

WEBVTT

NOTE duration:"01:00:05"

NOTE recognizability:0.881

NOTE language:en-us

NOTE Confidence: 0.8125541

00:00:00.000 --> 00:00:01.100 Welcome.

NOTE Confidence: 0.94119567

00:00:06.920 --> 00:00:10.332 Thank you very much Doctor Cardona for for

NOTE Confidence: 0.94119567

00:00:10.332 --> 00:00:13.179 the introduction and for the invitation,

NOTE Confidence: 0.94119567

00:00:13.180 --> 00:00:17.062 and it's really an honor for me to be here

NOTE Confidence: 0.94119567

00:00:17.062 --> 00:00:21.088 and to do what people love to do the most,

NOTE Confidence: 0.94119567

00:00:21.090 --> 00:00:23.136 which is talk about things that

NOTE Confidence: 0.94119567

00:00:23.136 --> 00:00:24.500 they're very passionate about.

NOTE Confidence: 0.94119567

00:00:24.500 --> 00:00:27.988 I have no conflicts of interest to declare,

NOTE Confidence: 0.94119567

00:00:27.990 --> 00:00:29.688 but I do want to declare

NOTE Confidence: 0.94119567

00:00:29.688 --> 00:00:30.820 that this topic today.

NOTE Confidence: 0.94119567

00:00:30.820 --> 00:00:32.424 I'm incredibly passionate about.

NOTE Confidence: 0.94119567

00:00:32.424 --> 00:00:34.429 So if you see me,

NOTE Confidence: 0.94119567

00:00:34.430 --> 00:00:37.030 if you see my tone of voice go up and down,

NOTE Confidence: 0.94119567

00:00:37.030 --> 00:00:42.750 UM, so so today I'm going to
NOTE Confidence: 0.94119567

00:00:42.750 --> 00:00:47.600 let me just sorry this is.
NOTE Confidence: 0.94119567

00:00:47.600 --> 00:00:50.911 On the screen I'm going to be
NOTE Confidence: 0.94119567

00:00:50.911 --> 00:00:53.850 talking about really our experience,
NOTE Confidence: 0.94119567

00:00:53.850 --> 00:00:57.630 and I called this the road that a department.
NOTE Confidence: 0.94119567

00:00:57.630 --> 00:00:58.917 I'm a pediatrician,
NOTE Confidence: 0.94119567

00:00:58.917 --> 00:01:01.491 the Department of Pediatrics has taken
NOTE Confidence: 0.94119567

00:01:01.491 --> 00:01:04.388 in establishing efforts in diversity,
NOTE Confidence: 0.94119567

00:01:04.390 --> 00:01:08.452 equity and inclusion so so we
NOTE Confidence: 0.94119567

00:01:08.452 --> 00:01:12.490 have about 15 minutes together.
NOTE Confidence: 0.94119567

00:01:12.490 --> 00:01:14.698 I'm going to. I was planning on giving
NOTE Confidence: 0.94119567

00:01:14.698 --> 00:01:17.097 a very brief brief background about.
NOTE Confidence: 0.94119567

00:01:17.100 --> 00:01:18.800 Me talking about some definitions
NOTE Confidence: 0.94119567

00:01:18.800 --> 00:01:20.396 and why it matters, why?
NOTE Confidence: 0.94119567

00:01:20.396 --> 00:01:21.340 Why am I here?
NOTE Confidence: 0.94119567

00:01:21.340 --> 00:01:23.420 Why do people need to work on DI

NOTE Confidence: 0.94119567

00:01:23.420 --> 00:01:25.405 and then really spend the majority

NOTE Confidence: 0.94119567

00:01:25.405 --> 00:01:27.499 of the time talking about all

NOTE Confidence: 0.94119567

00:01:27.567 --> 00:01:29.433 of these initiatives that we I'm

NOTE Confidence: 0.94119567

00:01:29.433 --> 00:01:31.560 going to use the we all the time

NOTE Confidence: 0.94119567

00:01:31.560 --> 00:01:32.880 'cause this is not my work.

NOTE Confidence: 0.94119567

00:01:32.880 --> 00:01:35.526 This is the work of many individuals

NOTE Confidence: 0.94119567

00:01:35.530 --> 00:01:39.807 and then talk about sort of the.

NOTE Confidence: 0.94119567

00:01:39.810 --> 00:01:40.670 Future.

NOTE Confidence: 0.6594287

00:01:43.530 --> 00:01:44.170 Say.

NOTE Confidence: 0.781204985555556

00:01:46.790 --> 00:01:51.290 OK, so. As I think you need very very,

NOTE Confidence: 0.781204985555556

00:01:51.290 --> 00:01:52.740 I mean very little introduction.

NOTE Confidence: 0.781204985555556

00:01:52.740 --> 00:01:54.320 I'm originally from Puerto Rico.

NOTE Confidence: 0.781204985555556

00:01:54.320 --> 00:01:59.518 I'm 53 year old, fully body abled,

NOTE Confidence: 0.781204985555556

00:01:59.520 --> 00:02:03.729 cisgender female Latina.

NOTE Confidence: 0.781204985555556

00:02:03.730 --> 00:02:06.342 Daughter of Cuban immigrants,

NOTE Confidence: 0.781204985555556

00:02:06.342 --> 00:02:09.590 Cuban refugees, and I was born poor,

NOTE Confidence: 0.781204985555556

00:02:09.590 --> 00:02:11.900 but raced with privilege and I was

NOTE Confidence: 0.781204985555556

00:02:11.900 --> 00:02:14.015 born and raised in Puerto Rico

NOTE Confidence: 0.781204985555556

00:02:14.015 --> 00:02:16.127 and the middle of three children.

NOTE Confidence: 0.781204985555556

00:02:16.130 --> 00:02:18.050 These pictures here are the only

NOTE Confidence: 0.781204985555556

00:02:18.050 --> 00:02:20.210 pictures that exist of me as a child.

NOTE Confidence: 0.781204985555556

00:02:20.210 --> 00:02:22.205 All the pictures were for my sister.

NOTE Confidence: 0.781204985555556

00:02:22.210 --> 00:02:24.695 Most middle children will tell you that

NOTE Confidence: 0.781204985555556

00:02:24.700 --> 00:02:27.420 and I went to Yale is an undergraduate

NOTE Confidence: 0.781204985555556

00:02:27.420 --> 00:02:30.187 then went back home for medical school

NOTE Confidence: 0.781204985555556

00:02:30.187 --> 00:02:32.989 and have really developed my life here.

NOTE Confidence: 0.781204985555556

00:02:32.990 --> 00:02:34.226 These are.

NOTE Confidence: 0.781204985555556

00:02:34.226 --> 00:02:37.498 Down here my three children and.

NOTE Confidence: 0.781204985555556

00:02:37.498 --> 00:02:40.690 And really what I think I got to

NOTE Confidence: 0.781204985555556

00:02:40.781 --> 00:02:43.485 in in in this road in 27 years

NOTE Confidence: 0.781204985555556

00:02:43.485 --> 00:02:46.282 here how I got this is swam telling

NOTE Confidence: 0.781204985555556
00:02:46.282 --> 00:02:48.856 you who I am and where I'm from,
NOTE Confidence: 0.781204985555556
00:02:48.856 --> 00:02:50.376 how I got to diversity,
NOTE Confidence: 0.781204985555556
00:02:50.380 --> 00:02:52.927 equity and inclusion was I got to a point
NOTE Confidence: 0.781204985555556
00:02:52.927 --> 00:02:56.040 in my life where I was very good at.
NOTE Confidence: 0.781204985555556
00:02:56.040 --> 00:02:58.380 Sort of hiding some of my
NOTE Confidence: 0.781204985555556
00:02:58.380 --> 00:03:00.690 identities because I spoke research.
NOTE Confidence: 0.781204985555556
00:03:00.690 --> 00:03:02.377 You know I could write a grant,
NOTE Confidence: 0.781204985555556
00:03:02.380 --> 00:03:04.888 but the more I got into.
NOTE Confidence: 0.781204985555556
00:03:04.890 --> 00:03:07.270 What I thought was the yell way.
NOTE Confidence: 0.781204985555556
00:03:07.270 --> 00:03:10.030 The more I sort of left,
NOTE Confidence: 0.781204985555556
00:03:10.030 --> 00:03:15.681 the rest of me behind and and and and
NOTE Confidence: 0.781204985555556
00:03:15.681 --> 00:03:19.227 working in this Hispanic clinic where.
NOTE Confidence: 0.781204985555556
00:03:19.230 --> 00:03:21.505 We took all of the difference is
NOTE Confidence: 0.781204985555556
00:03:21.505 --> 00:03:23.630 every patient every family was from
NOTE Confidence: 0.781204985555556
00:03:23.630 --> 00:03:25.802 a different country and rather than
NOTE Confidence: 0.781204985555556

00:03:25.802 --> 00:03:28.105 hiding who they are and where they're
NOTE Confidence: 0.781204985555556

00:03:28.105 --> 00:03:30.074 from in this clinic we celebrated.
NOTE Confidence: 0.781204985555556

00:03:30.074 --> 00:03:32.930 We talked about how do you put to
NOTE Confidence: 0.781204985555556

00:03:33.008 --> 00:03:35.540 sleep a crying baby and Guatemala?
NOTE Confidence: 0.781204985555556

00:03:35.540 --> 00:03:37.880 And is it any different from
NOTE Confidence: 0.781204985555556

00:03:37.880 --> 00:03:39.050 families from Ecuador?
NOTE Confidence: 0.781204985555556

00:03:39.050 --> 00:03:42.110 So so for me that was sort of a
NOTE Confidence: 0.781204985555556

00:03:42.110 --> 00:03:44.528 rebirth and it led me to realize
NOTE Confidence: 0.781204985555556

00:03:44.528 --> 00:03:46.819 that a lot of this work,
NOTE Confidence: 0.781204985555556

00:03:46.820 --> 00:03:49.512 especially my work in the community, was.
NOTE Confidence: 0.781204985555556

00:03:49.512 --> 00:03:53.795 DIY without having that that word bear
NOTE Confidence: 0.781204985555556

00:03:53.795 --> 00:03:58.850 with me. This is very koci like but.
NOTE Confidence: 0.781204985555556

00:03:58.850 --> 00:04:03.896 For people who do their work.
NOTE Confidence: 0.781204985555556

00:04:03.900 --> 00:04:06.222 I think three things need to
NOTE Confidence: 0.781204985555556

00:04:06.222 --> 00:04:07.383 all come together.
NOTE Confidence: 0.92796586375

00:04:09.400 --> 00:04:11.936 There is the things that you do well,

NOTE Confidence: 0.92796586375

00:04:11.940 --> 00:04:14.320 these are your strengths.

NOTE Confidence: 0.92796586375

00:04:14.320 --> 00:04:15.805 There are the things that

NOTE Confidence: 0.92796586375

00:04:15.805 --> 00:04:17.290 are that I called passions.

NOTE Confidence: 0.92796586375

00:04:17.290 --> 00:04:19.408 These are things that you could

NOTE Confidence: 0.92796586375

00:04:19.408 --> 00:04:21.559 be doing all day long and.

NOTE Confidence: 0.92796586375

00:04:21.560 --> 00:04:22.810 You would never get tired.

NOTE Confidence: 0.92796586375

00:04:22.810 --> 00:04:23.656 You would never look at your

NOTE Confidence: 0.92796586375

00:04:23.656 --> 00:04:24.479 clock and say Oh my God,

NOTE Confidence: 0.92796586375

00:04:24.480 --> 00:04:26.657 it's time to go and then the

NOTE Confidence: 0.92796586375

00:04:26.657 --> 00:04:28.579 third one is things that.

NOTE Confidence: 0.92796586375

00:04:28.580 --> 00:04:30.452 You find value in,

NOTE Confidence: 0.92796586375

00:04:30.452 --> 00:04:33.260 but that the community in which

NOTE Confidence: 0.92796586375

00:04:33.355 --> 00:04:36.067 you live in also finds value,

NOTE Confidence: 0.92796586375

00:04:36.070 --> 00:04:38.898 and when those three things are line,

NOTE Confidence: 0.92796586375

00:04:38.900 --> 00:04:44.045 that's the sweet spot and for me.

NOTE Confidence: 0.92796586375

00:04:44.050 --> 00:04:49.980 This is it, uhm? So.
NOTE Confidence: 0.92796586375

00:04:49.980 --> 00:04:52.470 Why do we care about?
NOTE Confidence: 0.92796586375

00:04:52.470 --> 00:04:58.070 This work is it are we fighting.
NOTE Confidence: 0.92796586375

00:04:58.070 --> 00:05:01.521 Something that exists outside of of our
NOTE Confidence: 0.92796586375

00:05:01.521 --> 00:05:05.118 state outside of sort of the North East.
NOTE Confidence: 0.92796586375

00:05:05.120 --> 00:05:09.586 Very progressive that we live in and
NOTE Confidence: 0.92796586375

00:05:09.586 --> 00:05:11.918 and this is not meant to be a downer,
NOTE Confidence: 0.92796586375

00:05:11.920 --> 00:05:16.504 but racism is alive and well in Connecticut.
NOTE Confidence: 0.92796586375

00:05:16.510 --> 00:05:19.612 Are there racist memes on some
NOTE Confidence: 0.92796586375

00:05:19.612 --> 00:05:21.680 of our elected officials?
NOTE Confidence: 0.92796586375

00:05:21.680 --> 00:05:23.915 Just in October,
NOTE Confidence: 0.92796586375

00:05:23.915 --> 00:05:26.150 a year ago?
NOTE Confidence: 0.92796586375

00:05:26.150 --> 00:05:27.922 This representative was interrupted
NOTE Confidence: 0.92796586375

00:05:27.922 --> 00:05:31.037 and all these memes with the N
NOTE Confidence: 0.92796586375

00:05:31.037 --> 00:05:33.323 word just kept looping and looping
NOTE Confidence: 0.92796586375

00:05:33.323 --> 00:05:35.474 and looping around some of them

NOTE Confidence: 0.92796586375

00:05:35.474 --> 00:05:37.766 saying shut up and word go.

NOTE Confidence: 0.92796586375

00:05:37.766 --> 00:05:40.094 Pick your cotton and today is

NOTE Confidence: 0.92796586375

00:05:40.094 --> 00:05:41.636 November the second I hope all

NOTE Confidence: 0.92796586375

00:05:41.636 --> 00:05:43.670 of you went to vote and this

NOTE Confidence: 0.92796586375

00:05:43.670 --> 00:05:45.439 vote is very important because I

NOTE Confidence: 0.92796586375

00:05:45.439 --> 00:05:46.951 think even more important in my

NOTE Confidence: 0.92796586375

00:05:46.951 --> 00:05:49.194 town in the town where my three

NOTE Confidence: 0.92796586375

00:05:49.194 --> 00:05:51.680 children go to school because a

NOTE Confidence: 0.92796586375

00:05:51.680 --> 00:05:54.180 campaign manager for the Guilford

NOTE Confidence: 0.92796586375

00:05:54.180 --> 00:05:56.580 Republican School Board candidates.

NOTE Confidence: 0.92796586375

00:05:56.580 --> 00:05:58.782 Just said this helping kids of

NOTE Confidence: 0.92796586375

00:05:58.782 --> 00:06:01.144 color to feel they belong has

NOTE Confidence: 0.92796586375

00:06:01.144 --> 00:06:03.179 a negative effect on white,

NOTE Confidence: 0.92796586375

00:06:03.180 --> 00:06:05.070 Christian or conservative kids and

NOTE Confidence: 0.92796586375

00:06:05.070 --> 00:06:08.139 she said this in the middle of a

NOTE Confidence: 0.92796586375

00:06:08.139 --> 00:06:09.984 educational forum at UConn and.
NOTE Confidence: 0.9143059833333333

00:06:13.720 --> 00:06:15.285 These are things that we
NOTE Confidence: 0.9143059833333333

00:06:15.285 --> 00:06:16.537 should all care about.
NOTE Confidence: 0.9143059833333333

00:06:16.540 --> 00:06:18.970 It doesn't matter if your doesn't
NOTE Confidence: 0.9143059833333333

00:06:18.970 --> 00:06:21.500 matter where you're from or anything.
NOTE Confidence: 0.9143059833333333

00:06:21.500 --> 00:06:25.364 If you really care and think that
NOTE Confidence: 0.9143059833333333

00:06:25.364 --> 00:06:29.290 diversity is worthwhile, then.
NOTE Confidence: 0.9143059833333333

00:06:29.290 --> 00:06:30.798 I went and I voted at 6:00 AM.
NOTE Confidence: 0.9143059833333333

00:06:30.800 --> 00:06:32.844 I think I was probably the first
NOTE Confidence: 0.9143059833333333

00:06:32.844 --> 00:06:35.316 one of the first ones in line in
NOTE Confidence: 0.9143059833333333

00:06:35.316 --> 00:06:37.616 terms of LGBT Q rights, just.
NOTE Confidence: 0.9143059833333333

00:06:37.616 --> 00:06:41.446 Few weeks ago a man.
NOTE Confidence: 0.9143059833333333

00:06:41.450 --> 00:06:46.106 Attack was attacked because of his
NOTE Confidence: 0.9143059833333333

00:06:46.110 --> 00:06:48.888 sexual orientation and in terms of
NOTE Confidence: 0.9143059833333333

00:06:48.888 --> 00:06:51.380 religious intolerance, you know.
NOTE Confidence: 0.9143059833333333

00:06:51.380 --> 00:06:53.030 The last one on this slide,

NOTE Confidence: 0.9143059833333333

00:06:53.030 --> 00:06:54.918 I can say 'cause it it happens to

NOTE Confidence: 0.9143059833333333

00:06:54.918 --> 00:06:56.808 me and it continues to happen.

NOTE Confidence: 0.9143059833333333

00:06:56.810 --> 00:06:58.838 I wrote an article very early

NOTE Confidence: 0.9143059833333333

00:06:58.838 --> 00:07:00.190 on in the pandemic.

NOTE Confidence: 0.9143059833333333

00:07:00.190 --> 00:07:01.910 I'm an infectious disease specialist,

NOTE Confidence: 0.9143059833333333

00:07:01.910 --> 00:07:05.370 so I said it's not right to call this virus.

NOTE Confidence: 0.9143059833333333

00:07:05.370 --> 00:07:10.095 The Chinese virus and that was in.

NOTE Confidence: 0.8726354633333333

00:07:12.160 --> 00:07:14.827 I think the article came out in

NOTE Confidence: 0.8726354633333333

00:07:14.827 --> 00:07:17.813 April or May of 2020. To this day,

NOTE Confidence: 0.8726354633333333

00:07:17.813 --> 00:07:19.919 every week I get threatening emails.

NOTE Confidence: 0.8726354633333333

00:07:19.920 --> 00:07:21.128 I get emails saying,

NOTE Confidence: 0.8726354633333333

00:07:21.128 --> 00:07:22.690 I hope you, your parents,

NOTE Confidence: 0.8726354633333333

00:07:22.690 --> 00:07:24.640 and your children all get COVID.

NOTE Confidence: 0.8726354633333333

00:07:24.640 --> 00:07:28.240 I hope you die. I hope you suffer.

