

WEBVTT

NOTE duration:"00:40:28"

NOTE recognizability:0.933

NOTE language:en-us

NOTE Confidence: 0.93600374

00:00:00.000 --> 00:00:02.380 Breakout room and we are not recording

NOTE Confidence: 0.93600374

00:00:02.380 --> 00:00:04.802 anything from the breakout rooms when you

NOTE Confidence: 0.93600374

00:00:04.802 --> 00:00:07.480 move into the breakout rooms at one point,

NOTE Confidence: 0.93600374

00:00:07.480 --> 00:00:08.956 but the session will be recorded.

NOTE Confidence: 0.93600374

00:00:08.960 --> 00:00:11.232 So if you wanted to access it after

NOTE Confidence: 0.93600374

00:00:11.232 --> 00:00:12.835 the session, I'm Janet Haffler,

NOTE Confidence: 0.93600374

00:00:12.835 --> 00:00:15.783 and we now have the new Center for

NOTE Confidence: 0.93600374

00:00:15.783 --> 00:00:18.555 Medical Education that I'm thrilled about.

NOTE Confidence: 0.93600374

00:00:18.560 --> 00:00:20.912 We have incorporated all the work that

NOTE Confidence: 0.93600374

00:00:20.912 --> 00:00:23.788 we did in the teaching and Learning

NOTE Confidence: 0.93600374

00:00:23.788 --> 00:00:26.865 Center and we also now have this CME

NOTE Confidence: 0.93600374

00:00:26.865 --> 00:00:28.660 continuing medical education in the

NOTE Confidence: 0.93600374

00:00:28.660 --> 00:00:30.746 new center and it really has been

NOTE Confidence: 0.93600374

00:00:30.746 --> 00:00:33.361 under the Dean and Deputy Dean Jessica

NOTE Confidence: 0.93600374

00:00:33.361 --> 00:00:35.974 Lucy to really centralize many of our

NOTE Confidence: 0.93600374

00:00:35.974 --> 00:00:38.550 resources to reach out to more faculty.

NOTE Confidence: 0.93600374

00:00:38.550 --> 00:00:40.818 So I welcome all of you to one of

NOTE Confidence: 0.93600374

00:00:40.818 --> 00:00:43.424 our sessions now in the new Center

NOTE Confidence: 0.93600374

00:00:43.424 --> 00:00:45.810 for Medical Education and I'm really

NOTE Confidence: 0.93600374

00:00:45.810 --> 00:00:48.180 thrilled we're going to go around

NOTE Confidence: 0.93600374

00:00:48.180 --> 00:00:50.095 and introduce each of ourselves.

NOTE Confidence: 0.93600374

00:00:50.095 --> 00:00:52.345 We have a presentation that we've

NOTE Confidence: 0.93600374

00:00:52.345 --> 00:00:53.926 put together and please,

NOTE Confidence: 0.93600374

00:00:53.926 --> 00:00:56.012 if you have any questions at any

NOTE Confidence: 0.93600374

00:00:56.012 --> 00:00:56.849 point in time,

NOTE Confidence: 0.93600374

00:00:56.850 --> 00:00:59.426 please feel free to add them to

NOTE Confidence: 0.93600374

00:00:59.426 --> 00:01:02.370 the chat and we will monitor them.

NOTE Confidence: 0.93600374

00:01:02.370 --> 00:01:04.836 This is a topic I think dear to all

NOTE Confidence: 0.93600374

00:01:04.836 --> 00:01:07.650 our hearts as we think about what we're

NOTE Confidence: 0.93600374

00:01:07.650 --> 00:01:11.568 understanding about microaggressions.

NOTE Confidence: 0.93600374

00:01:11.570 --> 00:01:13.970 So we're first going to introduce

NOTE Confidence: 0.93600374

00:01:13.970 --> 00:01:16.112 ourselves and then we'll move on

NOTE Confidence: 0.93600374

00:01:16.112 --> 00:01:17.996 to the presentation and we have

NOTE Confidence: 0.93600374

00:01:17.996 --> 00:01:19.651 Doctor Diaz after the disclosure

NOTE Confidence: 0.93600374

00:01:19.651 --> 00:01:22.357 slide will give us a little bit of

NOTE Confidence: 0.93600374

00:01:22.357 --> 00:01:24.167 history of this particular project.

NOTE Confidence: 0.93600374

00:01:24.170 --> 00:01:26.726 So Tishiana, do you want to start us off?

NOTE Confidence: 0.93600374

00:01:26.730 --> 00:01:26.970 Yes,

NOTE Confidence: 0.93531704

00:01:26.970 --> 00:01:28.810 hi, I'm Doctor Tishiana Armah.

NOTE Confidence: 0.93531704

00:01:28.810 --> 00:01:30.010 I am a psychiatrist.

NOTE Confidence: 0.93531704

00:01:30.010 --> 00:01:31.210 I'm an assistant clinical

NOTE Confidence: 0.93531704

00:01:33.250 --> 00:01:35.740 assistant clinical professor in the

NOTE Confidence: 0.93531704

00:01:35.740 --> 00:01:38.420 Department of Psychiatry and and senior

NOTE Confidence: 0.93531704

00:01:38.420 --> 00:01:40.460 faculty at our Weissman Institute at

NOTE Confidence: 0.93531704

00:01:40.460 --> 00:01:42.260 Community Health Center Incorporated.

NOTE Confidence: 0.92769706

00:01:42.900 --> 00:01:45.114 And you've been with this project

NOTE Confidence: 0.92769706

00:01:45.114 --> 00:01:47.180 since your residency to Shianna.

NOTE Confidence: 0.92769706

00:01:47.180 --> 00:01:49.220 I have her residency here

NOTE Confidence: 0.92769706

00:01:50.060 --> 00:01:52.060 under Doctor Diaz. Great,

NOTE Confidence: 0.93548612

00:01:52.500 --> 00:01:54.528 Elizabeth. Hi, everyone.

NOTE Confidence: 0.93938065

00:01:54.530 --> 00:01:55.490 It's great to be with you.

NOTE Confidence: 0.93938065

00:01:55.490 --> 00:01:56.970 My name is Elizabeth Conklin,

NOTE Confidence: 0.93938065

00:01:56.970 --> 00:01:59.202 and I am the Associate Vice

NOTE Confidence: 0.93938065

00:01:59.202 --> 00:02:00.690 President for Institutional Equity,

NOTE Confidence: 0.93938065

00:02:00.690 --> 00:02:03.410 Accessibility and Belonging and also

NOTE Confidence: 0.93938065

00:02:03.410 --> 00:02:06.130 the University Title 9 Coordinator.

NOTE Confidence: 0.93938065

00:02:06.130 --> 00:02:08.237 I work closely with the School of

NOTE Confidence: 0.93938065

00:02:08.237 --> 00:02:10.277 Medicine and all of the schools

NOTE Confidence: 0.93938065

00:02:10.277 --> 00:02:12.057 within the University on both

NOTE Confidence: 0.93938065

00:02:12.057 --> 00:02:14.221 the prevention and response to

NOTE Confidence: 0.93938065

00:02:14.221 --> 00:02:15.610 discrimination and harassment,

NOTE Confidence: 0.93938065

00:02:15.610 --> 00:02:16.850 and I'm thrilled to be here with you.

NOTE Confidence: 0.93938065

00:02:16.850 --> 00:02:17.690 Thanks for having me,

NOTE Confidence: 0.93938065

00:02:18.770 --> 00:02:22.750 Esperanza. Yes, hello. I'm Esperanza Diaz.

NOTE Confidence: 0.9448828

00:02:22.750 --> 00:02:24.193 I'm a psychiatrist.

NOTE Confidence: 0.9448828

00:02:24.193 --> 00:02:26.598 I'm an associate director of

NOTE Confidence: 0.9448828

00:02:26.598 --> 00:02:28.190 Psychiatry residency program.

NOTE Confidence: 0.9448828

00:02:28.190 --> 00:02:30.390 And I'm professor of psychiatry.

NOTE Confidence: 0.9448828

00:02:30.390 --> 00:02:32.250 And I'm the Director of medical

NOTE Confidence: 0.9448828

00:02:32.250 --> 00:02:34.215 director of Hispanic Clinic at the

NOTE Confidence: 0.9448828

00:02:34.215 --> 00:02:35.547 Connector Mental Health Center.

NOTE Confidence: 0.9448828

00:02:36.510 --> 00:02:38.390 Thanks, Esperanza. And Allison,

NOTE Confidence: 0.9448828

00:02:39.430 --> 00:02:40.765 Hello. Thanks, Janet.

NOTE Confidence: 0.9448828

00:02:40.765 --> 00:02:42.545 I'm Allison Brent Fro,

NOTE Confidence: 0.9448828

00:02:42.550 --> 00:02:45.224 and I'm the executive director for our

NOTE Confidence: 0.9448828

00:02:45.224 --> 00:02:46.764 Continuing Medical Education Department

NOTE Confidence: 0.9448828

00:02:46.764 --> 00:02:49.109 here at the Yale School of Medicine.

NOTE Confidence: 0.9448828

00:02:49.110 --> 00:02:50.860 Welcome. Thank you.

NOTE Confidence: 0.9321032

00:02:53.180 --> 00:02:56.300 So, Allison, yeah.

NOTE Confidence: 0.9321032

00:02:56.300 --> 00:02:58.484 So who better to give the disclosure

NOTE Confidence: 0.9321032

00:02:58.484 --> 00:03:00.542 page than this ME Director, right.

NOTE Confidence: 0.9321032

00:03:00.542 --> 00:03:02.474 So just doing our due diligence

NOTE Confidence: 0.9321032

00:03:02.474 --> 00:03:04.817 here to let you know that none

NOTE Confidence: 0.9321032

00:03:04.817 --> 00:03:06.785 of our presenters today have any

NOTE Confidence: 0.9321032

00:03:06.854 --> 00:03:08.979 conflict of interest to disclose.

NOTE Confidence: 0.9321032

00:03:08.980 --> 00:03:11.260 I saw that Reagan had placed

NOTE Confidence: 0.9321032

00:03:11.260 --> 00:03:13.580 the texting code in the chat.

NOTE Confidence: 0.9321032

00:03:13.580 --> 00:03:15.757 If you do not have yourself set

NOTE Confidence: 0.9321032

00:03:15.757 --> 00:03:18.140 up in order to be able to text,

NOTE Confidence: 0.9321032

00:03:18.140 --> 00:03:19.765 certainly you can reach out

NOTE Confidence: 0.9321032

00:03:19.765 --> 00:03:21.170 to me after the program.

NOTE Confidence: 0.9321032

00:03:21.170 --> 00:03:22.920 We do ask that even if you

NOTE Confidence: 0.9321032

00:03:22.977 --> 00:03:24.697 don't need category one credit,

NOTE Confidence: 0.9321032

00:03:24.700 --> 00:03:26.500 please go ahead and text your

NOTE Confidence: 0.9321032

00:03:26.500 --> 00:03:27.700 attendance today because that

NOTE Confidence: 0.9321032

00:03:27.753 --> 00:03:29.277 gives us a better perspective and

NOTE Confidence: 0.9321032

00:03:29.277 --> 00:03:31.030 a picture of who actually attended

NOTE Confidence: 0.9321032

00:03:31.030 --> 00:03:32.735 and joined our session today.

NOTE Confidence: 0.9321032

00:03:32.740 --> 00:03:33.220 Thank you.

NOTE Confidence: 0.93111485

00:03:33.980 --> 00:03:37.140 Terrific. Thanks a lot.

NOTE Confidence: 0.93111485

00:03:37.140 --> 00:03:39.222 I'm just going to stop sharing

NOTE Confidence: 0.93111485

00:03:39.222 --> 00:03:41.024 for a moment because Esperanza

NOTE Confidence: 0.93111485

00:03:41.024 --> 00:03:43.744 is going to give us a very brief

NOTE Confidence: 0.93111485

00:03:43.744 --> 00:03:45.970 history of this project. Esperanza,

NOTE Confidence: 0.93691564

00:03:46.970 --> 00:03:48.250 thank you very much, Janet,

NOTE Confidence: 0.93691564

00:03:48.250 --> 00:03:51.729 and thank you for everybody being here.

NOTE Confidence: 0.93691564

00:03:51.730 --> 00:03:53.490 Yes, we've been together,
NOTE Confidence: 0.93691564

00:03:53.490 --> 00:03:56.130 working on this project for many
NOTE Confidence: 0.93691564

00:03:56.208 --> 00:03:58.154 years and it's very fulfilling.
NOTE Confidence: 0.93691564

00:03:58.154 --> 00:04:00.170 In the late 90s,
NOTE Confidence: 0.93691564

00:04:00.170 --> 00:04:02.535 the Institute of Medicine commissioner
NOTE Confidence: 0.93691564

00:04:02.535 --> 00:04:04.655 study to explore how hell these
NOTE Confidence: 0.93691564

00:04:04.655 --> 00:04:06.808 parties have changed after many years
NOTE Confidence: 0.93691564

00:04:06.808 --> 00:04:08.608 of cultural competence trainings.
NOTE Confidence: 0.93691564

00:04:08.610 --> 00:04:11.274 You might recall that the investigators
NOTE Confidence: 0.93691564

00:04:11.274 --> 00:04:13.050 found nothing had changed.
NOTE Confidence: 0.93691564

00:04:13.050 --> 00:04:15.342 Disparities in cancer treatment,
NOTE Confidence: 0.93691564

00:04:15.342 --> 00:04:17.476 maternal health, cardiovascular health,
NOTE Confidence: 0.93691564

00:04:17.476 --> 00:04:21.454 etcetera, were the same as in the 1980s.
NOTE Confidence: 0.93691564

00:04:21.454 --> 00:04:24.074 So, in response to the
NOTE Confidence: 0.93691564

00:04:24.074 --> 00:04:26.170 Institute of Medicine report,
NOTE Confidence: 0.93691564

00:04:26.170 --> 00:04:28.470 the State of Connecticut required

NOTE Confidence: 0.93691564

00:04:28.470 --> 00:04:31.038 all physicians to obtain 1 Continuing

NOTE Confidence: 0.93691564

00:04:31.038 --> 00:04:33.098 Medical Education Credit in the

NOTE Confidence: 0.93691564

00:04:33.098 --> 00:04:35.188 area of cultural competency.

NOTE Confidence: 0.93691564

00:04:35.190 --> 00:04:37.410 Policies were created to ensure

NOTE Confidence: 0.93691564

00:04:37.410 --> 00:04:39.186 that health professionals have

NOTE Confidence: 0.93691564

00:04:39.186 --> 00:04:40.830 training about disparities,

NOTE Confidence: 0.93691564

00:04:40.830 --> 00:04:43.230 the influence of rational biases,

NOTE Confidence: 0.93691564

00:04:43.230 --> 00:04:45.446 and sensitive skills to

NOTE Confidence: 0.93691564

00:04:45.446 --> 00:04:47.108 illicit health information.

