

WEBVTT

NOTE duration:"00:55:00"

NOTE recognizability:0.620

NOTE language:en-us

NOTE Confidence: 0.84047157

00:00:03.720 --> 00:00:05.220 My name is Jeanette Tetro.

NOTE Confidence: 0.84047157

00:00:05.220 --> 00:00:07.486 I currently serve as the Vice Chief

NOTE Confidence: 0.84047157

00:00:07.486 --> 00:00:09.604 for Education for the section of

NOTE Confidence: 0.84047157

00:00:09.604 --> 00:00:11.428 General Internal Medicine and our

NOTE Confidence: 0.84047157

00:00:11.428 --> 00:00:13.192 section Delighted to come back together

NOTE Confidence: 0.84047157

00:00:13.192 --> 00:00:15.520 with our friends from the Center for

NOTE Confidence: 0.84047157

00:00:15.520 --> 00:00:18.172 Medical Education for our first GIM,

NOTE Confidence: 0.84047157

00:00:18.172 --> 00:00:20.637 Center for Medical Education Co

NOTE Confidence: 0.84047157

00:00:20.637 --> 00:00:23.074 hosted Medical Education Discussion

NOTE Confidence: 0.84047157

00:00:23.074 --> 00:00:26.159 Group for the academic year.

NOTE Confidence: 0.84047157

00:00:26.160 --> 00:00:29.260 We're thrilled to welcome GIMS

NOTE Confidence: 0.84047157

00:00:29.260 --> 00:00:31.560 own Doctor Benjamin Imba who

NOTE Confidence: 0.84047157

00:00:31.560 --> 00:00:34.239 will be speaking with us today.

NOTE Confidence: 0.84047157

00:00:34.240 --> 00:00:36.744 Doctor Hoffler's going to give him a much
NOTE Confidence: 0.84047157

00:00:36.744 --> 00:00:38.879 more extensive interview or introduction.
NOTE Confidence: 0.84047157

00:00:38.880 --> 00:00:39.368 Excuse me,
NOTE Confidence: 0.84047157

00:00:39.368 --> 00:00:41.076 we could probably talk the whole time
NOTE Confidence: 0.84047157

00:00:41.076 --> 00:00:42.616 and all he's accomplished but he
NOTE Confidence: 0.84047157

00:00:42.616 --> 00:00:44.519 serves as the Vice Chair of Diversity,
NOTE Confidence: 0.84047157

00:00:44.520 --> 00:00:46.800 Equity and Inclusion for the Department
NOTE Confidence: 0.84047157

00:00:46.800 --> 00:00:49.305 of Internal Medicine and the Graduate
NOTE Confidence: 0.84047157

00:00:49.305 --> 00:00:51.600 Medical Education Director for Diversity,
NOTE Confidence: 0.84047157

00:00:51.600 --> 00:00:54.940 Equity and Inclusion as well
NOTE Confidence: 0.84047157

00:00:54.940 --> 00:00:58.920 as Associate DIO for our GME.
NOTE Confidence: 0.84047157

00:00:58.920 --> 00:01:01.768 So before I turn the podium over to
NOTE Confidence: 0.84047157

00:01:01.768 --> 00:01:04.178 Doctor Haffler just wanted for planning
NOTE Confidence: 0.84047157

00:01:04.178 --> 00:01:07.400 purposes make sure you mark your calendars.
NOTE Confidence: 0.84047157

00:01:07.400 --> 00:01:09.578 There will be another Med Ed
NOTE Confidence: 0.84047157

00:01:09.578 --> 00:01:11.432 discussion group which will take

NOTE Confidence: 0.84047157

00:01:11.432 --> 00:01:13.418 place on December 14th which is

NOTE Confidence: 0.84047157

00:01:13.418 --> 00:01:16.006 going to focus on ChatGPT and where

NOTE Confidence: 0.84047157

00:01:16.006 --> 00:01:17.916 it belongs in medical education.

NOTE Confidence: 0.84047157

00:01:17.920 --> 00:01:21.399 And then our next Co hosted session

NOTE Confidence: 0.84047157

00:01:21.400 --> 00:01:25.710 will be January 25th of 2024 led by

NOTE Confidence: 0.84047157

00:01:25.710 --> 00:01:28.360 Doctor Elizabeth Gaufberg from Harvard.

NOTE Confidence: 0.84047157

00:01:28.360 --> 00:01:31.160 And our last Co hosted session will

NOTE Confidence: 0.84047157

00:01:31.160 --> 00:01:34.472 be led by GIMS own Doctor Nathan

NOTE Confidence: 0.84047157

00:01:34.472 --> 00:01:37.100 Wood and that'll focus on culinary

NOTE Confidence: 0.84047157

00:01:37.100 --> 00:01:39.752 medicine and the future of nutrition

NOTE Confidence: 0.84047157

00:01:39.752 --> 00:01:43.035 education that will occur on March 28th.

NOTE Confidence: 0.84047157

00:01:43.040 --> 00:01:44.144 One last announcement,

NOTE Confidence: 0.84047157

00:01:44.144 --> 00:01:46.352 please don't forget to fill out

NOTE Confidence: 0.84047157

00:01:46.352 --> 00:01:47.720 your climate survey.

NOTE Confidence: 0.84047157

00:01:47.720 --> 00:01:49.764 I want to make sure we have

NOTE Confidence: 0.84047157

00:01:49.764 --> 00:01:51.298 great participation in that and
NOTE Confidence: 0.84047157

00:01:51.298 --> 00:01:52.798 that your voices are heard.
NOTE Confidence: 0.84047157

00:01:52.800 --> 00:01:54.424 So I'm going to turn it over
NOTE Confidence: 0.84047157

00:01:54.424 --> 00:01:55.120 to Doctor Hoffler.
NOTE Confidence: 0.5487171

00:01:56.840 --> 00:01:58.280 Hi, welcome everybody.
NOTE Confidence: 0.5487171

00:01:58.280 --> 00:02:01.160 I'm thrilled to be able to do
NOTE Confidence: 0.5487171

00:02:01.160 --> 00:02:02.600 the joint session together.
NOTE Confidence: 0.5487171

00:02:02.600 --> 00:02:03.566 Sorry if there's a little bit
NOTE Confidence: 0.5487171

00:02:03.566 --> 00:02:04.640 of noise in the background.
NOTE Confidence: 0.5487171

00:02:04.640 --> 00:02:06.120 I'm. I'm at a meeting.
NOTE Confidence: 0.5487171

00:02:06.120 --> 00:02:08.500 So Doctor Amba graduated from the College
NOTE Confidence: 0.5487171

00:02:08.500 --> 00:02:11.038 of Medicine of the University of Lagos,
NOTE Confidence: 0.5487171

00:02:11.040 --> 00:02:13.500 Nigeria and completed his internal
NOTE Confidence: 0.5487171

00:02:13.500 --> 00:02:15.960 medicine residency in the UK.
NOTE Confidence: 0.5487171

00:02:15.960 --> 00:02:18.851 But then he completed a second I
NOTE Confidence: 0.5487171

00:02:18.851 --> 00:02:21.488 am residency and served as chief

NOTE Confidence: 0.5487171

00:02:21.488 --> 00:02:24.200 resident at Cook County in Chicago.

NOTE Confidence: 0.5487171

00:02:24.200 --> 00:02:26.800 And before joining Yale, Dr.

NOTE Confidence: 0.5487171

00:02:26.800 --> 00:02:28.702 Amba was the associate chair of

NOTE Confidence: 0.5487171

00:02:28.702 --> 00:02:29.970 medicine for faculty development

NOTE Confidence: 0.5487171

00:02:30.022 --> 00:02:31.357 in medicine at Cook County,

NOTE Confidence: 0.5487171

00:02:31.360 --> 00:02:33.677 and he was a professor of medicine

NOTE Confidence: 0.5487171

00:02:33.677 --> 00:02:35.880 also at Rush Medical College.

NOTE Confidence: 0.5487171

00:02:35.880 --> 00:02:38.022 And when you look at what your

NOTE Confidence: 0.5487171

00:02:38.022 --> 00:02:39.760 career has contributed to the world,

NOTE Confidence: 0.5487171

00:02:39.760 --> 00:02:41.100 it's just been amazing.