NOTE Confidence: 0.8726354633333333

00:07:28.240 --> 00:07:30.151 So, so I think by now I've

NOTE Confidence: 0.8726354633333333

00:07:30.151 --> 00:07:31.520 convinced you that this is.
NOTE Confidence: 0.8726354633333333

00:07:31.520 --> 00:07:32.711 This is everywhere.
NOTE Confidence: 0.8726354633333333

00:07:32.711 --> 00:07:35.490 Race is a social construct and and
NOTE Confidence: 0.8726354633333333

00:07:35.566 --> 00:07:38.730 hopefully every single person on this soon.
NOTE Confidence: 0.8726354633333333

00:07:38.730 --> 00:07:41.100 Every member of your department
NOTE Confidence: 0.8726354633333333

00:07:41.100 --> 00:07:43.734 should know that and and the
NOTE Confidence: 0.8726354633333333

00:07:43.734 --> 00:07:46.619 idea that race has a biologic.
NOTE Confidence: 0.8726354633333333

00:07:46.620 --> 00:07:48.800 Background was completely debunked
NOTE Confidence: 0.8726354633333333

00:07:48.800 --> 00:07:51.525 with the Genome project so,
NOTE Confidence: 0.8726354633333333

00:07:51.530 --> 00:07:54.392 so this is something we created really
NOTE Confidence: 0.8726354633333333

00:07:54.392 --> 00:07:57.350 to ensure that the privileges and
NOTE Confidence: 0.8726354633333333

00:07:57.350 --> 00:07:59.600 resources are not equally distributed and
NOTE Confidence: 0.8726354633333333

00:07:59.600 --> 00:08:02.258 I said infectious disease specialists.
NOTE Confidence: 0.8726354633333333

00:08:02.260 --> 00:08:05.039 I can tell you this is incredibly
NOTE Confidence: 0.8726354633333333

00:08:05.039 --> 00:08:07.179 transmissible from generation to generation.
NOTE Confidence: 0.8726354633333333

00:08:07.180 --> 00:08:10.768 Very early in my career I went to a

NOTE Confidence: 0.8726354633333333
00:08:10.768 --> 00:08:13.960 talk where this very young man said,
NOTE Confidence: 0.8726354633333333
00:08:13.960 --> 00:08:16.944 well, many people will say you know now.
NOTE Confidence: 0.8726354633333333
00:08:16.950 --> 00:08:18.490 There's racism.
NOTE Confidence: 0.8726354633333333
00:08:18.490 --> 00:08:22.446 There's reverse racism against members who
NOTE Confidence: 0.8726354633333333
00:08:22.446 --> 00:08:26.290 belong to majority groups and and he said no,
NOTE Confidence: 0.8726354633333333
00:08:26.290 --> 00:08:27.910 that's prejudice when you're
NOTE Confidence: 0.8726354633333333
00:08:27.910 --> 00:08:29.125 prejudice against somebody,
NOTE Confidence: 0.8726354633333333
00:08:29.130 --> 00:08:31.858 you're assuming something about
NOTE Confidence: 0.8726354633333333
00:08:31.858 --> 00:08:34.586 them based on stereotypes.
NOTE Confidence: 0.8726354633333333
00:08:34.590 --> 00:08:38.475 But when you connect prejudice with power,
NOTE Confidence: 0.8726354633333333
00:08:38.480 --> 00:08:40.730 that's racism.
NOTE Confidence: 0.8726354633333333
00:08:40.730 --> 00:08:41.618 So it's really.
NOTE Confidence: 0.8726354633333333
00:08:41.618 --> 00:08:43.394 It's not just saying well I'm
NOTE Confidence: 0.8726354633333333
00:08:43.394 --> 00:08:45.030 being prejudice against you,
NOTE Confidence: 0.8726354633333333
00:08:45.030 --> 00:08:48.166 but it's but it's exerting that by
NOTE Confidence: 0.8726354633333333

00:08:48.166 --> 00:08:50.530 the group by the group in power
NOTE Confidence: 0.8726354633333333

00:08:50.530 --> 00:08:53.158 and and then just these will be the
NOTE Confidence: 0.8726354633333333

00:08:53.158 --> 00:08:54.983 last of my definitions diversity.
NOTE Confidence: 0.8726354633333333

00:08:54.990 --> 00:08:57.740 It focuses on our differences.
NOTE Confidence: 0.8726354633333333

00:08:57.740 --> 00:09:00.278 Equity is equal opportunity for all,
NOTE Confidence: 0.8726354633333333

00:09:00.280 --> 00:09:01.995 so there's a difference between
NOTE Confidence: 0.8726354633333333

00:09:01.995 --> 00:09:03.024 equity and equality.
NOTE Confidence: 0.8726354633333333

00:09:03.030 --> 00:09:05.454 Equality assumes that everybody
NOTE Confidence: 0.8726354633333333

00:09:05.454 --> 00:09:08.484 starts from the same place,
NOTE Confidence: 0.8726354633333333

00:09:08.490 --> 00:09:11.880 and that's not really it.
NOTE Confidence: 0.8726354633333333

00:09:11.880 --> 00:09:14.760 Equity is when we all get to the same place,
NOTE Confidence: 0.8726354633333333

00:09:14.760 --> 00:09:18.134 understanding that not all of us had
NOTE Confidence: 0.8726354633333333

00:09:18.134 --> 00:09:21.805 the same privileges or had the same
NOTE Confidence: 0.8726354633333333

00:09:21.805 --> 00:09:23.394 experiences and feeling included,
NOTE Confidence: 0.8726354633333333

00:09:23.394 --> 00:09:25.482 which I think is very important,
NOTE Confidence: 0.8726354633333333

00:09:25.490 --> 00:09:26.945 and these are definitions that

NOTE Confidence: 0.8726354633333333
00:09:26.945 --> 00:09:28.400 are really at the core.
NOTE Confidence: 0.8726354633333333
00:09:28.400 --> 00:09:31.577 Of the work that we have done in Pediatrics,
NOTE Confidence: 0.8726354633333333
00:09:31.580 --> 00:09:33.630 feeling included is that deliberate
NOTE Confidence: 0.8726354633333333
00:09:33.630 --> 00:09:35.680 act of welcoming the diversity
NOTE Confidence: 0.8726354633333333
00:09:35.745 --> 00:09:37.545 and creating an environment where
NOTE Confidence: 0.8726354633333333
00:09:37.545 --> 00:09:39.345 we can grow and succeed.
NOTE Confidence: 0.8726354633333333
00:09:39.350 --> 00:09:41.870 So it's it's getting a ticket to the dance,
NOTE Confidence: 0.8726354633333333
00:09:41.870 --> 00:09:43.350 but being able to dance,
NOTE Confidence: 0.8726354633333333
00:09:43.350 --> 00:09:46.300 having a seat at the table, and justice,
NOTE Confidence: 0.8726354633333333
00:09:46.300 --> 00:09:49.175 really fixing that that system.
NOTE Confidence: 0.8726354633333333
00:09:49.180 --> 00:09:51.340 Uhm, why does it matter?
NOTE Confidence: 0.8726354633333333
00:09:51.340 --> 00:09:51.613 Well,
NOTE Confidence: 0.8726354633333333
00:09:51.613 --> 00:09:53.797 it matters because it affects all of us.
NOTE Confidence: 0.8726354633333333
00:09:53.800 --> 00:09:55.788 It again, it's universal.
NOTE Confidence: 0.8726354633333333
00:09:55.788 --> 00:09:58.656 It matters to your patience because
NOTE Confidence: 0.8726354633333333

00:09:58.656 --> 00:10:00.536 it has pervasive negative effects.

NOTE Confidence: 0.8726354633333333

00:10:00.540 --> 00:10:03.385 And many of these landmark

NOTE Confidence: 0.8726354633333333

00:10:03.385 --> 00:10:06.230 papers come from this group.

NOTE Confidence: 0.8726354633333333

00:10:06.230 --> 00:10:08.395 It matters to those who

NOTE Confidence: 0.8726354633333333

00:10:08.395 --> 00:10:10.127 you work with because.

NOTE Confidence: 0.8726354633333333

00:10:10.130 --> 00:10:12.980 If you accept all of us for who we are,

NOTE Confidence: 0.8726354633333333

00:10:12.980 --> 00:10:15.320 then you you sort of generate

NOTE Confidence: 0.8726354633333333

00:10:15.320 --> 00:10:17.466 that empathy that concerned that

NOTE Confidence: 0.8726354633333333

00:10:17.466 --> 00:10:19.702 compassion it matters in the way we

NOTE Confidence: 0.8726354633333333

00:10:19.702 --> 00:10:22.358 learn by now as doctor Cardona said,

NOTE Confidence: 0.8726354633333333

00:10:22.360 --> 00:10:25.835 I worked with medical students

NOTE Confidence: 0.8726354633333333

00:10:25.835 --> 00:10:27.920 and realize how.

NOTE Confidence: 0.8726354633333333

00:10:27.920 --> 00:10:31.098 1800s is where some of the things

NOTE Confidence: 0.8726354633333333

00:10:31.098 --> 00:10:34.209 that we teach our our trainees.

NOTE Confidence: 0.8726354633333333

00:10:34.210 --> 00:10:37.010 So in medicine, it's really how we learn,

NOTE Confidence: 0.8726354633333333

00:10:37.010 --> 00:10:39.320 how we diagnose and and rather

NOTE Confidence: 0.8726354633333333

00:10:39.320 --> 00:10:41.420 than focusing on those social

NOTE Confidence: 0.8726354633333333

00:10:41.420 --> 00:10:43.340 conditions on preventing the

NOTE Confidence: 0.8726354633333333

00:10:43.340 --> 00:10:45.740 social conditions that lead to

NOTE Confidence: 0.941933291818182

00:10:45.817 --> 00:10:47.199 racial disparities,

NOTE Confidence: 0.941933291818182

00:10:47.200 --> 00:10:50.475 we focus on on reinforcing

NOTE Confidence: 0.941933291818182

00:10:50.475 --> 00:10:52.440 those biological underpinnings,

NOTE Confidence: 0.941933291818182

00:10:52.440 --> 00:10:54.870 thinking that the only individuals who

NOTE Confidence: 0.941933291818182

00:10:54.870 --> 00:10:58.338 can get who can have sickle cell disease

NOTE Confidence: 0.941933291818182

00:10:58.338 --> 00:11:03.440 or are black are many other diseases.

NOTE Confidence: 0.941933291818182

00:11:03.440 --> 00:11:06.550 Uhm, implicit bias is associated

NOTE Confidence: 0.941933291818182

00:11:06.550 --> 00:11:09.038 with worse health outcomes.

NOTE Confidence: 0.941933291818182

00:11:09.040 --> 00:11:11.994 This was a study that is actually

NOTE Confidence: 0.941933291818182

00:11:11.994 --> 00:11:14.319 fairly recent that showed that.

NOTE Confidence: 0.941933291818182

00:11:14.320 --> 00:11:17.062 Black Babies cared for by white

NOTE Confidence: 0.941933291818182

00:11:17.062 --> 00:11:19.447 care providers had higher mortality

NOTE Confidence: 0.941933291818182

00:11:19.447 --> 00:11:22.285 than black babies who are cared
NOTE Confidence: 0.941933291818182

00:11:22.285 --> 00:11:24.510 for by physicians of color.
NOTE Confidence: 0.941933291818182

00:11:24.510 --> 00:11:28.626 And if she's probably in the audience,
NOTE Confidence: 0.941933291818182

00:11:28.630 --> 00:11:29.574 one of your own,
NOTE Confidence: 0.941933291818182

00:11:29.574 --> 00:11:31.600 and one of our own 'cause she was
NOTE Confidence: 0.941933291818182

00:11:31.600 --> 00:11:33.250 in Pediatrics and she will always
NOTE Confidence: 0.941933291818182

00:11:33.250 --> 00:11:35.494 be part of our department doctor,
NOTE Confidence: 0.941933291818182

00:11:35.494 --> 00:11:38.190 Amanda Calhoun and others.
NOTE Confidence: 0.941933291818182

00:11:38.190 --> 00:11:41.494 Published this paper to show that in
NOTE Confidence: 0.941933291818182

00:11:41.494 --> 00:11:44.627 our emergency room right here at Yale,
NOTE Confidence: 0.941933291818182

00:11:44.630 --> 00:11:47.689 the use of physical restraints in the
NOTE Confidence: 0.941933291818182

00:11:47.689 --> 00:11:49.937 emergency room is different depending
NOTE Confidence: 0.941933291818182

00:11:49.937 --> 00:11:53.369 on the color of your of your skin.
NOTE Confidence: 0.941933291818182

00:11:53.370 --> 00:11:55.422 So now let me talk about
NOTE Confidence: 0.941933291818182

00:11:55.422 --> 00:11:56.790 sort of my department.
NOTE Confidence: 0.941933291818182

00:11:56.790 --> 00:12:00.318 Started this journey in the fall,

NOTE Confidence: 0.941933291818182
00:12:00.320 --> 00:12:02.316 probably September,
NOTE Confidence: 0.941933291818182
00:12:02.316 --> 00:12:05.310 October of 2018,
NOTE Confidence: 0.941933291818182
00:12:05.310 --> 00:12:08.852 and in the beginning I did what
NOTE Confidence: 0.941933291818182
00:12:08.852 --> 00:12:10.916 most people would would do.
NOTE Confidence: 0.941933291818182
00:12:10.916 --> 00:12:12.554 It sort of be very qualitative,
NOTE Confidence: 0.941933291818182
00:12:12.560 --> 00:12:13.398 very exploratory,
NOTE Confidence: 0.941933291818182
00:12:13.398 --> 00:12:17.205 and I went and I spoke to lots of
NOTE Confidence: 0.941933291818182
00:12:17.205 --> 00:12:19.725 people to try to listen in and
NOTE Confidence: 0.941933291818182
00:12:19.730 --> 00:12:21.650 figure out well what's my agenda.
NOTE Confidence: 0.941933291818182
00:12:21.650 --> 00:12:24.436 My agenda needs to come from my
NOTE Confidence: 0.941933291818182
00:12:24.436 --> 00:12:25.630 constituents and microaggression,
NOTE Confidence: 0.941933291818182
00:12:25.630 --> 00:12:27.484 which is really I don't like to call it.
NOTE Confidence: 0.941933291818182
00:12:27.490 --> 00:12:28.765 Progression I like to call
NOTE Confidence: 0.941933291818182
00:12:28.765 --> 00:12:29.530 it failed aggression,
NOTE Confidence: 0.941933291818182
00:12:29.530 --> 00:12:31.255 so I think there's nothing
NOTE Confidence: 0.941933291818182

00:12:31.255 --> 00:12:32.500 micro about microaggression.
NOTE Confidence: 0.941933291818182

00:12:32.500 --> 00:12:35.800 There are these comments or behaviors
NOTE Confidence: 0.941933291818182

00:12:35.800 --> 00:12:38.510 that are insulting and degrading
NOTE Confidence: 0.941933291818182

00:12:38.510 --> 00:12:41.054 but but there's sort of on the flag.
NOTE Confidence: 0.941933291818182

00:12:41.060 --> 00:12:42.070 People say,
NOTE Confidence: 0.941933291818182

00:12:42.070 --> 00:12:42.575 well,
NOTE Confidence: 0.941933291818182

00:12:42.575 --> 00:12:44.748 they're not conscious and you
NOTE Confidence: 0.941933291818182

00:12:44.748 --> 00:12:46.393 do them because you've seen
NOTE Confidence: 0.941933291818182

00:12:46.393 --> 00:12:48.328 so many other people do it.
NOTE Confidence: 0.941933291818182

00:12:48.330 --> 00:12:51.179 So this was one of the one
NOTE Confidence: 0.941933291818182

00:12:51.179 --> 00:12:53.340 of the first targets.
NOTE Confidence: 0.941933291818182

00:12:53.340 --> 00:12:55.776 How we started sort of our role,
NOTE Confidence: 0.941933291818182

00:12:55.780 --> 00:12:58.040 which I'll walk you through.
NOTE Confidence: 0.941933291818182

00:12:58.040 --> 00:12:59.093 As I mentioned,
NOTE Confidence: 0.941933291818182

00:12:59.093 --> 00:13:01.572 it's started in the fall of 2018,
NOTE Confidence: 0.941933291818182

00:13:01.572 --> 00:13:04.724 so we're going on our third year starts

NOTE Confidence: 0.941933291818182
00:13:04.724 --> 00:13:09.076 with tremendous allyship and and I have to.
NOTE Confidence: 0.941933291818182
00:13:09.080 --> 00:13:13.296 I put the picture there of our chairman.
NOTE Confidence: 0.941933291818182
00:13:13.300 --> 00:13:17.152 Cliff bold because he continues to
NOTE Confidence: 0.941933291818182
00:13:17.152 --> 00:13:19.648 be not the person who says yes and
NOTE Confidence: 0.941933291818182
00:13:19.648 --> 00:13:21.730 who makes the decision necessarily,
NOTE Confidence: 0.941933291818182
00:13:21.730 --> 00:13:25.626 but also a partner and an active participant.
NOTE Confidence: 0.941933291818182
00:13:25.630 --> 00:13:26.794 So so really.
NOTE Confidence: 0.941933291818182
00:13:26.794 --> 00:13:29.510 The support and the Allied ship within
NOTE Confidence: 0.941933291818182
00:13:29.593 --> 00:13:32.358 our department leadership is amazing.
NOTE Confidence: 0.941933291818182
00:13:32.360 --> 00:13:35.078 I can't say often enough this
NOTE Confidence: 0.941933291818182
00:13:35.078 --> 00:13:36.890 is a team effort.
NOTE Confidence: 0.941933291818182
00:13:36.890 --> 00:13:38.834 It was a team effort within
NOTE Confidence: 0.941933291818182
00:13:38.834 --> 00:13:40.625 my department reaching out to
NOTE Confidence: 0.941933291818182
00:13:40.625 --> 00:13:41.930 medical school leadership.
NOTE Confidence: 0.941933291818182
00:13:41.930 --> 00:13:43.778 I reached out to hospital leadership
NOTE Confidence: 0.941933291818182

00:13:43.778 --> 00:13:45.880 'cause our trainees work in the hospital.

NOTE Confidence: 0.941933291818182

00:13:45.880 --> 00:13:47.200 Community leaders who.

NOTE Confidence: 0.941933291818182

00:13:47.200 --> 00:13:49.840 Come and give lectures to our

NOTE Confidence: 0.941933291818182

00:13:49.840 --> 00:13:51.895 trainees and even outside of

NOTE Confidence: 0.941933291818182

00:13:51.895 --> 00:13:53.820 the Yale School of Medicine.

NOTE Confidence: 0.941933291818182

00:13:53.820 --> 00:13:55.660 You know what I called phone or friend?

NOTE Confidence: 0.941933291818182

00:13:55.660 --> 00:13:57.868 Those mentors who you can reach

NOTE Confidence: 0.941933291818182

00:13:57.868 --> 00:13:59.340 out to for advice.

NOTE Confidence: 0.941933291818182

00:13:59.340 --> 00:14:01.245 Defining the umbrella is very

NOTE Confidence: 0.941933291818182

00:14:01.245 --> 00:14:03.911 important and I was told in the

NOTE Confidence: 0.941933291818182

00:14:03.911 --> 00:14:05.981 beginning that my umbrella was too

NOTE Confidence: 0.941933291818182

00:14:05.981 --> 00:14:09.119 big and that that I would probably be

NOTE Confidence: 0.941933291818182

00:14:09.119 --> 00:14:13.300 setting our initiatives up for failure.

NOTE Confidence: 0.941933291818182

00:14:13.300 --> 00:14:16.513 I think the truth was sort of in between.

NOTE Confidence: 0.941933291818182

00:14:16.520 --> 00:14:16.937 Yes,

NOTE Confidence: 0.941933291818182

00:14:16.937 --> 00:14:17.771 it was.

NOTE Confidence: 0.941933291818182

00:14:17.771 --> 00:14:20.690 It was very ambitious to include all

NOTE Confidence: 0.927023176153846

00:14:20.778 --> 00:14:23.356 of the groups, but I think it was the right

NOTE Confidence: 0.927023176153846

00:14:23.356 --> 00:14:25.487 thing and I would do it again and the the.

NOTE Confidence: 0.927023176153846

00:14:25.490 --> 00:14:27.765 The downside to that is that most

NOTE Confidence: 0.927023176153846

00:14:27.765 --> 00:14:30.145 of what we've done has focused on

NOTE Confidence: 0.927023176153846

00:14:30.145 --> 00:14:32.490 our trainees and some of our own,

NOTE Confidence: 0.927023176153846

00:14:32.490 --> 00:14:35.746 our faculty and the staff really were the

NOTE Confidence: 0.927023176153846

00:14:35.746 --> 00:14:38.908 group that even though they're included,

NOTE Confidence: 0.927023176153846

00:14:38.910 --> 00:14:40.878 has not received as much attention.

