 00:20:10.940 And many. In our communities.

NOTE Confidence: 0.923765436

00:20:13.040 --> 00:20:15.028 And I think we have to contend

NOTE Confidence: 0.923765436

00:20:15.028 --> 00:20:17.083 with that fact if we are to

NOTE Confidence: 0.923765436

00:20:17.083 --> 00:20:18.787 talk about it with anybody else.

NOTE Confidence: 0.946859648

00:20:20.800 --> 00:20:22.380 So why are we here?

NOTE Confidence: 0.946859648

00:20:22.380 --> 00:20:26.099 Why are we? As a department,
NOTE Confidence: 0.946859648

00:20:26.099 --> 00:20:29.760 as a community talking about this right now.
NOTE Confidence: 0.946859648

00:20:29.760 --> 00:20:31.392 This moment in history,
NOTE Confidence: 0.946859648

00:20:31.392 --> 00:20:34.634 when we know that the heat of these
NOTE Confidence: 0.946859648

00:20:34.634 --> 00:20:37.016 fires has been burning for centuries,
NOTE Confidence: 0.946859648

00:20:37.020 --> 00:20:39.230 why are we here now?
NOTE Confidence: 0.946859648

00:20:39.230 --> 00:20:42.370 Why does it matter?
NOTE Confidence: 0.946859648

00:20:42.370 --> 00:20:45.821 I would argue that we are here
NOTE Confidence: 0.946859648

00:20:45.821 --> 00:20:48.490 because we have to awaken.
NOTE Confidence: 0.946859648

00:20:48.490 --> 00:20:51.118 From the illusion.
NOTE Confidence: 0.946859648

00:20:51.120 --> 00:20:54.789 Of our separateness.
NOTE Confidence: 0.946859648

00:20:54.790 --> 00:20:56.790 The fires that are burning,
NOTE Confidence: 0.946859648

00:20:56.790 --> 00:20:59.016 that are being fanned and flamed
NOTE Confidence: 0.946859648

00:20:59.016 --> 00:21:01.429 in this country and many others,
NOTE Confidence: 0.946859648

00:21:01.430 --> 00:21:04.300 they're reaching our front doors.
NOTE Confidence: 0.946859648

00:21:04.300 --> 00:21:07.310 Many of us have already been burned.

NOTE Confidence: 0.946859648

00:21:07.310 --> 00:21:10.014 But if we think that we are different

NOTE Confidence: 0.946859648

00:21:10.014 --> 00:21:12.560 or special or unique or that we

NOTE Confidence: 0.946859648

00:21:12.560 --> 00:21:14.355 somehow have figured this out.

NOTE Confidence: 0.946859648

00:21:14.360 --> 00:21:16.250 We really.

NOTE Confidence: 0.946859648

00:21:16.250 --> 00:21:18.626 Need to critically reflect

NOTE Confidence: 0.946859648

00:21:18.626 --> 00:21:20.408 on those assumptions.

NOTE Confidence: 0.946859648

00:21:20.410 --> 00:21:24.210 For many in racialized communities.

NOTE Confidence: 0.946859648

00:21:24.210 --> 00:21:26.744 There's a different form of trauma when

NOTE Confidence: 0.946859648

00:21:26.744 --> 00:21:29.889 you know that your humanity doesn't matter.

NOTE Confidence: 0.946859648

00:21:29.890 --> 00:21:32.548 And then you watch people you

NOTE Confidence: 0.946859648

00:21:32.548 --> 00:21:34.916 know awaken to your humanity

NOTE Confidence: 0.946859648

00:21:34.916 --> 00:21:37.940 when they see people like you.

NOTE Confidence: 0.946859648

00:21:37.940 --> 00:21:38.760 Being murdered.

NOTE Confidence: 0.868024351666667

00:21:43.170 --> 00:21:46.446 And if we think about how we've

NOTE Confidence: 0.868024351666667

00:21:46.446 --> 00:21:49.570 talked or addressed topics such as

NOTE Confidence: 0.868024351666667

00:21:49.570 --> 00:21:52.270 these within our hallowed halls,
NOTE Confidence: 0.868024351666667

00:21:52.270 --> 00:21:54.390 our systems, and our settings,
NOTE Confidence: 0.868024351666667

00:21:54.390 --> 00:21:57.036 including the place I now work.
NOTE Confidence: 0.868024351666667

00:21:57.040 --> 00:21:59.236 We have to recognize that there
NOTE Confidence: 0.868024351666667

00:21:59.236 --> 00:22:01.419 are many individuals who have
NOTE Confidence: 0.868024351666667

00:22:01.419 --> 00:22:03.378 experienced consistent gaslighting,
NOTE Confidence: 0.868024351666667

00:22:03.380 --> 00:22:06.632 meaning being told that their experiences
NOTE Confidence: 0.868024351666667

00:22:06.632 --> 00:22:09.489 of discrimination aren't real or true.
NOTE Confidence: 0.868024351666667

00:22:09.490 --> 00:22:12.220 And what I would call consistent
NOTE Confidence: 0.868024351666667

00:22:12.220 --> 00:22:14.264 toxic positivity being demonized
NOTE Confidence: 0.868024351666667

00:22:14.264 --> 00:22:17.099 and denigrated for simply breaking
NOTE Confidence: 0.868024351666667

00:22:17.099 --> 00:22:20.877 up the topic of things like racism.
NOTE Confidence: 0.868024351666667

00:22:20.880 --> 00:22:23.210 And watching while the racism
NOTE Confidence: 0.868024351666667

00:22:23.210 --> 00:22:27.530 itself continues to go unchecked.
NOTE Confidence: 0.868024351666667

00:22:27.530 --> 00:22:32.395 As these words and topics become buzzwords.
NOTE Confidence: 0.868024351666667

00:22:32.400 --> 00:22:35.250 It's essential for us at this

NOTE Confidence: 0.868024351666667
00:22:35.250 --> 00:22:38.230 moment to recognize the difference.
NOTE Confidence: 0.868024351666667
00:22:38.230 --> 00:22:40.870 Between fostering diversity
NOTE Confidence: 0.868024351666667
00:22:40.870 --> 00:22:43.510 or fostering inclusion.
NOTE Confidence: 0.868024351666667
00:22:43.510 --> 00:22:46.915 And the ideas related to
NOTE Confidence: 0.868024351666667
00:22:46.915 --> 00:22:48.958 liberation and justice.
NOTE Confidence: 0.868024351666667
00:22:48.960 --> 00:22:52.159 The ability for members of our communities
NOTE Confidence: 0.868024351666667
00:22:52.159 --> 00:22:55.430 to come into clinical learning and
NOTE Confidence: 0.868024351666667
00:22:55.430 --> 00:22:58.880 working environments in their full self.
NOTE Confidence: 0.868024351666667
00:22:58.880 --> 00:23:02.018 Without having to consistently code switch,
NOTE Confidence: 0.868024351666667
00:23:02.020 --> 00:23:04.399 we're self censored.
NOTE Confidence: 0.868024351666667
00:23:04.400 --> 00:23:05.282 And feel embraced,
NOTE Confidence: 0.868024351666667
00:23:05.282 --> 00:23:07.340 just as they would if they were
NOTE Confidence: 0.868024351666667
00:23:07.399 --> 00:23:09.337 part of the social cultural norm.
NOTE Confidence: 0.866524031666667
00:23:12.230 --> 00:23:14.078 There are two studies that we
NOTE Confidence: 0.866524031666667
00:23:14.078 --> 00:23:16.313 participated in that I want to draw
NOTE Confidence: 0.866524031666667