NOTE Confidence: 0.93691564

00:04:47.110 --> 00:04:48.592 So in 2010,

NOTE Confidence: 0.93691564

00:04:48.592 --> 00:04:52.050 Janet to Shanna and I work together

NOTE Confidence: 0.93691564

00:04:52.050 --> 00:04:54.635 to create the first education

NOTE Confidence: 0.93691564

00:04:54.635 --> 00:04:56.703 module entitled Teaching Cultural

NOTE Confidence: 0.93691564

00:04:56.703 --> 00:04:59.336 Sensitivity in the patient Clinician

NOTE Confidence: 0.93691564

00:04:59.336 --> 00:05:01.894 relationship to fulfill the Connecticut

NOTE Confidence: 0.93691564

00:05:01.894 --> 00:05:04.449 State mandates CME requirements and
NOTE Confidence: 0.93691564

00:05:04.449 --> 00:05:06.642 importantly to educate and inform
NOTE Confidence: 0.93691564

00:05:06.642 --> 00:05:09.048 our Yale School of Medicine faculty.
NOTE Confidence: 0.93691564

00:05:09.050 --> 00:05:11.450 The module is available to all
NOTE Confidence: 0.93691564

00:05:11.450 --> 00:05:13.025 physicians through Yale CME.
NOTE Confidence: 0.93691564

00:05:13.025 --> 00:05:15.275 What we're sharing today is the
NOTE Confidence: 0.93691564

00:05:15.275 --> 00:05:17.970 expansion that we have done by
NOTE Confidence: 0.93691564

00:05:17.970 --> 00:05:19.958 creating additional education modules
NOTE Confidence: 0.93691564

00:05:19.960 --> 00:05:22.000 in collaboration with Tishianna Arma,
NOTE Confidence: 0.93691564

00:05:22.000 --> 00:05:24.452 Matthew Elman, Andrea Mendiola,
NOTE Confidence: 0.93691564

00:05:24.452 --> 00:05:26.732 Amanda Calhoun, Gary Leidon,
NOTE Confidence: 0.93691564

00:05:26.732 --> 00:05:28.836 and Dorothy de Bernardo.
NOTE Confidence: 0.93691564

00:05:28.840 --> 00:05:30.815 These materials also address verbal
NOTE Confidence: 0.93691564

00:05:30.815 --> 00:05:33.320 statements or behaviors that are harmful,
NOTE Confidence: 0.93691564

00:05:33.320 --> 00:05:35.484 the stigmatizing or discriminating
NOTE Confidence: 0.93691564

00:05:35.484 --> 00:05:38.189 against an individual who identifies

NOTE Confidence: 0.93691564

00:05:38.189 --> 00:05:40.440 with the marginalized group.

NOTE Confidence: 0.93691564

00:05:40.440 --> 00:05:42.978 Our scenarios are written from actual

NOTE Confidence: 0.93691564

00:05:42.978 --> 00:05:45.202 life experiences reported in the

NOTE Confidence: 0.93691564

00:05:45.202 --> 00:05:47.050 classroom and clinical settings.

NOTE Confidence: 0.93691564

00:05:47.050 --> 00:05:49.560 They portray common occurrences in

NOTE Confidence: 0.93691564

00:05:49.560 --> 00:05:51.568 healthcare and medical education.

NOTE Confidence: 0.93691564

00:05:51.570 --> 00:05:53.850 We will bring to your attention

NOTE Confidence: 0.93691564

00:05:53.850 --> 00:05:55.796 what constitute various forms of

NOTE Confidence: 0.93691564

00:05:55.796 --> 00:05:57.240 microaggressions and talk about

NOTE Confidence: 0.93691564

00:05:57.240 --> 00:05:59.450 how to respond to them. Thank you.

NOTE Confidence: 0.93587494

00:06:00.370 --> 00:06:01.698 Thanks so much, Esperanza.

NOTE Confidence: 0.93587494

00:06:01.698 --> 00:06:03.690 I'm going to share my screen,

NOTE Confidence: 0.93587494

00:06:13.850 --> 00:06:16.354 Allison. Yeah. So we wanted to

NOTE Confidence: 0.93587494

00:06:16.354 --> 00:06:18.250 start by just expressing what the

NOTE Confidence: 0.93587494

00:06:18.323 --> 00:06:20.495 objectives are today and what we

NOTE Confidence: 0.93587494

00:06:20.495 --> 00:06:22.849 hope to accomplish with this session.
NOTE Confidence: 0.93587494

00:06:22.850 --> 00:06:25.776 The 1st is to provide that framework
NOTE Confidence: 0.93587494

00:06:25.776 --> 00:06:28.770 and defining the term microaggression,
NOTE Confidence: 0.93587494

00:06:28.770 --> 00:06:31.438 then thinking about identifying
NOTE Confidence: 0.93587494

00:06:31.438 --> 00:06:34.106 microaggressions and helping us
NOTE Confidence: 0.93587494

00:06:34.106 --> 00:06:37.009 develop those observing skills.
NOTE Confidence: 0.93587494

00:06:37.010 --> 00:06:38.785 Next is exploring how to
NOTE Confidence: 0.93587494

00:06:38.785 --> 00:06:40.205 create that brave space,
NOTE Confidence: 0.93587494

00:06:40.210 --> 00:06:41.642 which is a term some of you may
NOTE Confidence: 0.93587494

00:06:41.642 --> 00:06:43.048 or may not be familiar with,
NOTE Confidence: 0.93587494

00:06:43.050 --> 00:06:44.250 but we'll have more on that.
NOTE Confidence: 0.93587494

00:06:44.250 --> 00:06:46.290 Tishiana is going to share the
NOTE Confidence: 0.93587494

00:06:46.290 --> 00:06:48.311 creating a brave space for our
NOTE Confidence: 0.93587494

00:06:48.311 --> 00:06:50.081 learners and how to report and
NOTE Confidence: 0.93587494

00:06:50.081 --> 00:06:52.349 even to discuss microaggressions.
NOTE Confidence: 0.93587494

00:06:52.350 --> 00:06:53.430 And then lastly

NOTE Confidence: 0.9352303

00:06:53.430 --> 00:06:54.230 we want to can

NOTE Confidence: 0.9352303

00:06:56.470 --> 00:06:58.390 we go ahead? There we go.

NOTE Confidence: 0.9352303

00:06:58.390 --> 00:06:59.788 We went. It was a secret.

NOTE Confidence: 0.9352303

00:06:59.790 --> 00:07:01.890 We want to identify the

NOTE Confidence: 0.9352303

00:07:01.890 --> 00:07:03.539 resources on how you report.

NOTE Confidence: 0.9352303

00:07:03.539 --> 00:07:05.809 If if we didn't tell you how to

NOTE Confidence: 0.9352303

00:07:05.809 --> 00:07:07.999 leave here with the mechanism for

NOTE Confidence: 0.9352303

00:07:07.999 --> 00:07:09.723 reporting and discussing your

NOTE Confidence: 0.9352303

00:07:09.723 --> 00:07:11.427 experiences with microaggression,

NOTE Confidence: 0.9352303

00:07:11.430 --> 00:07:12.550 then we've done a disservice.

NOTE Confidence: 0.9352303

00:07:12.550 --> 00:07:15.052 So we want to make sure that you know

NOTE Confidence: 0.9352303

00:07:15.052 --> 00:07:17.756 when you leave here how you can go

NOTE Confidence: 0.9352303

00:07:17.756 --> 00:07:19.899 about reporting those those instances.

NOTE Confidence: 0.9352303

00:07:19.900 --> 00:07:21.909 So let's look about think about a

NOTE Confidence: 0.9352303

00:07:21.909 --> 00:07:23.780 framework from which we're all working.

NOTE Confidence: 0.9352303

00:07:23.780 --> 00:07:25.260 So let's provide that base,
NOTE Confidence: 0.9352303

00:07:25.260 --> 00:07:27.725 base definition of what we're
NOTE Confidence: 0.9352303

00:07:27.725 --> 00:07:29.697 talking about with microaggression.
NOTE Confidence: 0.9352303

00:07:29.700 --> 00:07:31.863 And it's really coming from the work
NOTE Confidence: 0.9352303

00:07:31.863 --> 00:07:33.736 that Chester Pierce had done in 1970,
NOTE Confidence: 0.9352303

00:07:33.736 --> 00:07:35.392 which you can see the reference
NOTE Confidence: 0.9352303

00:07:35.392 --> 00:07:37.900 here at the bottom on defining
NOTE Confidence: 0.9352303

00:07:37.900 --> 00:07:41.100 microaggressions as those everyday verbal,
NOTE Confidence: 0.9352303

00:07:41.100 --> 00:07:43.638 nonverbal, environmental slights,
NOTE Confidence: 0.9352303

00:07:43.638 --> 00:07:46.176 snubs or insults.
NOTE Confidence: 0.9352303

00:07:46.180 --> 00:07:48.756 But we also would be a remiss if we
NOTE Confidence: 0.9352303

00:07:48.756 --> 00:07:50.830 didn't give a perspective that Mary
NOTE Confidence: 0.9352303

00:07:50.830 --> 00:07:53.510 Rowe had shared in 1973 where she
NOTE Confidence: 0.9352303

00:07:53.510 --> 00:07:55.510 coined the term micro inequities,
NOTE Confidence: 0.9352303

00:07:55.510 --> 00:07:57.442 which is really coming from the an
NOTE Confidence: 0.9352303

00:07:57.442 --> 00:07:59.549 extension of that microaggression theory,

NOTE Confidence: 0.9352303
00:07:59.550 --> 00:08:00.975 if you will.
NOTE Confidence: 0.9352303
00:08:00.975 --> 00:08:03.825 So think about this sometimes quiet,
NOTE Confidence: 0.9352303
00:08:03.830 --> 00:08:07.830 potentially hostile unintentional
NOTE Confidence: 0.9352303
00:08:07.830 --> 00:08:09.577 slights or snubs.
NOTE Confidence: 0.9352303
00:08:09.577 --> 00:08:11.899 The term that you might hear
NOTE Confidence: 0.9352303
00:08:11.899 --> 00:08:14.109 most recently is being dissed,
NOTE Confidence: 0.9352303
00:08:14.110 --> 00:08:15.310 something of that nature.
NOTE Confidence: 0.9360659
00:08:16.480 --> 00:08:18.880 Thanks, Allison. So there are
NOTE Confidence: 0.9360659
00:08:18.880 --> 00:08:20.800 different types of microaggressions.
NOTE Confidence: 0.9360659
00:08:20.800 --> 00:08:23.890 One is verbal that can be
NOTE Confidence: 0.9360659
00:08:23.890 --> 00:08:25.435 harmful or stigmatizing.
NOTE Confidence: 0.9360659
00:08:25.440 --> 00:08:27.895 We also might have something
NOTE Confidence: 0.9360659
00:08:27.895 --> 00:08:28.877 that's behavioral,
NOTE Confidence: 0.9360659
00:08:28.880 --> 00:08:31.262 an action or behavior that results
NOTE Confidence: 0.9360659
00:08:31.262 --> 00:08:33.880 in harm or discrimination to certain
NOTE Confidence: 0.9360659

00:08:33.880 --> 00:08:36.336 marginalized group or groups.
NOTE Confidence: 0.9360659

00:08:36.336 --> 00:08:38.580 Environmental they're expressed
NOTE Confidence: 0.9360659

00:08:38.580 --> 00:08:43.016 in society through the lack of
NOTE Confidence: 0.9360659

00:08:43.016 --> 00:08:46.686 representation and diversity or negative
NOTE Confidence: 0.9360659

00:08:46.686 --> 00:08:49.460 imagery and virtual microaggressions
NOTE Confidence: 0.9360659

00:08:49.460 --> 00:08:52.860 that present in virtual interactions
NOTE Confidence: 0.9360659

00:08:52.860 --> 00:08:54.600 or virtual work environments.
NOTE Confidence: 0.9360659

00:08:54.600 --> 00:08:58.612 So we really wanted to sort of move through
NOTE Confidence: 0.9360659

00:08:58.612 --> 00:09:01.258 these to have a common understanding
NOTE Confidence: 0.9360659

00:09:01.260 --> 00:09:02.860 because there are also subtypes
NOTE Confidence: 0.9360659

00:09:02.860 --> 00:09:05.178 that I wanted to point out to you,
NOTE Confidence: 0.9360659

00:09:05.180 --> 00:09:08.558 and this was from the racial
NOTE Confidence: 0.9360659

00:09:08.558 --> 00:09:10.810 microaggressions in everyday life.
NOTE Confidence: 0.9360659

00:09:10.810 --> 00:09:13.738 The micro assaults are deliberate and
NOTE Confidence: 0.9360659

00:09:13.738 --> 00:09:16.148 intentional slights or insults that
NOTE Confidence: 0.9360659

00:09:16.148 --> 00:09:18.843 are meant to hurt the intended victim.

NOTE Confidence: 0.9360659

00:09:18.850 --> 00:09:21.234 Micro insults are rude,

NOTE Confidence: 0.9360659

00:09:21.234 --> 00:09:23.618 insensitive comments that suddenly

NOTE Confidence: 0.9360659

00:09:23.618 --> 00:09:26.143 disrespect A person's racial

NOTE Confidence: 0.9360659

00:09:26.143 --> 00:09:28.006 heritage or identity.

NOTE Confidence: 0.9360659

00:09:28.010 --> 00:09:30.485 And micro invalidations are when

NOTE Confidence: 0.9360659

00:09:30.485 --> 00:09:32.960 someone attempts to discredit or

NOTE Confidence: 0.9360659

00:09:33.045 --> 00:09:36.111 minimize the experiences of a person

NOTE Confidence: 0.9360659

00:09:36.111 --> 00:09:38.690 who's from an underrepresented group.

NOTE Confidence: 0.9340503

00:09:40.990 --> 00:09:46.890 So as we think privately think, have you

NOTE Confidence: 0.9340503

00:09:46.890 --> 00:09:49.710 observed or experienced A microaggression?

NOTE Confidence: 0.9340503

00:09:49.710 --> 00:09:54.767 I just want to give you 15 seconds to

NOTE Confidence: 0.9340503

00:09:54.767 --> 00:09:57.269 think about that with those definitions.

NOTE Confidence: 0.9340503

00:10:06.910 --> 00:10:10.942 So hold on to that if you have observed,

NOTE Confidence: 0.9340503

00:10:10.950 --> 00:10:13.624 because we're going to take you through

NOTE Confidence: 0.9340503

00:10:13.630 --> 00:10:16.550 bystander and upstander work, Tishiana.