NOTE Confidence: 0.927023176153846

00:14:40.880 --> 00:14:43.744 But as I talk about our agenda moving.

NOTE Confidence: 0.927023176153846

00:14:43.750 --> 00:14:45.286 Moving forward, the other very important

NOTE Confidence: 0.927023176153846

00:14:45.286 --> 00:14:47.319 thing is how do you define diversity?

NOTE Confidence: 0.927023176153846

00:14:47.320 --> 00:14:49.648 Who are your constituents?

NOTE Confidence: 0.927023176153846

00:14:49.648 --> 00:14:53.140 And this definition keeps sad bad.

NOTE Confidence: 0.927023176153846

00:14:53.140 --> 00:14:55.492 Keep getting bigger and bigger and

NOTE Confidence: 0.927023176153846

00:14:55.492 --> 00:14:58.185 bigger and bigger because her city is
NOTE Confidence: 0.927023176153846

00:14:58.185 --> 00:15:00.435 more than just ethnicity and gender.
NOTE Confidence: 0.927023176153846

00:15:00.440 --> 00:15:02.403 And the important thing is just
NOTE Confidence: 0.927023176153846

00:15:02.403 --> 00:15:04.461 saying we're diverse is not enough
NOTE Confidence: 0.927023176153846

00:15:04.461 --> 00:15:06.848 that the work is what's important.
NOTE Confidence: 0.927023176153846

00:15:06.850 --> 00:15:07.464 You know.
NOTE Confidence: 0.927023176153846

00:15:07.464 --> 00:15:09.613 Again, I'm presenting the work of many.
NOTE Confidence: 0.927023176153846

00:15:09.620 --> 00:15:13.076 This is ongoing by no way shape or form.
NOTE Confidence: 0.927023176153846

00:15:13.080 --> 00:15:16.069 Please do not take this as oh
NOTE Confidence: 0.927023176153846

00:15:16.069 --> 00:15:18.270 Pediatrics has it together,
NOTE Confidence: 0.927023176153846

00:15:18.270 --> 00:15:21.432 but it's but it's modeled for
NOTE Confidence: 0.927023176153846

00:15:21.432 --> 00:15:23.540 me at least after.
NOTE Confidence: 0.927023176153846

00:15:23.540 --> 00:15:26.249 Those who sort of paved the way
NOTE Confidence: 0.927023176153846

00:15:26.250 --> 00:15:28.610 for us and and collaborations
NOTE Confidence: 0.927023176153846

00:15:28.610 --> 00:15:30.498 and partnerships are incredibly,
NOTE Confidence: 0.927023176153846

00:15:30.500 --> 00:15:31.366 incredibly important.

NOTE Confidence: 0.927023176153846
00:15:31.366 --> 00:15:34.396 And it's, you know, it's it's really great.
NOTE Confidence: 0.927023176153846
00:15:34.396 --> 00:15:37.819 But I can say that I work collaborative.
NOTE Confidence: 0.927023176153846
00:15:37.820 --> 00:15:39.854 That's a word that is hard for me to
NOTE Confidence: 0.927023176153846
00:15:39.854 --> 00:15:41.868 say in English, that I collaborate,
NOTE Confidence: 0.927023176153846
00:15:41.868 --> 00:15:45.304 and then I work together with with your DI.
NOTE Confidence: 0.927023176153846
00:15:45.304 --> 00:15:48.508 With your Chief Diversity Officer Tara.
NOTE Confidence: 0.927023176153846
00:15:48.510 --> 00:15:52.212 So in Pediatrics we see the work of D.
NOTE Confidence: 0.927023176153846
00:15:52.212 --> 00:15:53.844 IS3 pillars and these three pillars.
NOTE Confidence: 0.927023176153846
00:15:53.850 --> 00:15:55.170 Are incredibly important.
NOTE Confidence: 0.927023176153846
00:15:55.170 --> 00:15:58.250 They all happen at the same time,
NOTE Confidence: 0.927023176153846
00:15:58.250 --> 00:16:00.833 but I gave them numbers because I
NOTE Confidence: 0.927023176153846
00:16:00.833 --> 00:16:03.378 think the order is very important.
NOTE Confidence: 0.927023176153846
00:16:03.380 --> 00:16:05.044 Support, education and recruitment
NOTE Confidence: 0.927023176153846
00:16:05.044 --> 00:16:07.820 and my talk today is going to.
NOTE Confidence: 0.927023176153846
00:16:07.820 --> 00:16:10.648 Follow that that organization
NOTE Confidence: 0.927023176153846

00:16:10.648 --> 00:16:14.890 supporters pillar number one why you

NOTE Confidence: 0.927023176153846

00:16:15.005 --> 00:16:19.079 cannot achieve any of the other goals.

NOTE Confidence: 0.927023176153846

00:16:19.080 --> 00:16:20.836 If, first and foremost,

NOTE Confidence: 0.927023176153846

00:16:20.836 --> 00:16:23.470 you do not support existing diversity.

NOTE Confidence: 0.927023176153846

00:16:23.470 --> 00:16:25.175 If your existing diversity do

NOTE Confidence: 0.927023176153846

00:16:25.175 --> 00:16:26.574 not feel supported, engaged,

NOTE Confidence: 0.927023176153846

00:16:26.574 --> 00:16:27.696 like they belong,

NOTE Confidence: 0.927023176153846

00:16:27.696 --> 00:16:29.940 and that the climate is good,

NOTE Confidence: 0.927023176153846

00:16:29.940 --> 00:16:32.308 you will never be able to further diversify

NOTE Confidence: 0.927023176153846

00:16:32.308 --> 00:16:34.579 and bring in and bring in more faculty.

NOTE Confidence: 0.927023176153846

00:16:34.580 --> 00:16:37.016 It just kind of makes sense.

NOTE Confidence: 0.927023176153846

00:16:37.020 --> 00:16:38.660 And we did this.

NOTE Confidence: 0.927023176153846

00:16:38.660 --> 00:16:40.300 Through engaging in conversations,

NOTE Confidence: 0.927023176153846

00:16:40.300 --> 00:16:43.306 making it a two way St.

NOTE Confidence: 0.927023176153846

00:16:43.310 --> 00:16:44.156 I say.

NOTE Confidence: 0.927023176153846

00:16:44.156 --> 00:16:45.002 Teach me,

NOTE Confidence: 0.927023176153846
00:16:45.002 --> 00:16:49.004 teach me I don't know more than I say, OK,
NOTE Confidence: 0.927023176153846
00:16:49.004 --> 00:16:51.560 I know this let me tell you this because.
NOTE Confidence: 0.927023176153846
00:16:51.560 --> 00:16:54.360 The more I live in this field,
NOTE Confidence: 0.927023176153846
00:16:54.360 --> 00:16:57.657 the more I learn from others experiences
NOTE Confidence: 0.927023176153846
00:16:57.660 --> 00:17:01.846 the the more inclusive I will be.
NOTE Confidence: 0.927023176153846
00:17:01.850 --> 00:17:04.055 So I say all the time I don't understand.
NOTE Confidence: 0.927023176153846
00:17:04.060 --> 00:17:06.585 Please teach me requesting feedback
NOTE Confidence: 0.927023176153846
00:17:06.585 --> 00:17:09.110 and saying I'm sorry because.
NOTE Confidence: 0.927023176153846
00:17:09.110 --> 00:17:10.703 I make mistakes.
NOTE Confidence: 0.927023176153846
00:17:10.703 --> 00:17:12.296 I commit microaggressions,
NOTE Confidence: 0.927023176153846
00:17:12.300 --> 00:17:14.820 I've said and I to this day
NOTE Confidence: 0.927023176153846
00:17:14.820 --> 00:17:17.194 I say things that matter.
NOTE Confidence: 0.927023176153846
00:17:17.194 --> 00:17:20.429 Micro aggressions that are horrible.
NOTE Confidence: 0.927023176153846
00:17:20.430 --> 00:17:22.964 It's what you do when when you've
NOTE Confidence: 0.927023176153846
00:17:22.964 --> 00:17:25.440 made those mistakes and and and
NOTE Confidence: 0.927023176153846

00:17:25.440 --> 00:17:27.196 you're learning after afterwards.

NOTE Confidence: 0.867721052

00:17:29.790 --> 00:17:32.430 I spend time with the trainees a lot a lot,

NOTE Confidence: 0.867721052

00:17:32.430 --> 00:17:34.565 a lot of time with the trainees.

NOTE Confidence: 0.867721052

00:17:34.570 --> 00:17:36.906 Actually the first year I I think I

NOTE Confidence: 0.867721052

00:17:36.906 --> 00:17:40.680 think I just devoted to trainees.

NOTE Confidence: 0.867721052

00:17:40.680 --> 00:17:43.590 Organize organizing and also leading

NOTE Confidence: 0.867721052

00:17:43.590 --> 00:17:47.060 exit interviews so that we know.

NOTE Confidence: 0.867721052

00:17:47.060 --> 00:17:48.626 We know what the views are

NOTE Confidence: 0.867721052

00:17:48.626 --> 00:17:50.269 of the people who are here,

NOTE Confidence: 0.867721052

00:17:50.270 --> 00:17:51.950 but sometimes when people leave

NOTE Confidence: 0.867721052

00:17:51.950 --> 00:17:54.119 they have lots of things to say,

NOTE Confidence: 0.867721052

00:17:54.120 --> 00:17:56.080 and mentorship and sponsorship

NOTE Confidence: 0.867721052

00:17:56.080 --> 00:18:00.610 which are not the same.

NOTE Confidence: 0.867721052

00:18:00.610 --> 00:18:02.060 Along with going around and

NOTE Confidence: 0.867721052

00:18:02.060 --> 00:18:03.444 talking to people, the first,

NOTE Confidence: 0.867721052

00:18:03.444 --> 00:18:05.816 the second thing that I did is I went

NOTE Confidence: 0.867721052

00:18:05.816 --> 00:18:08.129 to my chairman and I said we must edit

NOTE Confidence: 0.867721052

00:18:08.189 --> 00:18:10.031 the mission statement and he said

NOTE Confidence: 0.867721052

00:18:10.031 --> 00:18:13.562 OK 'cause there were words that we

NOTE Confidence: 0.867721052

00:18:13.562 --> 00:18:16.362 needed to have not have a diversity

NOTE Confidence: 0.867721052

00:18:16.362 --> 00:18:18.898 statement but I feel very strongly

NOTE Confidence: 0.867721052

00:18:18.898 --> 00:18:21.730 that there should be one statement.

NOTE Confidence: 0.867721052

00:18:21.730 --> 00:18:24.320 That DI work is not an accessory.

NOTE Confidence: 0.867721052

00:18:24.320 --> 00:18:25.310 DIY work is.

NOTE Confidence: 0.867721052

00:18:25.310 --> 00:18:27.980 I'm going to keep going the wrong way.

NOTE Confidence: 0.867721052

00:18:27.980 --> 00:18:31.036 Sorry that the work needs to be integral,

NOTE Confidence: 0.867721052

00:18:31.040 --> 00:18:34.225 just like a faculty meeting just like.

NOTE Confidence: 0.92367411

00:18:36.820 --> 00:18:39.090 Just some of the common

NOTE Confidence: 0.92367411

00:18:39.090 --> 00:18:41.790 things that that that you do.

NOTE Confidence: 0.92367411

00:18:41.790 --> 00:18:43.920 This slide is probably the most

NOTE Confidence: 0.92367411

00:18:43.920 --> 00:18:45.340 important one because they're

NOTE Confidence: 0.92367411

00:18:45.406 --> 00:18:47.326 the ones doing the heavy lifting.
NOTE Confidence: 0.92367411

00:18:47.330 --> 00:18:48.320 Creating council.
NOTE Confidence: 0.92367411

00:18:48.320 --> 00:18:51.290 One person cannot do this alone,
NOTE Confidence: 0.92367411

00:18:51.290 --> 00:18:53.678 so building that team and bringing
NOTE Confidence: 0.92367411

00:18:53.678 --> 00:18:55.722 them and getting them engaged
NOTE Confidence: 0.92367411

00:18:55.722 --> 00:18:57.607 and we started our original
NOTE Confidence: 0.92367411

00:18:57.607 --> 00:19:00.040 team was just two individuals,
NOTE Confidence: 0.92367411

00:19:00.040 --> 00:19:01.846 and now it just keeps growing
NOTE Confidence: 0.92367411

00:19:01.846 --> 00:19:03.779 and growing and they go with it.
NOTE Confidence: 0.92367411

00:19:03.780 --> 00:19:05.796 I support them, I mentor them,
NOTE Confidence: 0.92367411

00:19:05.800 --> 00:19:06.778 I sponsor them.
NOTE Confidence: 0.92367411

00:19:06.778 --> 00:19:07.756 We work together,
NOTE Confidence: 0.92367411

00:19:07.760 --> 00:19:10.360 I sponsor their their activities
NOTE Confidence: 0.92367411

00:19:10.360 --> 00:19:13.496 but every single week every single
NOTE Confidence: 0.92367411

00:19:13.496 --> 00:19:16.148 week there is a diversity event
NOTE Confidence: 0.92367411

00:19:16.148 --> 00:19:19.563 of some sort in in the in the

NOTE Confidence: 0.92367411

00:19:19.563 --> 00:19:22.187 department and it's really by these.

NOTE Confidence: 0.92367411

00:19:22.187 --> 00:19:25.322 Champions who are not only

NOTE Confidence: 0.92367411

00:19:25.322 --> 00:19:27.203 working in diversity,

NOTE Confidence: 0.92367411

00:19:27.210 --> 00:19:29.605 but they're developing expertise and

NOTE Confidence: 0.92367411

00:19:29.605 --> 00:19:33.170 leadership in in there in their careers.

NOTE Confidence: 0.92367411

00:19:33.170 --> 00:19:36.845 We also developed a Faculty

NOTE Confidence: 0.92367411

00:19:36.845 --> 00:19:39.874 Diversity Council and it exists.

NOTE Confidence: 0.92367411

00:19:39.874 --> 00:19:41.110 It keeps expanding.

NOTE Confidence: 0.92367411

00:19:41.110 --> 00:19:42.478 Its multidisciplinary but.

NOTE Confidence: 0.92367411

00:19:42.478 --> 00:19:46.218 But this is very much on my strategic

NOTE Confidence: 0.92367411

00:19:46.218 --> 00:19:49.466 plan for next year because it has.

NOTE Confidence: 0.92367411

00:19:49.470 --> 00:19:50.214 I haven't.

NOTE Confidence: 0.92367411

00:19:50.214 --> 00:19:52.074 It hasn't been developed as

NOTE Confidence: 0.92367411

00:19:52.074 --> 00:19:54.489 well as it as it should be.

NOTE Confidence: 0.92367411

00:19:54.490 --> 00:19:56.772 The new thing is remember I talked

NOTE Confidence: 0.92367411

00:19:56.772 --> 00:19:59.124 about staff and and I always felt
NOTE Confidence: 0.92367411

00:19:59.124 --> 00:20:01.080 that because I didn't think that
NOTE Confidence: 0.92367411

00:20:01.150 --> 00:20:03.238 we were doing enough with staff.
NOTE Confidence: 0.92367411

00:20:03.240 --> 00:20:06.066 Well now I can say we have a yellow
NOTE Confidence: 0.92367411

00:20:06.066 --> 00:20:08.098 Pediatrics diversity Staff Council.
NOTE Confidence: 0.92367411

00:20:08.100 --> 00:20:10.515 Sorry the word diversity was missing from
NOTE Confidence: 0.92367411

00:20:10.515 --> 00:20:13.578 there and I think it's probably the first,
NOTE Confidence: 0.92367411

00:20:13.580 --> 00:20:15.240 if not the only one.
NOTE Confidence: 0.92367411

00:20:15.240 --> 00:20:18.565 So this will span administrative
NOTE Confidence: 0.92367411

00:20:18.565 --> 00:20:20.560 assistance business managers,
NOTE Confidence: 0.92367411

00:20:20.560 --> 00:20:22.800 mid level providers and just
NOTE Confidence: 0.92367411

00:20:22.800 --> 00:20:25.040 like with the other groups.
NOTE Confidence: 0.92367411

00:20:25.040 --> 00:20:28.510 We will engage their constituents
NOTE Confidence: 0.92367411

00:20:28.510 --> 00:20:31.304 and come and develop activities.
NOTE Confidence: 0.92367411

00:20:31.304 --> 00:20:34.580 So so really the the support part.
NOTE Confidence: 0.92367411

00:20:34.580 --> 00:20:37.396 I think I've mentioned many of these things.

NOTE Confidence: 0.92367411

00:20:37.400 --> 00:20:39.220 It needs to be interdisciplinary.

NOTE Confidence: 0.92367411

00:20:39.220 --> 00:20:41.362 I'm very much and I learned that

NOTE Confidence: 0.92367411

00:20:41.362 --> 00:20:44.031 by by working in global medicine I

NOTE Confidence: 0.92367411

00:20:44.031 --> 00:20:46.136 want everything to be bidirectional.

NOTE Confidence: 0.92367411

00:20:46.140 --> 00:20:48.356 It can't just be good for one person

NOTE Confidence: 0.92367411

00:20:48.356 --> 00:20:50.359 and not and not for the other.

NOTE Confidence: 0.92367411

00:20:50.360 --> 00:20:53.192 And I can't emphasize enough forging

NOTE Confidence: 0.92367411

00:20:53.192 --> 00:20:56.360 collaborations not only in your department.

NOTE Confidence: 0.92367411

00:20:56.360 --> 00:20:58.742 But collaborating and and now we

NOTE Confidence: 0.92367411

00:20:58.742 --> 00:21:01.334 have an amazing group of diversity

NOTE Confidence: 0.92367411

00:21:01.334 --> 00:21:03.644 champions that we need monthly.

NOTE Confidence: 0.9624517

00:21:07.910 --> 00:21:10.870 The work is not just teaching things,

NOTE Confidence: 0.9624517

00:21:10.870 --> 00:21:15.294 but sometimes sending sending a message an.

NOTE Confidence: 0.9624517

00:21:15.300 --> 00:21:16.944 Last year one of the trainees

NOTE Confidence: 0.9624517

00:21:16.944 --> 00:21:19.500 came up to me and said, you know,

NOTE Confidence: 0.9624517

00:21:19.500 --> 00:21:20.985 there's this. This movement,
NOTE Confidence: 0.9624517

00:21:20.985 --> 00:21:23.820 called white coats for black lives and
NOTE Confidence: 0.9624517

00:21:23.820 --> 00:21:26.513 we put it together literally overnight
NOTE Confidence: 0.9624517

00:21:26.513 --> 00:21:30.100 and it was very well attended since then.
NOTE Confidence: 0.9624517

00:21:30.100 --> 00:21:33.156 I think there were about three or four
NOTE Confidence: 0.9624517

00:21:33.156 --> 00:21:35.324 other marches that we put together,
NOTE Confidence: 0.9624517

00:21:35.324 --> 00:21:37.343 but you know, activism is part.
NOTE Confidence: 0.9624517

00:21:37.343 --> 00:21:39.980 I think it's part and should be part
NOTE Confidence: 0.9624517

00:21:39.980 --> 00:21:42.500 of what of the makings of a department
NOTE Confidence: 0.9624517

00:21:42.500 --> 00:21:44.589 that really wants to send that
NOTE Confidence: 0.9624517

00:21:44.589 --> 00:21:46.660 message that you know what this is.
NOTE Confidence: 0.9624517

00:21:46.660 --> 00:21:47.740 This is what we stand for,
NOTE Confidence: 0.9624517

00:21:47.740 --> 00:21:49.608 and if we have to, you know,
NOTE Confidence: 0.9624517

00:21:49.608 --> 00:21:52.029 stop what we're doing and go to a March and.
NOTE Confidence: 0.9624517

00:21:52.030 --> 00:21:52.550 Support it,
NOTE Confidence: 0.9624517

00:21:52.550 --> 00:21:53.850 and even on the weekends,

NOTE Confidence: 0.9624517

00:21:53.850 --> 00:21:55.198 we'll we'll do that.