00:23:16.313 --> 00:23:18.197 your attention to that highlight some
NOTE Confidence: 0.866524031666667

00:23:18.197 --> 00:23:20.348 of these tensions and challenges.
NOTE Confidence: 0.866524031666667

00:23:20.350 --> 00:23:22.734 The first I was senior author on and
NOTE Confidence: 0.866524031666667

00:23:22.734 --> 00:23:25.098 we did a critical discourse analysis
NOTE Confidence: 0.866524031666667

00:23:25.098 --> 00:23:28.136 of statements that were put out after
NOTE Confidence: 0.866524031666667

00:23:28.136 --> 00:23:31.097 the merger murder of George Floyd from
NOTE Confidence: 0.866524031666667

00:23:31.097 --> 00:23:33.102 academic medical units organizations,
NOTE Confidence: 0.866524031666667

00:23:33.102 --> 00:23:34.830 including medical schools,
NOTE Confidence: 0.866524031666667

00:23:34.830 --> 00:23:37.118 hospitals and different organizations
NOTE Confidence: 0.866524031666667

00:23:37.118 --> 00:23:39.978 in the US and Canada.
NOTE Confidence: 0.866524031666667

00:23:39.980 --> 00:23:41.844 Not surprisingly,
NOTE Confidence: 0.866524031666667

00:23:41.844 --> 00:23:46.509 our analysis showed that most of
NOTE Confidence: 0.866524031666667

00:23:46.509 --> 00:23:49.001 such statements included pictures
NOTE Confidence: 0.866524031666667

00:23:49.001 --> 00:23:50.870 of smiling Deans.
NOTE Confidence: 0.866524031666667

00:23:50.870 --> 00:23:53.594 And a consistent kind of self
NOTE Confidence: 0.866524031666667

00:23:53.594 --> 00:23:55.410 congratulatory rhetoric about how

NOTE Confidence: 0.866524031666667

00:23:55.490 --> 00:23:57.600 great that department or unit

NOTE Confidence: 0.866524031666667

00:23:57.600 --> 00:24:00.418 or hospital was at these issues.

NOTE Confidence: 0.866524031666667

00:24:00.418 --> 00:24:02.878 Many read like laundry lists

NOTE Confidence: 0.866524031666667

00:24:02.878 --> 00:24:04.990 of accomplishments.

NOTE Confidence: 0.866524031666667

00:24:04.990 --> 00:24:07.890 But what was fascinating was.

NOTE Confidence: 0.866524031666667

00:24:07.890 --> 00:24:10.078 That historically black colleges

NOTE Confidence: 0.866524031666667

00:24:10.078 --> 00:24:12.813 did not read like that.

NOTE Confidence: 0.866524031666667

00:24:12.820 --> 00:24:14.383 And in healthcare,

NOTE Confidence: 0.866524031666667

00:24:14.383 --> 00:24:16.988 the statements pointed to racism

NOTE Confidence: 0.866524031666667

00:24:16.988 --> 00:24:19.179 and policing is a problem,

NOTE Confidence: 0.866524031666667

00:24:19.180 --> 00:24:21.315 with very few actually holding

NOTE Confidence: 0.866524031666667

00:24:21.315 --> 00:24:23.450 up the mirror acknowledging that

NOTE Confidence: 0.866524031666667

00:24:23.526 --> 00:24:26.130 people die in our hospitals every

NOTE Confidence: 0.866524031666667

00:24:26.130 --> 00:24:29.210 day because of racism.

NOTE Confidence: 0.866524031666667

00:24:29.210 --> 00:24:32.028 The other study on the right was one

NOTE Confidence: 0.866524031666667

00:24:32.028 --> 00:24:34.122 where we did a critical discourse

NOTE Confidence: 0.866524031666667

00:24:34.122 --> 00:24:35.941 analysis of discrimination and

NOTE Confidence: 0.866524031666667

00:24:35.941 --> 00:24:38.049 harassment policies in medical

NOTE Confidence: 0.866524031666667

00:24:38.049 --> 00:24:39.630 schools across Canada.

NOTE Confidence: 0.866524031666667

00:24:39.630 --> 00:24:41.754 The implications of this work are

NOTE Confidence: 0.866524031666667

00:24:41.754 --> 00:24:44.061 really helping reshape the way higher

NOTE Confidence: 0.866524031666667

00:24:44.061 --> 00:24:46.126 education is approaching these issues,

NOTE Confidence: 0.866524031666667

00:24:46.130 --> 00:24:48.878 because what we learned was that

NOTE Confidence: 0.866524031666667

00:24:48.878 --> 00:24:50.710 existing policy based approaches

NOTE Confidence: 0.866524031666667

00:24:50.788 --> 00:24:52.592 to addressing these issues

NOTE Confidence: 0.866524031666667

00:24:52.592 --> 00:24:54.847 largely center the self protection

NOTE Confidence: 0.866524031666667

00:24:54.847 --> 00:24:57.140 of organizations themselves.

NOTE Confidence: 0.866524031666667

00:24:57.140 --> 00:25:00.610 And the language includes largely

NOTE Confidence: 0.866524031666667

00:25:00.610 --> 00:25:03.386 self protective discourse with

NOTE Confidence: 0.866524031666667

00:25:03.386 --> 00:25:06.199 some discursive tensions.

NOTE Confidence: 0.866524031666667

00:25:06.200 --> 00:25:07.216 For example,

NOTE Confidence: 0.866524031666667
00:25:07.216 --> 00:25:09.248 policies described how everyone
NOTE Confidence: 0.866524031666667
00:25:09.248 --> 00:25:12.381 has a shared responsibility to be
NOTE Confidence: 0.866524031666667
00:25:12.381 --> 00:25:14.441 free from discrimination without
NOTE Confidence: 0.866524031666667
00:25:14.441 --> 00:25:16.501 really specifically holding people
NOTE Confidence: 0.866524031666667
00:25:16.572 --> 00:25:18.936 with structural leadership roles
NOTE Confidence: 0.866524031666667
00:25:18.936 --> 00:25:21.300 in such organizations accountable.
NOTE Confidence: 0.866524031666667
00:25:21.300 --> 00:25:24.674 This course also puts an onus of
NOTE Confidence: 0.866524031666667
00:25:24.674 --> 00:25:26.120 responsibility and credibility
NOTE Confidence: 0.866524031666667
00:25:26.204 --> 00:25:28.120 on people who complained.
NOTE Confidence: 0.866524031666667
00:25:28.120 --> 00:25:30.850 Putting undue burden on individuals who,
NOTE Confidence: 0.866524031666667
00:25:30.850 --> 00:25:31.690 not surprisingly,
NOTE Confidence: 0.866524031666667
00:25:31.690 --> 00:25:34.210 tend not to report such instances
NOTE Confidence: 0.866524031666667
00:25:34.210 --> 00:25:36.259 because they haven't found trust
NOTE Confidence: 0.866524031666667
00:25:36.259 --> 00:25:38.533 in systems to support and react.
NOTE Confidence: 0.911790117692308
00:25:41.000 --> 00:25:42.491 So if we think about the context
NOTE Confidence: 0.911790117692308

00:25:42.491 --> 00:25:43.818 in which we do this work,
NOTE Confidence: 0.911790117692308

00:25:43.820 --> 00:25:47.174 we have to recognize the cultural
NOTE Confidence: 0.911790117692308

00:25:47.174 --> 00:25:49.410 norms of medical education
NOTE Confidence: 0.911790117692308