NOTE Confidence: 0.93507785

00:10:17.950 --> 00:10:20.589 So to continue that breakdown of terminology,
NOTE Confidence: 0.93507785

00:10:20.590 --> 00:10:22.774 we want to talk about these
NOTE Confidence: 0.93507785

00:10:22.774 --> 00:10:23.866 two additional terms.
NOTE Confidence: 0.93507785

00:10:23.870 --> 00:10:26.600 They'll focus on a lot today referring
NOTE Confidence: 0.93507785

00:10:26.600 --> 00:10:28.709 to when microaggressions are occurring.
NOTE Confidence: 0.93507785

00:10:28.710 --> 00:10:31.188 So one, when we say bystander,
NOTE Confidence: 0.93507785

00:10:31.190 --> 00:10:32.230 what are we talking about?
NOTE Confidence: 0.93507785

00:10:32.230 --> 00:10:34.756 Someone who sees or knows a
NOTE Confidence: 0.93507785

00:10:34.756 --> 00:10:37.261 behavior or something that is said
NOTE Confidence: 0.93507785

00:10:37.261 --> 00:10:39.830 is wrong but takes no action to
NOTE Confidence: 0.93507785

00:10:39.830 --> 00:10:42.227 address it right or to report it.
NOTE Confidence: 0.93507785

00:10:42.230 --> 00:10:44.236 Then we have another term, upstander,
NOTE Confidence: 0.93507785

00:10:44.236 --> 00:10:46.666 someone who recognizes that something's
NOTE Confidence: 0.93507785

00:10:46.666 --> 00:10:49.690 wrong and acts to make it right.
NOTE Confidence: 0.93507785

00:10:49.690 --> 00:10:52.448 Now another similar term you will hear
NOTE Confidence: 0.93507785

00:10:52.450 --> 00:10:55.446 used here at Yale is active bystander,

NOTE Confidence: 0.93507785

00:10:55.450 --> 00:10:58.036 where someone who recognizes A potentially

NOTE Confidence: 0.93507785

00:10:58.036 --> 00:10:59.760 harmful situation or interaction

NOTE Confidence: 0.93507785

00:10:59.825 --> 00:11:02.537 chooses to respond in a way that could

NOTE Confidence: 0.93507785

00:11:02.537 --> 00:11:03.969 positively influence the outcome.

NOTE Confidence: 0.93507785

00:11:03.970 --> 00:11:06.570 So very similar terms,

NOTE Confidence: 0.93507785

00:11:06.570 --> 00:11:09.170 active bystander or upstander.

NOTE Confidence: 0.93507785

00:11:09.170 --> 00:11:11.055 We're going to mostly use

NOTE Confidence: 0.93507785

00:11:11.055 --> 00:11:12.563 the term upstander today.

NOTE Confidence: 0.9249324

00:11:14.620 --> 00:11:17.938 And so to move along, we are going

NOTE Confidence: 0.9249324

00:11:17.938 --> 00:11:19.853 to talk a little bit about space.

NOTE Confidence: 0.9249324

00:11:19.853 --> 00:11:22.044 So you know, we put all that

NOTE Confidence: 0.9249324

00:11:22.044 --> 00:11:24.450 lingo out there because we're also

NOTE Confidence: 0.9249324

00:11:24.450 --> 00:11:26.580 going to have some discussion.

NOTE Confidence: 0.9249324

00:11:26.580 --> 00:11:29.428 I want to ask for a show of

NOTE Confidence: 0.9249324

00:11:29.428 --> 00:11:31.619 virtual hands or actual hands.

NOTE Confidence: 0.9249324

00:11:31.620 --> 00:11:33.660 In fact, now if you put your actual hand up,
NOTE Confidence: 0.9249324

00:11:33.660 --> 00:11:36.702 it will put a virtual hand up for you.
NOTE Confidence: 0.9249324

00:11:36.710 --> 00:11:40.391 A show of hands if you've ever been in
NOTE Confidence: 0.9249324

00:11:40.391 --> 00:11:43.653 a group or a meeting where they asked
NOTE Confidence: 0.9249324

00:11:43.653 --> 00:11:46.230 you to agree to honor a safe space.
NOTE Confidence: 0.9249324

00:11:46.230 --> 00:11:47.270 So any any okay,
NOTE Confidence: 0.9249324

00:11:47.270 --> 00:11:49.398 I see some hands going up. Great.
NOTE Confidence: 0.9249324

00:11:49.398 --> 00:11:51.670 Well, to make sure,
NOTE Confidence: 0.9249324

00:11:51.670 --> 00:11:53.028 even though we have some hands up,
NOTE Confidence: 0.9249324

00:11:53.030 --> 00:11:54.710 make sure we're all on the same page,
NOTE Confidence: 0.9249324

00:11:54.710 --> 00:11:57.860 you know, I will tell you what I mean and
NOTE Confidence: 0.9249324

00:11:57.937 --> 00:12:01.233 what's intended when I say safe space here.
NOTE Confidence: 0.9249324

00:12:01.240 --> 00:12:04.138 So it's it typically meant to mean
NOTE Confidence: 0.9249324

00:12:04.138 --> 00:12:07.239 it's a space that's free of bias,
NOTE Confidence: 0.9249324

00:12:07.240 --> 00:12:10.240 free of conflict, free of criticism,
NOTE Confidence: 0.9249324

00:12:10.240 --> 00:12:12.252 and free of potentially

NOTE Confidence: 0.9249324

00:12:12.252 --> 00:12:14.264 threatening ideas or conversations.

NOTE Confidence: 0.9249324

00:12:14.270 --> 00:12:16.943 And I want to just say preface this was

NOTE Confidence: 0.9249324

00:12:16.943 --> 00:12:19.708 saying they are needed at times safe spaces.

NOTE Confidence: 0.9249324

00:12:19.710 --> 00:12:22.580 They provide a retreat from ideas and

NOTE Confidence: 0.9249324

00:12:22.580 --> 00:12:25.348 perspectives that are at odds from our own.

NOTE Confidence: 0.9249324

00:12:25.350 --> 00:12:27.865 Sometimes we need that because

NOTE Confidence: 0.9249324

00:12:27.865 --> 00:12:30.916 typically we feel understood in those

NOTE Confidence: 0.9249324

00:12:30.916 --> 00:12:33.628 kinds of spaces and feel renewal.

NOTE Confidence: 0.9249324

00:12:33.630 --> 00:12:35.556 It usually works really well with

NOTE Confidence: 0.9249324

00:12:35.556 --> 00:12:37.265 likeminded people that have similar

NOTE Confidence: 0.9249324

00:12:37.265 --> 00:12:39.105 ideas and experiences and beliefs.

NOTE Confidence: 0.9249324

00:12:39.110 --> 00:12:41.950 But there are dangers. Okay.

NOTE Confidence: 0.9249324

00:12:41.950 --> 00:12:42.946 What are some of the dangers?

NOTE Confidence: 0.9249324

00:12:42.950 --> 00:12:45.600 I'm going to tell you 33 dangers,

NOTE Confidence: 0.9249324

00:12:45.600 --> 00:12:50.014 one where all that is said applies.

NOTE Confidence: 0.9249324

00:12:50.014 --> 00:12:52.378 It can become an echo chamber.

NOTE Confidence: 0.9249324

00:12:52.380 --> 00:12:53.973 So that's one way in which it can be

NOTE Confidence: 0.9249324

00:12:53.973 --> 00:12:55.662 a little dangerous and you can lower

NOTE Confidence: 0.9249324

00:12:55.662 --> 00:12:57.322 your hands at any point because I

NOTE Confidence: 0.9249324

00:12:57.322 --> 00:12:59.980 might ask you to raise them again.

NOTE Confidence: 0.9249324

00:12:59.980 --> 00:13:03.216 And then the second is that, you know,

NOTE Confidence: 0.9249324

00:13:03.216 --> 00:13:06.408 there's a likely scenario where someone

NOTE Confidence: 0.9249324

00:13:06.408 --> 00:13:10.060 in the space is different in some way,

NOTE Confidence: 0.9249324

00:13:10.060 --> 00:13:12.787 in ways that others in the space don't know.

NOTE Confidence: 0.9249324

00:13:12.790 --> 00:13:13.790 So sort of different from

NOTE Confidence: 0.9249324

00:13:13.790 --> 00:13:14.590 others in the group.

NOTE Confidence: 0.9249324

00:13:14.590 --> 00:13:17.330 And there's something that's said

NOTE Confidence: 0.9249324

00:13:17.330 --> 00:13:19.830 in the the sort of sense of,

NOTE Confidence: 0.9249324

00:13:19.830 --> 00:13:20.826 oh, this is a safe space.

NOTE Confidence: 0.9249324

00:13:20.830 --> 00:13:24.122 So I can say this that might end up

NOTE Confidence: 0.9249324

00:13:24.122 --> 00:13:26.060 making that one individual or two

NOTE Confidence: 0.9249324

00:13:26.129 --> 00:13:28.349 or three feel actually very unsafe.

NOTE Confidence: 0.9249324

00:13:28.350 --> 00:13:31.350 And then where you have very mixed company,

NOTE Confidence: 0.9249324

00:13:31.350 --> 00:13:33.814 things can be said that are not really

NOTE Confidence: 0.9249324

00:13:33.814 --> 00:13:36.067 sensitive to the experience of the few,

NOTE Confidence: 0.9249324

00:13:36.070 --> 00:13:38.870 but for the comfort of the majority

NOTE Confidence: 0.9249324

00:13:38.870 --> 00:13:42.027 in the name of being a safe space,

NOTE Confidence: 0.9249324

00:13:42.030 --> 00:13:44.630 everyone just accepts what's set.

NOTE Confidence: 0.9249324

00:13:44.630 --> 00:13:47.234 But this safe space is actually harmful

NOTE Confidence: 0.9249324

00:13:47.234 --> 00:13:49.911 and dangerous for those who are having

NOTE Confidence: 0.9249324

00:13:49.911 --> 00:13:52.143 actually can even have an emotional,

NOTE Confidence: 0.9249324

00:13:52.150 --> 00:13:52.849 and you know,

NOTE Confidence: 0.9249324

00:13:52.849 --> 00:13:53.548 I'm a psychiatrist,

NOTE Confidence: 0.9249324

00:13:53.550 --> 00:13:56.910 an emotional and even a physical reaction to

NOTE Confidence: 0.9249324

00:13:56.910 --> 00:14:00.690 what was just accepted and left on the table.

NOTE Confidence: 0.9249324

00:14:00.690 --> 00:14:02.419 Now this is an effort to make

NOTE Confidence: 0.9249324

00:14:02.419 --> 00:14:03.850 the majority feel comfortable,
NOTE Confidence: 0.9249324

00:14:03.850 --> 00:14:06.685 but that minority may left be left
NOTE Confidence: 0.9249324

00:14:06.685 --> 00:14:08.730 really felt feeling voiceless,
NOTE Confidence: 0.9249324

00:14:08.730 --> 00:14:11.124 and they will speak with their feet
NOTE Confidence: 0.9249324

00:14:11.124 --> 00:14:13.728 and withdraw in the moment mentally
NOTE Confidence: 0.9249324

00:14:13.728 --> 00:14:15.740 or ultimately withdraw physically
NOTE Confidence: 0.9249324

00:14:15.740 --> 00:14:17.249 from the environment.
NOTE Confidence: 0.9249324

00:14:17.250 --> 00:14:19.364 Now again for another show of hands,
NOTE Confidence: 0.93886673

00:14:19.370 --> 00:14:22.541 I wonder if there's anyone here who's
NOTE Confidence: 0.93886673

00:14:22.541 --> 00:14:25.282 been in that situation like that where
NOTE Confidence: 0.93886673

00:14:25.282 --> 00:14:27.730 you know it's it's supposed to be a safe
NOTE Confidence: 0.93886673

00:14:27.790 --> 00:14:29.860 space but you actually feel unsafe.
NOTE Confidence: 0.93886673

00:14:29.860 --> 00:14:31.580 All right. So we all,
NOTE Confidence: 0.93886673

00:14:31.580 --> 00:14:33.660 all I needed was one hand so.
NOTE Confidence: 0.93886673

00:14:33.660 --> 00:14:36.612 So thank you. Thank you for also
NOTE Confidence: 0.93886673

00:14:36.612 --> 00:14:38.484 sort of being vulnerable and and

NOTE Confidence: 0.93886673

00:14:38.484 --> 00:14:41.049 and and and bringing that up so you

NOTE Confidence: 0.93886673

00:14:41.049 --> 00:14:43.060 can also lower your hands again.

NOTE Confidence: 0.93886673

00:14:43.060 --> 00:14:45.976 So why do I talk about all of that?

NOTE Confidence: 0.93886673

00:14:45.980 --> 00:14:47.900 Because there's an alternative.

NOTE Confidence: 0.93886673

00:14:47.900 --> 00:14:49.340 And that alternative,

NOTE Confidence: 0.93886673

00:14:49.340 --> 00:14:51.484 one alternative that's been

NOTE Confidence: 0.93886673

00:14:51.484 --> 00:14:53.808 brought is a brave space.

NOTE Confidence: 0.93886673

00:14:53.808 --> 00:14:56.270 A brave space, in contrast to the safe,

NOTE Confidence: 0.93886673

00:14:56.270 --> 00:14:58.076 is an environment that really allows

NOTE Confidence: 0.93886673

00:14:58.076 --> 00:14:59.995 learners to engage with one another

NOTE Confidence: 0.93886673

00:14:59.995 --> 00:15:01.650 and have conversations about topics

NOTE Confidence: 0.93886673

00:15:01.650 --> 00:15:03.349 like social issues with honesty,

NOTE Confidence: 0.93886673

00:15:03.350 --> 00:15:05.126 sensitivity, respect and generosity.

NOTE Confidence: 0.93886673

00:15:05.126 --> 00:15:08.284 These brave spaces ask us to engage

NOTE Confidence: 0.93886673

00:15:08.284 --> 00:15:09.535 in uncomfortable conversations

NOTE Confidence: 0.93886673

00:15:09.535 --> 00:15:12.590 in order to learn to do better.
NOTE Confidence: 0.93886673

00:15:12.590 --> 00:15:14.430 Now accountability is essential
NOTE Confidence: 0.93886673

00:15:14.430 --> 00:15:17.190 to brace spaces and that includes
NOTE Confidence: 0.93886673

00:15:17.261 --> 00:15:19.525 accepting responsibility for one's
NOTE Confidence: 0.93886673

00:15:19.525 --> 00:15:22.115 actions and the repercussions in
NOTE Confidence: 0.93886673

00:15:22.115 --> 00:15:24.390 what we may say and a willingness
NOTE Confidence: 0.93886673

00:15:24.390 --> 00:15:26.936 to name and challenge especially
NOTE Confidence: 0.93886673

00:15:26.936 --> 00:15:28.790 oppressive ideas and recognize
NOTE Confidence: 0.93886673

00:15:28.790 --> 00:15:30.390 how one's identity and privilege,
NOTE Confidence: 0.93886673

00:15:30.390 --> 00:15:32.110 because we all carry privilege,
NOTE Confidence: 0.93886673

00:15:32.110 --> 00:15:33.758 right, impacts group dynamics.
NOTE Confidence: 0.93886673

00:15:33.758 --> 00:15:37.293 So we're going to move on to a scenario
NOTE Confidence: 0.93886673

00:15:37.293 --> 00:15:39.393 want to share with you and you're
NOTE Confidence: 0.93886673

00:15:39.393 --> 00:15:40.457 going to see it on this next slide.
NOTE Confidence: 0.93886673

00:15:40.460 --> 00:15:42.100 But I'm going to give a little different
NOTE Confidence: 0.93886673

00:15:42.100 --> 00:15:44.058 twist on it than what's exactly on that side.