NOTE Confidence: 0.5487171

00:02:41.100 --> 00:02:43.476 And I'm so thrilled that you're here

NOTE Confidence: 0.5487171

00:02:43.476 --> 00:02:45.555 at Yale with us because you really

NOTE Confidence: 0.5487171

00:02:45.560 --> 00:02:47.440 we talked about clinical education,

NOTE Confidence: 0.5487171

00:02:47.440 --> 00:02:48.424 diversity, equity,

NOTE Confidence: 0.5487171

00:02:48.424 --> 00:02:50.392 inclusion advocacy and it's

NOTE Confidence: 0.5487171

00:02:50.392 --> 00:02:53.200 mainly been in the GME space.

NOTE Confidence: 0.5487171

00:02:53.200 --> 00:02:55.260 And I really appreciate your

NOTE Confidence: 0.5487171

00:02:55.260 --> 00:02:57.320 work and residency program and

NOTE Confidence: 0.5487171

00:02:57.392 --> 00:02:59.526 faculty development Qi work.

NOTE Confidence: 0.5487171

00:02:59.526 --> 00:03:01.944 And now really what you're addressing

NOTE Confidence: 0.5487171

00:03:01.944 --> 00:03:05.328 today as we work together on this

NOTE Confidence: 0.5487171

00:03:05.328 --> 00:03:06.825 developmental longitudinal approach

NOTE Confidence: 0.5487171

00:03:06.825 --> 00:03:09.608 for our UME faculty and health

NOTE Confidence: 0.5487171

00:03:09.608 --> 00:03:11.592 professionals who teach medical

NOTE Confidence: 0.5487171

00:03:11.592 --> 00:03:14.052 students and PAS and are nursing

NOTE Confidence: 0.5487171

00:03:14.052 --> 00:03:15.996 all the way through the GME.

NOTE Confidence: 0.5487171

00:03:16.000 --> 00:03:19.680 So welcome and thank you so much and

NOTE Confidence: 0.5487171

00:03:19.680 --> 00:03:21.840 I'm thrilled to pass it over to you now,

NOTE Confidence: 0.5487171

00:03:21.840 --> 00:03:22.200 Ben.

NOTE Confidence: 0.6362328

00:03:22.720 --> 00:03:24.224 Yes, thank you, Janet,

NOTE Confidence: 0.6362328

00:03:24.224 --> 00:03:26.104 for the kind introduction and

NOTE Confidence: 0.6362328

00:03:26.104 --> 00:03:27.959 the opportunity to speak.

NOTE Confidence: 0.6362328

00:03:27.960 --> 00:03:29.598 I'm really glad to be here.

NOTE Confidence: 0.6362328

00:03:29.600 --> 00:03:32.760 And I'll just set about sharing my slides.

NOTE Confidence: 0.53101367

00:04:09.800 --> 00:04:12.600 OK Can you see my slides? Yes,

NOTE Confidence: 0.53101367

00:04:12.600 --> 00:04:14.050 Doctor Amba, but we're seeing

NOTE Confidence: 0.53101367

00:04:14.050 --> 00:04:15.320 your presenter view. OK

NOTE Confidence: 0.53101367

00:04:18.760 --> 00:04:22.440 Yes, go up to display settings,

NOTE Confidence: 0.53101367

00:04:22.440 --> 00:04:23.720 seeing the top row there.

NOTE Confidence: 0.53101367

00:04:26.640 --> 00:04:29.080 Yeah, it's not showing here.

NOTE Confidence: 0.53101367

00:04:29.080 --> 00:04:30.320 Not that. Again, One second.

NOTE Confidence: 0.62994957

00:04:52.170 --> 00:04:53.530 No, it's not one second.

NOTE Confidence: 0.62994957

00:04:53.530 --> 00:04:57.089 Let me see. Some reason it's

NOTE Confidence: 0.62994957

00:05:08.370 --> 00:05:09.168 OK. How's that?

NOTE Confidence: 0.62994957

00:05:11.170 --> 00:05:13.458 Can you share? You need to share your

NOTE Confidence: 0.62994957

00:05:13.458 --> 00:05:15.608 screen and then we'll see what you see.

NOTE Confidence: 0.8242484

00:05:35.250 --> 00:05:38.406 I'm not seeing your screen yet.
NOTE Confidence: 0.8242484

00:05:38.410 --> 00:05:39.530 It should come up in a second. OK
NOTE Confidence: 0.8242484

00:05:42.610 --> 00:05:43.970 And then the slideshow.
NOTE Confidence: 0.8242484

00:05:48.730 --> 00:05:51.130 Can you see the screen now? Yes.
NOTE Confidence: 0.8242484

00:05:54.090 --> 00:05:55.030 And is it the presenter
NOTE Confidence: 0.8242484

00:05:55.030 --> 00:05:55.970 view or the full view?
NOTE Confidence: 0.6621338

00:05:56.720 --> 00:05:58.400 It's still the presenter view.
NOTE Confidence: 0.6621338

00:05:59.720 --> 00:06:02.012 OK. So let let me just
NOTE Confidence: 0.6621338

00:06:02.012 --> 00:06:04.032 simply hide the presenter.
NOTE Confidence: 0.6621338

00:06:04.032 --> 00:06:06.480 How's that? There you are. OK,
NOTE Confidence: 0.6621338

00:06:06.480 --> 00:06:08.080 perfect. Perfect. Thank you. So,
NOTE Confidence: 0.6621338

00:06:08.800 --> 00:06:09.736 sure, no worries.
NOTE Confidence: 0.6621338

00:06:09.736 --> 00:06:12.735 So again, thank you, Janet, for the
NOTE Confidence: 0.6621338

00:06:12.735 --> 00:06:15.237 kind introduction and let's get started.
NOTE Confidence: 0.6621338

00:06:15.237 --> 00:06:18.495 So text the number on the screen to the
NOTE Confidence: 0.6621338

00:06:18.495 --> 00:06:21.191 number on the screen for your CME credit.

NOTE Confidence: 0.6621338

00:06:21.200 --> 00:06:23.280 And please don't forget to

NOTE Confidence: 0.6621338

00:06:23.280 --> 00:06:25.360 fill out your climate survey.

NOTE Confidence: 0.6621338

00:06:25.360 --> 00:06:28.678 So for today, I'll be talking about

NOTE Confidence: 0.6621338

00:06:28.680 --> 00:06:30.619 the scope of the I'll be covering

NOTE Confidence: 0.6621338

00:06:30.619 --> 00:06:32.478 the scope of the URM problem,

NOTE Confidence: 0.6621338

00:06:32.480 --> 00:06:35.440 challenges faced by URM faculty

NOTE Confidence: 0.6621338

00:06:35.440 --> 00:06:38.200 bottlenecks that URM medical students face,

NOTE Confidence: 0.6621338

00:06:38.200 --> 00:06:39.960 the importance of diversifying

NOTE Confidence: 0.6621338

00:06:39.960 --> 00:06:41.280 the healthcare workforce,

NOTE Confidence: 0.6621338

00:06:41.280 --> 00:06:43.705 visa visits, impact on healthcare

NOTE Confidence: 0.6621338

00:06:43.705 --> 00:06:45.160 outcomes and disparities,

NOTE Confidence: 0.6621338

00:06:45.160 --> 00:06:46.830 and strategies to increase the

NOTE Confidence: 0.6621338

00:06:46.830 --> 00:06:48.500 diversity of the healthcare workforce

NOTE Confidence: 0.6621338

00:06:48.555 --> 00:06:50.079 at the Yale School of Medicine.