00:25:49.511 --> 00:25:51.747 and training really are.
NOTE Confidence: 0.911790117692308

00:25:51.750 --> 00:25:54.715 A system where professionalism means
NOTE Confidence: 0.911790117692308

00:25:54.715 --> 00:25:56.681 subservience within a hierarchy.
NOTE Confidence: 0.911790117692308

00:25:56.681 --> 00:25:59.880 And the perfectionism I spoke of earlier,
NOTE Confidence: 0.911790117692308

00:25:59.880 --> 00:26:01.800 the dehumanization and subservience,
NOTE Confidence: 0.911790117692308

00:26:01.800 --> 00:26:02.760 essentially contributes
NOTE Confidence: 0.911790117692308

00:26:02.760 --> 00:26:05.250 to a culture of silence.
NOTE Confidence: 0.867057289090909

00:26:10.370 --> 00:26:12.402 So I'm not here to just talk about
NOTE Confidence: 0.867057289090909

00:26:12.402 --> 00:26:14.033 where we've been, where we are.
NOTE Confidence: 0.867057289090909

00:26:14.033 --> 00:26:16.656 I'd also like to share a few insights about
NOTE Confidence: 0.867057289090909

00:26:16.656 --> 00:26:19.218 where we can potentially go from here.
NOTE Confidence: 0.88773763

00:26:21.520 --> 00:26:23.560 We want to break the silence.
NOTE Confidence: 0.88773763

00:26:23.560 --> 00:26:25.060 We have to speak up,

NOTE Confidence: 0.88773763

00:26:25.060 --> 00:26:29.560 but advocacy conducted within our settings

NOTE Confidence: 0.88773763

00:26:29.560 --> 00:26:32.660 is generally perceived as disruptive.

NOTE Confidence: 0.88773763

00:26:32.660 --> 00:26:34.816 In this study by my colleague Dr.

NOTE Confidence: 0.88773763

00:26:34.820 --> 00:26:36.284 Ladonna and others,

NOTE Confidence: 0.88773763

00:26:36.284 --> 00:26:38.724 they looked at how patient

NOTE Confidence: 0.88773763

00:26:38.724 --> 00:26:41.060 advocates view health advocacy

NOTE Confidence: 0.88773763

00:26:41.060 --> 00:26:43.620 compared to physician advocates.

NOTE Confidence: 0.88773763

00:26:43.620 --> 00:26:45.444 And what was fascinating in this

NOTE Confidence: 0.88773763

00:26:45.444 --> 00:26:47.839 work is that for patient advocates,

NOTE Confidence: 0.88773763

00:26:47.840 --> 00:26:50.320 advocacy was seen as essential.

NOTE Confidence: 0.88773763

00:26:50.320 --> 00:26:52.530 It was about their lives.

NOTE Confidence: 0.88773763

00:26:52.530 --> 00:26:55.462 Whereas physician advocates viewed

NOTE Confidence: 0.88773763

00:26:55.462 --> 00:26:58.394 advocacy as inherently disruptive.

NOTE Confidence: 0.88773763

00:26:58.400 --> 00:27:00.266 And they were acutely aware that

NOTE Confidence: 0.88773763

00:27:00.266 --> 00:27:02.260 by speaking up or advocating,

NOTE Confidence: 0.88773763

00:27:02.260 --> 00:27:04.160 they were going against a
NOTE Confidence: 0.88773763

00:27:04.160 --> 00:27:06.060 culture and taking a risk,
NOTE Confidence: 0.88773763

00:27:06.060 --> 00:27:08.082 which is why many do it
NOTE Confidence: 0.88773763

00:27:08.082 --> 00:27:09.430 largely in the shadows.
NOTE Confidence: 0.7827146925

00:27:11.640 --> 00:27:14.240 I should say a trigger and content warning,
NOTE Confidence: 0.7827146925

00:27:14.240 --> 00:27:17.075 but I want to share for you some of.
NOTE Confidence: 0.7827146925

00:27:17.080 --> 00:27:19.555 What was disruptive about my
NOTE Confidence: 0.7827146925

00:27:19.555 --> 00:27:22.030 speaking up vocally about anti
NOTE Confidence: 0.7827146925

00:27:22.114 --> 00:27:24.504 Muslim prejudice both before and
NOTE Confidence: 0.7827146925

00:27:24.504 --> 00:27:27.820 after the tragedy that I described,
NOTE Confidence: 0.7827146925

00:27:27.820 --> 00:27:30.112 giving everyone example of the large
NOTE Confidence: 0.7827146925

00:27:30.112 --> 00:27:32.587 amounts of hate that get directed
NOTE Confidence: 0.7827146925

00:27:32.587 --> 00:27:34.787 towards individuals who speak up?
NOTE Confidence: 0.7827146925

00:27:34.790 --> 00:27:36.830 And this is nothing compared
NOTE Confidence: 0.7827146925

00:27:36.830 --> 00:27:38.462 to what women experience,
NOTE Confidence: 0.7827146925

00:27:38.470 --> 00:27:41.926 particularly racialized women who

NOTE Confidence: 0.7827146925

00:27:41.926 --> 00:27:44.680 encounter largely disproportionate amounts

NOTE Confidence: 0.7827146925

00:27:44.680 --> 00:27:48.460 of hateful backlash for speaking up.

NOTE Confidence: 0.7827146925

00:27:48.460 --> 00:27:50.218 For contributing feedback.

NOTE Confidence: 0.94918239

00:27:53.380 --> 00:27:57.910 So if we think about where we go from here.

NOTE Confidence: 0.94918239

00:27:57.910 --> 00:28:00.640 I think we can anchor ourselves

NOTE Confidence: 0.94918239

00:28:00.640 --> 00:28:03.554 into the richness of some of the

NOTE Confidence: 0.94918239

00:28:03.554 --> 00:28:06.399 work we do and some of the diverse

NOTE Confidence: 0.94918239

00:28:06.399 --> 00:28:09.388 ways in which we see the world.

NOTE Confidence: 0.94918239

00:28:09.390 --> 00:28:11.693 Much of what we do in psychiatry

NOTE Confidence: 0.94918239

00:28:11.693 --> 00:28:14.020 has often been focused on coping.

NOTE Confidence: 0.94918239

00:28:14.020 --> 00:28:16.900 But we also know about healing.

NOTE Confidence: 0.94918239

00:28:16.900 --> 00:28:20.516 We know that if things are to transform,

NOTE Confidence: 0.94918239

00:28:20.520 --> 00:28:23.562 there has to be a dialectic

NOTE Confidence: 0.94918239

00:28:23.562 --> 00:28:25.590 where we hold disruption.

NOTE Confidence: 0.94918239

00:28:25.590 --> 00:28:31.688 And dialogue in each hand as we move forward.