NOTE Confidence: 0.93886673

00:15:44.060 --> 00:15:46.734 So, so, so listen to the scenario,

NOTE Confidence: 0.93886673

00:15:46.740 --> 00:15:47.482 the situation.

NOTE Confidence: 0.93886673

00:15:47.482 --> 00:15:50.079 So now I want you to imagine

NOTE Confidence: 0.93886673

00:15:50.079 --> 00:15:52.539 that this is a planning meeting

NOTE Confidence: 0.93886673

00:15:52.540 --> 00:15:54.418 that's held virtually in a room,

NOTE Confidence: 0.93886673

00:15:54.420 --> 00:15:55.788 a zoom room,

NOTE Confidence: 0.93886673

00:15:55.788 --> 00:15:58.068 just like we're all here

NOTE Confidence: 0.93886673

00:15:58.068 --> 00:16:00.980 today on and there is a a

NOTE Confidence: 0.93991345

00:16:03.680 --> 00:16:05.170 faculty member. We're going to

NOTE Confidence: 0.93991345

00:16:05.170 --> 00:16:07.120 say this is a faculty member,

NOTE Confidence: 0.93991345

00:16:07.120 --> 00:16:08.472 a black faculty member,

NOTE Confidence: 0.93991345

00:16:08.472 --> 00:16:11.040 and we're going to call her Joanne.

NOTE Confidence: 0.93991345

00:16:11.040 --> 00:16:13.200 And in response to a question,

NOTE Confidence: 0.93991345

00:16:13.200 --> 00:16:15.894 she proposes a new teaching strategy

NOTE Confidence: 0.93991345

00:16:15.894 --> 00:16:18.320 to incorporate into a course.

NOTE Confidence: 0.93991345

00:16:20.840 --> 00:16:21.680 Crickets.
NOTE Confidence: 0.93991345

00:16:24.000 --> 00:16:28.405 It's so quiet. No one in the meeting
NOTE Confidence: 0.93991345

00:16:28.405 --> 00:16:29.920 acknowledges this recommendation.
NOTE Confidence: 0.93991345

00:16:29.920 --> 00:16:35.198 Next a younger white male faculty member,
NOTE Confidence: 0.93991345

00:16:35.200 --> 00:16:38.760 we'll call him Tom, who has less experience,
NOTE Confidence: 0.93991345

00:16:38.760 --> 00:16:40.000 less time in the role,
NOTE Confidence: 0.93991345

00:16:40.000 --> 00:16:42.037 in fact comes from a different department,
NOTE Confidence: 0.93991345

00:16:42.040 --> 00:16:43.450 not really associated with the content
NOTE Confidence: 0.93991345

00:16:43.450 --> 00:16:45.000 of the course, but learned about
NOTE Confidence: 0.93991345

00:16:45.000 --> 00:16:46.960 it and tested to join the meeting.
NOTE Confidence: 0.93991345

00:16:46.960 --> 00:16:49.660 Really excited. Tom makes the
NOTE Confidence: 0.93991345

00:16:49.660 --> 00:16:52.560 same almost word for word comment.
NOTE Confidence: 0.93991345

00:16:52.560 --> 00:16:55.640 Now, after he repeats the same suggestion,
NOTE Confidence: 0.93991345

00:16:55.640 --> 00:16:57.052 everyone applauds the ideas.
NOTE Confidence: 0.93991345

00:16:57.052 --> 00:16:59.170 We've got messages in the chat.
NOTE Confidence: 0.93991345

00:16:59.170 --> 00:17:01.050 We've got, you know, clapping.

NOTE Confidence: 0.93991345

00:17:01.050 --> 00:17:03.050 We've got the little party.

NOTE Confidence: 0.93991345

00:17:03.050 --> 00:17:04.170 I don't even know what that's called,

NOTE Confidence: 0.93991345

00:17:04.170 --> 00:17:05.510 but you know the little

NOTE Confidence: 0.93991345

00:17:05.510 --> 00:17:06.850 party thing that comes out.

NOTE Confidence: 0.93991345

00:17:06.850 --> 00:17:08.670 And while this happens,

NOTE Confidence: 0.93991345

00:17:08.670 --> 00:17:11.400 one person sends a little side

NOTE Confidence: 0.93991345

00:17:11.491 --> 00:17:13.765 note to Joanne in the chat.

NOTE Confidence: 0.93991345

00:17:13.770 --> 00:17:15.598 That's just she's appalled.

NOTE Confidence: 0.93991345

00:17:15.598 --> 00:17:16.969 Oh my goodness.

NOTE Confidence: 0.93991345

00:17:16.970 --> 00:17:18.566 Did she just see what happened?

NOTE Confidence: 0.93991345

00:17:18.570 --> 00:17:19.770 This is a direct chat,

NOTE Confidence: 0.93991345

00:17:19.770 --> 00:17:21.626 just privately to Joanne.

NOTE Confidence: 0.93991345

00:17:21.626 --> 00:17:22.972 Now, later that day,

NOTE Confidence: 0.93991345

00:17:22.972 --> 00:17:25.530 Joanne reaches out to Tom in an e-mail.

NOTE Confidence: 0.93991345

00:17:25.530 --> 00:17:27.396 It's just a sort of feeling,

NOTE Confidence: 0.93991345

00:17:27.400 --> 00:17:28.560 not feeling good about this.
NOTE Confidence: 0.93991345

00:17:28.560 --> 00:17:31.760 And so she gently said,
NOTE Confidence: 0.93991345

00:17:31.760 --> 00:17:33.360 you know, sort of ask,
NOTE Confidence: 0.93991345

00:17:33.360 --> 00:17:36.192 was he aware what happens, you know,
NOTE Confidence: 0.93991345

00:17:36.192 --> 00:17:39.400 sort of feeling a bit frustrated by it,
NOTE Confidence: 0.93991345

00:17:39.400 --> 00:17:42.120 wondering if they could discuss.
NOTE Confidence: 0.93991345

00:17:42.120 --> 00:17:44.442 And he responds by really discounting
NOTE Confidence: 0.93991345

00:17:44.442 --> 00:17:46.560 the intent or the impact.
NOTE Confidence: 0.93991345

00:17:46.560 --> 00:17:48.452 So the question is,
NOTE Confidence: 0.93991345

00:17:48.452 --> 00:17:50.632 is this a microaggression,
NOTE Confidence: 0.93991345

00:17:50.632 --> 00:17:52.480 and if so,
NOTE Confidence: 0.93991345

00:17:52.480 --> 00:17:53.160 by whom?
NOTE Confidence: 0.9240494

00:17:58.710 --> 00:18:02.530 Think about it And then you know
NOTE Confidence: 0.9240494

00:18:02.530 --> 00:18:03.910 what type of microaggression.
NOTE Confidence: 0.9240494

00:18:03.910 --> 00:18:06.268 We just went over some terminology.
NOTE Confidence: 0.9240494

00:18:06.270 --> 00:18:07.870 What type of microaggression?

NOTE Confidence: 0.9240494
00:18:07.870 --> 00:18:09.470 Can we name it?
NOTE Confidence: 0.9240494
00:18:09.470 --> 00:18:12.270 And if you want to put put in
NOTE Confidence: 0.9240494
00:18:12.270 --> 00:18:15.910 the chat or jump in and just
NOTE Confidence: 0.9240494
00:18:18.030 --> 00:18:21.594 say if you do see this as a microaggression
NOTE Confidence: 0.9240494
00:18:21.594 --> 00:18:23.544 or and by whom you want to throw
NOTE Confidence: 0.9240494
00:18:23.544 --> 00:18:25.149 anything in the chat, we'll take it.
NOTE Confidence: 0.93556005
00:18:34.350 --> 00:18:35.750 I think it is a microaggression,
NOTE Confidence: 0.93556005
00:18:35.750 --> 00:18:36.790 I think primarily
NOTE Confidence: 0.93556005
00:18:36.790 --> 00:18:38.862 by Tom, but I wonder also about the
NOTE Confidence: 0.93556005
00:18:38.862 --> 00:18:40.870 the silence of the people in the room.
NOTE Confidence: 0.93556005
00:18:40.870 --> 00:18:43.012 And you know, who observed this One
NOTE Confidence: 0.93556005
00:18:43.012 --> 00:18:45.030 person sent a chat, but you know,
NOTE Confidence: 0.93556005
00:18:45.030 --> 00:18:46.142 but undoubtedly everybody else
NOTE Confidence: 0.93556005
00:18:46.142 --> 00:18:48.038 noticed or if they didn't that's
NOTE Confidence: 0.93556005
00:18:48.038 --> 00:18:49.110 that's problematic as well.
NOTE Confidence: 0.93556005

00:18:49.110 --> 00:18:51.105 I think it could be by both.
NOTE Confidence: 0.93556005

00:18:52.350 --> 00:18:53.270 Absolutely.
NOTE Confidence: 0.93556005

00:18:55.510 --> 00:18:58.222 And so the next thought is, you know,
NOTE Confidence: 0.93556005

00:18:58.222 --> 00:19:00.940 as an upstander and so first of all,
NOTE Confidence: 0.93556005

00:19:00.940 --> 00:19:04.340 absolutely yes, yes and yes.
NOTE Confidence: 0.93556005

00:19:04.340 --> 00:19:06.380 The, you know, Tom,
NOTE Confidence: 0.93556005

00:19:06.380 --> 00:19:10.268 all of the silence and even there's even
NOTE Confidence: 0.93556005

00:19:10.268 --> 00:19:12.674 something that feels frustrating about the
NOTE Confidence: 0.93556005

00:19:12.674 --> 00:19:15.540 person who sent a chat message to Joanne.
NOTE Confidence: 0.93556005

00:19:15.540 --> 00:19:17.636 Right. So they they saw it and they
NOTE Confidence: 0.93556005

00:19:17.636 --> 00:19:20.058 sort of discreetly just with her said,
NOTE Confidence: 0.93556005

00:19:20.060 --> 00:19:22.358 Oh my goodness, what just happened
NOTE Confidence: 0.93556005

00:19:22.358 --> 00:19:24.705 that that didn't feel good? Okay.
NOTE Confidence: 0.93556005

00:19:24.705 --> 00:19:27.135 And and again, real life scenario,
NOTE Confidence: 0.93556005

00:19:27.140 --> 00:19:29.561 real life scenario.
NOTE Confidence: 0.93556005

00:19:29.561 --> 00:19:32.410 So what would you have done

NOTE Confidence: 0.93556005
00:19:32.410 --> 00:19:34.450 in a scenario like this?
NOTE Confidence: 0.93556005
00:19:34.450 --> 00:19:36.725 How could you have been a upstander?
NOTE Confidence: 0.93556005
00:19:36.730 --> 00:19:39.250 Often times before we move on,
NOTE Confidence: 0.93556005
00:19:39.250 --> 00:19:40.270 I'll just say often times
NOTE Confidence: 0.93556005
00:19:40.270 --> 00:19:41.290 we sort of run away.
NOTE Confidence: 0.93556005
00:19:41.290 --> 00:19:43.299 And you can kind of imagine maybe
NOTE Confidence: 0.93556005
00:19:43.299 --> 00:19:45.062 that's where this person who sent
NOTE Confidence: 0.93556005
00:19:45.062 --> 00:19:46.748 the little message in the chat
NOTE Confidence: 0.93556005
00:19:46.748 --> 00:19:48.946 was we may run away from being
NOTE Confidence: 0.93556005
00:19:48.946 --> 00:19:50.094 upstander because we'll say,
NOTE Confidence: 0.93556005
00:19:50.094 --> 00:19:50.618 you know,
NOTE Confidence: 0.93556005
00:19:50.618 --> 00:19:52.190 we don't want to make anyone
NOTE Confidence: 0.93556005
00:19:52.251 --> 00:19:53.269 feel uncomfortable.
NOTE Confidence: 0.93556005
00:19:53.270 --> 00:19:55.608 The reality is that if you can
NOTE Confidence: 0.93556005
00:19:55.608 --> 00:19:57.464 feel some discomfort in that
NOTE Confidence: 0.93556005

00:19:57.464 --> 00:19:59.429 moment watching this thing happen,

NOTE Confidence: 0.93556005

00:19:59.430 --> 00:20:01.885 then the likelihood that others

NOTE Confidence: 0.93556005

00:20:01.885 --> 00:20:03.680 feel uncomfortable already is

NOTE Confidence: 0.93556005

00:20:03.680 --> 00:20:05.705 is pretty is pretty certain.

NOTE Confidence: 0.93556005

00:20:05.710 --> 00:20:07.362 And so the only person who doesn't

NOTE Confidence: 0.93556005

00:20:07.362 --> 00:20:08.866 feel uncomfortable is the one who's

NOTE Confidence: 0.93556005

00:20:08.866 --> 00:20:09.613 committing this microaggression

NOTE Confidence: 0.93556005

00:20:09.613 --> 00:20:10.950 in the in the moment.

NOTE Confidence: 0.93556005

00:20:10.950 --> 00:20:11.243 Now,

NOTE Confidence: 0.93556005

00:20:11.243 --> 00:20:13.001 sometimes they might feel a little

NOTE Confidence: 0.93556005

00:20:13.001 --> 00:20:14.204 bit uncomfortable afterward because

NOTE Confidence: 0.93556005

00:20:14.204 --> 00:20:15.589 they've sort of recognized it,

NOTE Confidence: 0.93556005

00:20:15.590 --> 00:20:17.264 but but often times that's that's

NOTE Confidence: 0.93556005

00:20:17.264 --> 00:20:19.409 pretty much the only one who's not

NOTE Confidence: 0.93556005

00:20:19.409 --> 00:20:21.024 feeling uncomfortable in the moment.

NOTE Confidence: 0.93556005

00:20:21.030 --> 00:20:22.670 Now they've succeeded to make.

NOTE Confidence: 0.93556005

00:20:22.670 --> 00:20:24.427 Everyone feel uncomfortable on top of it.