NOTE Confidence: 0.6621338

00:06:50.080 --> 00:06:51.652 We should have time for questions

NOTE Confidence: 0.6621338

00:06:51.652 --> 00:06:52.960 and answers at the end.
NOTE Confidence: 0.8073971

00:06:55.280 --> 00:06:57.912 So the problem is the paucity of
NOTE Confidence: 0.8073971

00:06:57.912 --> 00:06:59.040 underrepresented in medicine,
NOTE Confidence: 0.8073971

00:06:59.040 --> 00:07:01.600 medical students, GME trainees,
NOTE Confidence: 0.8073971

00:07:01.600 --> 00:07:04.114 medical faculty, practising physicians
NOTE Confidence: 0.8073971

00:07:04.114 --> 00:07:07.199 and providers across the nation.
NOTE Confidence: 0.8073971

00:07:07.200 --> 00:07:11.155 20 years ago the AMC coined this
NOTE Confidence: 0.8073971

00:07:11.155 --> 00:07:13.295 definition to refer to those racial
NOTE Confidence: 0.8073971

00:07:13.295 --> 00:07:14.870 and ethnic populations that are
NOTE Confidence: 0.8073971

00:07:14.930 --> 00:07:16.526 underrepresented in the medical
NOTE Confidence: 0.8073971

00:07:16.526 --> 00:07:18.122 profession relative to their
NOTE Confidence: 0.8073971

00:07:18.122 --> 00:07:20.278 numbers in the general population.
NOTE Confidence: 0.8073971

00:07:20.280 --> 00:07:22.555 And so this refers to African American,
NOTE Confidence: 0.8073971

00:07:22.560 --> 00:07:23.820 Latino or Hispanic,
NOTE Confidence: 0.8073971

00:07:23.820 --> 00:07:25.920 Alaska Native or Native Americans,
NOTE Confidence: 0.8073971

00:07:25.920 --> 00:07:27.648 and Native Hawaiian populations.

NOTE Confidence: 0.8073971

00:07:27.648 --> 00:07:30.600 So though they find 20 years ago,

NOTE Confidence: 0.8073971

00:07:30.600 --> 00:07:32.656 it is important for us to remember that

NOTE Confidence: 0.8073971

00:07:32.656 --> 00:07:34.489 there there are other populations under

NOTE Confidence: 0.8073971

00:07:34.489 --> 00:07:36.800 represented in medicine such as low income,

NOTE Confidence: 0.8073971

00:07:36.800 --> 00:07:38.760 first generation to attend college,

NOTE Confidence: 0.8073971

00:07:38.760 --> 00:07:41.236 disabled and LGBTQ populations.

NOTE Confidence: 0.8073971

00:07:41.236 --> 00:07:45.400 If we just look a little bit

NOTE Confidence: 0.8073971

00:07:45.400 --> 00:07:47.560 more into the income situation,

NOTE Confidence: 0.8073971

00:07:47.560 --> 00:07:51.237 you find that the top 5% of US household

NOTE Confidence: 0.8073971

00:07:51.237 --> 00:07:53.153 household income quintiles account

NOTE Confidence: 0.8073971

00:07:53.153 --> 00:07:56.320 for 1/4 of all medical students.

NOTE Confidence: 0.8073971

00:07:56.320 --> 00:07:56.721 Basically,

NOTE Confidence: 0.8073971

00:07:56.721 --> 00:07:59.127 the top 20% of household income

NOTE Confidence: 0.8073971

00:07:59.127 --> 00:08:01.104 families account for more than

NOTE Confidence: 0.8073971

00:08:01.104 --> 00:08:02.874 half of all medical students,

NOTE Confidence: 0.8073971

00:08:02.880 --> 00:08:05.310 whereas the bottom 40% account
NOTE Confidence: 0.8073971

00:08:05.310 --> 00:08:10.200 for 15% of all medical students.
NOTE Confidence: 0.8073971

00:08:10.200 --> 00:08:12.080 Now when we look at the US population,
NOTE Confidence: 0.8073971

00:08:12.080 --> 00:08:15.416 we find that 34% of the US population
NOTE Confidence: 0.8073971

00:08:15.416 --> 00:08:17.238 comprises the underrepresented
NOTE Confidence: 0.8073971

00:08:17.238 --> 00:08:19.038 population base,
NOTE Confidence: 0.8073971

00:08:19.040 --> 00:08:24.236 while just 13% of medical students,
NOTE Confidence: 0.8073971

00:08:24.240 --> 00:08:27.696 10% of medical faculty and 13% of all
NOTE Confidence: 0.8073971

00:08:27.696 --> 00:08:30.336 active physicians are actually from
NOTE Confidence: 0.8073971

00:08:30.336 --> 00:08:32.376 the underrepresented population base.
NOTE Confidence: 0.8073971

00:08:32.376 --> 00:08:34.816 Half of the United States
NOTE Confidence: 0.8073971

00:08:34.816 --> 00:08:36.280 population is female,
NOTE Confidence: 0.8073971

00:08:36.280 --> 00:08:38.836 37% of active physicians are female.
NOTE Confidence: 0.80228686

00:08:41.040 --> 00:08:44.710 This is not just a medical doctor issued,
NOTE Confidence: 0.80228686

00:08:44.710 --> 00:08:46.720 this is a healthcare workforce issue.
NOTE Confidence: 0.80228686

00:08:46.720 --> 00:08:48.514 If you look at the breakdown

NOTE Confidence: 0.80228686

00:08:48.514 --> 00:08:50.025 of registered nurses you find

NOTE Confidence: 0.80228686

00:08:50.025 --> 00:08:52.956 that 80% are white and the same

NOTE Confidence: 0.80228686

00:08:52.956 --> 00:08:54.740 significant under representation of

NOTE Confidence: 0.80228686

00:08:54.821 --> 00:08:57.196 the groups exists amongst nurses.

NOTE Confidence: 0.80228686

00:08:57.200 --> 00:08:59.276 If you look at physician assistants,

NOTE Confidence: 0.80228686

00:08:59.280 --> 00:09:03.048 you find that 72% are white and the

NOTE Confidence: 0.80228686

00:09:03.048 --> 00:09:05.332 same significant under representation

NOTE Confidence: 0.80228686

00:09:05.332 --> 00:09:09.560 across the groups occurs there as well.

NOTE Confidence: 0.80228686

00:09:09.560 --> 00:09:13.165 So let's look closely at now the

NOTE Confidence: 0.80228686

00:09:13.165 --> 00:09:15.146 physician group and distribution

NOTE Confidence: 0.80228686

00:09:15.146 --> 00:09:17.038 Across the United States,

NOTE Confidence: 0.80228686

00:09:17.040 --> 00:09:18.680 Black or African American

NOTE Confidence: 0.7782447

00:09:21.000 --> 00:09:22.888 physicians make up just

NOTE Confidence: 0.7782447

00:09:22.888 --> 00:09:24.620 6% of total physicians,

NOTE Confidence: 0.7782447

00:09:24.620 --> 00:09:27.140 4% of medical school faculty and

NOTE Confidence: 0.7782447

00:09:27.140 --> 00:09:29.224 7% of medical school graduates.
NOTE Confidence: 0.7782447

00:09:29.224 --> 00:09:30.888 Latino or Hispanic doctors
NOTE Confidence: 0.7782447

00:09:30.888 --> 00:09:33.150 make up 7% of all physicians,
NOTE Confidence: 0.7782447

00:09:33.150 --> 00:09:35.200 6% of medical school faculty,
NOTE Confidence: 0.7782447

00:09:35.200 --> 00:09:37.678 and 6% of medical school graduates.
NOTE Confidence: 0.7782447

00:09:37.680 --> 00:09:40.200 The other underrepresented
NOTE Confidence: 0.7782447

00:09:40.200 --> 00:09:43.280 populations less than 0.5 across
NOTE Confidence: 0.7782447

00:09:43.280 --> 00:09:47.440 all all the domains and metrics.
NOTE Confidence: 0.7782447

00:09:47.440 --> 00:09:48.760 This is not a new problem.
NOTE Confidence: 0.7782447

00:09:48.760 --> 00:09:50.360 This is a decades long
NOTE Confidence: 0.7782447

00:09:50.360 --> 00:09:51.960 problem in the United States,
NOTE Confidence: 0.7782447

00:09:51.960 --> 00:09:53.675 just looking at the last 10 years.
NOTE Confidence: 0.7782447

00:09:53.680 --> 00:09:55.310 Unfortunately the four colours at
NOTE Confidence: 0.7782447

00:09:55.310 --> 00:09:57.530 the bottom of the graph represent
NOTE Confidence: 0.7782447

00:09:57.530 --> 00:09:59.117 the underrepresented group.
NOTE Confidence: 0.7782447

00:09:59.120 --> 00:10:00.920 This slide is for female faculty.

NOTE Confidence: 0.7782447

00:10:00.920 --> 00:10:02.360 Over the last 10 years,

NOTE Confidence: 0.7782447

00:10:02.360 --> 00:10:04.406 it's clear to see that there's

NOTE Confidence: 0.7782447

00:10:04.406 --> 00:10:05.770 been no significant progress

NOTE Confidence: 0.7782447

00:10:05.836 --> 00:10:07.400 in terms of representation.