NOTE Confidence: 0.94918239

00:28:31.690 --> 00:28:33.890 And I recognize that this is a private
NOTE Confidence: 0.94918239

00:28:33.890 --> 00:28:35.709 approach that that resonates with me.
NOTE Confidence: 0.94918239

00:28:35.710 --> 00:28:38.342 And I recognize it does so because
NOTE Confidence: 0.94918239

00:28:38.342 --> 00:28:41.014 I've always been an insider in a system
NOTE Confidence: 0.94918239

00:28:41.014 --> 00:28:43.809 in many ways as a positive, deviant,
NOTE Confidence: 0.94918239

00:28:43.809 --> 00:28:47.283 pushing and advocating for change while
NOTE Confidence: 0.94918239

00:28:47.283 --> 00:28:51.070 working with and alongside communities,
NOTE Confidence: 0.94918239

00:28:51.070 --> 00:28:53.773 particularly activist communities
NOTE Confidence: 0.94918239

00:28:53.773 --> 00:28:57.377 outside of powerful organizations.
NOTE Confidence: 0.94918239

00:28:57.380 --> 00:28:58.170 Ultimately,
NOTE Confidence: 0.94918239

00:28:58.170 --> 00:29:02.120 change at a neurobiological level
NOTE Confidence: 0.94918239

00:29:02.120 --> 00:29:05.900 has to be informed by science.
NOTE Confidence: 0.94918239

00:29:05.900 --> 00:29:08.560 And I would argue as a as
NOTE Confidence: 0.94918239

00:29:08.560 --> 00:29:09.700 an education scientist,
NOTE Confidence: 0.94918239

00:29:09.700 --> 00:29:13.102 it has to be informed by social
NOTE Confidence: 0.94918239

00:29:13.102 --> 00:29:14.560 and behavioral sciences.

NOTE Confidence: 0.94918239

00:29:14.560 --> 00:29:17.654 If all we do is fall back

NOTE Confidence: 0.94918239

00:29:17.654 --> 00:29:19.740 into a coercive cycle.

NOTE Confidence: 0.94918239

00:29:19.740 --> 00:29:21.868 We're power becomes intoxicating,

NOTE Confidence: 0.94918239

00:29:21.868 --> 00:29:26.010 and we seek only to surround ourselves.

NOTE Confidence: 0.94918239

00:29:26.010 --> 00:29:29.675 With similar thinking or similar

NOTE Confidence: 0.94918239

00:29:29.675 --> 00:29:32.720 approaches and don't seek to Co

NOTE Confidence: 0.94918239

00:29:32.720 --> 00:29:35.030 create or Co construct solutions,

NOTE Confidence: 0.94918239

00:29:35.030 --> 00:29:37.292 I would argue that we aren't

NOTE Confidence: 0.94918239

00:29:37.292 --> 00:29:39.500 simply going to move forward.

NOTE Confidence: 0.94918239

00:29:39.500 --> 00:29:41.782 But if there's anything that my work

NOTE Confidence: 0.94918239

00:29:41.782 --> 00:29:44.498 does far has taught me above all else,

NOTE Confidence: 0.94918239

00:29:44.500 --> 00:29:46.810 it is about the importance

NOTE Confidence: 0.94918239

00:29:46.810 --> 00:29:48.196 of self compassion.

NOTE Confidence: 0.94918239

00:29:48.200 --> 00:29:50.504 All of us live and work in cultures

NOTE Confidence: 0.94918239

00:29:50.504 --> 00:29:52.043 where sleep deprivation is often

NOTE Confidence: 0.94918239

00:29:52.043 --> 00:29:54.746 held up as a metal where we can
NOTE Confidence: 0.94918239

00:29:54.746 --> 00:29:57.560 tend to fall into cycles of self
NOTE Confidence: 0.94918239

00:29:57.651 --> 00:30:00.687 cleaning and self guilt so easily.
NOTE Confidence: 0.94918239

00:30:00.690 --> 00:30:02.965 So if we want to change systems,
NOTE Confidence: 0.94918239

00:30:02.970 --> 00:30:05.292 we really have to learn about
NOTE Confidence: 0.94918239

00:30:05.292 --> 00:30:06.453 our own boundaries.
NOTE Confidence: 0.94918239

00:30:06.460 --> 00:30:08.750 Learn about the importance and
NOTE Confidence: 0.94918239

00:30:08.750 --> 00:30:11.040 the revolutionary power of rest.
NOTE Confidence: 0.94918239

00:30:11.040 --> 00:30:13.884 But it requires consistently
NOTE Confidence: 0.94918239

00:30:13.884 --> 00:30:16.017 practicing self compassion,
NOTE Confidence: 0.94918239

00:30:16.020 --> 00:30:17.062 self forgiveness,
NOTE Confidence: 0.94918239

00:30:17.062 --> 00:30:19.667 and self validation as an
NOTE Confidence: 0.94918239

00:30:19.667 --> 00:30:22.090 essential ingredient of this work.
NOTE Confidence: 0.879930156315789

00:30:24.640 --> 00:30:26.356 Two areas that we're working on
NOTE Confidence: 0.879930156315789

00:30:26.356 --> 00:30:28.970 here that I want to share with you
NOTE Confidence: 0.879930156315789

00:30:28.970 --> 00:30:30.725 include feedback and role modeling.

NOTE Confidence: 0.879930156315789

00:30:30.730 --> 00:30:32.330 As I shared earlier,

NOTE Confidence: 0.879930156315789

00:30:32.330 --> 00:30:34.730 looking and understanding how we have

NOTE Confidence: 0.879930156315789

00:30:34.805 --> 00:30:37.318 feedback conversations is a big part of

NOTE Confidence: 0.879930156315789

00:30:37.318 --> 00:30:40.329 of the model that we initially explored.

NOTE Confidence: 0.879930156315789

00:30:40.330 --> 00:30:42.800 More recently, we've been conducting

NOTE Confidence: 0.879930156315789

00:30:42.800 --> 00:30:44.882 a study funded through the Royal

NOTE Confidence: 0.879930156315789

00:30:44.882 --> 00:30:46.247 College of Physicians in Canada,

NOTE Confidence: 0.879930156315789

00:30:46.250 --> 00:30:49.085 which is like the ACG ME here.

NOTE Confidence: 0.879930156315789

00:30:49.090 --> 00:30:51.680 Where we've been looking at how we

NOTE Confidence: 0.879930156315789

00:30:51.680 --> 00:30:53.694 have feedback conversations that are

NOTE Confidence: 0.879930156315789

00:30:53.694 --> 00:30:55.366 emotionally charged about equity.

NOTE Confidence: 0.879930156315789

00:30:55.370 --> 00:30:58.202 Discrimination and prejudice in

NOTE Confidence: 0.879930156315789

00:30:58.202 --> 00:31:00.326 different professional cultures.

NOTE Confidence: 0.879930156315789

00:31:00.330 --> 00:31:02.070 And we're exploring it in teaching,

NOTE Confidence: 0.879930156315789

00:31:02.070 --> 00:31:05.234 education, pre service teachers,

NOTE Confidence: 0.879930156315789

00:31:05.234 --> 00:31:09.189 nursing education and medical education.

NOTE Confidence: 0.879930156315789

00:31:09.190 --> 00:31:11.464 What's been very fascinating about this

NOTE Confidence: 0.879930156315789

00:31:11.464 --> 00:31:14.402 work is that there may be similarities

NOTE Confidence: 0.879930156315789

00:31:14.402 --> 00:31:17.108 about teaching and learning or such

NOTE Confidence: 0.879930156315789

00:31:17.108 --> 00:31:18.867 conversations at a surface level.

NOTE Confidence: 0.879930156315789

00:31:18.870 --> 00:31:21.858 But as we dig deeper into the deeper and

NOTE Confidence: 0.879930156315789

00:31:21.858 --> 00:31:24.778 more implicit aspects of this pedagogy,

NOTE Confidence: 0.879930156315789

00:31:24.780 --> 00:31:27.840 there's clear differences.

NOTE Confidence: 0.879930156315789

00:31:27.840 --> 00:31:30.084 Conversations that are emotionally

NOTE Confidence: 0.879930156315789

00:31:30.084 --> 00:31:31.767 charged about equity.