NOTE Confidence: 0.93556005

00:20:24.430 --> 00:20:26.650 So the person who has been

NOTE Confidence: 0.93556005

00:20:26.650 --> 00:20:28.710 microaggressed upon, let's say you know,

NOTE Confidence: 0.93556005

00:20:28.710 --> 00:20:30.360 feels utterly alone and typically

NOTE Confidence: 0.93556005

00:20:30.360 --> 00:20:32.197 is questioning whether or not they

NOTE Confidence: 0.93556005

00:20:32.197 --> 00:20:34.349 made it all up in their head.

NOTE Confidence: 0.93556005

00:20:34.350 --> 00:20:37.422 And perhaps they're overreacting.

NOTE Confidence: 0.93556005

00:20:37.422 --> 00:20:39.948 So we said, yes, it's a A,

NOTE Confidence: 0.93556005

00:20:39.950 --> 00:20:40.582 a microaggression,

NOTE Confidence: 0.93556005

00:20:40.582 --> 00:20:43.110 but let's let's start to talk about strategy.

NOTE Confidence: 0.93556005

00:20:43.110 --> 00:20:45.630 So there's problem. How do we address it?

NOTE Confidence: 0.93556005

00:20:45.630 --> 00:20:47.961 So first we're going to just talk

NOTE Confidence: 0.93556005

00:20:47.961 --> 00:20:50.070 about these 3R's okay to sort of

NOTE Confidence: 0.93556005

00:20:50.070 --> 00:20:52.269 summarize how we might really approach it.

NOTE Confidence: 0.93556005

00:20:52.270 --> 00:20:54.370 So keep it kind of simple, Okay.

NOTE Confidence: 0.93556005

00:20:54.370 --> 00:20:57.252 So first thing is reflecting, right.
NOTE Confidence: 0.93556005

00:20:57.252 --> 00:20:59.162 So reflecting the conversation back
NOTE Confidence: 0.93556005

00:20:59.162 --> 00:21:01.540 by asking the person who committed
NOTE Confidence: 0.93556005

00:21:01.540 --> 00:21:03.510 the microaggression what they actually
NOTE Confidence: 0.93556005

00:21:03.510 --> 00:21:06.150 meant or why they did what they did,
NOTE Confidence: 0.93556005

00:21:06.150 --> 00:21:06.410 right.
NOTE Confidence: 0.93556005

00:21:06.410 --> 00:21:08.230 So Joanne actually sort of tried that,
NOTE Confidence: 0.93556005

00:21:08.230 --> 00:21:10.090 raising awareness by informing
NOTE Confidence: 0.93556005

00:21:10.090 --> 00:21:12.415 the individual who committed the
NOTE Confidence: 0.93556005

00:21:12.415 --> 00:21:14.022 microaggression on why their
NOTE Confidence: 0.93556005

00:21:14.022 --> 00:21:15.938 actions were actually harmful, Okay.
NOTE Confidence: 0.93556005

00:21:15.938 --> 00:21:18.746 And then the final being reaffirming,
NOTE Confidence: 0.93556005

00:21:18.750 --> 00:21:20.606 reaffirming boundaries by stating
NOTE Confidence: 0.93556005

00:21:20.606 --> 00:21:23.390 what you know that certain language
NOTE Confidence: 0.93556005

00:21:23.462 --> 00:21:25.612 or behaviors really aren't tolerated
NOTE Confidence: 0.93556005

00:21:25.612 --> 00:21:28.308 and everyone deserves to be treated

NOTE Confidence: 0.93556005

00:21:28.308 --> 00:21:29.250 with respect.

NOTE Confidence: 0.93556005

00:21:29.250 --> 00:21:32.624 So that's the broad overview with the 3R's.

NOTE Confidence: 0.93556005

00:21:32.624 --> 00:21:34.894 But in situations where microaggression

NOTE Confidence: 0.93556005

00:21:34.894 --> 00:21:37.565 has occurred and the reality is

NOTE Confidence: 0.93556005

00:21:37.565 --> 00:21:39.530 they will continue to happen,

NOTE Confidence: 0.93556005

00:21:39.530 --> 00:21:41.882 folks may feel a need to have

NOTE Confidence: 0.93556005

00:21:41.882 --> 00:21:43.165 some real specific okay.

NOTE Confidence: 0.93556005

00:21:43.165 --> 00:21:45.640 So we wanted to do that as well and

NOTE Confidence: 0.93556005

00:21:45.712 --> 00:21:47.856 to sort of arm you as we're going

NOTE Confidence: 0.93556005

00:21:47.856 --> 00:21:50.330 to break out into some breakout

NOTE Confidence: 0.93556005

00:21:50.330 --> 00:21:52.090 sessions and a moment.

NOTE Confidence: 0.93556005

00:21:52.090 --> 00:21:55.708 So now we're in this brave space,

NOTE Confidence: 0.93556005

00:21:55.710 --> 00:21:56.782 learning space,

NOTE Confidence: 0.93556005

00:21:56.782 --> 00:21:58.390 taking about accountability,

NOTE Confidence: 0.9296944

00:21:58.390 --> 00:22:02.886 accepting and we want to find

NOTE Confidence: 0.9296944

00:22:02.886 --> 00:22:04.710 some strategies. First one,
NOTE Confidence: 0.9296944

00:22:04.710 --> 00:22:06.863 naming what you saw or heard, right?
NOTE Confidence: 0.9296944

00:22:06.863 --> 00:22:08.741 And that's kind of reflected in
NOTE Confidence: 0.9296944

00:22:08.741 --> 00:22:10.608 the three R's asking openended
NOTE Confidence: 0.9296944

00:22:10.608 --> 00:22:12.720 questions about it, right?
NOTE Confidence: 0.9296944

00:22:12.720 --> 00:22:16.054 So not necessarily putting a sort of
NOTE Confidence: 0.9296944

00:22:16.054 --> 00:22:17.997 judgment on it first and sort of figuring
NOTE Confidence: 0.9296944

00:22:17.997 --> 00:22:19.863 out where people are coming from so
NOTE Confidence: 0.9296944

00:22:19.863 --> 00:22:22.047 that it can sort of open some doors.
NOTE Confidence: 0.9296944

00:22:22.050 --> 00:22:23.925 And then once those openended
NOTE Confidence: 0.9296944

00:22:23.925 --> 00:22:25.050 questions are asked,
NOTE Confidence: 0.9296944

00:22:25.050 --> 00:22:27.240 another strategy that can follow it
NOTE Confidence: 0.9296944

00:22:27.240 --> 00:22:30.210 really nicely is to probe for some more
NOTE Confidence: 0.9296944

00:22:30.210 --> 00:22:32.730 clarity and then clarifying your own stances,
NOTE Confidence: 0.9296944

00:22:32.730 --> 00:22:35.130 how you feel about the situation,
NOTE Confidence: 0.9296944

00:22:35.130 --> 00:22:37.918 making it a teachable moment and then

NOTE Confidence: 0.9296944

00:22:37.918 --> 00:22:40.088 reminding folks of institutional values.

NOTE Confidence: 0.9296944

00:22:40.090 --> 00:22:41.992 Now this is adapted from a

NOTE Confidence: 0.9296944

00:22:41.992 --> 00:22:43.650 reference on the slide Ouch.

NOTE Confidence: 0.9296944

00:22:43.650 --> 00:22:46.206 And to wrap up these strategies,

NOTE Confidence: 0.9296944

00:22:46.210 --> 00:22:47.830 there's a wonderful quote that

NOTE Confidence: 0.9296944

00:22:47.830 --> 00:22:49.450 sort of sums everything up.

NOTE Confidence: 0.9296944

00:22:49.450 --> 00:22:53.426 And it says in the book the simple act of

NOTE Confidence: 0.9296944

00:22:53.426 --> 00:22:57.330 naming A bias or objecting to it on the spot,

NOTE Confidence: 0.9296944

00:22:57.330 --> 00:22:59.338 establishes a social atmosphere

NOTE Confidence: 0.9296944

00:22:59.338 --> 00:23:00.844 that discourages it.

NOTE Confidence: 0.9296944

00:23:00.850 --> 00:23:05.890 Saying nothing serves to condone it.

NOTE Confidence: 0.9296944

00:23:05.890 --> 00:23:09.340 So one strategy if you don't

NOTE Confidence: 0.9296944

00:23:09.340 --> 00:23:10.300 know what to say,

NOTE Confidence: 0.9296944

00:23:10.300 --> 00:23:12.455 you've forgotten all the things

NOTE Confidence: 0.9296944

00:23:12.455 --> 00:23:14.926 are to say potentially it's been

NOTE Confidence: 0.9296944

00:23:14.926 --> 00:23:17.233 proposed to say out and it really
NOTE Confidence: 0.9296944

00:23:17.233 --> 00:23:18.859 can sort of pause the conversation,
NOTE Confidence: 0.9296944

00:23:18.860 --> 00:23:21.919 assume the thought is also to try
NOTE Confidence: 0.9296944

00:23:21.919 --> 00:23:24.612 and assume good intent and making
NOTE Confidence: 0.9296944

00:23:24.612 --> 00:23:26.492 it really sort of individual
NOTE Confidence: 0.9296944

00:23:26.492 --> 00:23:27.860 when you're approaching it.
NOTE Confidence: 0.9296944

00:23:27.860 --> 00:23:28.430 And finally,
NOTE Confidence: 0.9296944

00:23:28.430 --> 00:23:31.086 we can't do all of this and say all
NOTE Confidence: 0.9296944

00:23:31.086 --> 00:23:33.186 of this without really addressing the
NOTE Confidence: 0.9296944

00:23:33.186 --> 00:23:35.930 resources that are right here at Yale.
NOTE Confidence: 0.9296944

00:23:35.930 --> 00:23:37.986 And so there are a number of resources
NOTE Confidence: 0.9296944

00:23:37.986 --> 00:23:40.476 to help you be an upstander or active
NOTE Confidence: 0.9296944

00:23:40.476 --> 00:23:42.090 bystander as Yale typically uses.
NOTE Confidence: 0.9296944

00:23:42.090 --> 00:23:42.975 And for that,
NOTE Confidence: 0.9296944

00:23:42.975 --> 00:23:44.450 I will turn the conversation
NOTE Confidence: 0.9296944

00:23:44.450 --> 00:23:45.690 over to Elizabeth.

NOTE Confidence: 0.93414885

00:23:47.170 --> 00:23:49.606 Thank you so much. I really appreciate

NOTE Confidence: 0.93414885

00:23:49.606 --> 00:23:51.748 the way that you frame that.

NOTE Confidence: 0.93414885

00:23:51.750 --> 00:23:53.910 So as I mentioned when I introduced myself,

NOTE Confidence: 0.93414885

00:23:53.910 --> 00:23:56.798 I oversee offices that are often in the

NOTE Confidence: 0.93414885

00:23:56.798 --> 00:23:59.388 position of responding to concerns from

NOTE Confidence: 0.93414885

00:23:59.388 --> 00:24:02.537 members of our community and wanted to

NOTE Confidence: 0.93414885

00:24:02.537 --> 00:24:04.907 make you aware of various resources.

NOTE Confidence: 0.93414885

00:24:04.910 --> 00:24:06.722 So certainly some of these things

NOTE Confidence: 0.93414885

00:24:06.722 --> 00:24:08.940 can be handled at the local level.

NOTE Confidence: 0.93414885

00:24:08.940 --> 00:24:10.292 And there's actually research,

NOTE Confidence: 0.93414885

00:24:10.292 --> 00:24:11.982 including out of the National

NOTE Confidence: 0.93414885

00:24:11.982 --> 00:24:12.899 Academies of Science,

NOTE Confidence: 0.93414885

00:24:12.900 --> 00:24:14.271 Engineering and Medicine,

NOTE Confidence: 0.93414885

00:24:14.271 --> 00:24:16.556 that suggests interrupting this behavior

NOTE Confidence: 0.93414885

00:24:16.556 --> 00:24:19.214 that can be on a lower scale compared

NOTE Confidence: 0.93414885

00:24:19.214 --> 00:24:20.778 to other types of discrimination
NOTE Confidence: 0.93414885

00:24:20.778 --> 00:24:23.046 and harassment can be a really
NOTE Confidence: 0.93414885

00:24:23.046 --> 00:24:26.148 effective way to drive culture change.
NOTE Confidence: 0.93414885

00:24:26.148 --> 00:24:27.460 It's interesting.
NOTE Confidence: 0.93414885

00:24:27.460 --> 00:24:31.168 In studies of harassment and discrimination,
NOTE Confidence: 0.93414885

00:24:31.170 --> 00:24:32.769 lack of professionalism,
NOTE Confidence: 0.93414885

00:24:32.769 --> 00:24:33.302 incivility,
NOTE Confidence: 0.93414885

00:24:33.302 --> 00:24:35.967 and microaggressions are in fact
NOTE Confidence: 0.93414885

00:24:35.967 --> 00:24:38.852 among the top risk factors for
NOTE Confidence: 0.93414885

00:24:38.852 --> 00:24:41.127 discrimination and harassment to occur.
NOTE Confidence: 0.93414885

00:24:41.130 --> 00:24:42.246 And when you think about it,
NOTE Confidence: 0.93414885

00:24:42.250 --> 00:24:44.250 that sort of makes sense.
NOTE Confidence: 0.93414885

00:24:44.250 --> 00:24:47.792 But not all scenarios are those where
NOTE Confidence: 0.93414885

00:24:47.792 --> 00:24:50.330 folks necessarily feel comfortable
NOTE Confidence: 0.93414885

00:24:50.330 --> 00:24:53.193 speaking up in the moment because of
NOTE Confidence: 0.93414885

00:24:53.193 --> 00:24:56.290 disparate power or other types of dynamics.

NOTE Confidence: 0.93414885

00:24:56.290 --> 00:24:58.492 There also can be situations that

NOTE Confidence: 0.93414885

00:24:58.492 --> 00:25:00.094 feel trickier than those that can

NOTE Confidence: 0.93414885

00:25:00.094 --> 00:25:01.390 be handled at the local level.

NOTE Confidence: 0.93414885

00:25:01.390 --> 00:25:04.558 So in addition to arming you with enhanced

NOTE Confidence: 0.93414885

00:25:04.558 --> 00:25:07.268 skills around speaking up in the moment,

NOTE Confidence: 0.93414885

00:25:07.270 --> 00:25:09.825 I like and have used the Ouch.

NOTE Confidence: 0.93414885

00:25:09.830 --> 00:25:12.180 Another strategy that I have

NOTE Confidence: 0.93414885

00:25:12.180 --> 00:25:14.990 used is simply the word wow.