NOTE Confidence: 0.9624517

00:21:55.198 --> 00:21:58.136 Putting out fires is a lot of what what

NOTE Confidence: 0.9624517

00:21:58.136 --> 00:22:00.862 I do that those one on one conversations

NOTE Confidence: 0.9624517

00:22:00.862 --> 00:22:03.828 being available 24/7 whenever anybody

NOTE Confidence: 0.9624517

00:22:03.828 --> 00:22:08.570 needs to sit to sit down and and talk.

NOTE Confidence: 0.9624517

00:22:08.570 --> 00:22:10.327 And and for people to do that,

NOTE Confidence: 0.9624517

00:22:10.330 --> 00:22:12.282 they need to trust you and and you

NOTE Confidence: 0.9624517

00:22:12.282 --> 00:22:14.614 need to say it over and over and over

NOTE Confidence: 0.9624517

00:22:14.614 --> 00:22:16.700 and over again because the experience

NOTE Confidence: 0.9624517

00:22:16.700 --> 00:22:18.400 for underrepresented minorities in

NOTE Confidence: 0.9624517

00:22:18.400 --> 00:22:20.610 medicine is when something happens.

NOTE Confidence: 0.9624517

00:22:20.610 --> 00:22:22.882 You shut up and you keep doing what

NOTE Confidence: 0.9624517

00:22:22.882 --> 00:22:25.106 you're doing and you don't tell anybody.

NOTE Confidence: 0.9624517

00:22:25.110 --> 00:22:26.150 So when somebody says,

NOTE Confidence: 0.9624517

00:22:26.150 --> 00:22:28.210 you know what if if there's if if

NOTE Confidence: 0.9624517

00:22:28.210 --> 00:22:29.771 you ever need to speak to someone
NOTE Confidence: 0.9624517

00:22:29.771 --> 00:22:31.650 who can speak with me, I think you,
NOTE Confidence: 0.9624517

00:22:31.650 --> 00:22:32.310 in my experience,
NOTE Confidence: 0.9624517

00:22:32.310 --> 00:22:35.491 you need to say it 20 times before
NOTE Confidence: 0.9624517

00:22:35.491 --> 00:22:37.537 they get the message that indeed,
NOTE Confidence: 0.9624517

00:22:37.540 --> 00:22:39.514 you you mean what? What you say?
NOTE Confidence: 0.9624517

00:22:39.520 --> 00:22:40.740 And it's not just me.
NOTE Confidence: 0.9624517

00:22:40.740 --> 00:22:43.246 Any of the members of the leadership
NOTE Confidence: 0.9624517

00:22:43.250 --> 00:22:46.790 have taken, taken that that rule.
NOTE Confidence: 0.889254625238095

00:22:49.800 --> 00:22:53.442 Uhm, accountability is very important and
NOTE Confidence: 0.889254625238095

00:22:53.442 --> 00:22:56.871 and this reparative model is something
NOTE Confidence: 0.889254625238095

00:22:56.871 --> 00:23:00.860 that I would love to continue to work on.
NOTE Confidence: 0.889254625238095

00:23:00.860 --> 00:23:04.947 We use a model that's very very simple here,
NOTE Confidence: 0.889254625238095

00:23:04.947 --> 00:23:09.826 and this slide Terra davilla gave me.
NOTE Confidence: 0.889254625238095

00:23:09.830 --> 00:23:12.670 You guys are way ahead of the curve in this.
NOTE Confidence: 0.889254625238095

00:23:12.670 --> 00:23:15.880 Then we are. You're you're actually

NOTE Confidence: 0.889254625238095
00:23:15.880 --> 00:23:18.521 engaging in restorative justice practices
NOTE Confidence: 0.889254625238095
00:23:18.521 --> 00:23:22.256 and and this is really where we would like
NOTE Confidence: 0.889254625238095
00:23:22.342 --> 00:23:25.294 to go so that when there is conflict,
NOTE Confidence: 0.889254625238095
00:23:25.300 --> 00:23:28.050 I'm not just solving it and in a way that
NOTE Confidence: 0.889254625238095
00:23:28.125 --> 00:23:30.946 my background and experience tells me too,
NOTE Confidence: 0.889254625238095
00:23:30.950 --> 00:23:32.910 but that it is systematic.
NOTE Confidence: 0.889254625238095
00:23:32.910 --> 00:23:38.787 So and obviously this has many of the other.
NOTE Confidence: 0.889254625238095
00:23:38.790 --> 00:23:42.678 Key strategies and and and and
NOTE Confidence: 0.889254625238095
00:23:42.678 --> 00:23:45.160 work that that you guys said.
NOTE Confidence: 0.889254625238095
00:23:45.160 --> 00:23:48.280 The Yale Child Study Center are engaging in.
NOTE Confidence: 0.889254625238095
00:23:48.280 --> 00:23:51.886 Uhm? Advocacy is important.
NOTE Confidence: 0.889254625238095
00:23:51.886 --> 00:23:55.784 The my residents came up to few of
NOTE Confidence: 0.889254625238095
00:23:55.784 --> 00:23:58.076 our faculty and said, you know what?
NOTE Confidence: 0.889254625238095
00:23:58.076 --> 00:23:58.460 You'll know.
NOTE Confidence: 0.889254625238095
00:23:58.460 --> 00:24:00.644 Haven Hospital does not have an
NOTE Confidence: 0.889254625238095

00:24:00.644 --> 00:24:01.736 anti racism statement.
NOTE Confidence: 0.889254625238095

00:24:01.740 --> 00:24:03.972 They don't and our patients come in and
NOTE Confidence: 0.889254625238095

00:24:03.972 --> 00:24:06.438 and how are they going to feel welcome?
NOTE Confidence: 0.889254625238095

00:24:06.440 --> 00:24:08.990 Most hospitals have anti racism
NOTE Confidence: 0.889254625238095

00:24:08.990 --> 00:24:12.330 statement now our hospital does and
NOTE Confidence: 0.889254625238095

00:24:12.330 --> 00:24:16.269 this stemmed from a small group of.
NOTE Confidence: 0.889254625238095

00:24:16.270 --> 00:24:17.914 Incredibly committed residents who
NOTE Confidence: 0.889254625238095

00:24:17.914 --> 00:24:20.754 got the statement now if you go
NOTE Confidence: 0.889254625238095

00:24:20.754 --> 00:24:22.868 to the hospital you will see this.
NOTE Confidence: 0.889254625238095

00:24:22.870 --> 00:24:26.119 You will see this posted all over and it
NOTE Confidence: 0.889254625238095

00:24:26.119 --> 00:24:29.148 gives them it's leadership development.
NOTE Confidence: 0.889254625238095

00:24:29.150 --> 00:24:31.992 For for them it shows them what
NOTE Confidence: 0.889254625238095

00:24:31.992 --> 00:24:34.836 advocacy can do and it gives them
NOTE Confidence: 0.889254625238095

00:24:34.836 --> 00:24:37.380 what an incredible jolt of energy
NOTE Confidence: 0.889254625238095

00:24:37.380 --> 00:24:40.278 and pride when they see this type.
NOTE Confidence: 0.889254625238095

00:24:40.280 --> 00:24:40.820 Very proud.

NOTE Confidence: 0.889254625238095
00:24:40.820 --> 00:24:42.980 Every time I see this it took us
NOTE Confidence: 0.889254625238095
00:24:43.046 --> 00:24:45.153 about a year to get it through
NOTE Confidence: 0.889254625238095
00:24:45.153 --> 00:24:46.550 leadership but but it did.
NOTE Confidence: 0.889254625238095
00:24:46.550 --> 00:24:48.420 Uhm?
NOTE Confidence: 0.889254625238095
00:24:48.420 --> 00:24:50.940 This to me that this the second killer
NOTE Confidence: 0.889254625238095
00:24:50.940 --> 00:24:53.320 in our in our department is education
NOTE Confidence: 0.889254625238095
00:24:53.320 --> 00:24:56.400 and if you if you were to ask me what
NOTE Confidence: 0.889254625238095
00:24:56.400 --> 00:25:00.775 two people outside what defines RDI efforts,
NOTE Confidence: 0.889254625238095
00:25:00.780 --> 00:25:03.010 it's really it's really education.
NOTE Confidence: 0.889254625238095
00:25:03.010 --> 00:25:05.684 I think the education should be universal.
NOTE Confidence: 0.889254625238095
00:25:05.690 --> 00:25:08.546 I think it should emphasize the values
NOTE Confidence: 0.889254625238095
00:25:08.546 --> 00:25:11.478 and it should be mandatory so that
NOTE Confidence: 0.889254625238095
00:25:11.478 --> 00:25:14.230 that word is kind of hard to swallow,
NOTE Confidence: 0.889254625238095
00:25:14.230 --> 00:25:15.950 but.
NOTE Confidence: 0.889254625238095
00:25:15.950 --> 00:25:18.790 How we got this is when I started
NOTE Confidence: 0.889254625238095

00:25:18.790 --> 00:25:21.898 having events one person showed up.
NOTE Confidence: 0.889254625238095

00:25:21.900 --> 00:25:23.398 Two people showed up and it just
NOTE Confidence: 0.889254625238095

00:25:23.398 --> 00:25:24.851 kept going and I kept having them
NOTE Confidence: 0.889254625238095

00:25:24.851 --> 00:25:26.610 and then one day I went up to my
NOTE Confidence: 0.889254625238095

00:25:26.610 --> 00:25:29.370 chairman and I said look I work on on
NOTE Confidence: 0.889254625238095

00:25:29.370 --> 00:25:32.830 vaccines as Amy in the audience knows.
NOTE Confidence: 0.889254625238095

00:25:32.830 --> 00:25:35.470 We worked together on studies
NOTE Confidence: 0.889254625238095

00:25:35.470 --> 00:25:38.498 of vaccines 1000 years ago.
NOTE Confidence: 0.889254625238095

00:25:38.500 --> 00:25:40.684 This is going to be like flu vaccine.
NOTE Confidence: 0.889254625238095

00:25:40.690 --> 00:25:41.599 Few years ago,
NOTE Confidence: 0.889254625238095

00:25:41.599 --> 00:25:43.720 we know that nobody should take care
NOTE Confidence: 0.889254625238095

00:25:43.786 --> 00:25:45.868 of patients who was not vaccinated.
NOTE Confidence: 0.889254625238095

00:25:45.870 --> 00:25:47.918 But did hospitals say to come to the
NOTE Confidence: 0.889254625238095

00:25:47.918 --> 00:25:49.290 hospital? You need to be vaccinated.
NOTE Confidence: 0.889254625238095

00:25:49.290 --> 00:25:51.282 No, now it is.
NOTE Confidence: 0.889254625238095

00:25:51.282 --> 00:25:54.640 It's mandatory and people don't question it.

NOTE Confidence: 0.889254625238095
00:25:54.640 --> 00:25:55.460 Of course,
NOTE Confidence: 0.889254625238095
00:25:55.460 --> 00:25:58.682 COVID kind of tripped the whole
NOTE Confidence: 0.889254625238095
00:25:58.682 --> 00:26:00.010 vaccine mandate,
NOTE Confidence: 0.889254625238095
00:26:00.010 --> 00:26:02.656 but to me this is second nature.
NOTE Confidence: 0.889254625238095
00:26:02.660 --> 00:26:05.971 Nobody should be working in the in
NOTE Confidence: 0.889254625238095
00:26:05.971 --> 00:26:08.875 this institution or taking care of
NOTE Confidence: 0.889254625238095
00:26:08.875 --> 00:26:12.123 patients who does not have the basics.
NOTE Confidence: 0.889254625238095
00:26:12.130 --> 00:26:13.420 Now you might say 'cause you
NOTE Confidence: 0.889254625238095
00:26:13.420 --> 00:26:14.610 guys are all very smart.
NOTE Confidence: 0.889254625238095
00:26:14.610 --> 00:26:14.883 Well,
NOTE Confidence: 0.889254625238095
00:26:14.883 --> 00:26:17.340 you know the data on DI training and and
NOTE Confidence: 0.857032845
00:26:17.404 --> 00:26:18.888 the data are conflicting.
NOTE Confidence: 0.857032845
00:26:18.890 --> 00:26:20.948 Some people there are studies to show
NOTE Confidence: 0.857032845
00:26:20.948 --> 00:26:23.264 that if you train individuals and then
NOTE Confidence: 0.857032845
00:26:23.264 --> 00:26:25.690 you test them six months later that
NOTE Confidence: 0.857032845

00:26:25.690 --> 00:26:27.832 what you learn you forget and that
NOTE Confidence: 0.857032845

00:26:27.832 --> 00:26:31.900 it actually doesn't change behavior.
NOTE Confidence: 0.857032845

00:26:31.900 --> 00:26:35.756 And their data to support that it does.
NOTE Confidence: 0.857032845

00:26:35.760 --> 00:26:37.860 In a way I'm I'm getting at
NOTE Confidence: 0.857032845

00:26:37.860 --> 00:26:40.080 that from a different angle.
NOTE Confidence: 0.857032845

00:26:40.080 --> 00:26:42.033 We are not saying the only thing
NOTE Confidence: 0.857032845

00:26:42.033 --> 00:26:44.239 that we're going to do in terms of
NOTE Confidence: 0.857032845

00:26:44.239 --> 00:26:46.085 education is have people sit down
NOTE Confidence: 0.857032845

00:26:46.085 --> 00:26:47.997 and undergo microaggression training,
NOTE Confidence: 0.857032845

00:26:48.000 --> 00:26:49.580 unconscious bias training and
NOTE Confidence: 0.857032845

00:26:49.580 --> 00:26:50.765 anti racism training.
NOTE Confidence: 0.857032845

00:26:50.770 --> 00:26:52.620 To me that's the language.
NOTE Confidence: 0.857032845

00:26:52.620 --> 00:26:56.220 If you speak Russian and I speak Spanish,
NOTE Confidence: 0.857032845

00:26:56.220 --> 00:26:58.878 it's going to be more difficult
NOTE Confidence: 0.857032845

00:26:58.878 --> 00:27:00.650 for us to communicate.
NOTE Confidence: 0.857032845

00:27:00.650 --> 00:27:01.330 For me,

NOTE Confidence: 0.857032845

00:27:01.330 --> 00:27:03.030 the training component and the

NOTE Confidence: 0.857032845

00:27:03.030 --> 00:27:05.222 reason why I thought mandatory would

NOTE Confidence: 0.857032845

00:27:05.222 --> 00:27:08.246 be good is it makes people have those

NOTE Confidence: 0.857032845

00:27:08.246 --> 00:27:10.568 definitions that I shared with you

NOTE Confidence: 0.857032845

00:27:10.568 --> 00:27:14.190 quickly and these quick trainings.

NOTE Confidence: 0.857032845

00:27:14.190 --> 00:27:14.961 Bring these concepts.

NOTE Confidence: 0.857032845

00:27:14.961 --> 00:27:17.130 These are going to be your building blocks.

NOTE Confidence: 0.857032845

00:27:17.130 --> 00:27:21.103 So then when we sit down with the 1001

NOTE Confidence: 0.857032845

00:27:21.103 --> 00:27:25.268 other events that are interactive,

NOTE Confidence: 0.857032845

00:27:25.270 --> 00:27:27.508 then you can start having the

NOTE Confidence: 0.857032845

00:27:27.508 --> 00:27:28.254 difficult conversations.

NOTE Confidence: 0.859452932

00:27:30.610 --> 00:27:34.045 So. Very much the education

NOTE Confidence: 0.859452932

00:27:34.045 --> 00:27:37.480 needs to be universal so.

NOTE Confidence: 0.859452932

00:27:37.480 --> 00:27:42.360 This I keep going the wrong way, uhm?

NOTE Confidence: 0.859452932

00:27:42.360 --> 00:27:45.616 This is how we've shaped it every year,

NOTE Confidence: 0.859452932

00:27:45.620 --> 00:27:48.096 trainees, faculty, leadership staff.

NOTE Confidence: 0.859452932

00:27:48.096 --> 00:27:52.430 Have to every two years they have

NOTE Confidence: 0.859452932

00:27:52.430 --> 00:27:55.045 to complete one hour course.

NOTE Confidence: 0.859452932

00:27:55.050 --> 00:27:57.306 It's actually an hour and a half on

NOTE Confidence: 0.859452932

00:27:57.306 --> 00:27:59.010 micro aggression and we use the Ouch.

NOTE Confidence: 0.859452932

00:27:59.010 --> 00:28:01.450 That stereotype hurts training

NOTE Confidence: 0.859452932

00:28:01.450 --> 00:28:03.890 through Yellow Haven Hospital.

NOTE Confidence: 0.859452932

00:28:03.890 --> 00:28:05.374 They undergo an hour,

NOTE Confidence: 0.859452932

00:28:05.374 --> 00:28:08.379 an hour and a half on unconscious

NOTE Confidence: 0.859452932

00:28:08.379 --> 00:28:12.670 bias and an anti racism seminar we.

NOTE Confidence: 0.859452932

00:28:12.670 --> 00:28:14.150 These are about four hours.

NOTE Confidence: 0.859452932

00:28:14.150 --> 00:28:15.770 There are many out there.

NOTE Confidence: 0.859452932

00:28:15.770 --> 00:28:18.128 I don't care how long it is as long

NOTE Confidence: 0.859452932

00:28:18.128 --> 00:28:20.934 as people take that and then to that.

NOTE Confidence: 0.859452932

00:28:20.934 --> 00:28:22.980 We include a menu and this

NOTE Confidence: 0.859452932

00:28:23.061 --> 00:28:25.305 people have to do every year,

NOTE Confidence: 0.859452932

00:28:25.310 --> 00:28:26.864 so this is every two years

NOTE Confidence: 0.859452932

00:28:26.864 --> 00:28:28.360 and every year they should.

NOTE Confidence: 0.859452932

00:28:28.360 --> 00:28:30.830 And and it's so flexible.

NOTE Confidence: 0.859452932

00:28:30.830 --> 00:28:32.496 But you know you see what it

NOTE Confidence: 0.859452932

00:28:32.496 --> 00:28:34.039 says here outside the department.

NOTE Confidence: 0.859452932

00:28:34.040 --> 00:28:38.184 I want to increase this list so if

NOTE Confidence: 0.859452932

00:28:38.184 --> 00:28:41.860 Doctor Martin goes online and finds

NOTE Confidence: 0.859452932

00:28:41.860 --> 00:28:46.328 this amazing course and he takes it.

NOTE Confidence: 0.859452932

00:28:46.328 --> 00:28:46.970 Wonderful,

NOTE Confidence: 0.859452932

00:28:46.970 --> 00:28:48.458 he will get credit for that.