NOTE Confidence: 0.879930156315789

00:31:31.770 --> 00:31:32.904 In health,

NOTE Confidence: 0.879930156315789

00:31:32.904 --> 00:31:35.172 professions largely exist with

NOTE Confidence: 0.879930156315789

00:31:35.172 --> 00:31:37.440 an emphasis on boundaries.

NOTE Confidence: 0.879930156315789

00:31:37.440 --> 00:31:40.960 And a desire to keep things under control.

NOTE Confidence: 0.879930156315789

00:31:40.960 --> 00:31:42.985 And it's taught by imparting

NOTE Confidence: 0.879930156315789

00:31:42.985 --> 00:31:45.010 knowledge and skills while seeking

NOTE Confidence: 0.879930156315789

00:31:45.081 --> 00:31:46.818 objectivity and neutrality,

NOTE Confidence: 0.879930156315789

00:31:46.820 --> 00:31:49.385 with the idea that expertise

NOTE Confidence: 0.879930156315789

00:31:49.385 --> 00:31:51.437 in equity is challenging.

NOTE Confidence: 0.879930156315789

00:31:51.440 --> 00:31:53.476 Whereas in teacher education,

NOTE Confidence: 0.879930156315789

00:31:53.476 --> 00:31:55.512 there's general appreciation of

NOTE Confidence: 0.879930156315789

00:31:55.512 --> 00:31:57.840 creating and Co creating space,

NOTE Confidence: 0.879930156315789

00:31:57.840 --> 00:32:00.948 creating knowledge it's enacted or taught

NOTE Confidence: 0.879930156315789

00:32:00.948 --> 00:32:04.240 by shifting or influencing interpretation,

NOTE Confidence: 0.879930156315789

00:32:04.240 --> 00:32:06.712 and there's consistent questioning

NOTE Confidence: 0.879930156315789

00:32:06.712 --> 00:32:09.802 of the myth of neutrality.

NOTE Confidence: 0.879930156315789

00:32:09.810 --> 00:32:12.640 It's interesting that teachers always

NOTE Confidence: 0.879930156315789

00:32:12.640 --> 00:32:15.470 believe that experience or live

NOTE Confidence: 0.879930156315789

00:32:15.560 --> 00:32:18.270 experience are part of expertise.

NOTE Confidence: 0.879930156315789

00:32:18.270 --> 00:32:19.098 Nursing educators say,

NOTE Confidence: 0.879930156315789

00:32:19.098 --> 00:32:19.374 well,

NOTE Confidence: 0.879930156315789

00:32:19.374 --> 00:32:21.410 we we need to bring equity experts
NOTE Confidence: 0.879930156315789

00:32:21.410 --> 00:32:23.348 because we don't have equity experts.
NOTE Confidence: 0.879930156315789

00:32:23.350 --> 00:32:25.762 So let's bring external people who
NOTE Confidence: 0.879930156315789

00:32:25.762 --> 00:32:28.090 are experts in equity to teach.
NOTE Confidence: 0.879930156315789

00:32:28.090 --> 00:32:30.145 And Medicine reckons with the
NOTE Confidence: 0.879930156315789

00:32:30.145 --> 00:32:33.099 fact that we're so used to being
NOTE Confidence: 0.879930156315789

00:32:33.099 --> 00:32:35.149 experts at everything we do.
NOTE Confidence: 0.879930156315789

00:32:35.150 --> 00:32:36.446 That we don't even know where to start
NOTE Confidence: 0.879930156315789

00:32:36.446 --> 00:32:37.807 if there's something we're not an expert.
NOTE Confidence: 0.899583974666667

00:32:39.840 --> 00:32:42.353 One of the most fascinating findings of
NOTE Confidence: 0.899583974666667

00:32:42.353 --> 00:32:45.369 this work is about the role of emotions.
NOTE Confidence: 0.899583974666667

00:32:45.370 --> 00:32:47.250 We're finding that in nursing,
NOTE Confidence: 0.899583974666667

00:32:47.250 --> 00:32:51.765 emotions tend to be avoided or neutralized.
NOTE Confidence: 0.899583974666667

00:32:51.770 --> 00:32:54.230 In medicine, motions on the surface
NOTE Confidence: 0.899583974666667

00:32:54.230 --> 00:32:55.870 are validated and normalized,
NOTE Confidence: 0.899583974666667

00:32:55.870 --> 00:32:57.855 but still perceived as something

NOTE Confidence: 0.899583974666667
00:32:57.855 --> 00:32:59.710 that's an obstacle to learning.
NOTE Confidence: 0.899583974666667
00:32:59.710 --> 00:33:01.030 Whereas in teacher education,
NOTE Confidence: 0.899583974666667
00:33:01.030 --> 00:33:02.350 emotions are an intrinsic
NOTE Confidence: 0.899583974666667
00:33:02.350 --> 00:33:04.000 part of teaching and learning.
NOTE Confidence: 0.864225936470588
00:33:06.270 --> 00:33:07.805 The other area that we're
NOTE Confidence: 0.864225936470588
00:33:07.805 --> 00:33:09.712 continuing to do some work is
NOTE Confidence: 0.864225936470588
00:33:09.712 --> 00:33:11.536 around the idea of role modeling.
NOTE Confidence: 0.864225936470588
00:33:11.540 --> 00:33:13.538 And on that note, what I want to share
NOTE Confidence: 0.864225936470588
00:33:13.538 --> 00:33:15.590 with you a little bit of what it's been
NOTE Confidence: 0.864225936470588
00:33:15.590 --> 00:33:17.378 like for me in the past 18 months,
NOTE Confidence: 0.864225936470588
00:33:17.380 --> 00:33:19.170 taking on this very fascinating,
NOTE Confidence: 0.864225936470588
00:33:19.170 --> 00:33:21.168 interesting role that I never imagined
NOTE Confidence: 0.864225936470588
00:33:21.168 --> 00:33:23.368 I would ever do in my career,
NOTE Confidence: 0.864225936470588
00:33:23.370 --> 00:33:26.190 I was working 50% protected as
NOTE Confidence: 0.864225936470588
00:33:26.190 --> 00:33:28.621 a scientist and scholar activist
NOTE Confidence: 0.864225936470588

00:33:28.621 --> 00:33:31.158 and 50% clinically in a pediatric
NOTE Confidence: 0.864225936470588

00:33:31.158 --> 00:33:33.570 chronic pain program when by accident
NOTE Confidence: 0.864225936470588

00:33:33.637 --> 00:33:35.245 someone forwarded my information
NOTE Confidence: 0.864225936470588

00:33:35.245 --> 00:33:37.657 to the folks here in Hartford.
NOTE Confidence: 0.864225936470588

00:33:37.660 --> 00:33:40.729 And it took me a long time to be
NOTE Confidence: 0.864225936470588

00:33:40.729 --> 00:33:42.779 convinced to uproot my family.
NOTE Confidence: 0.864225936470588

00:33:42.780 --> 00:33:44.804 But as you can see with these images,
NOTE Confidence: 0.864225936470588

00:33:44.810 --> 00:33:47.085 there's something a little bit
NOTE Confidence: 0.864225936470588

00:33:47.085 --> 00:33:49.360 different about me compared to
NOTE Confidence: 0.864225936470588

00:33:49.438 --> 00:33:51.230 some of my predecessors.
NOTE Confidence: 0.864225936470588

00:33:51.230 --> 00:33:53.169 And I think that's something that I
NOTE Confidence: 0.864225936470588

00:33:53.169 --> 00:33:55.119 speak of very openly with my teams
NOTE Confidence: 0.864225936470588

00:33:55.119 --> 00:33:57.510 and those that work in the organization,
NOTE Confidence: 0.864225936470588

00:33:57.510 --> 00:33:59.570 which is an acknowledgment that
NOTE Confidence: 0.864225936470588

00:33:59.570 --> 00:34:02.093 this beautiful office and and shelf
NOTE Confidence: 0.864225936470588

00:34:02.093 --> 00:34:03.260 ladder behind me.