NOTE Confidence: 0.93414885

00:25:14.990 --> 00:25:16.838 Things that interrupt conduct

NOTE Confidence: 0.93414885

00:25:16.838 --> 00:25:18.535 can be really helpful,

NOTE Confidence: 0.93414885

00:25:18.535 --> 00:25:20.670 but there are also people that that

NOTE Confidence: 0.93414885

00:25:20.670 --> 00:25:22.848 do this as part of their professional

NOTE Confidence: 0.93414885

00:25:22.848 --> 00:25:24.970 work and I think what makes Yale

NOTE Confidence: 0.93414885

00:25:24.970 --> 00:25:26.944 unique is that we have both local

NOTE Confidence: 0.93414885

00:25:26.944 --> 00:25:29.126 and university wide resources.

NOTE Confidence: 0.93414885

00:25:29.126 --> 00:25:31.659 So at the School of Medicine you have
NOTE Confidence: 0.93414885

00:25:31.659 --> 00:25:33.391 discrimination and harassment resource
NOTE Confidence: 0.93414885

00:25:33.391 --> 00:25:35.807 coordinators and I'm going to send the
NOTE Confidence: 0.93414885

00:25:35.807 --> 00:25:37.960 links to these after I'm done speaking.
NOTE Confidence: 0.93414885

00:25:37.960 --> 00:25:39.800 But they include Darren Lattimore,
NOTE Confidence: 0.93414885

00:25:39.800 --> 00:25:40.954 Karina Gonzalez,
NOTE Confidence: 0.93414885

00:25:40.954 --> 00:25:43.839 John Francis and Marietta Vasquez.
NOTE Confidence: 0.93414885

00:25:43.840 --> 00:25:46.535 You also have Deputy Title 9 coordinators
NOTE Confidence: 0.93414885

00:25:46.535 --> 00:25:48.394 who typically respond to concerns
NOTE Confidence: 0.93414885

00:25:48.394 --> 00:25:50.320 of sex or gender based issues.
NOTE Confidence: 0.93414885

00:25:50.320 --> 00:25:51.679 Again, Darren Lattimore,
NOTE Confidence: 0.93414885

00:25:51.679 --> 00:25:54.160 then Cindy Crusto, Megan King,
NOTE Confidence: 0.93414885

00:25:54.160 --> 00:25:55.840 and Rosemary Fisher.
NOTE Confidence: 0.93414885

00:25:55.840 --> 00:25:57.935 These folks can help think about
NOTE Confidence: 0.93414885

00:25:57.935 --> 00:26:00.160 how to navigate these situations.
NOTE Confidence: 0.93414885

00:26:00.160 --> 00:26:02.360 Perhaps engage in informal resolution,

NOTE Confidence: 0.93414885

00:26:02.360 --> 00:26:04.435 help you with a conversation

NOTE Confidence: 0.93414885

00:26:04.435 --> 00:26:06.510 or for serious conduct that's

NOTE Confidence: 0.93414885

00:26:06.591 --> 00:26:08.238 ongoing and persistent.

NOTE Confidence: 0.93414885

00:26:08.240 --> 00:26:11.468 Help to channel folks to investigative

NOTE Confidence: 0.93414885

00:26:11.468 --> 00:26:13.910 options which are offered by the

NOTE Confidence: 0.93414885

00:26:13.910 --> 00:26:15.430 University wide resources including

NOTE Confidence: 0.93414885

00:26:15.430 --> 00:26:17.771 the Office of Institutional Equity and

NOTE Confidence: 0.93414885

00:26:17.771 --> 00:26:19.970 Accessibility also known as O i.e.

NOTE Confidence: 0.93414885

00:26:19.970 --> 00:26:20.304 A.

NOTE Confidence: 0.93414885

00:26:20.304 --> 00:26:22.642 That is the office that we conduct

NOTE Confidence: 0.93414885

00:26:22.642 --> 00:26:24.231 investigations of concerns of

NOTE Confidence: 0.93414885

00:26:24.231 --> 00:26:25.935 discrimination and harassment that

NOTE Confidence: 0.93414885

00:26:25.935 --> 00:26:28.370 are more significant or persistent.

NOTE Confidence: 0.93414885

00:26:28.370 --> 00:26:30.260 The Title 9 office can provide

NOTE Confidence: 0.93414885

00:26:30.260 --> 00:26:31.918 support to anyone with concerns

NOTE Confidence: 0.93414885

00:26:31.918 --> 00:26:33.904 of sex or gender based issues.
NOTE Confidence: 0.93414885

00:26:33.910 --> 00:26:36.394 And then I want to note that the SHARE
NOTE Confidence: 0.93414885

00:26:36.394 --> 00:26:38.048 Center provides confidential support
NOTE Confidence: 0.93414885

00:26:38.048 --> 00:26:40.670 for members of the Yale community.
NOTE Confidence: 0.93414885

00:26:40.670 --> 00:26:43.190 This is for sex and gender based misconduct.
NOTE Confidence: 0.93414885

00:26:43.190 --> 00:26:45.620 It can be a good place to start when
NOTE Confidence: 0.93414885

00:26:45.620 --> 00:26:48.230 people are trying to decide how to proceed.
NOTE Confidence: 0.93414885

00:26:48.230 --> 00:26:50.918 I also want to note another local
NOTE Confidence: 0.93414885

00:26:50.918 --> 00:26:52.749 resources resource that you have,
NOTE Confidence: 0.93414885

00:26:52.750 --> 00:26:55.452 which is the Office of Academic and
NOTE Confidence: 0.93414885

00:26:55.452 --> 00:26:57.052 Professional Development, Bob Rohrbaugh.
NOTE Confidence: 0.93414885

00:26:57.052 --> 00:26:59.107 You may be here today.
NOTE Confidence: 0.93414885

00:26:59.110 --> 00:27:00.871 Really fantastic resource.
NOTE Confidence: 0.93414885

00:27:00.871 --> 00:27:03.806 We're concerns about faculty conduct.
NOTE Confidence: 0.93434554

00:27:03.810 --> 00:27:06.218 So if the concern is in particular
NOTE Confidence: 0.93434554

00:27:06.218 --> 00:27:07.960 about another faculty member that

NOTE Confidence: 0.93434554

00:27:07.960 --> 00:27:09.850 can be a great place to turn.

NOTE Confidence: 0.93434554

00:27:09.850 --> 00:27:11.452 I think the sort of main point

NOTE Confidence: 0.93434554

00:27:11.452 --> 00:27:12.950 here is that we all talk to

NOTE Confidence: 0.93434554

00:27:13.011 --> 00:27:14.527 each other where appropriate,

NOTE Confidence: 0.93434554

00:27:14.530 --> 00:27:16.370 certainly not breaking confidentiality,

NOTE Confidence: 0.93434554

00:27:16.370 --> 00:27:19.130 and we can provide resources and

NOTE Confidence: 0.93434554

00:27:19.197 --> 00:27:21.303 support at whatever level feels right

NOTE Confidence: 0.93434554

00:27:21.303 --> 00:27:23.739 to you and reach out and we will figure

NOTE Confidence: 0.93434554

00:27:23.739 --> 00:27:25.807 out with you how to provide support.

NOTE Confidence: 0.93917114

00:27:28.310 --> 00:27:31.230 And then I would just like to ensure

NOTE Confidence: 0.93917114

00:27:31.230 --> 00:27:34.847 that folks are aware that we do have

NOTE Confidence: 0.93917114

00:27:34.847 --> 00:27:37.745 official university policy speaking to our

NOTE Confidence: 0.93917114

00:27:37.750 --> 00:27:40.430 university expectations around conduct with

NOTE Confidence: 0.93917114

00:27:40.430 --> 00:27:43.110 respect to discrimination and harassment,

NOTE Confidence: 0.93917114

00:27:43.110 --> 00:27:45.620 which is prohibited. This policy

NOTE Confidence: 0.93917114

00:27:45.620 --> 00:27:47.628 includes prohibitions on retaliation.

NOTE Confidence: 0.93917114

00:27:47.630 --> 00:27:49.685 I know from overseeing thousands

NOTE Confidence: 0.93917114

00:27:49.685 --> 00:27:51.329 of discrimination and harassment

NOTE Confidence: 0.93917114

00:27:51.329 --> 00:27:52.548 cases in my career,

NOTE Confidence: 0.93917114

00:27:52.550 --> 00:27:54.350 as well as from the research,

NOTE Confidence: 0.93917114

00:27:54.350 --> 00:27:57.171 that fear of retaliation is the single

NOTE Confidence: 0.93917114

00:27:57.171 --> 00:27:58.842 biggest reason that individuals

NOTE Confidence: 0.93917114

00:27:58.842 --> 00:28:01.495 do not speak up, do not report,

NOTE Confidence: 0.93917114

00:28:01.495 --> 00:28:03.320 and as was stated earlier,

NOTE Confidence: 0.93917114

00:28:03.320 --> 00:28:05.735 let you know with their feet by

NOTE Confidence: 0.93917114

00:28:05.735 --> 00:28:07.268 leaving that something is wrong.

NOTE Confidence: 0.93917114

00:28:07.268 --> 00:28:09.810 And so we really need to create a

NOTE Confidence: 0.93917114

00:28:09.810 --> 00:28:11.886 culture within the School of Medicine

NOTE Confidence: 0.93917114

00:28:11.886 --> 00:28:14.008 and within the university where

NOTE Confidence: 0.93917114

00:28:14.008 --> 00:28:16.283 individuals are encouraged to utilize

NOTE Confidence: 0.93917114

00:28:16.283 --> 00:28:18.692 resources rather than told not to

NOTE Confidence: 0.93917114

00:28:18.692 --> 00:28:20.557 or experiencing retribution for so.

NOTE Confidence: 0.93917114

00:28:20.560 --> 00:28:21.238 Doing so.

NOTE Confidence: 0.93917114

00:28:21.238 --> 00:28:22.933 Heading off retaliation concerns that

NOTE Confidence: 0.93917114

00:28:22.933 --> 00:28:25.294 the past can be a really important

NOTE Confidence: 0.93917114

00:28:25.294 --> 00:28:27.589 part of changing culture and making it

NOTE Confidence: 0.93917114

00:28:27.589 --> 00:28:29.425 comfortable for people to speak up.

NOTE Confidence: 0.93917114

00:28:29.430 --> 00:28:31.434 You can support someone's right to

NOTE Confidence: 0.93917114

00:28:31.434 --> 00:28:33.170 report a concern without necessarily

NOTE Confidence: 0.93917114

00:28:33.170 --> 00:28:35.550 making judgment on the merits of it.

NOTE Confidence: 0.93917114

00:28:35.550 --> 00:28:37.260 Regardless of how any investigation

NOTE Confidence: 0.93917114

00:28:37.260 --> 00:28:37.944 comes out,

NOTE Confidence: 0.93917114

00:28:37.950 --> 00:28:40.176 individuals are entitled to speak up

NOTE Confidence: 0.93917114

00:28:40.176 --> 00:28:43.210 about concerns and let the folks who do

NOTE Confidence: 0.93917114

00:28:43.210 --> 00:28:45.436 inquiries and investigations do their job.

NOTE Confidence: 0.93917114

00:28:45.440 --> 00:28:47.280 So that is what I have to say.

NOTE Confidence: 0.93917114

00:28:47.280 --> 00:28:49.035 I will put a few things in the chat
NOTE Confidence: 0.93917114

00:28:49.035 --> 00:28:50.758 just so that you have the lengths to
NOTE Confidence: 0.93917114

00:28:50.758 --> 00:28:52.520 some of the resources I mentioned.
NOTE Confidence: 0.93917114

00:28:52.520 --> 00:28:54.056 Thank you so much.
NOTE Confidence: 0.93917114

00:28:54.056 --> 00:28:54.440 That's
NOTE Confidence: 0.93365157

00:28:54.440 --> 00:28:55.964 great. And thanks, Elizabeth,
NOTE Confidence: 0.93365157

00:28:55.964 --> 00:28:58.600 for mentioning our Title 9 resources here.
NOTE Confidence: 0.93365157

00:28:58.600 --> 00:28:59.710 It's very helpful.
NOTE Confidence: 0.93365157

00:28:59.710 --> 00:29:01.930 So we wanted to actually have
NOTE Confidence: 0.93365157

00:29:01.930 --> 00:29:03.799 you watch a short video.
NOTE Confidence: 0.93365157

00:29:03.800 --> 00:29:06.272 It's a small clip from the
NOTE Confidence: 0.93365157

00:29:06.272 --> 00:29:07.920 module that we created.
NOTE Confidence: 0.93365157

00:29:07.920 --> 00:29:10.116 It's a minute and a half,
NOTE Confidence: 0.93365157

00:29:10.120 --> 00:29:12.717 and this actual clip is the one
NOTE Confidence: 0.93365157

00:29:12.717 --> 00:29:14.939 that Esperanza referred to at the
NOTE Confidence: 0.93365157

00:29:14.939 --> 00:29:16.669 beginning that we have created.

NOTE Confidence: 0.93365157

00:29:16.670 --> 00:29:19.845 We want you to actually watch the video

NOTE Confidence: 0.93365157

00:29:19.845 --> 00:29:22.425 and identify any microaggressions.

NOTE Confidence: 0.93365157

00:29:22.430 --> 00:29:23.790 Some might be verbal,

NOTE Confidence: 0.93365157

00:29:23.790 --> 00:29:25.150 some might be nonverbal,

NOTE Confidence: 0.93365157

00:29:25.150 --> 00:29:27.310 but just list them in your

NOTE Confidence: 0.93365157

00:29:27.310 --> 00:29:28.390 small breakout groups.

NOTE Confidence: 0.93365157

00:29:28.390 --> 00:29:30.430 We will not be recording any

NOTE Confidence: 0.93365157

00:29:30.430 --> 00:29:31.790 of your breakout rooms.

NOTE Confidence: 0.93365157

00:29:31.790 --> 00:29:33.932 And then we're going to bring you

NOTE Confidence: 0.93365157

00:29:33.932 --> 00:29:35.711 back and discuss the microaggressions

NOTE Confidence: 0.93365157

00:29:35.711 --> 00:29:38.033 you observed in the breakout room,

NOTE Confidence: 0.93365157

00:29:38.040 --> 00:29:41.368 then return to the main room to discuss

NOTE Confidence: 0.93365157

00:29:41.368 --> 00:29:43.519 the microaggressions that you observed.