NOTE Confidence: 0.7782447

00:10:07.400 --> 00:10:08.345 The same, unfortunately,

NOTE Confidence: 0.7782447

00:10:08.345 --> 00:10:09.920 is true for male faculty,

NOTE Confidence: 0.7782447

00:10:09.920 --> 00:10:12.419 where the four colours at the bottom

NOTE Confidence: 0.7782447

00:10:12.419 --> 00:10:14.600 represent the four underrepresented

NOTE Confidence: 0.7782447

00:10:14.600 --> 00:10:15.632 in medicine populations.

NOTE Confidence: 0.7782447

00:10:15.632 --> 00:10:18.040 So this is the last 10 years,

NOTE Confidence: 0.7782447

00:10:18.040 --> 00:10:21.640 and it goes on many more decades before that.

NOTE Confidence: 0.7782447

00:10:21.640 --> 00:10:22.896 So is change happening?

NOTE Confidence: 0.7782447

00:10:22.896 --> 00:10:24.780 Let's now look to our medical

NOTE Confidence: 0.7782447

00:10:24.844 --> 00:10:26.713 schools in the last five years and

NOTE Confidence: 0.7782447

00:10:26.713 --> 00:10:28.758 see if any change is happening.

NOTE Confidence: 0.7782447

00:10:28.760 --> 00:10:30.290 If you look at medical school
NOTE Confidence: 0.7782447

00:10:30.290 --> 00:10:31.880 matriculants in the last five years,
NOTE Confidence: 0.7782447

00:10:31.880 --> 00:10:34.346 unfortunately it's clear to see that
NOTE Confidence: 0.7782447

00:10:34.346 --> 00:10:36.651 there's been absolutely no significant
NOTE Confidence: 0.7782447

00:10:36.651 --> 00:10:39.300 change in the absolute numbers
NOTE Confidence: 0.7782447

00:10:39.300 --> 00:10:43.440 representation from this population base.
NOTE Confidence: 0.7782447

00:10:43.440 --> 00:10:47.640 Now if we look at medical schools,
NOTE Confidence: 0.7782447

00:10:47.640 --> 00:10:49.992 which is we are in the medical school
NOTE Confidence: 0.7782447

00:10:49.992 --> 00:10:53.080 system here and we look at rank
NOTE Confidence: 0.7782447

00:10:53.080 --> 00:10:55.194 and dice it by race and ethnicity,
NOTE Confidence: 0.7782447

00:10:55.200 --> 00:10:56.468 this is recent data.
NOTE Confidence: 0.7782447

00:10:56.468 --> 00:10:59.334 What you find is that of all the
NOTE Confidence: 0.7782447

00:10:59.334 --> 00:11:01.118 professors in medical schools,
NOTE Confidence: 0.7782447

00:11:01.120 --> 00:11:04.280 clinical and basics sciences departments,
NOTE Confidence: 0.7782447

00:11:04.280 --> 00:11:06.328 only 2% are black,
NOTE Confidence: 0.7782447

00:11:06.328 --> 00:11:09.365 4% are Hispanic or Latino or

NOTE Confidence: 0.7782447

00:11:09.365 --> 00:11:10.880 the associate professors,

NOTE Confidence: 0.7782447

00:11:10.880 --> 00:11:13.520 just about 4% each for black or Latinos.

NOTE Confidence: 0.7782447

00:11:13.520 --> 00:11:14.410 And again,

NOTE Confidence: 0.7782447

00:11:14.410 --> 00:11:16.190 the other underrepresented groups

NOTE Confidence: 0.7782447

00:11:16.190 --> 00:11:19.676 are less than 0.5 across all ranks.

NOTE Confidence: 0.7782447

00:11:19.680 --> 00:11:21.888 Most of the professors and most of the

NOTE Confidence: 0.7782447

00:11:21.888 --> 00:11:23.200 associate professors as you can see,

NOTE Confidence: 0.7782447

00:11:23.200 --> 00:11:25.330 are white and then followed

NOTE Confidence: 0.7782447

00:11:25.330 --> 00:11:26.826 by Asian populations.

NOTE Confidence: 0.7782447

00:11:26.826 --> 00:11:30.557 So we have to ask ourselves then

NOTE Confidence: 0.7782447

00:11:30.560 --> 00:11:33.386 even why is there even worse

NOTE Confidence: 0.7782447

00:11:33.386 --> 00:11:34.799 representation amongst faculty

NOTE Confidence: 0.7782447

00:11:34.799 --> 00:11:37.478 from this underrepresented groups?

NOTE Confidence: 0.7782447

00:11:37.480 --> 00:11:40.891 And so at this point let's take a slight

NOTE Confidence: 0.7782447

00:11:40.891 --> 00:11:43.820 detail and look at the URM faculty

NOTE Confidence: 0.7782447

00:11:43.820 --> 00:11:46.599 experience from the URM faculty Lens.

NOTE Confidence: 0.7782447

00:11:46.600 --> 00:11:49.270 These authors looked at a longitudinal

NOTE Confidence: 0.7782447

00:11:49.270 --> 00:11:51.822 multi institutional study to look at

NOTE Confidence: 0.7782447

00:11:51.822 --> 00:11:54.286 race and ethnicity and how it correlates

NOTE Confidence: 0.7782447

00:11:54.286 --> 00:11:57.484 with success in academic medicine as is

NOTE Confidence: 0.7782447

00:11:57.484 --> 00:12:00.199 traditionally defined 17 year follow up.

NOTE Confidence: 0.7782447

00:12:00.200 --> 00:12:02.606 And what they found was significantly

NOTE Confidence: 0.7782447

00:12:02.606 --> 00:12:04.748 URM faculty had lower rates

NOTE Confidence: 0.7782447

00:12:04.748 --> 00:12:06.600 of peer review publications,

NOTE Confidence: 0.7782447

00:12:06.600 --> 00:12:09.000 lower rates of promotion to professor,

NOTE Confidence: 0.7782447

00:12:09.000 --> 00:12:10.940 and lower retention rates

NOTE Confidence: 0.7782447

00:12:10.940 --> 00:12:12.880 compared to white faculty.

NOTE Confidence: 0.7782447

00:12:12.880 --> 00:12:13.275 Interestingly,

NOTE Confidence: 0.7782447

00:12:13.275 --> 00:12:16.040 there was no difference in federal grants,

NOTE Confidence: 0.7782447

00:12:16.040 --> 00:12:17.657 senior leadership roles,

NOTE Confidence: 0.7782447

00:12:17.657 --> 00:12:19.813 career satisfaction and compensation

NOTE Confidence: 0.7782447

00:12:19.813 --> 00:12:23.320 between the URM and the and white faculty.

NOTE Confidence: 0.7782447

00:12:23.320 --> 00:12:26.998 So this this right here informs

NOTE Confidence: 0.7782447

00:12:27.000 --> 00:12:29.216 the need for deliberative

NOTE Confidence: 0.7782447

00:12:29.216 --> 00:12:31.497 programming to support productivity,

NOTE Confidence: 0.7782447

00:12:31.497 --> 00:12:32.731 academic productivity,

NOTE Confidence: 0.7782447

00:12:32.731 --> 00:12:35.199 and advancement for underrepresented

NOTE Confidence: 0.7782447

00:12:35.199 --> 00:12:36.907 in medicine faculty.

NOTE Confidence: 0.7782447

00:12:36.907 --> 00:12:39.242 Other authors from different institutions

NOTE Confidence: 0.7782447

00:12:39.242 --> 00:12:41.720 have looked at this problem,

NOTE Confidence: 0.7782447

00:12:41.720 --> 00:12:45.591 and I think these authors kind of

NOTE Confidence: 0.7782447

00:12:45.591 --> 00:12:47.909 captured the dissatisfaction and

NOTE Confidence: 0.7782447

00:12:47.909 --> 00:12:50.651 the disparities in their article

NOTE Confidence: 0.7782447

00:12:50.651 --> 00:12:52.262 titled Addressing Disparities

NOTE Confidence: 0.7782447

00:12:52.262 --> 00:12:53.873 in Academic Medicine.