NOTE Confidence: 0.864225936470588
00:34:03.260 --> 00:34:05.612 Is a space that someone that looks like
NOTE Confidence: 0.864225936470588
00:34:05.612 --> 00:34:07.946 me simply would not have been welcome.
NOTE Confidence: 0.864225936470588
00:34:07.950 --> 00:34:10.150 Not that long ago.
NOTE Confidence: 0.864225936470588
00:34:10.150 --> 00:34:12.350 So in this context,
NOTE Confidence: 0.864225936470588
00:34:12.350 --> 00:34:14.726 when I've been afforded as the
NOTE Confidence: 0.864225936470588
00:34:14.726 --> 00:34:17.596 opportunity to take some of this work
NOTE Confidence: 0.864225936470588
00:34:17.596 --> 00:34:20.014 and research I've done and really
NOTE Confidence: 0.864225936470588
00:34:20.014 --> 00:34:22.368 translate it towards implementation.
NOTE Confidence: 0.864225936470588
00:34:22.370 --> 00:34:25.256 Much of our work really highlights
NOTE Confidence: 0.864225936470588
00:34:25.256 --> 00:34:27.180 that moving forward requires.
NOTE Confidence: 0.864225936470588
00:34:27.180 --> 00:34:29.648 A few key ingredients.
NOTE Confidence: 0.864225936470588
00:34:29.648 --> 00:34:32.649 One is enhancing agency's choice and
NOTE Confidence: 0.864225936470588
00:34:32.649 --> 00:34:35.330 the ability of people to be informed
NOTE Confidence: 0.864225936470588
00:34:35.399 --> 00:34:38.339 and make decisions without feeling coerced.
NOTE Confidence: 0.864225936470588
00:34:38.340 --> 00:34:41.784 But the other is role modeling vulnerability.
NOTE Confidence: 0.864225936470588

00:34:41.790 --> 00:34:44.304 And really making sure that there's
NOTE Confidence: 0.864225936470588

00:34:44.304 --> 00:34:46.750 space to talk about teaching,
NOTE Confidence: 0.864225936470588

00:34:46.750 --> 00:34:47.315 learning,
NOTE Confidence: 0.864225936470588

00:34:47.315 --> 00:34:50.705 and humility without getting in trouble.
NOTE Confidence: 0.864225936470588

00:34:50.710 --> 00:34:54.287 And the third is Co designing interventions
NOTE Confidence: 0.864225936470588

00:34:54.287 --> 00:34:56.490 and evaluation with everything you do.
NOTE Confidence: 0.8669278

00:34:58.990 --> 00:35:00.826 We translated some of this work,
NOTE Confidence: 0.8669278

00:35:00.830 --> 00:35:02.050 I can't get into detail,
NOTE Confidence: 0.8669278

00:35:02.050 --> 00:35:05.249 but into a framework that we called
NOTE Confidence: 0.8669278

00:35:05.249 --> 00:35:07.410 shared humanity that's available
NOTE Confidence: 0.8669278

00:35:07.410 --> 00:35:08.352 online@sharedhumanity.ca which
NOTE Confidence: 0.8669278

00:35:08.352 --> 00:35:10.707 actually works through some of
NOTE Confidence: 0.8669278

00:35:10.707 --> 00:35:12.710 these areas looking at trust,
NOTE Confidence: 0.8669278

00:35:12.710 --> 00:35:14.550 power and humanity and
NOTE Confidence: 0.8669278

00:35:14.550 --> 00:35:15.930 clinical learning environments.
NOTE Confidence: 0.8669278

00:35:15.930 --> 00:35:18.102 And it's work that is evolving

NOTE Confidence: 0.8669278

00:35:18.102 --> 00:35:19.550 in a good resource,

NOTE Confidence: 0.8669278

00:35:19.550 --> 00:35:21.950 for example for medical and other

NOTE Confidence: 0.8669278

00:35:21.950 --> 00:35:23.150 health professions learners.

NOTE Confidence: 0.927475870588235

00:35:25.220 --> 00:35:26.768 One of the examples of what

NOTE Confidence: 0.927475870588235

00:35:26.768 --> 00:35:28.812 we've been doing here has been on

NOTE Confidence: 0.927475870588235

00:35:28.812 --> 00:35:30.080 the topic of microaggressions,

NOTE Confidence: 0.927475870588235

00:35:30.080 --> 00:35:32.032 which I know is an area that the

NOTE Confidence: 0.927475870588235

00:35:32.032 --> 00:35:33.389 Yale Department has prioritized,

NOTE Confidence: 0.927475870588235

00:35:33.390 --> 00:35:35.006 and I've had a chance to go through

NOTE Confidence: 0.927475870588235

00:35:35.006 --> 00:35:36.408 some of the incredible work,

NOTE Confidence: 0.927475870588235

00:35:36.410 --> 00:35:38.445 including the modules that have

NOTE Confidence: 0.927475870588235

00:35:38.445 --> 00:35:40.480 been developed in this area.

NOTE Confidence: 0.927475870588235

00:35:40.480 --> 00:35:41.352 What I would argue,

NOTE Confidence: 0.927475870588235

00:35:41.352 --> 00:35:43.459 and what we're trying to do with the AOL is,

NOTE Confidence: 0.927475870588235

00:35:43.460 --> 00:35:45.686 is to recognize that that is extremely

NOTE Confidence: 0.927475870588235

00:35:45.686 --> 00:35:47.084 important, that we're educated,
NOTE Confidence: 0.927475870588235

00:35:47.084 --> 00:35:48.874 that we understand what this
NOTE Confidence: 0.927475870588235

00:35:48.874 --> 00:35:50.358 is and what to do,
NOTE Confidence: 0.927475870588235

00:35:50.360 --> 00:35:52.940 so that we don't remain silent.
NOTE Confidence: 0.927475870588235

00:35:52.940 --> 00:35:57.108 But we also need to think about prevention.
NOTE Confidence: 0.927475870588235

00:35:57.110 --> 00:35:59.000 So based on some research,
NOTE Confidence: 0.927475870588235

00:35:59.000 --> 00:36:01.676 by now a PhD student doctor,
NOTE Confidence: 0.927475870588235

00:36:01.680 --> 00:36:02.252 Justin Bullock,
NOTE Confidence: 0.927475870588235

00:36:02.252 --> 00:36:03.968 who had the honor of being
NOTE Confidence: 0.927475870588235

00:36:03.968 --> 00:36:05.540 one of his supervisors,
NOTE Confidence: 0.927475870588235

00:36:05.540 --> 00:36:07.223 we're implementing something
NOTE Confidence: 0.927475870588235

00:36:07.223 --> 00:36:10.028 called the pre brief conversation.
NOTE Confidence: 0.927475870588235

00:36:10.030 --> 00:36:12.820 The pre brief is a preventative
NOTE Confidence: 0.927475870588235

00:36:12.820 --> 00:36:15.218 conversation in clinical working and
NOTE Confidence: 0.927475870588235

00:36:15.218 --> 00:36:17.543 learning environments where members of
NOTE Confidence: 0.927475870588235