NOTE Confidence: 0.859452932

00:28:48.460 --> 00:28:50.068 I just want him to tell me which

NOTE Confidence: 0.859452932

00:28:50.068 --> 00:28:52.046 one it is so I can add it to to

NOTE Confidence: 0.859452932

00:28:52.046 --> 00:28:54.390 the to the list so so we're not

NOTE Confidence: 0.859452932

00:28:54.479 --> 00:28:57.099 being too prescriptive and again,

NOTE Confidence: 0.859452932

00:28:57.100 --> 00:29:00.635 what we're trying to get at is

NOTE Confidence: 0.859452932

00:29:00.635 --> 00:29:03.191 is really taking seeing these as
NOTE Confidence: 0.859452932

00:29:03.191 --> 00:29:04.926 meaningful first steps so that
NOTE Confidence: 0.859452932

00:29:04.926 --> 00:29:06.880 people gain the basic knowledge.
NOTE Confidence: 0.859452932

00:29:06.880 --> 00:29:10.415 The building blocks that then can sort
NOTE Confidence: 0.859452932

00:29:10.415 --> 00:29:14.999 of lead some of us to go on our on our own.
NOTE Confidence: 0.859452932

00:29:15.000 --> 00:29:16.100 Their own journey.
NOTE Confidence: 0.95488274

00:29:18.140 --> 00:29:20.760 But we do call it mandatory.
NOTE Confidence: 0.946983721

00:29:20.760 --> 00:29:22.804 In addition to that we have something
NOTE Confidence: 0.946983721

00:29:22.804 --> 00:29:23.680 called HealthEquity rounds,
NOTE Confidence: 0.946983721

00:29:23.680 --> 00:29:25.244 which we didn't developed.
NOTE Confidence: 0.946983721

00:29:25.244 --> 00:29:28.467 It was developed at Boston City Hospital by
NOTE Confidence: 0.946983721

00:29:28.467 --> 00:29:31.295 residents and and this is formal training.
NOTE Confidence: 0.946983721

00:29:31.300 --> 00:29:33.170 We're just adopting their methodology
NOTE Confidence: 0.946983721

00:29:33.170 --> 00:29:36.098 and they are in our case not small.
NOTE Confidence: 0.946983721

00:29:36.100 --> 00:29:38.024 Group case based discussions.
NOTE Confidence: 0.946983721

00:29:38.024 --> 00:29:40.429 We have it during grand

NOTE Confidence: 0.946983721

00:29:40.429 --> 00:29:42.360 rounds with debriefings.

NOTE Confidence: 0.946983721

00:29:42.360 --> 00:29:45.520 And and it's it's it's.

NOTE Confidence: 0.946983721

00:29:45.520 --> 00:29:47.515 It's a time when everybody is there.

NOTE Confidence: 0.946983721

00:29:47.520 --> 00:29:49.788 Nobody can say no I didn't go to it

NOTE Confidence: 0.946983721

00:29:49.788 --> 00:29:52.096 because everybody goes to to grand rounds.

NOTE Confidence: 0.946983721

00:29:52.100 --> 00:29:55.408 We have town halls.

NOTE Confidence: 0.946983721

00:29:55.410 --> 00:29:59.280 When there are no serious events.

NOTE Confidence: 0.946983721

00:29:59.280 --> 00:30:02.376 It's the office of the AI who brings

NOTE Confidence: 0.946983721

00:30:02.376 --> 00:30:05.420 people together and and create safe space.

NOTE Confidence: 0.946983721

00:30:05.420 --> 00:30:07.679 A lot of it is one on one conversation,

NOTE Confidence: 0.946983721

00:30:07.680 --> 00:30:11.628 some of it is group conversations.

NOTE Confidence: 0.946983721

00:30:11.630 --> 00:30:15.638 Non conference journal clubs a lot.

NOTE Confidence: 0.946983721

00:30:15.640 --> 00:30:19.362 HealthEquity rounds is LED II tend

NOTE Confidence: 0.946983721

00:30:19.362 --> 00:30:22.247 to now be more on the background and

NOTE Confidence: 0.946983721

00:30:22.247 --> 00:30:24.385 have the residents and the fellows

NOTE Confidence: 0.946983721

00:30:24.385 --> 00:30:26.991 who are joining the faculty and who
NOTE Confidence: 0.946983721

00:30:26.991 --> 00:30:28.443 are developing their leadership
NOTE Confidence: 0.946983721

00:30:28.443 --> 00:30:30.778 to to really take this and and
NOTE Confidence: 0.946983721

00:30:30.778 --> 00:30:32.854 elevate it to the to the next level.
NOTE Confidence: 0.946983721

00:30:32.854 --> 00:30:35.559 So really in the in the HealthEquity rounds.
NOTE Confidence: 0.946983721

00:30:35.560 --> 00:30:38.869 Our leaders are.
NOTE Confidence: 0.946983721

00:30:38.870 --> 00:30:41.070 Members of our faculty,
NOTE Confidence: 0.946983721

00:30:41.070 --> 00:30:41.620 fellows,
NOTE Confidence: 0.946983721

00:30:41.620 --> 00:30:43.648 and these are the objectives of
NOTE Confidence: 0.946983721

00:30:43.648 --> 00:30:44.662 the HealthEquity rounds.
NOTE Confidence: 0.946983721

00:30:44.670 --> 00:30:47.029 It basically takes a case that we
NOTE Confidence: 0.946983721

00:30:47.029 --> 00:30:48.989 discuss and then the you know,
NOTE Confidence: 0.946983721

00:30:48.990 --> 00:30:51.438 the the people in the audience
NOTE Confidence: 0.946983721

00:30:51.438 --> 00:30:53.070 give their their input.
NOTE Confidence: 0.946983721

00:30:53.070 --> 00:30:55.600 We do this now electronically
NOTE Confidence: 0.946983721

00:30:55.600 --> 00:30:56.978 through poll everywhere,

NOTE Confidence: 0.946983721

00:30:56.978 --> 00:31:00.450 and you have a review of the literature,

NOTE Confidence: 0.946983721

00:31:00.450 --> 00:31:02.466 so it's not just what we think,

NOTE Confidence: 0.946983721

00:31:02.470 --> 00:31:05.386 but it's actually based on data,

NOTE Confidence: 0.946983721

00:31:05.390 --> 00:31:07.973 and it's meant to help us recognize

NOTE Confidence: 0.946983721

00:31:07.973 --> 00:31:10.020 and mitigate personally held implicit.

NOTE Confidence: 0.946983721

00:31:10.020 --> 00:31:12.000 IFC's it encourages strategies to

NOTE Confidence: 0.946983721

00:31:12.000 --> 00:31:13.980 combat structural racism at the

NOTE Confidence: 0.946983721

00:31:14.047 --> 00:31:15.907 institutional level and reduce the

NOTE Confidence: 0.946983721

00:31:15.907 --> 00:31:19.026 impact of implicit bias on patient care

NOTE Confidence: 0.946983721

00:31:19.026 --> 00:31:20.820 and interprofessional relationships.

NOTE Confidence: 0.946983721

00:31:20.820 --> 00:31:23.140 This was the one from.

NOTE Confidence: 0.946983721

00:31:23.140 --> 00:31:26.480 Today is.

NOTE Confidence: 0.946983721

00:31:26.480 --> 00:31:29.140 Tuesday last Wednesday we had this one

NOTE Confidence: 0.946983721

00:31:29.140 --> 00:31:32.589 and it's called I'm not just the trash

NOTE Confidence: 0.946983721

00:31:32.589 --> 00:31:34.373 lady amplifying inclusion stories.

NOTE Confidence: 0.946983721

00:31:34.380 --> 00:31:36.832 We developed Bay Dr.
NOTE Confidence: 0.946983721

00:31:36.832 --> 00:31:38.058 Darnell Banks,
NOTE Confidence: 0.946983721

00:31:38.060 --> 00:31:40.676 pediatric GI Fellow and Jessica Malcolm.
NOTE Confidence: 0.946983721

00:31:40.680 --> 00:31:42.648 One of our residents who will
NOTE Confidence: 0.946983721

00:31:42.648 --> 00:31:45.189 move on to be chief resident.
NOTE Confidence: 0.946983721

00:31:45.190 --> 00:31:47.190 This was a real case.
NOTE Confidence: 0.946983721

00:31:47.190 --> 00:31:50.118 And the entire hour was surrounding
NOTE Confidence: 0.946983721

00:31:50.118 --> 00:31:52.070 an encounter between doctors.
NOTE Confidence: 0.946983721

00:31:52.070 --> 00:31:53.869 So we're so knock on the door.
NOTE Confidence: 0.946983721

00:31:53.870 --> 00:31:55.442 And the doctors are rounding with
NOTE Confidence: 0.946983721

00:31:55.442 --> 00:31:57.330 the patient, and the attending goes.
NOTE Confidence: 0.946983721

00:31:57.330 --> 00:31:59.030 Go see who that is,
NOTE Confidence: 0.946983721

00:31:59.030 --> 00:32:00.689 and the resident goes opened the doors,
NOTE Confidence: 0.946983721

00:32:00.690 --> 00:32:02.823 close the door and goes, oh, it's nobody.
NOTE Confidence: 0.946983721

00:32:02.823 --> 00:32:04.478 It's just the cleaning lady.
NOTE Confidence: 0.946983721

00:32:04.480 --> 00:32:07.080 That stayed in the minds of our trainees,

NOTE Confidence: 0.946983721

00:32:07.080 --> 00:32:07.930 that.

NOTE Confidence: 0.854236448181818

00:32:10.150 --> 00:32:12.454 Anything can be an educational and

NOTE Confidence: 0.854236448181818

00:32:12.454 --> 00:32:14.860 teaching and a teaching opportunity.

NOTE Confidence: 0.854236448181818

00:32:14.860 --> 00:32:18.316 Plus, you know, and I put this up

NOTE Confidence: 0.854236448181818

00:32:18.316 --> 00:32:20.988 because this is this is data in

NOTE Confidence: 0.854236448181818

00:32:20.988 --> 00:32:23.864 2000 and 1920% decreases in this.

NOTE Confidence: 0.854236448181818

00:32:23.864 --> 00:32:25.988 Very serious intestinal infection

NOTE Confidence: 0.854236448181818

00:32:25.988 --> 00:32:28.909 compared to the year before and and

NOTE Confidence: 0.854236448181818

00:32:28.909 --> 00:32:31.380 according to one of the leaders,

NOTE Confidence: 0.854236448181818

00:32:31.380 --> 00:32:33.560 had the quality and safety.

NOTE Confidence: 0.854236448181818

00:32:33.560 --> 00:32:35.312 This improvement was the result of

NOTE Confidence: 0.854236448181818

00:32:35.312 --> 00:32:37.479 a team effort and they recognized

NOTE Confidence: 0.854236448181818

00:32:37.479 --> 00:32:39.814 the tremendous work that frontline

NOTE Confidence: 0.854236448181818

00:32:39.814 --> 00:32:41.638 Environmental Service Associates and

NOTE Confidence: 0.854236448181818

00:32:41.638 --> 00:32:43.810 their management played in particular so.

NOTE Confidence: 0.854236448181818

00:32:43.810 --> 00:32:46.346 The goal of the grand rounds is the
NOTE Confidence: 0.854236448181818

00:32:46.346 --> 00:32:48.415 medical team includes everybody and
NOTE Confidence: 0.854236448181818

00:32:48.415 --> 00:32:51.145 everybody must be treated with respect.
NOTE Confidence: 0.854236448181818

00:32:51.150 --> 00:32:55.060 The same two amazing leaders.
NOTE Confidence: 0.854236448181818

00:32:55.060 --> 00:32:56.905 Put together this series that
NOTE Confidence: 0.854236448181818

00:32:56.905 --> 00:32:58.750 not only is in Pediatrics,
NOTE Confidence: 0.854236448181818

00:32:58.750 --> 00:32:59.926 but we're actually bringing
NOTE Confidence: 0.854236448181818

00:32:59.926 --> 00:33:01.690 this to other departments and I
NOTE Confidence: 0.854236448181818

00:33:01.742 --> 00:33:03.920 call this the M&M of diversity,
NOTE Confidence: 0.854236448181818

00:33:03.920 --> 00:33:05.450 morbidity and mortality.
NOTE Confidence: 0.854236448181818

00:33:05.450 --> 00:33:09.560 We take things ripped from the headlines and.
NOTE Confidence: 0.787405928888889

00:33:11.980 --> 00:33:14.871 Real encounters, and in a short not
NOTE Confidence: 0.787405928888889

00:33:14.871 --> 00:33:18.766 run rounds, but in a much shorter time.
NOTE Confidence: 0.787405928888889

00:33:18.770 --> 00:33:22.160 We sit down and discuss it and it's not easy.
NOTE Confidence: 0.787405928888889

00:33:22.160 --> 00:33:24.710 It's these are very difficult
NOTE Confidence: 0.787405928888889

00:33:24.710 --> 00:33:26.678 conversations because people recognize

NOTE Confidence: 0.787405928888889
00:33:26.678 --> 00:33:30.040 they might not recognize the exact case.
NOTE Confidence: 0.787405928888889
00:33:30.040 --> 00:33:32.140 But there are things that that happened.
NOTE Confidence: 0.787405928888889
00:33:32.140 --> 00:33:35.460 And really the goal is for us to
NOTE Confidence: 0.787405928888889
00:33:35.460 --> 00:33:38.890 own our mistakes to keep saying.
NOTE Confidence: 0.787405928888889
00:33:38.890 --> 00:33:41.210 I do that, I'm I'm the first one.
NOTE Confidence: 0.787405928888889
00:33:41.210 --> 00:33:43.346 I recognized it and and how do I?
NOTE Confidence: 0.787405928888889
00:33:43.350 --> 00:33:44.838 How do I make it better?
NOTE Confidence: 0.787405928888889
00:33:44.840 --> 00:33:47.384 A fool learns only from his own mistakes.
NOTE Confidence: 0.787405928888889
00:33:47.390 --> 00:33:49.819 A wise man learns from the mistakes
NOTE Confidence: 0.787405928888889
00:33:49.819 --> 00:33:51.456 of others. How am I doing in time?
NOTE Confidence: 0.9533638
00:33:57.970 --> 00:34:00.630 I mentioned the anti racism seminar,
NOTE Confidence: 0.9533638
00:34:00.630 --> 00:34:04.510 which I'll skip through but.
NOTE Confidence: 0.9533638
00:34:04.510 --> 00:34:06.939 It's interesting to see and by no
NOTE Confidence: 0.9533638
00:34:06.939 --> 00:34:09.648 means am I saying that this is.
NOTE Confidence: 0.9533638
00:34:09.650 --> 00:34:12.156 Hard data, but when we when you
NOTE Confidence: 0.9533638

00:34:12.156 --> 00:34:14.647 start an anti racism seminar and
NOTE Confidence: 0.9533638

00:34:14.647 --> 00:34:17.317 you ask people where in this
NOTE Confidence: 0.9533638

00:34:17.317 --> 00:34:19.582 spectrum from towards becoming anti
NOTE Confidence: 0.9533638

00:34:19.582 --> 00:34:22.810 racist are you in that fear zone?
NOTE Confidence: 0.9533638

00:34:22.810 --> 00:34:24.484 When when somebody talks about race
NOTE Confidence: 0.9533638

00:34:24.484 --> 00:34:26.711 you you look to the other side or
NOTE Confidence: 0.9533638

00:34:26.711 --> 00:34:28.585 you're kind of in the learning zone
NOTE Confidence: 0.9533638

00:34:28.585 --> 00:34:31.245 or in your growth when we when we do
NOTE Confidence: 0.9533638

00:34:31.245 --> 00:34:34.320 this seminar and we we ask people to
NOTE Confidence: 0.9533638

00:34:34.320 --> 00:34:37.330 to place themselves on this where they
NOTE Confidence: 0.9533638

00:34:37.420 --> 00:34:40.899 are in this growth or developmental stage.
NOTE Confidence: 0.9533638

00:34:40.900 --> 00:34:44.796 The numbers seem to sort of flip that
NOTE Confidence: 0.9533638

00:34:44.796 --> 00:34:48.059 give individuals the a little bit of
NOTE Confidence: 0.9533638

00:34:48.059 --> 00:34:50.884 the background and data behind it,
NOTE Confidence: 0.9533638

00:34:50.884 --> 00:34:53.314 and conversations and it hopefully
NOTE Confidence: 0.9533638

00:34:53.314 --> 00:34:55.303 achieves moving individuals in

NOTE Confidence: 0.9533638

00:34:55.303 --> 00:34:57.668 the in the right direction.

NOTE Confidence: 0.9533638

00:34:57.670 --> 00:35:01.598 One of our trainees, suneeta force on there.

NOTE Confidence: 0.9533638

00:35:01.600 --> 00:35:03.754 She said I'm done with being

NOTE Confidence: 0.9533638

00:35:03.754 --> 00:35:05.630 called by a different name.

NOTE Confidence: 0.9533638

00:35:05.630 --> 00:35:08.110 And what do you think it always happens

NOTE Confidence: 0.9533638

00:35:08.110 --> 00:35:10.757 to people who are the same the same race.

NOTE Confidence: 0.9533638

00:35:10.760 --> 00:35:13.890 She wrote this beautiful article.

NOTE Confidence: 0.9533638

00:35:13.890 --> 00:35:16.430 Called what's in a name

NOTE Confidence: 0.9533638

00:35:16.430 --> 00:35:17.446 targeting Microaggression?

NOTE Confidence: 0.9533638

00:35:17.450 --> 00:35:19.389 I want to spend a few minutes

NOTE Confidence: 0.9533638

00:35:19.389 --> 00:35:21.147 because I think this is to me.

NOTE Confidence: 0.9533638

00:35:21.150 --> 00:35:24.006 It's one of the.

NOTE Confidence: 0.9533638

00:35:24.006 --> 00:35:24.720 Uhm?

NOTE Confidence: 0.9533638

00:35:24.720 --> 00:35:28.200 One of the the the.

NOTE Confidence: 0.9533638

00:35:28.200 --> 00:35:32.936 The strategies that was developed that

NOTE Confidence: 0.9533638

00:35:32.936 --> 00:35:37.038 has made one of the biggest impacts
NOTE Confidence: 0.9533638

00:35:37.040 --> 00:35:38.390 receiving and managing concerns from
NOTE Confidence: 0.9533638

00:35:38.390 --> 00:35:40.240 Members in the Department of Pediatrics.
NOTE Confidence: 0.9533638

00:35:40.240 --> 00:35:41.900 So when something wrong happens,
NOTE Confidence: 0.9533638

00:35:41.900 --> 00:35:43.909 what are the members of your department?
NOTE Confidence: 0.9533638

00:35:43.910 --> 00:35:45.420 Do who do they call?
NOTE Confidence: 0.9533638

00:35:45.420 --> 00:35:47.220 What happens when they call?
NOTE Confidence: 0.9533638

00:35:47.220 --> 00:35:48.342 What happens afterwards?
NOTE Confidence: 0.9533638

00:35:48.342 --> 00:35:51.456 So we knew that we needed to be
NOTE Confidence: 0.9533638

00:35:51.456 --> 00:35:54.215 available 24/7 that we need to
NOTE Confidence: 0.9533638

00:35:54.215 --> 00:35:56.296 encourage reporting that the process
NOTE Confidence: 0.9533638

00:35:56.296 --> 00:35:58.059 needs to be standardized that.
NOTE Confidence: 0.9533638

00:35:58.059 --> 00:35:59.433 We need to include follow up
NOTE Confidence: 0.9533638

00:35:59.433 --> 00:36:00.858 because I don't know about you,
NOTE Confidence: 0.9533638

00:36:00.860 --> 00:36:02.858 but if you ever send an email to someone
NOTE Confidence: 0.9533638

00:36:02.858 --> 00:36:04.860 and that person never responds to you,

NOTE Confidence: 0.9533638

00:36:04.860 --> 00:36:06.205 especially if you were pretty

NOTE Confidence: 0.9533638

00:36:06.205 --> 00:36:07.550 upset and you're sending an

NOTE Confidence: 0.9533638

00:36:07.598 --> 00:36:08.918 email saying this was wrong,

NOTE Confidence: 0.9533638

00:36:08.920 --> 00:36:10.560 please help me and nobody

NOTE Confidence: 0.9533638

00:36:10.560 --> 00:36:12.200 ever gets back to you.

NOTE Confidence: 0.9533638

00:36:12.200 --> 00:36:14.020 You feel very discouraged and you don't.

NOTE Confidence: 0.9533638

00:36:14.020 --> 00:36:16.430 You don't do it again.

NOTE Confidence: 0.9533638

00:36:16.430 --> 00:36:19.377 You need to support and you need

NOTE Confidence: 0.9533638

00:36:19.377 --> 00:36:21.797 to destigmatize the reporting so

NOTE Confidence: 0.9533638

00:36:21.797 --> 00:36:24.477 Adam Berkwits Chanel card developed

NOTE Confidence: 0.9533638

00:36:24.477 --> 00:36:26.732 this pathway that we continue

NOTE Confidence: 0.9533638

00:36:26.732 --> 00:36:30.030 to work on and this is online.