NOTE Confidence: 0.7782447

00:12:53.880 --> 00:12:56.440 What of the Minority Tax?

NOTE Confidence: 0.3356735

00:12:56.440 --> 00:12:58.234 The minority tax has been defined
NOTE Confidence: 0.3356735

00:12:58.234 --> 00:13:00.310 as the tax of extra responsibilities
NOTE Confidence: 0.3356735

00:13:00.310 --> 00:13:02.752 placed on minority faculty in the
NOTE Confidence: 0.3356735

00:13:02.752 --> 00:13:05.478 name of efforts to achieve diversity.
NOTE Confidence: 0.3356735

00:13:05.480 --> 00:13:07.810 It's described as an under
NOTE Confidence: 0.3356735

00:13:07.810 --> 00:13:10.440 represented minority in medicine
NOTE Confidence: 0.3356735

00:13:10.440 --> 00:13:12.600 faculty responsibility disparity,
NOTE Confidence: 0.3356735

00:13:12.600 --> 00:13:15.558 which is evident in many areas,
NOTE Confidence: 0.3356735

00:13:15.560 --> 00:13:17.384 diversity efforts, racism,
NOTE Confidence: 0.3356735

00:13:17.384 --> 00:13:18.600 isolation, mentorship,
NOTE Confidence: 0.3356735

00:13:18.600 --> 00:13:21.068 clinical responsibility and promotion.
NOTE Confidence: 0.3356735

00:13:21.068 --> 00:13:24.906 I'll just go very briefly over
NOTE Confidence: 0.3356735

00:13:24.906 --> 00:13:28.636 each diversity at disparity realm.
NOTE Confidence: 0.3356735

00:13:28.640 --> 00:13:30.440 In terms of diversity efforts,
NOTE Confidence: 0.3356735

00:13:30.440 --> 00:13:32.985 more underrepresented faculty spend more
NOTE Confidence: 0.3356735

00:13:32.985 --> 00:13:37.199 time on DEI efforts and on community health,

NOTE Confidence: 0.3356735

00:13:37.200 --> 00:13:38.700 less time on research.

NOTE Confidence: 0.3356735

00:13:38.700 --> 00:13:40.200 And most times institutions

NOTE Confidence: 0.3356735

00:13:40.200 --> 00:13:42.505 do not acknowledge this for

NOTE Confidence: 0.3356735

00:13:42.505 --> 00:13:43.922 promotion racism disparity.

NOTE Confidence: 0.3356735

00:13:43.922 --> 00:13:46.227 URM faculty are exposed to

NOTE Confidence: 0.3356735

00:13:46.227 --> 00:13:48.160 systemic and individual racism,

NOTE Confidence: 0.3356735

00:13:48.160 --> 00:13:50.275 implicit and explicit,

NOTE Confidence: 0.3356735

00:13:50.275 --> 00:13:53.800 and racial difference in promotion,

NOTE Confidence: 0.3356735

00:13:53.800 --> 00:13:54.980 isolation, disparity.

NOTE Confidence: 0.3356735

00:13:54.980 --> 00:13:58.520 URM faculty often feel isolated culturally.

NOTE Confidence: 0.3356735

00:13:58.520 --> 00:14:01.320 This leads to reduce opportunities

NOTE Confidence: 0.3356735

00:14:01.320 --> 00:14:03.560 for collaboration or research

NOTE Confidence: 0.3356735

00:14:03.560 --> 00:14:05.918 outside of DI related matters,

NOTE Confidence: 0.3356735

00:14:05.920 --> 00:14:07.632 racial and gender concordant

NOTE Confidence: 0.3356735

00:14:07.632 --> 00:14:10.200 mentorship is lacking for URM faculty,

NOTE Confidence: 0.3356735

00:14:10.200 --> 00:14:12.972 who are then called upon to mentor
NOTE Confidence: 0.3356735

00:14:12.972 --> 00:14:15.514 URM mentees without having had the
NOTE Confidence: 0.3356735

00:14:15.514 --> 00:14:18.784 benefit of mentoring themselves or
NOTE Confidence: 0.3356735

00:14:18.784 --> 00:14:21.760 effective mentoring themselves.
NOTE Confidence: 0.3356735

00:14:21.760 --> 00:14:22.624 Clinical disparity.
NOTE Confidence: 0.3356735

00:14:22.624 --> 00:14:23.488 I've mentioned.
NOTE Confidence: 0.3356735

00:14:23.488 --> 00:14:26.080 URM faculty tend to spend more
NOTE Confidence: 0.3356735

00:14:26.149 --> 00:14:27.893 time doing community clinical
NOTE Confidence: 0.3356735

00:14:27.893 --> 00:14:30.073 work and engaging DEI efforts,
NOTE Confidence: 0.3356735

00:14:30.080 --> 00:14:31.720 and clearly there's a
NOTE Confidence: 0.3356735

00:14:31.720 --> 00:14:33.360 disparity in promotion rates.
NOTE Confidence: 0.3356735

00:14:33.360 --> 00:14:35.890 Less promotion equals to less
NOTE Confidence: 0.3356735

00:14:35.890 --> 00:14:37.914 salary in some institutions,
NOTE Confidence: 0.3356735

00:14:37.920 --> 00:14:41.910 and so we can start to understand why
NOTE Confidence: 0.3356735

00:14:41.910 --> 00:14:45.120 the specific challenges faced by URM
NOTE Confidence: 0.3356735

00:14:45.120 --> 00:14:48.480 faculty within the larger faculty body.

NOTE Confidence: 0.3356735

00:14:48.480 --> 00:14:52.035 So let's return to the scope of the problem.

NOTE Confidence: 0.3356735

00:14:52.040 --> 00:14:53.906 We left up here at academic

NOTE Confidence: 0.3356735

00:14:53.906 --> 00:14:55.920 rank and race and ethnicity.

NOTE Confidence: 0.3356735

00:14:55.920 --> 00:14:57.924 But if we actually look at

NOTE Confidence: 0.3356735

00:14:57.924 --> 00:14:59.680 this through a gender lens,

NOTE Confidence: 0.3356735

00:14:59.680 --> 00:15:02.844 what we find is that there's a

NOTE Confidence: 0.3356735

00:15:02.844 --> 00:15:04.200 significant male predominance,

NOTE Confidence: 0.3356735

00:15:04.200 --> 00:15:06.156 especially in the rank of professor,

NOTE Confidence: 0.3356735

00:15:06.160 --> 00:15:07.756 but also in the associate professor,

NOTE Confidence: 0.3356735

00:15:07.760 --> 00:15:09.735 with the exception of the

NOTE Confidence: 0.3356735

00:15:09.735 --> 00:15:11.315 black African American faculty.

NOTE Confidence: 0.3356735

00:15:11.320 --> 00:15:12.604 So on average,

NOTE Confidence: 0.3356735

00:15:12.604 --> 00:15:14.744 with the highest discrepancy actually

NOTE Confidence: 0.3356735

00:15:14.744 --> 00:15:17.277 being among white and Asian faculty,

NOTE Confidence: 0.3356735

00:15:17.280 --> 00:15:20.720 on average you have a 7 seven to

NOTE Confidence: 0.3356735

00:15:20.720 --> 00:15:23.430 three ratio of male professors
NOTE Confidence: 0.3356735

00:15:23.430 --> 00:15:26.040 to female professors.
NOTE Confidence: 0.3356735

00:15:26.040 --> 00:15:28.416 So with this understanding,
NOTE Confidence: 0.3356735

00:15:28.416 --> 00:15:30.198 this male discrepancy,
NOTE Confidence: 0.3356735

00:15:30.200 --> 00:15:33.960 what does actually medical school
NOTE Confidence: 0.3356735

00:15:33.960 --> 00:15:36.840 leadership look like across the country?
NOTE Confidence: 0.3356735

00:15:36.840 --> 00:15:39.000 Not surprisingly, it looks the same.
NOTE Confidence: 0.3356735

00:15:39.000 --> 00:15:40.939 If you look at all medical school
NOTE Confidence: 0.3356735

00:15:40.939 --> 00:15:42.679 Deans in the United States,
NOTE Confidence: 0.3356735

00:15:42.680 --> 00:15:45.278 73% are men, 23% are women,
NOTE Confidence: 0.3356735

00:15:45.280 --> 00:15:48.478 and only 13% are URM Deans.
NOTE Confidence: 0.3356735

00:15:48.480 --> 00:15:50.608 If you look at all medical school
NOTE Confidence: 0.3356735

00:15:50.608 --> 00:15:52.598 department chairs in the United States,
NOTE Confidence: 0.3356735

00:15:52.600 --> 00:15:53.605 77% are men.
NOTE Confidence: 0.3356735

00:15:53.605 --> 00:15:55.280 If you look at all,
NOTE Confidence: 0.3356735

00:15:55.280 --> 00:15:57.920 I'm an internist internal medicine

NOTE Confidence: 0.3356735

00:15:57.920 --> 00:15:59.395 and this is a collaboration

NOTE Confidence: 0.3356735

00:15:59.395 --> 00:16:00.280 with internal medicine.