00:36:17.543 --> 00:36:20.613 a team are encouraged to acknowledge

NOTE Confidence: 0.927475870588235
00:36:20.613 --> 00:36:22.889 that microaggressions do happen.
NOTE Confidence: 0.927475870588235
00:36:22.890 --> 00:36:23.790 And that.
NOTE Confidence: 0.927475870588235
00:36:23.790 --> 00:36:27.950 We strive to be aware and sensitized by them,
NOTE Confidence: 0.927475870588235
00:36:27.950 --> 00:36:30.056 but what the previous provides is
NOTE Confidence: 0.927475870588235
00:36:30.056 --> 00:36:32.648 for a teacher and learner at varying
NOTE Confidence: 0.927475870588235
00:36:32.648 --> 00:36:34.880 degrees of power in that dynamic
NOTE Confidence: 0.927475870588235
00:36:34.880 --> 00:36:36.833 to acknowledge our humanness and
NOTE Confidence: 0.927475870588235
00:36:36.833 --> 00:36:39.464 how we may be affected by such
NOTE Confidence: 0.927475870588235
00:36:39.464 --> 00:36:41.234 microaggressions and how we would
NOTE Confidence: 0.927475870588235
00:36:41.234 --> 00:36:43.190 want team members to respond.
NOTE Confidence: 0.927475870588235
00:36:43.190 --> 00:36:44.670 A microaggression pre brief can
NOTE Confidence: 0.927475870588235
00:36:44.670 --> 00:36:46.500 be as simple as you know.
NOTE Confidence: 0.927475870588235
00:36:46.500 --> 00:36:48.860 We know that this happens and this is
NOTE Confidence: 0.927475870588235
00:36:48.860 --> 00:36:51.687 a topic that makes me very uncomfortable,
NOTE Confidence: 0.927475870588235
00:36:51.690 --> 00:36:54.466 but I will strive to send to you.
NOTE Confidence: 0.927475870588235

00:36:54.470 --> 00:36:55.920 If there's anything that happens,
NOTE Confidence: 0.927475870588235

00:36:55.920 --> 00:36:57.677 and I want to acknowledge that this
NOTE Confidence: 0.927475870588235

00:36:57.677 --> 00:36:59.664 is the kind of space where we have
NOTE Confidence: 0.927475870588235

00:36:59.664 --> 00:37:01.380 to be open and honest about it.
NOTE Confidence: 0.927475870588235

00:37:01.380 --> 00:37:04.719 Two, you know, explicitly someone saying no,
NOTE Confidence: 0.927475870588235

00:37:04.720 --> 00:37:06.376 I'm a faculty or I'm this,
NOTE Confidence: 0.927475870588235

00:37:06.380 --> 00:37:08.144 and these are things that part
NOTE Confidence: 0.927475870588235

00:37:08.144 --> 00:37:09.320 of my personal identity.
NOTE Confidence: 0.927475870588235

00:37:09.320 --> 00:37:11.553 And so if there are any microaggressions
NOTE Confidence: 0.927475870588235

00:37:11.553 --> 00:37:12.720 that didn't denigrate me,
NOTE Confidence: 0.927475870588235

00:37:12.720 --> 00:37:13.758 would humanize me.
NOTE Confidence: 0.927475870588235

00:37:13.758 --> 00:37:14.796 Related to this,
NOTE Confidence: 0.927475870588235

00:37:14.800 --> 00:37:17.240 I'd like my my ask of you as a team
NOTE Confidence: 0.927475870588235

00:37:17.314 --> 00:37:20.218 member is to simply not look away and
NOTE Confidence: 0.927475870588235

00:37:20.218 --> 00:37:22.760 acknowledge it and let me take the lead.
NOTE Confidence: 0.927475870588235

00:37:22.760 --> 00:37:24.550 What we've been doing is

NOTE Confidence: 0.927475870588235
00:37:24.550 --> 00:37:25.982 researching the implementation of
NOTE Confidence: 0.927475870588235
00:37:25.982 --> 00:37:27.800 these individual conversations,
NOTE Confidence: 0.927475870588235
00:37:27.800 --> 00:37:30.128 really understanding about how
NOTE Confidence: 0.927475870588235
00:37:30.128 --> 00:37:33.038 do we respond to microaggressions
NOTE Confidence: 0.927475870588235
00:37:33.040 --> 00:37:34.512 in a preventative way.
NOTE Confidence: 0.927475870588235
00:37:34.512 --> 00:37:37.097 And what we've found from this work
NOTE Confidence: 0.927475870588235
00:37:37.097 --> 00:37:39.489 we're writing it up right now is it
NOTE Confidence: 0.927475870588235
00:37:39.489 --> 00:37:42.142 is so dissonant and discordant for
NOTE Confidence: 0.927475870588235
00:37:42.142 --> 00:37:44.956 so many people in a department of
NOTE Confidence: 0.927475870588235
00:37:44.956 --> 00:37:47.392 psychiatry with 132 bed facility.
NOTE Confidence: 0.927475870588235
00:37:47.392 --> 00:37:50.656 To be encouraged to talk about
NOTE Confidence: 0.927475870588235
00:37:50.660 --> 00:37:53.408 what makes them who they are.
NOTE Confidence: 0.927475870588235
00:37:53.410 --> 00:37:55.294 It's so not normal.
NOTE Confidence: 0.927475870588235
00:37:55.294 --> 00:37:58.120 That even the process of implementing
NOTE Confidence: 0.927475870588235
00:37:58.202 --> 00:38:00.050 these types of conversations
NOTE Confidence: 0.927475870588235

00:38:00.050 --> 00:38:03.588 has to contend with how big of a
NOTE Confidence: 0.927475870588235

00:38:03.588 --> 00:38:05.954 culture shift it is from some of
NOTE Confidence: 0.927475870588235

00:38:05.954 --> 00:38:07.530 the norms that exist.
NOTE Confidence: 0.899572104333333

00:38:09.650 --> 00:38:11.330 The other area that we're doing
NOTE Confidence: 0.899572104333333

00:38:11.330 --> 00:38:14.192 a lot of work in trying to build
NOTE Confidence: 0.899572104333333

00:38:14.192 --> 00:38:16.282 further capacity is connecting and
NOTE Confidence: 0.899572104333333

00:38:16.282 --> 00:38:18.692 understanding the ways in which racial
NOTE Confidence: 0.899572104333333

00:38:18.692 --> 00:38:20.622 trauma or minority stress accumulate,
NOTE Confidence: 0.899572104333333

00:38:20.630 --> 00:38:23.230 leading towards heightened arousal
NOTE Confidence: 0.899572104333333

00:38:23.230 --> 00:38:26.166 systems and adversely impacting
NOTE Confidence: 0.899572104333333

00:38:26.166 --> 00:38:28.620 well-being and functioning.
NOTE Confidence: 0.899572104333333

00:38:28.620 --> 00:38:30.052 Overall at the Iowa,
NOTE Confidence: 0.899572104333333

00:38:30.052 --> 00:38:33.609 our vision and plan is to acknowledge that,
NOTE Confidence: 0.899572104333333

00:38:33.610 --> 00:38:36.618 you know, we're a 200 year old place
NOTE Confidence: 0.899572104333333

00:38:36.618 --> 00:38:39.855 that has been founded on the simple
NOTE Confidence: 0.899572104333333