NOTE Confidence: 0.93365157

00:29:43.520 --> 00:29:45.720 And when we started this,

NOTE Confidence: 0.93365157

00:29:45.720 --> 00:29:47.940 we had the script written

NOTE Confidence: 0.93365157

00:29:47.940 --> 00:29:50.160 and it was really fun.
NOTE Confidence: 0.93365157

00:29:50.160 --> 00:29:52.316 Dorothy, you were the producer of this.
NOTE Confidence: 0.93365157

00:29:52.320 --> 00:29:55.200 And we have a wonderful array.
NOTE Confidence: 0.93365157

00:29:55.200 --> 00:29:55.660 And again,
NOTE Confidence: 0.93365157

00:29:55.660 --> 00:29:57.919 it's only going to be a minute and a half,
NOTE Confidence: 0.93365157

00:29:57.920 --> 00:30:00.236 and we're in a patient's room.
NOTE Confidence: 0.93365157

00:30:00.240 --> 00:30:02.480 But look for the microaggressions.
NOTE Confidence: 0.93365157

00:30:02.480 --> 00:30:04.545 And then we'll put you in breakout
NOTE Confidence: 0.93365157

00:30:04.545 --> 00:30:06.040 rooms of about four people.
NOTE Confidence: 0.90804815

00:30:11.970 --> 00:30:13.650 Hey, the rooms are open. And
NOTE Confidence: 0.90804815

00:30:13.730 --> 00:30:15.394 this morning I'm gonna just want I'll
NOTE Confidence: 0.90804815

00:30:15.394 --> 00:30:17.290 be the new resident taking care of you.
NOTE Confidence: 0.90804815

00:30:17.290 --> 00:30:21.610 So I'm your new Doctor going forward. Now,
NOTE Confidence: 0.90804815

00:30:21.610 --> 00:30:23.410 I hear that you had some pain last night.
NOTE Confidence: 0.90804815

00:30:23.410 --> 00:30:25.802 Can you tell me about how it is currently?
NOTE Confidence: 0.90804815

00:30:25.802 --> 00:30:27.565 What happened to Dr. Miller?

NOTE Confidence: 0.90804815

00:30:27.565 --> 00:30:29.695 He was here all last week.

NOTE Confidence: 0.90804815

00:30:29.700 --> 00:30:32.159 Doctor Miller moved on to a new service, Mr.

NOTE Confidence: 0.90804815

00:30:32.159 --> 00:30:34.193 Morton. So Doctor Cheedy's going to

NOTE Confidence: 0.90804815

00:30:34.193 --> 00:30:36.537 be taking over your care this week.

NOTE Confidence: 0.90804815

00:30:36.540 --> 00:30:38.142 Do you know when I'm going

NOTE Confidence: 0.90804815

00:30:38.142 --> 00:30:39.100 to be able to go home?

NOTE Confidence: 0.90804815

00:30:39.100 --> 00:30:40.400 Well, we'd like to get your

NOTE Confidence: 0.90804815

00:30:40.400 --> 00:30:41.380 home as soon as possible.

NOTE Confidence: 0.90804815

00:30:41.380 --> 00:30:43.060 I know you're anxious to get home,

NOTE Confidence: 0.90804815

00:30:43.060 --> 00:30:45.390 but we need to run a few more tests to

NOTE Confidence: 0.90804815

00:30:45.452 --> 00:30:48.100 be sure everything is ready to go.

NOTE Confidence: 0.90804815

00:30:48.100 --> 00:30:49.820 I'm going to be home this weekend.

NOTE Confidence: 0.90804815

00:30:49.820 --> 00:30:52.020 It's my aunt's birthday.

NOTE Confidence: 0.90804815

00:30:52.020 --> 00:30:52.333 Unfortunately,

NOTE Confidence: 0.90804815

00:30:52.333 --> 00:30:54.837 we may not be able to get you

NOTE Confidence: 0.90804815

00:30:54.837 --> 00:30:56.755 home this weekend because you
NOTE Confidence: 0.90804815

00:30:56.755 --> 00:30:58.540 may have to run some more tests.
NOTE Confidence: 0.90804815

00:30:58.540 --> 00:30:59.998 OK. Excuse me.
NOTE Confidence: 0.90804815

00:30:59.998 --> 00:31:01.456 Who are you?
NOTE Confidence: 0.90804815

00:31:01.460 --> 00:31:02.900 I'm trying to talk to the doctor here.
NOTE Confidence: 0.9206456

00:31:06.220 --> 00:31:08.860 As I said before, I'm Dr.
NOTE Confidence: 0.9206456

00:31:08.860 --> 00:31:12.016 Cheney and I'm your new Doctor.
NOTE Confidence: 0.9206456

00:31:12.020 --> 00:31:14.456 I will be taking care of you,
NOTE Confidence: 0.9206456

00:31:14.460 --> 00:31:16.160 and so can you please
NOTE Confidence: 0.9206456

00:31:16.160 --> 00:31:17.860 tell me about your pain?
NOTE Confidence: 0.9206456

00:31:17.860 --> 00:31:21.780 You're the doctor. I'm sorry.
NOTE Confidence: 0.9206456

00:31:21.780 --> 00:31:23.257 There was a girl in here this
NOTE Confidence: 0.9206456

00:31:23.257 --> 00:31:24.539 morning that looked just like you,
NOTE Confidence: 0.9206456

00:31:24.540 --> 00:31:26.980 very articulate, just like you.
NOTE Confidence: 0.9206456

00:31:26.980 --> 00:31:28.740 She arranged the room and
NOTE Confidence: 0.9206456

00:31:28.740 --> 00:31:30.500 cleaned things up really nice.

NOTE Confidence: 0.92897123

00:31:36.220 --> 00:31:38.495 OK, so now we're going to ask

NOTE Confidence: 0.92897123

00:31:38.495 --> 00:31:40.820 you to join a breakout room.

NOTE Confidence: 0.92897123

00:31:40.820 --> 00:31:42.580 We're not recording in the

NOTE Confidence: 0.92897123

00:31:42.580 --> 00:31:44.415 breakout rooms and when you

NOTE Confidence: 0.92897123

00:31:44.415 --> 00:31:46.290 return to this main room,

NOTE Confidence: 0.92897123

00:31:46.290 --> 00:31:48.246 we're going to discuss the microaggressions.

NOTE Confidence: 0.92897123

00:31:48.250 --> 00:31:50.914 We're going to have you in

NOTE Confidence: 0.92897123

00:31:50.914 --> 00:31:53.450 the room for 8 minutes.

NOTE Confidence: 0.9260703

00:31:57.290 --> 00:32:00.586 What you observed around

NOTE Confidence: 0.9260703

00:32:00.586 --> 00:32:02.575 microaggressions maybe Kirsten,

NOTE Confidence: 0.9260703

00:32:02.575 --> 00:32:04.010 do you want to start us off.

NOTE Confidence: 0.933269206896551

00:32:06.130 --> 00:32:08.154 So our group pretty much said right off

NOTE Confidence: 0.933269206896551

00:32:08.154 --> 00:32:10.710 the bat there wasn't a lot that was micro

NOTE Confidence: 0.933269206896551

00:32:10.710 --> 00:32:12.758 about this scenario that there were a lot

NOTE Confidence: 0.933269206896551

00:32:12.758 --> 00:32:14.982 of pre overt and you know, macro level,

NOTE Confidence: 0.933269206896551

00:32:14.982 --> 00:32:18.030 you know assaults and and aggressions.

NOTE Confidence: 0.933269206896551

00:32:18.030 --> 00:32:19.848 You know ranging from initially the

NOTE Confidence: 0.933269206896551

00:32:19.848 --> 00:32:21.750 patient really not even not even making

NOTE Confidence: 0.933269206896551

00:32:21.750 --> 00:32:24.098 eye contact with or acknowledging resident

NOTE Confidence: 0.933269206896551

00:32:24.098 --> 00:32:26.433 physician really focusing his entire

NOTE Confidence: 0.933269206896551

00:32:26.433 --> 00:32:28.984 energy on the the white man in the room

NOTE Confidence: 0.933269206896551

00:32:28.990 --> 00:32:32.007 and using terms like honey girl you

NOTE Confidence: 0.933269206896551

00:32:32.007 --> 00:32:35.486 know to refer to a female professional.

NOTE Confidence: 0.933269206896551

00:32:35.490 --> 00:32:36.770 Miss ascribing of roles.

NOTE Confidence: 0.933269206896551

00:32:36.770 --> 00:32:38.690 You know and seeing that the

NOTE Confidence: 0.933269206896551

00:32:38.690 --> 00:32:40.026 saying oh there was a girl in here

NOTE Confidence: 0.933269206896551

00:32:40.026 --> 00:32:41.168 that looked looked just like you.

NOTE Confidence: 0.933269206896551

00:32:41.170 --> 00:32:43.402 So you know it's not my fault for

NOTE Confidence: 0.933269206896551

00:32:43.402 --> 00:32:45.076 getting things confused and then

NOTE Confidence: 0.933269206896551

00:32:45.076 --> 00:32:46.541 of course commenting that she

NOTE Confidence: 0.933269206896551

00:32:46.541 --> 00:32:47.929 was articulate just like you.

NOTE Confidence: 0.933269206896551
00:32:47.930 --> 00:32:49.430 So just just a little barrage
NOTE Confidence: 0.933269206896551
00:32:49.430 --> 00:32:52.250 of of microaggressions there.
NOTE Confidence: 0.933269206896551
00:32:52.250 --> 00:32:52.410 We
NOTE Confidence: 0.93706113
00:32:52.410 --> 00:32:55.130 felt disappointed I think too that the that
NOTE Confidence: 0.93706113
00:32:55.130 --> 00:32:56.350 the person with the most
NOTE Confidence: 0.93706113
00:32:56.350 --> 00:32:57.570 power privilege in the room,
NOTE Confidence: 0.93706113
00:32:57.570 --> 00:32:59.706 the attending also wasn't a very
NOTE Confidence: 0.93706113
00:32:59.706 --> 00:33:02.010 active upstander in this in this case.
NOTE Confidence: 0.93706113
00:33:02.010 --> 00:33:04.271 And we thought could have could have
NOTE Confidence: 0.93706113
00:33:04.271 --> 00:33:06.576 done maybe a more sort of job of
NOTE Confidence: 0.93706113
00:33:06.576 --> 00:33:08.798 you know backing up the resident and
NOTE Confidence: 0.93706113
00:33:08.798 --> 00:33:10.994 empowering her in this situation and
NOTE Confidence: 0.93706113
00:33:10.994 --> 00:33:13.434 and redirecting the patient you know to
NOTE Confidence: 0.93706113
00:33:13.434 --> 00:33:15.830 to the role that that that she played.
NOTE Confidence: 0.93706113
00:33:15.830 --> 00:33:17.036 It was it was definitely a
NOTE Confidence: 0.93706113

00:33:17.036 --> 00:33:18.150 tough tough video to watch.

NOTE Confidence: 0.93706113

00:33:18.150 --> 00:33:19.900 And then we we also discussed the

NOTE Confidence: 0.93706113

00:33:19.900 --> 00:33:21.607 response of the medical student a

NOTE Confidence: 0.93706113

00:33:21.607 --> 00:33:22.703 little color in the back of the room.

NOTE Confidence: 0.93706113

00:33:22.710 --> 00:33:24.180 He was clearly based on her body

NOTE Confidence: 0.93706113

00:33:24.180 --> 00:33:26.318 language and eye contact, you know,

NOTE Confidence: 0.93706113

00:33:26.318 --> 00:33:27.746 very disturbed by what was going on,

NOTE Confidence: 0.93706113

00:33:27.750 --> 00:33:29.184 I think, and seeing how the

NOTE Confidence: 0.93706113

00:33:29.184 --> 00:33:30.470 resident was treated and again,

NOTE Confidence: 0.93706113

00:33:30.470 --> 00:33:33.575 how the person with the most our

NOTE Confidence: 0.93706113

00:33:33.575 --> 00:33:35.978 privilege in the room didn't really act

NOTE Confidence: 0.93706113

00:33:35.978 --> 00:33:37.642 as a bit up standard in that situation.

NOTE Confidence: 0.93748224

00:33:38.410 --> 00:33:38.970 Thanks, Kirsten.

NOTE Confidence: 0.93748224

00:33:38.970 --> 00:33:40.090 Yeah, the medical student,

NOTE Confidence: 0.93748224

00:33:40.090 --> 00:33:40.714 I don't know, Jen,

NOTE Confidence: 0.93748224

00:33:40.714 --> 00:33:41.650 do you have anything to add?

NOTE Confidence: 0.93748224

00:33:41.650 --> 00:33:43.162 That was pretty comprehensive,

NOTE Confidence: 0.93748224

00:33:43.162 --> 00:33:44.674 but anything from your

NOTE Confidence: 0.93748224

00:33:44.674 --> 00:33:46.456 group and we'll just open

NOTE Confidence: 0.93748224

00:33:46.456 --> 00:33:48.066 it up to other reflections.

NOTE Confidence: 0.93748224

00:33:48.070 --> 00:33:48.829 I think we

NOTE Confidence: 0.9405015

00:33:48.830 --> 00:33:50.306 agree with what Kirsten was saying.

NOTE Confidence: 0.9405015

00:33:50.310 --> 00:33:52.435 We really felt that the

NOTE Confidence: 0.9405015

00:33:52.435 --> 00:33:53.710 microaggression was coming

NOTE Confidence: 0.9405015

00:33:53.710 --> 00:33:54.910 from the senior faculty

NOTE Confidence: 0.9405015

00:33:54.910 --> 00:33:56.909 member because his blatant

NOTE Confidence: 0.9405015

00:33:56.910 --> 00:33:59.750 disregard for what's going on and not being

NOTE Confidence: 0.9405015

00:33:59.750 --> 00:34:02.870 an upstander was really a microaggression.

NOTE Confidence: 0.9405015

00:34:02.870 --> 00:34:05.590 And we were discussing who was

NOTE Confidence: 0.9405015

00:34:05.590 --> 00:34:07.228 there that could have responded to

NOTE Confidence: 0.9405015

00:34:07.228 --> 00:34:09.065 it and would have felt comfortable

NOTE Confidence: 0.9405015

00:34:09.065 --> 00:34:11.146 given the hierarchy that was present
NOTE Confidence: 0.9405015

00:34:11.146 --> 00:34:13.240 and is always present on medical
NOTE Confidence: 0.9405015

00:34:13.299 --> 00:34:15.077 rounds and how they could have done
NOTE Confidence: 0.9405015

00:34:15.077 --> 00:34:16.920 it in a way that felt comfortable.
NOTE Confidence: 0.9405015

00:34:16.920 --> 00:34:19.096 You know, both the the patient and
NOTE Confidence: 0.9405015

00:34:19.096 --> 00:34:21.172 the senior faculty member needed to
NOTE Confidence: 0.9405015

00:34:21.172 --> 00:34:23.500 be addressed in the situation and and
NOTE Confidence: 0.9405015

00:34:23.500 --> 00:34:25.510 neither got addressed for their behavior.
NOTE Confidence: 0.9400817

00:34:26.790 --> 00:34:29.628 Thanks Jen. Other comments or reflections,
NOTE Confidence: 0.9400817

00:34:30.590 --> 00:34:33.010 I think there's an institutional
NOTE Confidence: 0.9400817

00:34:33.010 --> 00:34:34.462 microaggression that's not
NOTE Confidence: 0.9400817

00:34:34.462 --> 00:34:36.348 been addressed here as well.
NOTE Confidence: 0.9400817

00:34:36.350 --> 00:34:38.420 I don't think that there's been
NOTE Confidence: 0.9400817

00:34:38.420 --> 00:34:40.180 any standardization of how we
NOTE Confidence: 0.9400817

00:34:40.180 --> 00:34:42.070 should walk into a patient's room,
NOTE Confidence: 0.9400817

00:34:42.070 --> 00:34:44.890 how we should all be dressed.