NOTE Confidence: 0.9533638

00:36:30.030 --> 00:36:33.376 This is on the hospital website available.

NOTE Confidence: 0.9533638

00:36:33.380 --> 00:36:35.370 It doesn't matter which where

NOTE Confidence: 0.9533638

00:36:35.370 --> 00:36:37.360 you are in the world.

NOTE Confidence: 0.9533638

00:36:37.360 --> 00:36:39.960 So just like we include the pathway for
NOTE Confidence: 0.9533638

00:36:39.960 --> 00:36:42.896 what to do with a patient who has COVID,
NOTE Confidence: 0.9533638

00:36:42.900 --> 00:36:47.202 there is a pathway for mistreatment
NOTE Confidence: 0.9533638

00:36:47.202 --> 00:36:50.014 and discrimination. It's very easy.
NOTE Confidence: 0.9533638

00:36:50.014 --> 00:36:52.762 We include all commerce that mistreatment
NOTE Confidence: 0.9533638

00:36:52.762 --> 00:36:54.372 discrimination could be against
NOTE Confidence: 0.9533638

00:36:54.372 --> 00:36:56.544 anything and maybe I'm obsessed with
NOTE Confidence: 0.9533638

00:36:56.544 --> 00:36:58.945 the three so I have three children.
NOTE Confidence: 0.9533638

00:36:58.950 --> 00:37:01.086 I was one of three children,
NOTE Confidence: 0.9533638

00:37:01.090 --> 00:37:04.396 three pillars, but for us reporting
NOTE Confidence: 0.9533638

00:37:04.396 --> 00:37:07.280 an incident has three steps.
NOTE Confidence: 0.9533638

00:37:07.280 --> 00:37:09.248 You file a report 'cause we
NOTE Confidence: 0.9533638

00:37:09.248 --> 00:37:11.439 can't fix what we don't know.
NOTE Confidence: 0.9533638

00:37:11.440 --> 00:37:12.223 You call someone,
NOTE Confidence: 0.9533638

00:37:12.223 --> 00:37:14.366 you pick up the phone and you call
NOTE Confidence: 0.9533638

00:37:14.366 --> 00:37:16.454 someone or you go and you talk to

NOTE Confidence: 0.9533638

00:37:16.454 --> 00:37:18.265 somebody in person or you text them.

NOTE Confidence: 0.848296896363636

00:37:18.270 --> 00:37:20.790 Why? Well the report is not

NOTE Confidence: 0.848296896363636

00:37:20.790 --> 00:37:23.220 going to give you advice.

NOTE Confidence: 0.848296896363636

00:37:23.220 --> 00:37:25.810 The report is not going to tell you how to

NOTE Confidence: 0.848296896363636

00:37:25.881 --> 00:37:28.478 handle the micro aggression in the future,

NOTE Confidence: 0.848296896363636

00:37:28.480 --> 00:37:30.488 and they're not going to give you support.

NOTE Confidence: 0.848296896363636

00:37:30.490 --> 00:37:34.386 So file a report, disclose it to anybody,

NOTE Confidence: 0.848296896363636

00:37:34.390 --> 00:37:37.310 don't don't keep it inside.

NOTE Confidence: 0.848296896363636

00:37:37.310 --> 00:37:40.566 And then follow up that follow up piece.

NOTE Confidence: 0.848296896363636

00:37:40.570 --> 00:37:41.677 That's very important.

NOTE Confidence: 0.848296896363636

00:37:41.677 --> 00:37:43.522 So this just goes through

NOTE Confidence: 0.848296896363636

00:37:43.522 --> 00:37:45.109 steps of what you do.

NOTE Confidence: 0.848296896363636

00:37:45.110 --> 00:37:47.186 The reporting system is exactly the

NOTE Confidence: 0.848296896363636

00:37:47.186 --> 00:37:49.887 same as if you were reporting an error

NOTE Confidence: 0.848296896363636

00:37:49.887 --> 00:37:52.729 in terms of a dose of a medication.

NOTE Confidence: 0.848296896363636

00:37:52.730 --> 00:37:54.764 People can report anonymously or they
NOTE Confidence: 0.848296896363636

00:37:54.764 --> 00:37:57.219 can report putting in their their names.
NOTE Confidence: 0.848296896363636

00:37:57.220 --> 00:38:01.160 I try to encourage people to not bully,
NOTE Confidence: 0.848296896363636

00:38:01.160 --> 00:38:02.615 but encourage individuals
NOTE Confidence: 0.848296896363636

00:38:02.615 --> 00:38:04.070 to feel comfortable.
NOTE Confidence: 0.848296896363636

00:38:04.070 --> 00:38:06.709 You can only do that if you.
NOTE Confidence: 0.848296896363636

00:38:06.710 --> 00:38:11.623 Start saying that that a negative effect
NOTE Confidence: 0.848296896363636

00:38:11.623 --> 00:38:14.374 after reporting is not going to happen,
NOTE Confidence: 0.848296896363636

00:38:14.380 --> 00:38:15.870 and and when you're not
NOTE Confidence: 0.848296896363636

00:38:15.870 --> 00:38:17.062 very clear about that,
NOTE Confidence: 0.848296896363636

00:38:17.070 --> 00:38:18.626 then individuals don't report
NOTE Confidence: 0.848296896363636

00:38:18.626 --> 00:38:20.571 because they they fear that
NOTE Confidence: 0.848296896363636

00:38:20.571 --> 00:38:22.277 then they're going to be.
NOTE Confidence: 0.848296896363636

00:38:22.280 --> 00:38:23.560 They're going to be targeted.
NOTE Confidence: 0.92039844125

00:38:26.080 --> 00:38:29.016 So in it we have sources for support.
NOTE Confidence: 0.92039844125

00:38:29.020 --> 00:38:31.813 All of the telephone numbers are there

NOTE Confidence: 0.92039844125

00:38:31.813 --> 00:38:34.128 depending whether it's a nurse. It's a.

NOTE Confidence: 0.92039844125

00:38:34.128 --> 00:38:36.240 It's a member of the of the staff.

NOTE Confidence: 0.92039844125

00:38:36.240 --> 00:38:38.163 It's very foolproof,

NOTE Confidence: 0.92039844125

00:38:38.163 --> 00:38:41.936 and in the case that you disclose

NOTE Confidence: 0.92039844125

00:38:41.936 --> 00:38:44.200 to somebody who is not in the eye,

NOTE Confidence: 0.92039844125

00:38:44.200 --> 00:38:47.161 they have no clue of what to do with

NOTE Confidence: 0.92039844125

00:38:47.161 --> 00:38:50.515 with the load that you've put on them.

NOTE Confidence: 0.92039844125

00:38:50.515 --> 00:38:53.630 Then for the person receiving the incident,

NOTE Confidence: 0.92039844125

00:38:53.630 --> 00:38:55.070 we've made it very easy.

NOTE Confidence: 0.92039844125

00:38:55.070 --> 00:38:58.004 Here this is who you need to call and

NOTE Confidence: 0.92039844125

00:38:58.004 --> 00:39:01.541 we have a list of all the people you

NOTE Confidence: 0.92039844125

00:39:01.541 --> 00:39:04.443 know depending on whether it says after

NOTE Confidence: 0.92039844125

00:39:04.443 --> 00:39:07.930 trainee etc and and next steps as well.

NOTE Confidence: 0.92039844125

00:39:07.930 --> 00:39:10.296 So what what does the person receiving

NOTE Confidence: 0.92039844125

00:39:10.296 --> 00:39:12.650 the the report do with this report?

NOTE Confidence: 0.92039844125

00:39:12.650 --> 00:39:15.629 Who do who do report to reach out to?

NOTE Confidence: 0.92039844125

00:39:15.630 --> 00:39:18.948 It's trying to make the difficult.

NOTE Confidence: 0.92039844125

00:39:18.950 --> 00:39:19.580 Easier.

NOTE Confidence: 0.95052829

00:39:21.640 --> 00:39:24.830 And it even gives them

NOTE Confidence: 0.95052829

00:39:24.830 --> 00:39:26.110 potential like strategies.

NOTE Confidence: 0.95052829

00:39:26.110 --> 00:39:29.298 You know what? What, what to do.

NOTE Confidence: 0.95052829

00:39:29.300 --> 00:39:31.058 So we wanted to develop and

NOTE Confidence: 0.95052829

00:39:31.058 --> 00:39:32.230 did this reporting system

NOTE Confidence: 0.95052829

00:39:32.290 --> 00:39:33.730 that is multidisciplinary.

NOTE Confidence: 0.810902595172414

00:39:36.460 --> 00:39:38.809 This these were the to Do's a while ago

NOTE Confidence: 0.810902595172414

00:39:38.809 --> 00:39:41.021 one was improved reporting for patients

NOTE Confidence: 0.810902595172414

00:39:41.021 --> 00:39:44.041 and families and I'm happy to report that

NOTE Confidence: 0.810902595172414

00:39:44.041 --> 00:39:46.189 the statement by Young Haven Hospital.

NOTE Confidence: 0.810902595172414

00:39:46.190 --> 00:39:48.668 That anti racist statement at the bottom

NOTE Confidence: 0.810902595172414

00:39:48.668 --> 00:39:51.752 has a one of those things that you can

NOTE Confidence: 0.810902595172414

00:39:51.752 --> 00:39:54.688 scan and it links to a reporting system.

NOTE Confidence: 0.810902595172414

00:39:54.690 --> 00:39:57.770 So now if you are a patient the mom of

NOTE Confidence: 0.810902595172414

00:39:57.856 --> 00:40:00.840 a child and you come in and something

NOTE Confidence: 0.810902595172414

00:40:00.840 --> 00:40:03.156 that you feel you were wronged

NOTE Confidence: 0.810902595172414

00:40:03.156 --> 00:40:05.790 in any way you look at the wall.

NOTE Confidence: 0.810902595172414

00:40:05.790 --> 00:40:07.827 You'll see for those who are admitted

NOTE Confidence: 0.810902595172414

00:40:07.827 --> 00:40:10.082 this the anti racist statement is in

NOTE Confidence: 0.810902595172414

00:40:10.082 --> 00:40:12.427 their packages and by scanning that and

NOTE Confidence: 0.810902595172414

00:40:12.427 --> 00:40:14.239 there's a telephone number they can

NOTE Confidence: 0.810902595172414

00:40:14.239 --> 00:40:16.698 call and they can report the incident.

NOTE Confidence: 0.944531122

00:40:20.740 --> 00:40:23.600 The last part is recruitment,

NOTE Confidence: 0.944531122

00:40:23.600 --> 00:40:25.512 and to me the only thing that I'll

NOTE Confidence: 0.944531122

00:40:25.512 --> 00:40:27.328 say is recruitment is a verb.

NOTE Confidence: 0.944531122

00:40:27.330 --> 00:40:29.223 It takes action.

NOTE Confidence: 0.944531122

00:40:29.223 --> 00:40:31.747 It absolutely takes action.

NOTE Confidence: 0.944531122

00:40:31.750 --> 00:40:32.956 It takes muscle.

NOTE Confidence: 0.944531122

00:40:32.956 --> 00:40:36.370 You need to go outside of your walls.
NOTE Confidence: 0.944531122

00:40:36.370 --> 00:40:37.366 You need to go.
NOTE Confidence: 0.944531122

00:40:37.366 --> 00:40:39.623 You need to talk to where the candidates
NOTE Confidence: 0.944531122

00:40:39.623 --> 00:40:42.080 who are not coming to my institution.
NOTE Confidence: 0.944531122

00:40:42.080 --> 00:40:44.313 You need to have very strong collaboration
NOTE Confidence: 0.944531122

00:40:44.313 --> 00:40:45.820 with training program directors.
NOTE Confidence: 0.944531122

00:40:45.820 --> 00:40:46.813 We are intentional.
NOTE Confidence: 0.944531122

00:40:46.813 --> 00:40:50.240 We don't hide the fact that we want great.
NOTE Confidence: 0.873645892631579

00:40:53.790 --> 00:40:56.142 So that we want to recruit Members
NOTE Confidence: 0.873645892631579

00:40:56.142 --> 00:40:59.573 who are who come from groups who are
NOTE Confidence: 0.873645892631579

00:40:59.573 --> 00:41:01.960 underrepresented in navicent were were
NOTE Confidence: 0.873645892631579

00:41:01.960 --> 00:41:05.826 very obvious in that having electives,
NOTE Confidence: 0.873645892631579

00:41:05.826 --> 00:41:09.558 minority visiting electives paid.
NOTE Confidence: 0.873645892631579

00:41:09.560 --> 00:41:12.736 During COVID we had one that was online,
NOTE Confidence: 0.873645892631579

00:41:12.740 --> 00:41:14.996 'cause we you know they couldn't come here
NOTE Confidence: 0.873645892631579

00:41:14.996 --> 00:41:17.001 outreach the majority of the outreach I used

NOTE Confidence: 0.873645892631579
00:41:17.001 --> 00:41:19.255 to do it when I was when I was younger.
NOTE Confidence: 0.873645892631579
00:41:19.260 --> 00:41:21.450 Now the residents go out.
NOTE Confidence: 0.873645892631579
00:41:21.450 --> 00:41:23.580 We're now looking at connect
NOTE Confidence: 0.873645892631579
00:41:23.580 --> 00:41:26.218 connecting with the boys and Girls
NOTE Confidence: 0.873645892631579
00:41:26.218 --> 00:41:28.338 Club just around the corner.
NOTE Confidence: 0.873645892631579
00:41:28.340 --> 00:41:31.956 They go to schools, they attend health fairs.
NOTE Confidence: 0.873645892631579
00:41:31.960 --> 00:41:34.768 They go read.
NOTE Confidence: 0.873645892631579
00:41:34.770 --> 00:41:37.266 We're working on a pipeline research
NOTE Confidence: 0.873645892631579
00:41:37.266 --> 00:41:39.924 program to bring students from medical
NOTE Confidence: 0.873645892631579
00:41:39.924 --> 00:41:42.239 schools that are historically black
NOTE Confidence: 0.873645892631579
00:41:42.239 --> 00:41:44.439 and Hispanic serving institutions and
NOTE Confidence: 0.873645892631579
00:41:44.439 --> 00:41:47.043 bring them to yield for a summer,
NOTE Confidence: 0.873645892631579
00:41:47.050 --> 00:41:48.778 to do research.
NOTE Confidence: 0.873645892631579
00:41:48.778 --> 00:41:52.234 And there are some some faculty.
NOTE Confidence: 0.873645892631579
00:41:52.240 --> 00:41:54.358 I think it's in Department of
NOTE Confidence: 0.873645892631579

00:41:54.358 --> 00:41:55.770 Psychiatry who who participated
NOTE Confidence: 0.873645892631579

00:41:55.770 --> 00:41:58.458 in in a program last year for for
NOTE Confidence: 0.873645892631579

00:41:58.458 --> 00:42:00.780 the for the medical school.
NOTE Confidence: 0.85689559

00:42:05.170 --> 00:42:07.690 Success is, well, this is not my success.
NOTE Confidence: 0.85689559

00:42:07.690 --> 00:42:10.770 This is so probably the the collaborative
NOTE Confidence: 0.85689559

00:42:10.770 --> 00:42:13.829 success of the residency leadership.
NOTE Confidence: 0.85689559

00:42:13.830 --> 00:42:18.022 Our incoming class this year for the interns
NOTE Confidence: 0.85689559

00:42:18.022 --> 00:42:20.626 is over 50% underrepresented in medicine.
NOTE Confidence: 0.85689559

00:42:20.626 --> 00:42:23.040 And yes, we deserve an applause because
NOTE Confidence: 0.85689559

00:42:23.040 --> 00:42:25.695 for the first 100 years in the art
NOTE Confidence: 0.85689559

00:42:25.695 --> 00:42:27.879 department turned 100 this year and this
NOTE Confidence: 0.85689559

00:42:27.945 --> 00:42:30.171 is the first time where the minority
NOTE Confidence: 0.85689559

00:42:30.171 --> 00:42:33.698 is the majority and and and that.
NOTE Confidence: 0.85689559

00:42:33.698 --> 00:42:35.624 Doesn't happen immediately.
NOTE Confidence: 0.85689559

00:42:35.630 --> 00:42:38.528 I didn't do this, not even the last three
NOTE Confidence: 0.85689559

00:42:38.528 --> 00:42:40.909 years of the I work have done this.

NOTE Confidence: 0.85689559

00:42:40.910 --> 00:42:44.320 This is, this takes time.

NOTE Confidence: 0.85689559

00:42:44.320 --> 00:42:45.610 And and commitment.

NOTE Confidence: 0.85689559

00:42:45.610 --> 00:42:48.060 But it, but it really,

NOTE Confidence: 0.85689559

00:42:48.060 --> 00:42:50.180 it brings in energy.

NOTE Confidence: 0.85689559

00:42:50.180 --> 00:42:52.364 And then the last thing 'cause I want

NOTE Confidence: 0.85689559

00:42:52.364 --> 00:42:54.571 to leave some time for question is have

NOTE Confidence: 0.85689559

00:42:54.571 --> 00:42:57.100 a have a plan, have a yearly focus.

NOTE Confidence: 0.85689559

00:42:57.100 --> 00:42:58.560 These are three pillars.

NOTE Confidence: 0.85689559

00:42:58.560 --> 00:43:00.456 This is what we believe in.

NOTE Confidence: 0.85689559

00:43:00.460 --> 00:43:02.770 But every year we work on

NOTE Confidence: 0.85689559

00:43:02.770 --> 00:43:03.925 something slightly different.

NOTE Confidence: 0.85689559

00:43:03.930 --> 00:43:06.954 Last year it was really very much

NOTE Confidence: 0.85689559

00:43:06.954 --> 00:43:09.552 about accountability and so so a lot

NOTE Confidence: 0.85689559

00:43:09.552 --> 00:43:11.892 of focus was on the reporting pathways

NOTE Confidence: 0.85689559

00:43:11.892 --> 00:43:14.448 and and and really fine tuning.

NOTE Confidence: 0.85689559

00:43:14.450 --> 00:43:16.855 What the educational component the
NOTE Confidence: 0.85689559

00:43:16.855 --> 00:43:19.260 mandatory component was going to
NOTE Confidence: 0.85689559

00:43:19.336 --> 00:43:22.560 be this year I I think it's time to
NOTE Confidence: 0.85689559

00:43:22.560 --> 00:43:25.686 sort of expand and and really focus
NOTE Confidence: 0.85689559

00:43:25.686 --> 00:43:28.692 on our LGBTQ I plus curriculum.
NOTE Confidence: 0.85689559

00:43:28.692 --> 00:43:31.660 Developing a formal curriculum,
NOTE Confidence: 0.85689559

00:43:31.660 --> 00:43:33.520 working on pipeline programs.
NOTE Confidence: 0.85689559

00:43:33.520 --> 00:43:35.380 As I mentioned before,
NOTE Confidence: 0.85689559

00:43:35.380 --> 00:43:37.990 working with the Staff Council and and
NOTE Confidence: 0.85689559

00:43:37.990 --> 00:43:41.330 and really revamping the the faculty,
NOTE Confidence: 0.85689559

00:43:41.330 --> 00:43:43.661 the Faculty Council keep track of your
NOTE Confidence: 0.85689559

00:43:43.661 --> 00:43:45.740 timeline time goes. By very fast.
NOTE Confidence: 0.85689559

00:43:45.740 --> 00:43:47.672 As I said, we've been working.
NOTE Confidence: 0.85689559

00:43:47.672 --> 00:43:49.376 You know what I've presented today
NOTE Confidence: 0.85689559

00:43:49.376 --> 00:43:51.450 with working on for three years, but.
NOTE Confidence: 0.7638441

00:43:53.480 --> 00:43:55.440 Time goes very very very,

NOTE Confidence: 0.7638441

00:43:55.440 --> 00:43:58.266 very fast to remember that changing

NOTE Confidence: 0.7638441

00:43:58.266 --> 00:44:00.440 institutional culture we almost we.