00:38:39.855 --> 00:38:42.645 idea of centering the humanity and

NOTE Confidence: 0.899572104333333
00:38:42.645 --> 00:38:45.519 dignity of people who are suffering.
NOTE Confidence: 0.899572104333333
00:38:45.520 --> 00:38:47.557 But at this cross section in history,
NOTE Confidence: 0.899572104333333
00:38:47.560 --> 00:38:49.355 we are recognizing that in
NOTE Confidence: 0.899572104333333
00:38:49.355 --> 00:38:51.740 many ways we have gone astray.
NOTE Confidence: 0.899572104333333
00:38:51.740 --> 00:38:54.155 That we have normalized various
NOTE Confidence: 0.899572104333333
00:38:54.155 --> 00:38:56.087 forms of coercive practices.
NOTE Confidence: 0.899572104333333
00:38:56.090 --> 00:38:57.922 And what we do?
NOTE Confidence: 0.899572104333333
00:38:57.922 --> 00:39:00.670 And that our system is largely
NOTE Confidence: 0.899572104333333
00:39:00.777 --> 00:39:03.169 a coping focused system.
NOTE Confidence: 0.899572104333333
00:39:03.170 --> 00:39:05.860 So our plan and vision.
NOTE Confidence: 0.899572104333333
00:39:05.860 --> 00:39:09.856 Is to move from this idea of moral treatment
NOTE Confidence: 0.899572104333333
00:39:09.860 --> 00:39:13.316 to what we're calling radical recovery.
NOTE Confidence: 0.899572104333333
00:39:13.320 --> 00:39:14.972 We're in the final stages of sketching
NOTE Confidence: 0.899572104333333
00:39:14.972 --> 00:39:16.430 out our road map for change,
NOTE Confidence: 0.899572104333333
00:39:16.430 --> 00:39:19.688 so I wanted to give you a sneak peek.
NOTE Confidence: 0.899572104333333

00:39:19.690 --> 00:39:21.730 We've got 12 strategic goals.
NOTE Confidence: 0.899572104333333
00:39:21.730 --> 00:39:23.770 And as you can see,
NOTE Confidence: 0.899572104333333
00:39:23.770 --> 00:39:26.570 the center one really is under the
NOTE Confidence: 0.899572104333333
00:39:26.570 --> 00:39:29.324 theme of liberation of this came
NOTE Confidence: 0.899572104333333
00:39:29.324 --> 00:39:31.789 from extensive internal and external
NOTE Confidence: 0.899572104333333
00:39:31.789 --> 00:39:33.304 engagement within our community.
NOTE Confidence: 0.899572104333333
00:39:33.304 --> 00:39:36.126 And actually the theme as it came through
NOTE Confidence: 0.899572104333333
00:39:36.126 --> 00:39:38.870 and got went through analysis was coercion.
NOTE Confidence: 0.899572104333333
00:39:38.870 --> 00:39:39.858 The topic was coercion,
NOTE Confidence: 0.899572104333333
00:39:39.858 --> 00:39:41.778 but not going to make a theme
NOTE Confidence: 0.899572104333333
00:39:41.778 --> 00:39:42.548 that's coercion.
NOTE Confidence: 0.899572104333333
00:39:42.550 --> 00:39:44.692 So when I looked at different words
NOTE Confidence: 0.899572104333333
00:39:44.692 --> 00:39:46.824 that would capture the essence of the
NOTE Confidence: 0.899572104333333
00:39:46.824 --> 00:39:49.070 liberation was the one that came to mind,
NOTE Confidence: 0.899572104333333
00:39:49.070 --> 00:39:50.078 but it's also.
NOTE Confidence: 0.899572104333333
00:39:50.078 --> 00:39:51.758 Sorry, that made people very,

NOTE Confidence: 0.899572104333333

00:39:51.760 --> 00:39:54.540 very uncomfortable.

NOTE Confidence: 0.899572104333333

00:39:54.540 --> 00:39:57.320 Part of what we are seeking to do is to

NOTE Confidence: 0.899572104333333

00:39:57.391 --> 00:40:00.095 ground all of our work in code design,

NOTE Confidence: 0.899572104333333

00:40:00.100 --> 00:40:01.330 empowering the patients,

NOTE Confidence: 0.899572104333333

00:40:01.330 --> 00:40:03.380 families and communities as partners.

NOTE Confidence: 0.899572104333333

00:40:03.380 --> 00:40:05.290 We're beginning to do this

NOTE Confidence: 0.899572104333333

00:40:05.290 --> 00:40:06.436 through a participatory,

NOTE Confidence: 0.899572104333333

00:40:06.440 --> 00:40:08.720 inclusive approach to policy design,

NOTE Confidence: 0.899572104333333

00:40:08.720 --> 00:40:10.715 everything from visitor

NOTE Confidence: 0.899572104333333

00:40:10.715 --> 00:40:14.040 policy to passes and food.

NOTE Confidence: 0.899572104333333

00:40:14.040 --> 00:40:16.360 We're also partnering with the

NOTE Confidence: 0.899572104333333

00:40:16.360 --> 00:40:18.288 World Health Organization's Quality

NOTE Confidence: 0.899572104333333

00:40:18.288 --> 00:40:20.783 Rights Initiative to develop a

NOTE Confidence: 0.899572104333333

00:40:20.783 --> 00:40:22.759 scorecard around corset practices

NOTE Confidence: 0.899572104333333

00:40:22.759 --> 00:40:24.784 that we will publicly monitor

NOTE Confidence: 0.899572104333333

00:40:24.784 --> 00:40:27.260 and report with a framework that
NOTE Confidence: 0.899572104333333

00:40:27.260 --> 00:40:29.335 we hope others will follow.
NOTE Confidence: 0.899572104333333

00:40:29.340 --> 00:40:31.140 And going beyond the buzzwords
NOTE Confidence: 0.899572104333333

00:40:31.140 --> 00:40:33.320 in terms of well-being and DE I,
NOTE Confidence: 0.899572104333333

00:40:33.320 --> 00:40:35.875 really to continue to be a place
NOTE Confidence: 0.899572104333333

00:40:35.875 --> 00:40:38.449 that builds and fosters personal
NOTE Confidence: 0.899572104333333

00:40:38.449 --> 00:40:40.549 and professional development.
NOTE Confidence: 0.899572104333333

00:40:40.550 --> 00:40:45.275 And digs deep to think about how.
NOTE Confidence: 0.899572104333333

00:40:45.280 --> 00:40:49.104 We want to be while translating some of
NOTE Confidence: 0.899572104333333

00:40:49.104 --> 00:40:51.989 these aspirations into walking for long.
NOTE Confidence: 0.871074615555556

00:40:54.390 --> 00:40:56.784 So that's that's what I was hoping to share.
NOTE Confidence: 0.871074615555556

00:40:56.790 --> 00:40:58.420 I shared why I'm here,
NOTE Confidence: 0.871074615555556

00:40:58.420 --> 00:41:00.838 why we're here as a collective.
NOTE Confidence: 0.871074615555556

00:41:00.840 --> 00:41:02.166 And I hope that as we
NOTE Confidence: 0.871074615555556

00:41:02.166 --> 00:41:03.580 have a chance to to chat,
NOTE Confidence: 0.871074615555556

00:41:03.580 --> 00:41:05.946 discuss and and be in Community with

NOTE Confidence: 0.871074615555556

00:41:05.946 --> 00:41:08.579 one another that we can think about why

NOTE Confidence: 0.871074615555556

00:41:08.579 --> 00:41:12.920 you're here and why this topic this work.

NOTE Confidence: 0.871074615555556

00:41:12.920 --> 00:41:16.264 Is important to you and and how we

NOTE Confidence: 0.871074615555556

00:41:16.264 --> 00:41:18.042 work together, support and uplift

NOTE Confidence: 0.871074615555556

00:41:18.042 --> 00:41:19.926 one another as we move forward.