NOTE Confidence: 0.3356735

00:16:00.280 --> 00:16:02.296 So if you look at all medical

NOTE Confidence: 0.3356735

00:16:02.296 --> 00:16:03.521 school internal medicine chairs

NOTE Confidence: 0.3356735

00:16:03.521 --> 00:16:04.717 in the United States,

NOTE Confidence: 0.3356735

00:16:04.720 --> 00:16:07.786 80% are men and 20% are women.

NOTE Confidence: 0.3356735

00:16:07.786 --> 00:16:09.358 The situation's actually worsen.

NOTE Confidence: 0.3356735

00:16:09.360 --> 00:16:11.632 Surgery, the surgery chairs,

NOTE Confidence: 0.3356735

00:16:11.632 --> 00:16:16.036 93% are men and 7% are are women.

NOTE Confidence: 0.3356735

00:16:16.040 --> 00:16:18.386 So what does leadership that the

NOTE Confidence: 0.3356735

00:16:18.386 --> 00:16:20.719 Yale School of Medicine look like?

NOTE Confidence: 0.3356735

00:16:20.720 --> 00:16:22.436 Of all the department chairs of

NOTE Confidence: 0.3356735

00:16:22.436 --> 00:16:24.160 the Yale School of Medicine,

NOTE Confidence: 0.3356735

00:16:24.160 --> 00:16:27.100 84% are men and 16% are women.

NOTE Confidence: 0.3356735

00:16:27.100 --> 00:16:29.080 The majority are are are white,

NOTE Confidence: 0.3356735

00:16:29.080 --> 00:16:30.600 with 10% Hispanic, Latino,
NOTE Confidence: 0.3356735
00:16:30.600 --> 00:16:31.820 and 10% black.
NOTE Confidence: 0.3356735
00:16:31.820 --> 00:16:34.120 So as the nation goes,
NOTE Confidence: 0.3356735
00:16:34.120 --> 00:16:38.000 unfortunately so does Yale go at this time.
NOTE Confidence: 0.3356735
00:16:38.000 --> 00:16:40.304 If we look at the Department
NOTE Confidence: 0.3356735
00:16:40.304 --> 00:16:41.840 of Medicine vice chairs,
NOTE Confidence: 0.71470565
00:16:41.840 --> 00:16:45.716 70% are men, 30% are women,
NOTE Confidence: 0.71470565
00:16:45.720 --> 00:16:48.270 majority white, 10% Hispanic or Latino
NOTE Confidence: 0.71470565
00:16:48.270 --> 00:16:50.440 and 10% black or African American.
NOTE Confidence: 0.71470565
00:16:50.440 --> 00:16:52.884 If you look at the Department of
NOTE Confidence: 0.71470565
00:16:52.884 --> 00:16:55.265 Medicine section chiefs, 82% are men,
NOTE Confidence: 0.71470565
00:16:55.265 --> 00:16:59.172 18% are women and 100% are are white.
NOTE Confidence: 0.71470565
00:16:59.172 --> 00:17:03.560 So what does the Yale Medical School
NOTE Confidence: 0.71470565
00:17:03.560 --> 00:17:06.466 medical student body look like actually,
NOTE Confidence: 0.71470565
00:17:06.466 --> 00:17:07.690 So this is matriculation
NOTE Confidence: 0.71470565
00:17:07.690 --> 00:17:09.600 data for the last five years.

NOTE Confidence: 0.71470565

00:17:09.600 --> 00:17:11.833 And actually what you find is that

NOTE Confidence: 0.71470565

00:17:11.833 --> 00:17:14.873 the medical school has 25 to 35%

NOTE Confidence: 0.71470565

00:17:14.873 --> 00:17:17.317 underrepresented in medicine minorities,

NOTE Confidence: 0.71470565

00:17:17.320 --> 00:17:20.519 10 to 15% first generation and 20

NOTE Confidence: 0.71470565

00:17:20.519 --> 00:17:25.640 to 30% international students.

NOTE Confidence: 0.71470565

00:17:25.640 --> 00:17:27.360 What does Connecticut and

NOTE Confidence: 0.71470565

00:17:27.360 --> 00:17:29.080 New Haven look like?

NOTE Confidence: 0.71470565

00:17:29.080 --> 00:17:30.520 So connect,

NOTE Confidence: 0.71470565

00:17:30.520 --> 00:17:33.400 the underrepresented in medicine

NOTE Confidence: 0.71470565

00:17:33.400 --> 00:17:36.088 population base comprises 31%

NOTE Confidence: 0.71470565

00:17:36.088 --> 00:17:38.200 of the Connecticut population,

NOTE Confidence: 0.71470565

00:17:38.200 --> 00:17:41.530 but it comprises 65% of the

NOTE Confidence: 0.71470565

00:17:41.530 --> 00:17:43.560 New Haven population.

NOTE Confidence: 0.79300904

00:17:45.880 --> 00:17:47.788 Now, we've talked about, we've defined

NOTE Confidence: 0.79300904

00:17:47.788 --> 00:17:50.160 the scope of the problem with with,

NOTE Confidence: 0.79300904

00:17:50.160 --> 00:17:51.804 we've defined the problem, we've defined
NOTE Confidence: 0.79300904

00:17:51.804 --> 00:17:53.479 the national scope of the problem.
NOTE Confidence: 0.79300904

00:17:53.480 --> 00:17:55.853 We've brought the looked at the numbers
NOTE Confidence: 0.79300904

00:17:55.853 --> 00:17:58.210 locally at Yale and the demographic
NOTE Confidence: 0.79300904

00:17:58.210 --> 00:18:00.760 distribution of New Haven and Connecticut.
NOTE Confidence: 0.79300904

00:18:00.760 --> 00:18:02.920 So what are the bottlenecks
NOTE Confidence: 0.79300904

00:18:02.920 --> 00:18:05.080 that URM medical students face?
NOTE Confidence: 0.79300904

00:18:05.080 --> 00:18:07.810 Well, bottlenecks are faced all along the
NOTE Confidence: 0.79300904

00:18:07.810 --> 00:18:10.839 spectrum of the medical education journey.
NOTE Confidence: 0.79300904

00:18:10.840 --> 00:18:12.736 I probably mistakenly left
NOTE Confidence: 0.79300904

00:18:12.736 --> 00:18:14.158 out kindergarten there.
NOTE Confidence: 0.79300904

00:18:14.160 --> 00:18:16.080 But it's fair to say that
NOTE Confidence: 0.79300904

00:18:16.080 --> 00:18:17.664 even before medical school,
NOTE Confidence: 0.79300904

00:18:17.664 --> 00:18:20.040 there's so many bottlenecks faced by
NOTE Confidence: 0.79300904

00:18:20.040 --> 00:18:22.400 underrepresented potential medical students.
NOTE Confidence: 0.79300904

00:18:22.400 --> 00:18:24.760 And there they are.

NOTE Confidence: 0.79300904

00:18:24.760 --> 00:18:26.280 There is the achievement gap.

NOTE Confidence: 0.79300904

00:18:26.280 --> 00:18:29.958 The achievement gap is the significant

NOTE Confidence: 0.79300904

00:18:29.960 --> 00:18:34.304 and sustained difference in reading and

NOTE Confidence: 0.79300904

00:18:34.304 --> 00:18:38.052 mathematics as tested from the 4th grade

NOTE Confidence: 0.79300904

00:18:38.052 --> 00:18:41.247 all the way to K12 and has remained for

NOTE Confidence: 0.79300904

00:18:41.247 --> 00:18:43.519 decades without significant change.