NOTE Confidence: 0.7638441

00:44:00.440 --> 00:44:02.870 We should also change systems

NOTE Confidence: 0.7638441

00:44:02.870 --> 00:44:04.820 it look at your own curriculum,

NOTE Confidence: 0.7638441

00:44:04.820 --> 00:44:08.310 look at your recruitment practices.

NOTE Confidence: 0.7638441

00:44:08.310 --> 00:44:11.600 Look at how how you interview candidates.

NOTE Confidence: 0.7638441

00:44:11.600 --> 00:44:13.136 Do you have a structured interview?

NOTE Confidence: 0.7638441

00:44:13.140 --> 00:44:16.176 Do you have a structural evaluation?

NOTE Confidence: 0.7638441

00:44:16.180 --> 00:44:17.892 Who's reviewing the applications?

NOTE Confidence: 0.7638441

00:44:17.892 --> 00:44:21.374 Is it the same people saying looking at

NOTE Confidence: 0.7638441

00:44:21.374 --> 00:44:23.900 an application and telling somebody oh

NOTE Confidence: 0.7638441

00:44:23.900 --> 00:44:26.748 that person will be a good fit for Yale?

NOTE Confidence: 0.7638441

00:44:26.750 --> 00:44:27.862 What does that mean?

NOTE Confidence: 0.7638441

00:44:27.862 --> 00:44:29.836 'cause what that means for you might

NOTE Confidence: 0.7638441

00:44:29.836 --> 00:44:31.780 not be the same thing that I mean.

NOTE Confidence: 0.7638441

00:44:31.780 --> 00:44:33.604 So as I tell my children, use your words.
NOTE Confidence: 0.7638441

00:44:33.604 --> 00:44:35.980 So I just say it's a good fit for Yale.
NOTE Confidence: 0.7638441

00:44:35.980 --> 00:44:37.414 You know things.
NOTE Confidence: 0.7638441

00:44:37.414 --> 00:44:40.282 Things like that that are not
NOTE Confidence: 0.7638441

00:44:40.282 --> 00:44:44.082 geared towards individuals but more
NOTE Confidence: 0.7638441

00:44:44.082 --> 00:44:48.310 towards changing changing systems.
NOTE Confidence: 0.7638441

00:44:48.310 --> 00:44:50.074 Again, I you know,
NOTE Confidence: 0.7638441

00:44:50.074 --> 00:44:52.720 I'm very very excited with what
NOTE Confidence: 0.7638441

00:44:52.815 --> 00:44:55.833 what your department is working on
NOTE Confidence: 0.7638441

00:44:55.833 --> 00:44:58.910 and what will continue to work on.
NOTE Confidence: 0.7638441

00:44:58.910 --> 00:45:01.724 I I want to continue hearing about
NOTE Confidence: 0.7638441

00:45:01.724 --> 00:45:04.607 this 'cause I have a lot to learn
NOTE Confidence: 0.7638441

00:45:04.610 --> 00:45:07.730 from all of these initiatives in.
NOTE Confidence: 0.7638441

00:45:07.730 --> 00:45:10.430 Particular very interested in the
NOTE Confidence: 0.7638441

00:45:10.430 --> 00:45:12.752 restorative practices. Did it work?
NOTE Confidence: 0.7638441

00:45:12.752 --> 00:45:16.788 One of my Achilles tendon is if you if you.

NOTE Confidence: 0.7638441

00:45:16.790 --> 00:45:21.974 Don't set aside time to devote to metrics.

NOTE Confidence: 0.7638441

00:45:21.980 --> 00:45:24.265 Then if you ask me, has.

NOTE Confidence: 0.7638441

00:45:24.265 --> 00:45:27.090 Has anything in Pediatrics change?

NOTE Confidence: 0.7638441

00:45:27.090 --> 00:45:29.760 I would tell you absolutely.

NOTE Confidence: 0.7638441

00:45:29.760 --> 00:45:30.453 But I don't.

NOTE Confidence: 0.7638441

00:45:30.453 --> 00:45:31.146 I don't know.

NOTE Confidence: 0.7638441

00:45:31.150 --> 00:45:37.278 I haven't measured it, so that's very much.

NOTE Confidence: 0.7638441

00:45:37.280 --> 00:45:41.806 What's at least for me, a focused the

NOTE Confidence: 0.7638441

00:45:41.806 --> 00:45:45.880 overall focus for the next few years?

NOTE Confidence: 0.7638441

00:45:45.880 --> 00:45:47.900 I know talking about race,

NOTE Confidence: 0.7638441

00:45:47.900 --> 00:45:51.830 ethnicity, racism is not easy.

NOTE Confidence: 0.7638441

00:45:51.830 --> 00:45:53.502 It's important it's important

NOTE Confidence: 0.7638441

00:45:53.502 --> 00:45:54.756 to have conversations.

NOTE Confidence: 0.7638441

00:45:54.760 --> 00:45:58.024 This is work that we need to do.

NOTE Confidence: 0.7638441

00:45:58.030 --> 00:45:59.836 Tara can't do it for you.

NOTE Confidence: 0.7638441

00:45:59.840 --> 00:46:02.626 I can't do it for my department.

NOTE Confidence: 0.7638441

00:46:02.630 --> 00:46:05.286 It's not the work of persons of color.

NOTE Confidence: 0.7638441

00:46:05.290 --> 00:46:08.495 It's the work for entire

NOTE Confidence: 0.7638441

00:46:08.495 --> 00:46:10.938 departments for individuals read,

NOTE Confidence: 0.7638441

00:46:10.938 --> 00:46:11.974 watch documentaries,

NOTE Confidence: 0.7638441

00:46:11.974 --> 00:46:13.528 listen to podcasts.

NOTE Confidence: 0.7638441

00:46:13.530 --> 00:46:16.484 Just you need to exercise that muscle,

NOTE Confidence: 0.7638441

00:46:16.490 --> 00:46:18.986 attend trainings when there are trainings,

NOTE Confidence: 0.7638441

00:46:18.990 --> 00:46:21.100 please go.

NOTE Confidence: 0.7638441

00:46:21.100 --> 00:46:23.683 An advocate join other Allied ships and

NOTE Confidence: 0.7638441

00:46:23.683 --> 00:46:26.817 and when we talk about white privilege,

NOTE Confidence: 0.7638441

00:46:26.820 --> 00:46:29.436 I call it the superpower and it's down

NOTE Confidence: 0.7638441

00:46:29.436 --> 00:46:31.922 that you're afforded just by being born

NOTE Confidence: 0.7638441

00:46:31.922 --> 00:46:34.280 into the group that you're born in.

NOTE Confidence: 0.7638441

00:46:34.280 --> 00:46:36.956 Please use your super powers to

NOTE Confidence: 0.7638441

00:46:36.956 --> 00:46:39.556 help combat structural racism,

NOTE Confidence: 0.7638441

00:46:39.556 --> 00:46:42.968 and I'll end there.

NOTE Confidence: 0.7638441

00:46:42.970 --> 00:46:44.590 My information is is it's

NOTE Confidence: 0.7638441

00:46:44.590 --> 00:46:46.690 there and I'd be happy again,

NOTE Confidence: 0.7638441

00:46:46.690 --> 00:46:49.876 thank you and I'll be happy

NOTE Confidence: 0.7638441

00:46:49.876 --> 00:46:51.340 to to take questions.

NOTE Confidence: 0.77514844375

00:46:53.860 --> 00:46:57.300 Microphone here and we have seen for this so.

NOTE Confidence: 0.74923308

00:46:58.800 --> 00:47:02.010 So many to mute. Somebody told me, OK?

NOTE Confidence: 0.790678026

00:47:04.170 --> 00:47:06.350 I don't have a question.

NOTE Confidence: 0.790678026

00:47:06.350 --> 00:47:07.910 Exactly one invite over there.

NOTE Confidence: 0.81390805

00:47:10.470 --> 00:47:12.600 OK, anyone have a question?

NOTE Confidence: 0.896708272857143

00:47:17.920 --> 00:47:18.763 Maria, thank you.

NOTE Confidence: 0.896708272857143

00:47:18.763 --> 00:47:19.887 Thank you so much.

NOTE Confidence: 0.896708272857143

00:47:19.890 --> 00:47:21.365 This is wonderful and I

NOTE Confidence: 0.896708272857143

00:47:21.365 --> 00:47:22.840 thank you in behalf of.

NOTE Confidence: 0.896708272857143

00:47:22.840 --> 00:47:24.608 Of all of us for what you're doing,

NOTE Confidence: 0.896708272857143

00:47:24.610 --> 00:47:26.188 I guess it's a question that
NOTE Confidence: 0.896708272857143

00:47:26.188 --> 00:47:27.860 I've been thinking a lot and
NOTE Confidence: 0.896708272857143

00:47:27.860 --> 00:47:29.936 I'd love your take is you know,
NOTE Confidence: 0.896708272857143

00:47:29.936 --> 00:47:31.808 Kennedy talks about you can only
NOTE Confidence: 0.896708272857143

00:47:31.808 --> 00:47:33.937 be a racist or an anti racist.
NOTE Confidence: 0.896708272857143

00:47:33.940 --> 00:47:36.690 It's a very categorical approach.
NOTE Confidence: 0.920922089166667

00:47:38.710 --> 00:47:40.768 I like to think that behaviors
NOTE Confidence: 0.920922089166667

00:47:40.768 --> 00:47:43.090 can be racist or anti racist.
NOTE Confidence: 0.920922089166667

00:47:43.090 --> 00:47:44.510 People, I think we are
NOTE Confidence: 0.920922089166667

00:47:44.510 --> 00:47:46.980 all in some continuum.
NOTE Confidence: 0.920922089166667

00:47:46.980 --> 00:47:48.380 But I'm not quite sure.
NOTE Confidence: 0.920922089166667

00:47:48.380 --> 00:47:49.580 I don't know that there's a
NOTE Confidence: 0.920922089166667

00:47:49.580 --> 00:47:50.380 universal agreement on that,
NOTE Confidence: 0.920922089166667

00:47:50.380 --> 00:47:51.444 and probably candy wouldn't,
NOTE Confidence: 0.920922089166667

00:47:51.444 --> 00:47:53.040 so I I just it's something
NOTE Confidence: 0.920922089166667

00:47:53.092 --> 00:47:54.397 that I'm thinking about it.

NOTE Confidence: 0.920922089166667
00:47:54.400 --> 00:47:55.288 I love your your
NOTE Confidence: 0.77522735
00:47:55.580 --> 00:47:57.340 your take on it.
NOTE Confidence: 0.77522735
00:47:57.340 --> 00:47:59.310 Do I speak into this? Yes, OK.
NOTE Confidence: 0.907459738333333
00:48:02.640 --> 00:48:06.486 As a pediatrician, I think of.
NOTE Confidence: 0.907459738333333
00:48:06.490 --> 00:48:07.210 Developmental stages,
NOTE Confidence: 0.907459738333333
00:48:07.210 --> 00:48:10.255 so I see it very much as a continuum,
NOTE Confidence: 0.907459738333333
00:48:10.255 --> 00:48:11.306 like like you do.
NOTE Confidence: 0.907459738333333
00:48:11.306 --> 00:48:13.030 I mean, they're just like there
NOTE Confidence: 0.907459738333333
00:48:13.030 --> 00:48:15.350 are no bad people and good people.
NOTE Confidence: 0.907459738333333
00:48:15.350 --> 00:48:17.910 There's always something good or bad in us.
NOTE Confidence: 0.907459738333333
00:48:17.910 --> 00:48:19.317 I think the same thing about re.
NOTE Confidence: 0.907459738333333
00:48:19.320 --> 00:48:20.960 Some are some individuals.
NOTE Confidence: 0.907459738333333
00:48:20.960 --> 00:48:23.940 Purely racist in all of their views,
NOTE Confidence: 0.907459738333333
00:48:23.940 --> 00:48:29.930 sure, but but I think if we see it as
NOTE Confidence: 0.907459738333333
00:48:30.101 --> 00:48:33.918 that Yang or Yang, black or white,
NOTE Confidence: 0.907459738333333

00:48:33.920 --> 00:48:37.412 we're going to alienate individuals who
NOTE Confidence: 0.9074597383333333

00:48:37.412 --> 00:48:41.944 who are transitioning and then might say,
NOTE Confidence: 0.9074597383333333

00:48:41.944 --> 00:48:44.272 well, you know, I, I can either
NOTE Confidence: 0.9074597383333333

00:48:44.272 --> 00:48:46.935 be in in one of in one of the two.
NOTE Confidence: 0.9074597383333333

00:48:46.940 --> 00:48:50.390 So I see it as a.
NOTE Confidence: 0.9074597383333333

00:48:50.390 --> 00:48:53.918 As said, development and it's a journey.
NOTE Confidence: 0.9074597383333333

00:48:53.920 --> 00:48:57.290 I don't think I can say that I'm fully fully.
NOTE Confidence: 0.9074597383333333

00:48:57.290 --> 00:48:59.706 Not a racist sometimes.
NOTE Confidence: 0.9074597383333333

00:48:59.706 --> 00:49:02.484 Things come into my head and I
NOTE Confidence: 0.9074597383333333

00:49:02.484 --> 00:49:04.760 go Oh my God and that stereotype.
NOTE Confidence: 0.9074597383333333

00:49:04.760 --> 00:49:07.004 I mean, I wouldn't say necessarily
NOTE Confidence: 0.9074597383333333

00:49:07.004 --> 00:49:12.318 racist but stereotypes and and I I accept it.
NOTE Confidence: 0.9074597383333333

00:49:12.320 --> 00:49:13.500 I don't act on them.
NOTE Confidence: 0.9074597383333333

00:49:13.500 --> 00:49:15.536 I used my strategies.
NOTE Confidence: 0.9074597383333333

00:49:15.536 --> 00:49:18.590 The ones that I keep teaching
NOTE Confidence: 0.9074597383333333

00:49:18.693 --> 00:49:21.635 to help me overcome those so.

NOTE Confidence: 0.907459738333333

00:49:21.635 --> 00:49:24.750 That's how that's what I would say.

NOTE Confidence: 0.8648610425

00:49:25.060 --> 00:49:27.999 We have a question. From the debate.

NOTE Confidence: 0.9017165475

00:49:39.920 --> 00:49:41.440 Linda, would you like to ask a question?

NOTE Confidence: 0.72931141

00:49:41.750 --> 00:49:43.070 That's well, thank you Karen.

NOTE Confidence: 0.72931141

00:49:43.070 --> 00:49:44.350 Can everyone hear me OK?

NOTE Confidence: 0.89773329

00:49:46.670 --> 00:49:49.256 Can I can you hear me?

NOTE Confidence: 0.89773329

00:49:49.260 --> 00:49:52.076 Yes, OK great great thank you so much.

NOTE Confidence: 0.89773329

00:49:52.080 --> 00:49:53.250 Yeah, thank you so much.

NOTE Confidence: 0.89773329

00:49:53.250 --> 00:49:55.245 We really appreciate the partnership

NOTE Confidence: 0.89773329

00:49:55.245 --> 00:49:57.630 already that you and Terra have.

NOTE Confidence: 0.89773329

00:49:57.630 --> 00:49:59.742 And thank you for for including

NOTE Confidence: 0.89773329

00:49:59.742 --> 00:50:01.150 us in your presentation.

NOTE Confidence: 0.89773329

00:50:01.150 --> 00:50:03.555 I guess my question is also how can

NOTE Confidence: 0.89773329

00:50:03.555 --> 00:50:05.532 we do more work together and I'm

NOTE Confidence: 0.89773329

00:50:05.532 --> 00:50:07.394 sure that you and her are talking

NOTE Confidence: 0.89773329

00:50:07.394 --> 00:50:09.417 about it but but I know that we
NOTE Confidence: 0.89773329

00:50:09.417 --> 00:50:10.956 would really like to collaborate
NOTE Confidence: 0.89773329

00:50:10.956 --> 00:50:13.777 more since we really are hard to.
NOTE Confidence: 0.89773329

00:50:13.780 --> 00:50:15.900 We are the sister departments here.
NOTE Confidence: 0.89773329

00:50:15.900 --> 00:50:17.920 So just your thoughts on that.
NOTE Confidence: 0.80163145

00:50:22.960 --> 00:50:24.820 Back there, thank you.
NOTE Confidence: 0.9056141

00:50:27.210 --> 00:50:29.309 You know, I I.
NOTE Confidence: 0.9577782775

00:50:29.310 --> 00:50:31.526 There's so much that we can collaborate in.
NOTE Confidence: 0.7681352

00:50:33.990 --> 00:50:38.020 Trainees, I mean, some of your
NOTE Confidence: 0.7681352

00:50:38.020 --> 00:50:40.952 trainees already collaborating with us.
NOTE Confidence: 0.7681352

00:50:40.952 --> 00:50:44.182 I think with the faculty
NOTE Confidence: 0.7681352

00:50:44.182 --> 00:50:47.983 as as well I would start.
NOTE Confidence: 0.7681352

00:50:47.983 --> 00:50:50.398 Fights saying that people should
NOTE Confidence: 0.7681352

00:50:50.398 --> 00:50:52.286 do what they're good at, right?
NOTE Confidence: 0.7681352

00:50:52.286 --> 00:50:54.866 So the researchers if research,
NOTE Confidence: 0.7681352

00:50:54.870 --> 00:50:57.840 you know, I don't expect somebody

NOTE Confidence: 0.7681352

00:50:57.840 --> 00:51:00.990 who's 80% research to now be engaged in

NOTE Confidence: 0.7681352

00:51:00.990 --> 00:51:03.594 something that's sort of out of their

NOTE Confidence: 0.7681352

00:51:03.594 --> 00:51:05.772 of their expertise and comfort zone.

NOTE Confidence: 0.892310075454545

00:51:08.210 --> 00:51:10.975 If there are researchers in your department

NOTE Confidence: 0.892310075454545

00:51:10.975 --> 00:51:13.625 who are working on health inequities or

NOTE Confidence: 0.892310075454545

00:51:13.625 --> 00:51:16.323 or they may even be clinical researchers

NOTE Confidence: 0.892310075454545

00:51:16.323 --> 00:51:19.140 that are not working on health inequities.

NOTE Confidence: 0.892310075454545

00:51:19.140 --> 00:51:20.555 There is a component of

NOTE Confidence: 0.892310075454545

00:51:20.555 --> 00:51:21.687 health inequities in there.

NOTE Confidence: 0.892310075454545

00:51:21.690 --> 00:51:26.638 I think that part very much is lacking

NOTE Confidence: 0.892310075454545

00:51:26.638 --> 00:51:31.278 inter departmentally. So I think.

NOTE Confidence: 0.892310075454545

00:51:31.280 --> 00:51:34.586 Perhaps we can do more with.

NOTE Confidence: 0.892310075454545

00:51:34.590 --> 00:51:37.761 Having more joint presentations and and for

NOTE Confidence: 0.892310075454545

00:51:37.761 --> 00:51:41.317 the people who are already doing the work,

NOTE Confidence: 0.892310075454545

00:51:41.320 --> 00:51:43.210 having them present, for example,

NOTE Confidence: 0.892310075454545

00:51:43.210 --> 00:51:44.986 basic science researchers saying,
NOTE Confidence: 0.892310075454545

00:51:44.986 --> 00:51:48.040 well, you know, I looked at bias in
NOTE Confidence: 0.892310075454545

00:51:48.040 --> 00:51:50.735 in how I do basic science research,
NOTE Confidence: 0.892310075454545

00:51:50.740 --> 00:51:52.240 which people say it's impossible
NOTE Confidence: 0.892310075454545

00:51:52.240 --> 00:51:53.140 that there isn't.
NOTE Confidence: 0.892310075454545

00:51:53.140 --> 00:51:54.250 Well there is,
NOTE Confidence: 0.892310075454545

00:51:54.250 --> 00:51:56.470 and having those presentations will give
NOTE Confidence: 0.892310075454545

00:51:56.470 --> 00:51:58.998 sort of examples that motivates people.
NOTE Confidence: 0.892310075454545

00:51:59.000 --> 00:52:00.612 'cause sometimes what happens?
NOTE Confidence: 0.892310075454545

00:52:00.612 --> 00:52:02.938 Linda is when you don't do this work.
NOTE Confidence: 0.892310075454545

00:52:02.940 --> 00:52:04.590 You say. Well where do I?
NOTE Confidence: 0.892310075454545

00:52:04.590 --> 00:52:05.607 Start right right.
NOTE Confidence: 0.892310075454545

00:52:05.607 --> 00:52:07.641 One of the things that's helpful
NOTE Confidence: 0.892310075454545

00:52:07.641 --> 00:52:09.547 is just having examples so,
NOTE Confidence: 0.892310075454545

00:52:09.550 --> 00:52:11.965 so I'm very happy and and and
NOTE Confidence: 0.892310075454545

00:52:11.965 --> 00:52:14.029 feel very honored to have come.