NOTE Confidence: 0.9400817

00:34:44.890 --> 00:34:46.730 Are there differences in

NOTE Confidence: 0.9400817

00:34:46.730 --> 00:34:48.570 hierarchical changes that take

NOTE Confidence: 0.9400817

00:34:48.570 --> 00:34:50.974 place by the positioning, the order?

NOTE Confidence: 0.9400817

00:34:50.974 --> 00:34:53.470 I think we can do a better job

NOTE Confidence: 0.9400817

00:34:53.554 --> 00:34:56.618 in designing a process that will

NOTE Confidence: 0.9400817

00:34:56.618 --> 00:34:59.303 enable the opportunity for people

NOTE Confidence: 0.9400817

00:34:59.303 --> 00:35:02.429 to be more potent upstanders.

NOTE Confidence: 0.9400817

00:35:02.430 --> 00:35:05.594 By standardizing how it is we position

NOTE Confidence: 0.9400817

00:35:05.594 --> 00:35:08.064 ourselves and introduce ourselves and

NOTE Confidence: 0.9400817

00:35:08.064 --> 00:35:10.664 set expectations for a conversation.

NOTE Confidence: 0.91997296

00:35:11.780 --> 00:35:13.448 Thanks Michael. I'm going to push

NOTE Confidence: 0.91997296

00:35:13.448 --> 00:35:15.297 a little bit on that because

NOTE Confidence: 0.91997296

00:35:15.297 --> 00:35:17.046 it's a really important comment.

NOTE Confidence: 0.91997296

00:35:17.046 --> 00:35:18.976 How could we do that?

NOTE Confidence: 0.919972959999999

00:35:21.660 --> 00:35:23.724 Well, I I I think that there are

NOTE Confidence: 0.919972959999999

00:35:23.724 --> 00:35:25.845 are lots of different ways in which
NOTE Confidence: 0.9199729599999999

00:35:25.845 --> 00:35:28.019 we need to think about doing it.
NOTE Confidence: 0.9199729599999999

00:35:28.020 --> 00:35:30.540 We should have a better concept of what
NOTE Confidence: 0.9199729599999999

00:35:30.540 --> 00:35:33.418 is an appropriate team teaching size,
NOTE Confidence: 0.9199729599999999

00:35:33.420 --> 00:35:36.605 how it is that attendings are taught
NOTE Confidence: 0.9199729599999999

00:35:36.605 --> 00:35:39.523 to introduce members of the team or
NOTE Confidence: 0.9199729599999999

00:35:39.523 --> 00:35:42.130 who's the person who's going to be
NOTE Confidence: 0.9199729599999999

00:35:42.130 --> 00:35:44.490 doing the introductions to the team.
NOTE Confidence: 0.9199729599999999

00:35:44.490 --> 00:35:46.640 I don't think we've standardized
NOTE Confidence: 0.9199729599999999

00:35:46.640 --> 00:35:49.442 any of those processes and and we
NOTE Confidence: 0.9199729599999999

00:35:49.442 --> 00:35:51.854 certainly don't witness it in a
NOTE Confidence: 0.9199729599999999

00:35:51.854 --> 00:35:54.320 way that real time feedback could
NOTE Confidence: 0.9199729599999999

00:35:54.408 --> 00:35:57.166 be afforded to the members of that
NOTE Confidence: 0.9199729599999999

00:35:57.166 --> 00:36:00.090 team to help address those issues.
NOTE Confidence: 0.9256462

00:36:00.970 --> 00:36:02.250 Thanks, Michael, John wrote.
NOTE Confidence: 0.9256462

00:36:02.250 --> 00:36:04.070 Wow, a great point.

NOTE Confidence: 0.9256462

00:36:04.070 --> 00:36:07.070 And Jen has written radical transparency.

NOTE Confidence: 0.9256462

00:36:07.070 --> 00:36:09.130 Provide feedback to all

NOTE Confidence: 0.9256462

00:36:09.130 --> 00:36:11.190 team members every time.

NOTE Confidence: 0.9256462

00:36:11.190 --> 00:36:12.195 Thanks. Other comments,

NOTE Confidence: 0.9256462

00:36:12.195 --> 00:36:13.870 These are really important comments.

NOTE Confidence: 0.9382525000000001

00:36:17.510 --> 00:36:19.934 One of the big things that I think

NOTE Confidence: 0.9382525000000001

00:36:19.934 --> 00:36:23.525 needs to be addressed is also how is the

NOTE Confidence: 0.9382525000000001

00:36:23.525 --> 00:36:25.936 doctor patient relationship going to be

NOTE Confidence: 0.9382525000000001

00:36:25.936 --> 00:36:28.662 salvaged after this this point, right?

NOTE Confidence: 0.9382525000000001

00:36:28.662 --> 00:36:31.403 How is or who is going to

NOTE Confidence: 0.9382525000000001

00:36:31.403 --> 00:36:33.269 take the lead in you know,

NOTE Confidence: 0.9382525000000001

00:36:33.270 --> 00:36:35.958 establishing then a relationship

NOTE Confidence: 0.9382525000000001

00:36:35.958 --> 00:36:38.989 because because it has now you know been

NOTE Confidence: 0.92662203

00:36:41.110 --> 00:36:43.947 macro aggressively, you know disrupted.

NOTE Confidence: 0.92662203

00:36:43.947 --> 00:36:47.443 And so how do we make sure that this

NOTE Confidence: 0.92662203

00:36:47.443 --> 00:36:50.155 patient albeit you know aggressive gets

NOTE Confidence: 0.92662203

00:36:50.155 --> 00:36:53.045 the best treatment because we have to

NOTE Confidence: 0.92662203

00:36:53.045 --> 00:36:56.536 do no harm and yet give the the respect

NOTE Confidence: 0.92662203

00:36:56.536 --> 00:36:59.508 and the position that each one of the

NOTE Confidence: 0.92662203

00:36:59.508 --> 00:37:02.542 people in the room necessitates to be

NOTE Confidence: 0.92662203

00:37:02.542 --> 00:37:05.279 able to do their their work right.

NOTE Confidence: 0.92662203

00:37:05.280 --> 00:37:08.640 And and the other point is just and

NOTE Confidence: 0.92662203

00:37:08.640 --> 00:37:12.085 maybe this is more from a child psych

NOTE Confidence: 0.92662203

00:37:12.085 --> 00:37:14.850 perspective just in going back to the

NOTE Confidence: 0.92662203

00:37:14.850 --> 00:37:16.935 previous point is leading by example,

NOTE Confidence: 0.92662203

00:37:16.935 --> 00:37:18.885 you know kind of like modeling

NOTE Confidence: 0.92662203

00:37:18.885 --> 00:37:20.838 the behavior that is expected.

NOTE Confidence: 0.92662203

00:37:20.840 --> 00:37:22.436 We are in a teaching environment,

NOTE Confidence: 0.92662203

00:37:22.440 --> 00:37:24.378 so always modeling the behavior and

NOTE Confidence: 0.92662203

00:37:24.378 --> 00:37:26.474 knowing that people are always going to

NOTE Confidence: 0.92662203

00:37:26.474 --> 00:37:28.576 be looking to us to model the behavior

NOTE Confidence: 0.92662203

00:37:28.576 --> 00:37:30.882 especially if we are the adult in the

NOTE Confidence: 0.92662203

00:37:30.882 --> 00:37:32.970 room or the senior person in the room.

NOTE Confidence: 0.92662203

00:37:32.970 --> 00:37:35.090 We are modeling that behavior to everyone.

NOTE Confidence: 0.93342036

00:37:36.690 --> 00:37:37.945 And I think role modeling

NOTE Confidence: 0.93342036

00:37:37.945 --> 00:37:39.590 is probably one of the most

NOTE Confidence: 0.93342036

00:37:39.590 --> 00:37:40.930 powerful forms of teaching.

NOTE Confidence: 0.93342036

00:37:40.930 --> 00:37:42.886 So thanks for pointing that out.

NOTE Confidence: 0.93342036

00:37:42.890 --> 00:37:43.810 Other comments,

NOTE Confidence: 0.93342036

00:37:45.930 --> 00:37:46.000 I

NOTE Confidence: 0.93342036

00:37:54.050 --> 00:37:56.318 just wanted to make the one point

NOTE Confidence: 0.93342036

00:37:56.318 --> 00:37:58.928 which is that in this these

NOTE Confidence: 0.93342036

00:37:58.928 --> 00:38:02.393 modules we go over different ways

NOTE Confidence: 0.93342036

00:38:02.393 --> 00:38:06.058 that the attending addresses it,

NOTE Confidence: 0.93342036

00:38:06.060 --> 00:38:07.980 the how the resident reacts.

NOTE Confidence: 0.93342036

00:38:07.980 --> 00:38:09.948 So there are different scenarios and

NOTE Confidence: 0.93342036

00:38:09.948 --> 00:38:12.337 some of the things that you're talking
NOTE Confidence: 0.93342036

00:38:12.337 --> 00:38:14.762 about also end up getting pointed out.
NOTE Confidence: 0.93342036

00:38:14.762 --> 00:38:16.617 But these are such great,
NOTE Confidence: 0.93342036

00:38:16.620 --> 00:38:19.380 great points that folks have made. Thanks
NOTE Confidence: 0.9322653

00:38:19.380 --> 00:38:22.062 Tishiana. On that, you can actually
NOTE Confidence: 0.9322653

00:38:22.062 --> 00:38:26.003 use this QR code to access the online
NOTE Confidence: 0.9322653

00:38:26.003 --> 00:38:29.099 modules to complete the three sessions.
NOTE Confidence: 0.9322653

00:38:29.100 --> 00:38:32.628 You only saw a clip and a half out of
NOTE Confidence: 0.9322653

00:38:32.628 --> 00:38:34.798 the second one about microaggressions,
NOTE Confidence: 0.9322653

00:38:34.800 --> 00:38:37.075 but we also talk about discussing responses,
NOTE Confidence: 0.9322653

00:38:37.080 --> 00:38:38.808 which is really important,
NOTE Confidence: 0.9322653

00:38:38.808 --> 00:38:41.400 what Anjali and others have mentioned,
NOTE Confidence: 0.9322653

00:38:41.400 --> 00:38:42.760 what we really didn't address,
NOTE Confidence: 0.9322653

00:38:42.760 --> 00:38:44.620 Michael and your points really
NOTE Confidence: 0.9322653

00:38:44.620 --> 00:38:46.480 important are the systems issues.
NOTE Confidence: 0.9322653

00:38:46.480 --> 00:38:49.234 So we have to think more about that together.

NOTE Confidence: 0.9322653

00:38:49.240 --> 00:38:52.240 And as you do this and take the QR code,

NOTE Confidence: 0.9322653

00:38:52.240 --> 00:38:53.920 if you just go into the chat,

NOTE Confidence: 0.9322653

00:38:53.920 --> 00:38:57.372 we would really appreciate you filling out a

NOTE Confidence: 0.9322653

00:38:57.372 --> 00:38:59.920 very short evaluation of the session today.

NOTE Confidence: 0.9322653

00:38:59.920 --> 00:39:02.482 We cherish the feedback and it's such

NOTE Confidence: 0.9322653

00:39:02.482 --> 00:39:04.875 an important topic and there's so many

NOTE Confidence: 0.9322653

00:39:04.875 --> 00:39:07.400 experts that we have in the room today

NOTE Confidence: 0.9322653

00:39:07.400 --> 00:39:09.856 and we just want to continue to work

NOTE Confidence: 0.9322653

00:39:09.860 --> 00:39:12.996 together and think about how we can

NOTE Confidence: 0.9322653

00:39:12.996 --> 00:39:15.253 constantly improve the learning environment.

NOTE Confidence: 0.9322653

00:39:15.253 --> 00:39:18.410 And I love when Tishiana really helped

NOTE Confidence: 0.9322653

00:39:18.484 --> 00:39:20.740 us think more about Brave Space.

NOTE Confidence: 0.9322653

00:39:20.740 --> 00:39:22.494 And I want to thank, thank the team,

NOTE Confidence: 0.9322653

00:39:22.494 --> 00:39:24.720 what an amazing group to help put

NOTE Confidence: 0.9322653

00:39:24.790 --> 00:39:25.700 this together.

NOTE Confidence: 0.9322653

00:39:25.700 --> 00:39:26.726 But please,
NOTE Confidence: 0.9322653

00:39:26.726 --> 00:39:29.824 these are online modules in and they're
NOTE Confidence: 0.9322653

00:39:29.824 --> 00:39:32.260 all CME related and they're all free.
NOTE Confidence: 0.9322653

00:39:32.260 --> 00:39:34.934 And so you can browse through these.
NOTE Confidence: 0.9322653

00:39:34.940 --> 00:39:37.180 So I thank you all for attending
NOTE Confidence: 0.9322653

00:39:37.180 --> 00:39:38.140 the session today.
NOTE Confidence: 0.9322653

00:39:38.140 --> 00:39:38.744 And please,
NOTE Confidence: 0.9322653

00:39:38.744 --> 00:39:40.254 please fill out the eval.
NOTE Confidence: 0.9322653

00:39:40.260 --> 00:39:43.385 We do want your feedback and I hope
NOTE Confidence: 0.9322653

00:39:43.385 --> 00:39:44.460 that you found this helpful.
NOTE Confidence: 0.9322419

00:39:45.260 --> 00:39:46.793 And Jana, I just wanted to add
NOTE Confidence: 0.9322419

00:39:46.793 --> 00:39:48.530 that you can also access the
NOTE Confidence: 0.9322419

00:39:48.530 --> 00:39:49.898 modules without getting credit.
NOTE Confidence: 0.9322419

00:39:49.900 --> 00:39:51.538 You can always just get the material,
NOTE Confidence: 0.9322419

00:39:51.540 --> 00:39:52.660 which I think is important.
NOTE Confidence: 0.9322419

00:39:52.660 --> 00:39:54.348 And you know, we just want to make

NOTE Confidence: 0.9322419

00:39:54.348 --> 00:39:55.977 sure that you get the information.

NOTE Confidence: 0.9322419

00:39:56.940 --> 00:39:58.098 Terrific. Thanks, Allison.

NOTE Confidence: 0.9282127

00:40:04.460 --> 00:40:05.860 I'll leave this up for a moment

NOTE Confidence: 0.9282127

00:40:09.540 --> 00:40:11.871 and we're happy to answer any other

NOTE Confidence: 0.9282127

00:40:11.871 --> 00:40:13.540 questions if before you leave.