NOTE Confidence: 0.79300904

00:18:43.520 --> 00:18:46.080 Resource gap is self-explanatory.

NOTE Confidence: 0.79300904

00:18:46.080 --> 00:18:50.200 We have modern school segregation due to

NOTE Confidence: 0.79300904

00:18:50.200 --> 00:18:52.360 as a function of socioeconomic status.

NOTE Confidence: 0.79300904

00:18:52.360 --> 00:18:53.948 There's this stereotype threat.

NOTE Confidence: 0.79300904

00:18:53.948 --> 00:18:55.536 There's the implicit bias

NOTE Confidence: 0.79300904

00:18:55.536 --> 00:18:57.239 of educators and evaluators.

NOTE Confidence: 0.79300904

00:18:57.240 --> 00:18:58.790 There's the implicit bias of

NOTE Confidence: 0.79300904

00:18:58.790 --> 00:18:59.720 reference letter writers,

NOTE Confidence: 0.79300904

00:18:59.720 --> 00:19:02.877 implicit bias on the admission system itself.

NOTE Confidence: 0.79300904

00:19:02.880 --> 00:19:05.204 And this is all before we get
NOTE Confidence: 0.79300904

00:19:05.204 --> 00:19:06.200 to medical school.
NOTE Confidence: 0.79300904

00:19:06.200 --> 00:19:08.678 So what happens when we get
NOTE Confidence: 0.79300904

00:19:08.678 --> 00:19:09.917 to medical school?
NOTE Confidence: 0.79300904

00:19:09.920 --> 00:19:12.464 Now the AAMC started to look at this
NOTE Confidence: 0.79300904

00:19:12.464 --> 00:19:15.397 in the late 80s and early to mid 90s.
NOTE Confidence: 0.79300904

00:19:15.400 --> 00:19:17.734 This analysis in brief looked at
NOTE Confidence: 0.79300904

00:19:17.734 --> 00:19:20.339 the attrition rate due to academic
NOTE Confidence: 0.79300904

00:19:20.339 --> 00:19:23.267 reasons across racial groups in the
NOTE Confidence: 0.79300904

00:19:23.267 --> 00:19:24.933 matriculating classes from 8792
NOTE Confidence: 0.79300904

00:19:24.933 --> 00:19:26.598 and 95 for 10 years.
NOTE Confidence: 0.79300904

00:19:26.600 --> 00:19:29.624 And you can see they found a significant
NOTE Confidence: 0.79300904

00:19:29.624 --> 00:19:31.990 increased rate of attrition for all
NOTE Confidence: 0.79300904

00:19:31.990 --> 00:19:33.765 the minority groups compared to
NOTE Confidence: 0.79300904

00:19:33.765 --> 00:19:35.999 white and Asian medical students.
NOTE Confidence: 0.79300904

00:19:36.000 --> 00:19:36.712 In fact,

NOTE Confidence: 0.79300904

00:19:36.712 --> 00:19:38.848 the attrition rates due to academic

NOTE Confidence: 0.79300904

00:19:38.848 --> 00:19:41.258 reasons for all the URM students were

NOTE Confidence: 0.79300904

00:19:41.258 --> 00:19:43.599 more than four times that of white

NOTE Confidence: 0.79300904

00:19:43.599 --> 00:19:45.555 or Asian students over 10 years.

NOTE Confidence: 0.79300904

00:19:45.560 --> 00:19:47.716 So they're moving forward into the 2000s.

NOTE Confidence: 0.79300904

00:19:47.720 --> 00:19:51.104 Another AMC analysis in brief this

NOTE Confidence: 0.79300904

00:19:51.104 --> 00:19:53.408 time they looked at socio economic

NOTE Confidence: 0.79300904

00:19:53.408 --> 00:19:56.281 status and the rate of attrition in

NOTE Confidence: 0.79300904

00:19:56.281 --> 00:19:58.753 US medical matriculants in the 2000s.

NOTE Confidence: 0.79300904

00:19:58.760 --> 00:20:01.035 Just looking at the first two years,

NOTE Confidence: 0.79300904

00:20:01.040 --> 00:20:03.140 because 60% of attrition rates

NOTE Confidence: 0.79300904

00:20:03.140 --> 00:20:04.400 in medical school,

NOTE Confidence: 0.79300904

00:20:04.400 --> 00:20:06.276 at least 60% happened in the first

NOTE Confidence: 0.79300904

00:20:06.276 --> 00:20:07.999 two years of medical school.

NOTE Confidence: 0.79300904

00:20:08.000 --> 00:20:10.415 What they found was a low SES

NOTE Confidence: 0.79300904

00:20:10.415 --> 00:20:13.608 as defined by no parent having a
NOTE Confidence: 0.79300904

00:20:13.608 --> 00:20:15.159 college completed college.
NOTE Confidence: 0.79300904

00:20:15.160 --> 00:20:17.734 Those students had 1.4 times higher
NOTE Confidence: 0.79300904

00:20:17.734 --> 00:20:19.800 attrition rates than middle SES.
NOTE Confidence: 0.79300904

00:20:19.800 --> 00:20:22.200 For students in the low SES,
NOTE Confidence: 0.79300904

00:20:22.200 --> 00:20:24.198 they had more than two times.
NOTE Confidence: 0.79300904

00:20:24.200 --> 00:20:25.555 Higher attrition rates than those
NOTE Confidence: 0.79300904

00:20:25.555 --> 00:20:26.639 in the high SES,
NOTE Confidence: 0.79300904

00:20:26.640 --> 00:20:29.265 which is defined by at least one
NOTE Confidence: 0.79300904

00:20:29.265 --> 00:20:32.039 parent having a postgraduate degree.
NOTE Confidence: 0.79300904

00:20:32.040 --> 00:20:34.344 It is often stated that academic
NOTE Confidence: 0.79300904

00:20:34.344 --> 00:20:36.542 Rigo accounts for the difference
NOTE Confidence: 0.79300904

00:20:36.542 --> 00:20:38.898 in attrition rates between
NOTE Confidence: 0.79300904

00:20:38.898 --> 00:20:41.296 underrepresented and majority students.
NOTE Confidence: 0.79300904

00:20:41.296 --> 00:20:42.512 These are.
NOTE Confidence: 0.79300904

00:20:42.512 --> 00:20:46.160 This analysis looked at the different

NOTE Confidence: 0.79300904

00:20:46.160 --> 00:20:49.238 MCAT cohorts and found that the

NOTE Confidence: 0.79300904

00:20:49.240 --> 00:20:51.280 the disparity was still the same

NOTE Confidence: 0.79300904

00:20:51.280 --> 00:20:52.640 for socio economic status.

NOTE Confidence: 0.79300904

00:20:52.640 --> 00:20:54.860 So we've looked at how race

NOTE Confidence: 0.79300904

00:20:54.860 --> 00:20:55.600 impacts attrition.

NOTE Confidence: 0.79300904

00:20:55.600 --> 00:20:57.856 Now we've looked at how socio

NOTE Confidence: 0.79300904

00:20:57.856 --> 00:20:59.360 economic status impacts attrition.

NOTE Confidence: 0.79300904

00:20:59.360 --> 00:21:01.887 So now moving forward into the 2000

NOTE Confidence: 0.79300904

00:21:01.887 --> 00:21:04.640 and 10s and this study out of Yale

NOTE Confidence: 0.79300904

00:21:04.640 --> 00:21:07.800 by our illustrious MDPHD student,

NOTE Confidence: 0.79300904

00:21:07.800 --> 00:21:12.000 Matin looked at actually USMD

NOTE Confidence: 0.79300904

00:21:12.000 --> 00:21:13.680 matriculants for

NOTE Confidence: 0.73425704

00:21:13.680 --> 00:21:15.780 2014, 2015, looked at them for

NOTE Confidence: 0.73425704

00:21:15.780 --> 00:21:18.402 six to seven years on adjusted

NOTE Confidence: 0.73425704

00:21:18.402 --> 00:21:20.118 significant attrition rates.