NOTE Confidence: 0.892310075454545

00:52:14.030 --> 00:52:15.938 And hopefully it's not that you

NOTE Confidence: 0.892310075454545

00:52:15.938 --> 00:52:18.099 guys have to do what we did,

NOTE Confidence: 0.892310075454545

00:52:18.100 --> 00:52:20.302 but maybe these are examples in

NOTE Confidence: 0.892310075454545

00:52:20.302 --> 00:52:22.659 for the faculty in the onions.

NOTE Confidence: 0.892310075454545

00:52:22.660 --> 00:52:23.616 They can say, well,

NOTE Confidence: 0.892310075454545

00:52:23.616 --> 00:52:25.606 maybe that's one of the things that

NOTE Confidence: 0.892310075454545

00:52:25.606 --> 00:52:30.610 that that we can do as leaders we meet.

NOTE Confidence: 0.892310075454545

00:52:30.610 --> 00:52:35.517 We can meet more and share resources.

NOTE Confidence: 0.892310075454545

00:52:35.520 --> 00:52:39.909 Invite each other to two hour events.

NOTE Confidence: 0.892310075454545

00:52:39.910 --> 00:52:43.606 Some departments are bigger than others.

NOTE Confidence: 0.892310075454545

00:52:43.610 --> 00:52:45.470 And.

NOTE Confidence: 0.892310075454545

00:52:45.470 --> 00:52:46.685 When I started,

NOTE Confidence: 0.892310075454545

00:52:46.685 --> 00:52:48.710 I started sharing resources because

NOTE Confidence: 0.892310075454545

00:52:48.710 --> 00:52:51.582 I didn't have the budget or or the

NOTE Confidence: 0.892310075454545

00:52:51.582 --> 00:52:54.058 bandwidth to be putting a lot of events.

NOTE Confidence: 0.892310075454545

00:52:54.060 --> 00:52:57.740 So when the other DI champions were had
NOTE Confidence: 0.892310075454545

00:52:57.740 --> 00:53:01.859 events in their institutions inviting them,
NOTE Confidence: 0.892310075454545

00:53:01.860 --> 00:53:05.690 so one of the things that I think I'm going
NOTE Confidence: 0.892310075454545

00:53:05.779 --> 00:53:09.427 to do starting now is share our calendar.
NOTE Confidence: 0.892310075454545

00:53:09.430 --> 00:53:11.621 For that you know that event them
NOTE Confidence: 0.892310075454545

00:53:11.621 --> 00:53:14.079 or what I call the morbidity
NOTE Confidence: 0.892310075454545

00:53:14.079 --> 00:53:15.995 and mortality of diversity.
NOTE Confidence: 0.892310075454545

00:53:16.000 --> 00:53:17.388 You know they can.
NOTE Confidence: 0.892310075454545

00:53:17.388 --> 00:53:19.090 They can join that would be
NOTE Confidence: 0.892310075454545

00:53:19.090 --> 00:53:20.490 great and we would we work.
NOTE Confidence: 0.892310075454545

00:53:20.490 --> 00:53:21.910 We can share as well.
NOTE Confidence: 0.892310075454545

00:53:21.910 --> 00:53:23.550 And Karen I'm going to put you on
NOTE Confidence: 0.892310075454545

00:53:23.550 --> 00:53:25.138 the spot because I know you're
NOTE Confidence: 0.892310075454545

00:53:25.138 --> 00:53:26.548 doing some health equity work.
NOTE Confidence: 0.892310075454545

00:53:26.550 --> 00:53:27.938 So at some point,
NOTE Confidence: 0.859431455555556

00:53:27.950 --> 00:53:31.478 maybe the two of you should talk as well.

NOTE Confidence: 0.859431455555556
00:53:31.480 --> 00:53:33.748 And we have a question from Zooman.
NOTE Confidence: 0.8706397
00:53:51.300 --> 00:53:51.760 There.
NOTE Confidence: 0.60783295
00:53:55.240 --> 00:53:58.144 Say again. José José,
NOTE Confidence: 0.60783295
00:53:58.144 --> 00:54:00.054 can you come in again?
NOTE Confidence: 0.60783295
00:54:00.060 --> 00:54:03.478 Yes. Right, great go ahead.
NOTE Confidence: 0.60783295
00:54:03.478 --> 00:54:05.638 Thank you so much Doctor
NOTE Confidence: 0.60783295
00:54:05.638 --> 00:54:07.798 Vasquez for a wonderful talk.
NOTE Confidence: 0.60783295
00:54:07.800 --> 00:54:10.941 My name is Jose and one of the second
NOTE Confidence: 0.60783295
00:54:10.941 --> 00:54:13.458 year child Psychiatry fellows.
NOTE Confidence: 0.60783295
00:54:13.460 --> 00:54:15.860 Uhm, I posted my question in the chat,
NOTE Confidence: 0.60783295
00:54:15.860 --> 00:54:17.652 but it's pretty much.
NOTE Confidence: 0.60783295
00:54:17.652 --> 00:54:20.512 Uhm, I was wondering what your opinion
NOTE Confidence: 0.60783295
00:54:20.512 --> 00:54:23.695 is on the the role of the mandated
NOTE Confidence: 0.60783295
00:54:23.695 --> 00:54:26.648 trainings and how this may be a
NOTE Confidence: 0.60783295
00:54:26.648 --> 00:54:28.893 retraumatization for the staff and
NOTE Confidence: 0.60783295

00:54:28.893 --> 00:54:31.639 trainees that it's aimed to protect.

NOTE Confidence: 0.60783295

00:54:31.640 --> 00:54:33.266 'cause I mean I've been to

NOTE Confidence: 0.60783295

00:54:33.266 --> 00:54:35.302 some of these trainings and the

NOTE Confidence: 0.60783295

00:54:35.302 --> 00:54:37.206 information is very useful,

NOTE Confidence: 0.60783295

00:54:37.210 --> 00:54:39.044 but at a certain point you know

NOTE Confidence: 0.60783295

00:54:39.044 --> 00:54:40.965 being the person or being one of

NOTE Confidence: 0.60783295

00:54:40.965 --> 00:54:42.573 the people that it's is suffering

NOTE Confidence: 0.60783295

00:54:42.631 --> 00:54:44.107 from the micro aggressions.

NOTE Confidence: 0.60783295

00:54:44.110 --> 00:54:45.370 The racism, uhm?

NOTE Confidence: 0.60783295

00:54:45.370 --> 00:54:47.890 Can be re traumatizing to be

NOTE Confidence: 0.60783295

00:54:47.890 --> 00:54:50.589 in these trainings at times.

NOTE Confidence: 0.909839558333333

00:54:53.310 --> 00:54:56.530 It's a, it's a great question. Uhm?

NOTE Confidence: 0.976647

00:55:00.590 --> 00:55:04.070 We don't have. Trainings that we've

NOTE Confidence: 0.976647

00:55:04.070 --> 00:55:08.190 never rolled out. A training that.

NOTE Confidence: 0.976647

00:55:08.190 --> 00:55:11.235 Not only one person, but that several

NOTE Confidence: 0.976647

00:55:11.235 --> 00:55:13.999 people have gone through and come.

NOTE Confidence: 0.747276388333333
00:55:16.250 --> 00:55:21.700 And vetted Sodus, so to speak, but.
NOTE Confidence: 0.747276388333333
00:55:21.700 --> 00:55:24.294 What you're what you're describing.
NOTE Confidence: 0.747276388333333
00:55:24.294 --> 00:55:27.600 Actually happened with a faculty member
NOTE Confidence: 0.747276388333333
00:55:27.680 --> 00:55:30.746 in the anti racism training the seminar
NOTE Confidence: 0.747276388333333
00:55:30.750 --> 00:55:33.886 because in the in the beginning they
NOTE Confidence: 0.747276388333333
00:55:33.886 --> 00:55:37.299 showed a video and and and this this
NOTE Confidence: 0.747276388333333
00:55:37.299 --> 00:55:40.687 person had to step away and and sort of
NOTE Confidence: 0.747276388333333
00:55:40.690 --> 00:55:43.948 take a break and and I learned a lot.
NOTE Confidence: 0.747276388333333
00:55:43.950 --> 00:55:51.820 I felt bad 'cause I had seen the content but.
NOTE Confidence: 0.747276388333333
00:55:51.820 --> 00:55:55.175 To me it was something that was quite
NOTE Confidence: 0.747276388333333
00:55:55.175 --> 00:56:00.460 shocking but not traumatizing so dumb.
NOTE Confidence: 0.747276388333333
00:56:00.460 --> 00:56:04.868 So, so now it's really a disclaimer that.
NOTE Confidence: 0.747276388333333
00:56:04.870 --> 00:56:08.027 Anybody can turn off their camera that
NOTE Confidence: 0.747276388333333
00:56:08.027 --> 00:56:11.606 if you if it's a topic we don't just
NOTE Confidence: 0.747276388333333
00:56:11.606 --> 00:56:13.933 say this is the training without without
NOTE Confidence: 0.747276388333333

00:56:13.933 --> 00:56:16.858 really having in the curriculum a brief
NOTE Confidence: 0.7472763883333333

00:56:16.858 --> 00:56:21.550 description of what it's about, but.
NOTE Confidence: 0.7472763883333333

00:56:21.550 --> 00:56:25.400 Anybody who. Who?
NOTE Confidence: 0.7472763883333333

00:56:25.400 --> 00:56:28.658 Dustin join or or or complete
NOTE Confidence: 0.7472763883333333

00:56:28.658 --> 00:56:30.830 that piece of training.
NOTE Confidence: 0.7472763883333333

00:56:30.830 --> 00:56:33.854 Now you're asking about the mandatory
NOTE Confidence: 0.7472763883333333

00:56:33.854 --> 00:56:37.223 and you know the mandatory training
NOTE Confidence: 0.7472763883333333

00:56:37.223 --> 00:56:40.358 are three one hour sessions.
NOTE Confidence: 0.7472763883333333

00:56:40.360 --> 00:56:43.034 It's really more for all the other.
NOTE Confidence: 0.7472763883333333

00:56:43.040 --> 00:56:45.240 For all the other events that that happens,
NOTE Confidence: 0.7472763883333333

00:56:45.240 --> 00:56:46.910 and we say if if you don't want to be
NOTE Confidence: 0.7472763883333333

00:56:46.958 --> 00:56:48.533 if you don't want to be part of it,
NOTE Confidence: 0.7472763883333333

00:56:48.540 --> 00:56:49.692 you don't have to.
NOTE Confidence: 0.7472763883333333

00:56:49.692 --> 00:56:51.132 It's a matter of fact,
NOTE Confidence: 0.7472763883333333

00:56:51.140 --> 00:56:56.153 in most of the town halls that we have.
NOTE Confidence: 0.7472763883333333

00:56:56.160 --> 00:57:00.640 I don't overtax the UM.

NOTE Confidence: 0.747276388333333
00:57:00.640 --> 00:57:04.427 Are are under represented in in medicine
NOTE Confidence: 0.747276388333333
00:57:04.427 --> 00:57:07.610 constituents because they they carry enough,
NOTE Confidence: 0.747276388333333
00:57:07.610 --> 00:57:09.125 especially when they're
NOTE Confidence: 0.747276388333333
00:57:09.125 --> 00:57:10.640 debriefing town halls.
NOTE Confidence: 0.747276388333333
00:57:10.640 --> 00:57:14.336 So you know, I'm giving some answering.
NOTE Confidence: 0.747276388333333
00:57:14.340 --> 00:57:17.707 I'm giving your your question a lot
NOTE Confidence: 0.747276388333333
00:57:17.707 --> 00:57:20.458 of thought because. I wonder if.
NOTE Confidence: 0.747276388333333
00:57:20.458 --> 00:57:21.766 Not, I wonder,
NOTE Confidence: 0.747276388333333
00:57:21.770 --> 00:57:23.475 it probably has happened and
NOTE Confidence: 0.747276388333333
00:57:23.475 --> 00:57:25.180 just people haven't come forward,
NOTE Confidence: 0.747276388333333
00:57:25.180 --> 00:57:28.456 so I thank you for that.
NOTE Confidence: 0.747276388333333
00:57:28.460 --> 00:57:30.676 I think I can do a better job.
NOTE Confidence: 0.747276388333333
00:57:30.680 --> 00:57:33.912 Not just say you know it's this is
NOTE Confidence: 0.747276388333333
00:57:33.912 --> 00:57:37.421 just a a menu of things that that
NOTE Confidence: 0.747276388333333
00:57:37.421 --> 00:57:41.138 that you can that you can attend.
NOTE Confidence: 0.747276388333333

00:57:41.140 --> 00:57:41.830 But
NOTE Confidence: 0.919349612

00:57:43.970 --> 00:57:46.970 but being being more clear
NOTE Confidence: 0.919349612

00:57:46.970 --> 00:57:48.002 and in the beginning,
NOTE Confidence: 0.919349612

00:57:48.002 --> 00:57:50.109 I have to say not in the not.
NOTE Confidence: 0.919349612

00:57:50.110 --> 00:57:52.606 In the in the trainings by the hospital.
NOTE Confidence: 0.919349612

00:57:52.610 --> 00:57:54.518 But in any of the events that we do,
NOTE Confidence: 0.919349612

00:57:54.520 --> 00:57:55.920 we always send the beginning.
NOTE Confidence: 0.919349612

00:57:55.920 --> 00:57:57.607 Say you know what we give the
NOTE Confidence: 0.919349612

00:57:57.607 --> 00:57:59.442 disclaimer that you know some of these
NOTE Confidence: 0.919349612

00:57:59.442 --> 00:58:01.032 things might be difficult for some.
NOTE Confidence: 0.919349612

00:58:01.040 --> 00:58:03.448 For some people that it's OK to
NOTE Confidence: 0.919349612

00:58:03.448 --> 00:58:05.978 step away that you know you don't.
NOTE Confidence: 0.919349612

00:58:05.980 --> 00:58:07.120 You don't have to be here,
NOTE Confidence: 0.919349612

00:58:07.120 --> 00:58:09.005 but for the mandatory ones
NOTE Confidence: 0.919349612

00:58:09.005 --> 00:58:10.890 the on the out training.
NOTE Confidence: 0.783223046666667

00:58:13.210 --> 00:58:17.100 I mean that. That's training

NOTE Confidence: 0.783223046666667
00:58:17.100 --> 00:58:19.000 that's been viewed by thousands,
NOTE Confidence: 0.783223046666667
00:58:19.000 --> 00:58:22.006 if not millions of people and and I don't.
NOTE Confidence: 0.783223046666667
00:58:22.010 --> 00:58:26.654 I think it's it's displayed in a way that's.
NOTE Confidence: 0.783223046666667
00:58:26.660 --> 00:58:30.340 That it's. I don't want to use
NOTE Confidence: 0.783223046666667
00:58:30.340 --> 00:58:31.650 the word non traumatizing because
NOTE Confidence: 0.783223046666667
00:58:31.700 --> 00:58:33.534 I think that would be sort of
NOTE Confidence: 0.783223046666667
00:58:33.534 --> 00:58:35.036 reflecting on something that I can't
NOTE Confidence: 0.783223046666667
00:58:35.036 --> 00:58:37.194 that I can't really do, but it's,
NOTE Confidence: 0.783223046666667
00:58:37.194 --> 00:58:42.008 but it's shaped in a way to empower those
NOTE Confidence: 0.783223046666667
00:58:42.008 --> 00:58:45.110 who who suffer from from microaggression.
NOTE Confidence: 0.783223046666667
00:58:45.110 --> 00:58:47.950 But thank you for that, that's.
NOTE Confidence: 0.783223046666667
00:58:47.950 --> 00:58:49.455 Your question is a learning
NOTE Confidence: 0.783223046666667
00:58:49.455 --> 00:58:50.358 experience for me.
NOTE Confidence: 0.9411712
00:58:53.270 --> 00:58:57.370 So just think, do I mute now?
NOTE Confidence: 0.9411712
00:58:57.370 --> 00:59:01.178 We're good, OK, I just wanted to thank
NOTE Confidence: 0.9411712

00:59:01.178 --> 00:59:04.202 you for coming to our our grand rounds

NOTE Confidence: 0.9411712

00:59:04.202 --> 00:59:07.213 and also for just all that you presented

NOTE Confidence: 0.9411712

00:59:07.213 --> 00:59:09.600 and all that you've supported me in

NOTE Confidence: 0.9411712

00:59:09.666 --> 00:59:11.674 as I'm learning to help and support

NOTE Confidence: 0.9411712

00:59:11.674 --> 00:59:14.130 our community and the reminder of the

NOTE Confidence: 0.9411712

00:59:14.130 --> 00:59:16.701 collaboration that it takes an entire

NOTE Confidence: 0.9411712

00:59:16.701 --> 00:59:19.040 department to do this work together.

NOTE Confidence: 0.9411712

00:59:19.040 --> 00:59:21.542 We've got you put up a couple of

NOTE Confidence: 0.9411712

00:59:21.542 --> 00:59:23.028 those slides that that I shared with

NOTE Confidence: 0.9411712

00:59:23.028 --> 00:59:24.738 you and I thank you for that and will

NOTE Confidence: 0.9411712

00:59:24.785 --> 00:59:26.303 run through them for our department

NOTE Confidence: 0.9411712

00:59:26.303 --> 00:59:27.702 more clearly so that they can.

NOTE Confidence: 0.9411712

00:59:27.702 --> 00:59:29.039 See all of the pieces and how

NOTE Confidence: 0.9411712

00:59:29.039 --> 00:59:29.849 they fit together.

NOTE Confidence: 0.9411712

00:59:29.850 --> 00:59:31.852 It's an ongoing journey and a muscle

NOTE Confidence: 0.9411712

00:59:31.852 --> 00:59:33.860 that we develop and continue to stress,

NOTE Confidence: 0.9411712

00:59:33.860 --> 00:59:35.740 so I appreciate hearing what the journey

NOTE Confidence: 0.9411712

00:59:35.740 --> 00:59:38.846 has been and that each year you're refining

NOTE Confidence: 0.933738341666667

00:59:38.860 --> 00:59:40.048 and learning more. So thank you.

NOTE Confidence: 0.937910797272727

00:59:41.140 --> 00:59:43.774 So that was a perfect synopsis

NOTE Confidence: 0.937910797272727

00:59:43.774 --> 00:59:46.442 of our joint feelings about you

NOTE Confidence: 0.937910797272727

00:59:46.442 --> 00:59:49.256 being a trailblazer for all of us,

NOTE Confidence: 0.937910797272727

00:59:49.260 --> 00:59:51.514 and we long to be in place.

NOTE Confidence: 0.937910797272727

00:59:51.520 --> 00:59:53.602 You are very soon and thank

NOTE Confidence: 0.937910797272727

00:59:53.602 --> 00:59:54.990 you for your mentorship.

NOTE Confidence: 0.937910797272727

00:59:54.990 --> 00:59:56.078 Thank you, thank you.

NOTE Confidence: 0.937910797272727

00:59:56.078 --> 00:59:56.894 Thank you guys.

NOTE Confidence: 0.65026162

01:00:02.720 --> 01:00:05.000 Jose is.