NOTE Confidence: 0.73425704

00:21:20.120 --> 00:21:23.744 Now they adjusted for MCAT scores and for
NOTE Confidence: 0.73425704

00:21:23.744 --> 00:21:27.672 sex and still found significant increase in
NOTE Confidence: 0.73425704

00:21:27.672 --> 00:21:30.840 the attrition rate for all the URM groups.
NOTE Confidence: 0.73425704

00:21:30.840 --> 00:21:33.590 Same for low economics families,
NOTE Confidence: 0.73425704

00:21:33.590 --> 00:21:34.400 low income families,
NOTE Confidence: 0.73425704

00:21:34.400 --> 00:21:36.464 and on the people who grew up
NOTE Confidence: 0.73425704

00:21:36.464 --> 00:21:37.637 in underserved neighbourhoods,
NOTE Confidence: 0.73425704

00:21:37.640 --> 00:21:40.000 defined as neighbourhoods with,
NOTE Confidence: 0.73425704

00:21:40.000 --> 00:21:42.360 that are underserved medically.
NOTE Confidence: 0.73425704

00:21:42.360 --> 00:21:43.644 In fact, on analysis,
NOTE Confidence: 0.73425704

00:21:43.644 --> 00:21:46.177 they found that the rate of attrition
NOTE Confidence: 0.73425704

00:21:46.177 --> 00:21:48.837 was greatest among students with
NOTE Confidence: 0.73425704

00:21:48.837 --> 00:21:50.433 three marginalized identities,
NOTE Confidence: 0.73425704

00:21:50.440 --> 00:21:52.594 which was almost four times higher
NOTE Confidence: 0.73425704

00:21:52.594 --> 00:21:54.720 than other students who had known,
NOTE Confidence: 0.73425704

00:21:54.720 --> 00:21:57.320 even when adjusted for the

NOTE Confidence: 0.73425704

00:21:57.320 --> 00:21:59.000 same MCAT scorings.

NOTE Confidence: 0.3296979

00:22:01.760 --> 00:22:03.758 Now the same. Our same student,

NOTE Confidence: 0.3296979

00:22:03.760 --> 00:22:06.532 MI 10 looked at the association of

NOTE Confidence: 0.3296979

00:22:06.532 --> 00:22:09.362 racial and ethnic identity with attrition

NOTE Confidence: 0.3296979

00:22:09.362 --> 00:22:11.960 rates from MDPHD training programs,

NOTE Confidence: 0.3296979

00:22:11.960 --> 00:22:13.000 physician scientists.

NOTE Confidence: 0.3296979

00:22:13.000 --> 00:22:15.648 They looked at close to 5000 students over

NOTE Confidence: 0.3296979

00:22:15.648 --> 00:22:18.217 8 years and they found that 2% graduated

NOTE Confidence: 0.3296979

00:22:18.217 --> 00:22:21.584 with an MD only and 4% left medical school.

NOTE Confidence: 0.3296979

00:22:21.584 --> 00:22:24.605 Graduating with an MD only was highest for

NOTE Confidence: 0.3296979

00:22:24.605 --> 00:22:27.279 black students compared to all racial groups.

NOTE Confidence: 0.3296979

00:22:27.280 --> 00:22:30.238 More black than white MD matriculans

NOTE Confidence: 0.3296979

00:22:30.238 --> 00:22:32.758 left medical school. And in fact,

NOTE Confidence: 0.3296979

00:22:32.758 --> 00:22:34.834 after again adjusting for the MCAT,

NOTE Confidence: 0.3296979

00:22:34.840 --> 00:22:36.850 the odds of graduating with only

NOTE Confidence: 0.3296979

00:22:36.850 --> 00:22:38.954 an MD and leaving medical school

NOTE Confidence: 0.3296979

00:22:38.954 --> 00:22:41.088 were 50 and 83% higher.

NOTE Confidence: 0.3296979

00:22:41.088 --> 00:22:43.264 Percent higher for black

NOTE Confidence: 0.3296979

00:22:43.264 --> 00:22:45.440 than for white students.

NOTE Confidence: 0.3296979

00:22:45.440 --> 00:22:47.840 So, significant bottlenecks faced

NOTE Confidence: 0.3296979

00:22:47.840 --> 00:22:50.840 by students before medical school.

NOTE Confidence: 0.3296979

00:22:50.840 --> 00:22:52.460 In medical school,

NOTE Confidence: 0.3296979

00:22:52.460 --> 00:22:54.853 even adjusting for MCAT

NOTE Confidence: 0.3296979

00:22:54.853 --> 00:22:58.880 scores and academic rigour.

NOTE Confidence: 0.3296979

00:22:58.880 --> 00:23:00.998 Now you could ask the question,

NOTE Confidence: 0.3296979

00:23:01.000 --> 00:23:03.275 well, why diversify the healthcare

NOTE Confidence: 0.3296979

00:23:03.275 --> 00:23:04.640 workforce at all?

NOTE Confidence: 0.3296979

00:23:04.640 --> 00:23:06.680 The answer comes in two words.

NOTE Confidence: 0.3296979

00:23:06.680 --> 00:23:07.353 HealthEquity,

NOTE Confidence: 0.3296979

00:23:07.353 --> 00:23:08.026 HealthEquity,

NOTE Confidence: 0.3296979

00:23:08.026 --> 00:23:10.718 according to Cameron Jones,

NOTE Confidence: 0.3296979

00:23:10.720 --> 00:23:12.652 is the assurance of conditions for

NOTE Confidence: 0.3296979

00:23:12.652 --> 00:23:14.400 optimal health for all people.

NOTE Confidence: 0.3296979

00:23:14.400 --> 00:23:16.672 Achieving HealthEquity requires valuing

NOTE Confidence: 0.3296979

00:23:16.672 --> 00:23:19.512 all individuals and populations equally,

NOTE Confidence: 0.3296979

00:23:19.520 --> 00:23:22.445 recognizing and rectifying historic injustice

NOTE Confidence: 0.3296979

00:23:22.445 --> 00:23:25.800 and providing resources according to need.

NOTE Confidence: 0.3296979

00:23:25.800 --> 00:23:27.876 Health is a fundamental human right.

NOTE Confidence: 0.3296979

00:23:27.880 --> 00:23:29.620 HealthEquity is achieved when

NOTE Confidence: 0.3296979

00:23:29.620 --> 00:23:31.795 everyone can attain their full

NOTE Confidence: 0.3296979

00:23:31.795 --> 00:23:33.917 potential for health and well-being.

NOTE Confidence: 0.3296979

00:23:33.920 --> 00:23:35.840 Sadly, in this great country,

NOTE Confidence: 0.3296979

00:23:35.840 --> 00:23:41.120 perhaps the greatest country on the planet,

NOTE Confidence: 0.3296979

00:23:41.120 --> 00:23:44.680 HealthEquity has never been attained.

NOTE Confidence: 0.3296979

00:23:44.680 --> 00:23:49.240 We have never been free of health inequities.

NOTE Confidence: 0.3296979

00:23:49.240 --> 00:23:50.224 Now,

NOTE Confidence: 0.3296979

00:23:50.224 --> 00:23:55.468 the Institute of Medicine in about 2002
NOTE Confidence: 0.3296979

00:23:55.468 --> 00:23:58.084 commissioned an expert panel to review
NOTE Confidence: 0.3296979

00:23:58.084 --> 00:24:01.397 900 studies that controlled for poverty,
NOTE Confidence: 0.3296979

00:24:01.400 --> 00:24:04.118 education and social determinants of health.
NOTE Confidence: 0.3296979

00:24:04.120 --> 00:24:05.989 They tried to focus specifically on the
NOTE Confidence: 0.3296979

00:24:05.989 --> 00:24:08.279 impact of race on the quality of healthcare.
NOTE Confidence: 0.3296979

00:24:08.280 --> 00:24:11.573 It was published in 2003 and what
NOTE Confidence: 0.3296979

00:24:11.573 --> 00:24:13.438 they found was that minorities,
NOTE Confidence: 0.3296979

00:24:13.440 --> 00:24:15.216 especially black populations had
NOTE Confidence: 0.3296979

00:24:15.216 --> 00:24:17.880 worse outcomes for almost all cancers,
NOTE Confidence: 0.3296979

00:24:17.880 --> 00:24:19.491 HIV, pain control,
NOTE Confidence: 0.3296979

00:24:19.491 --> 00:24:21.639 maternal and infant mortality,
NOTE Confidence: 0.3296979

00:24:21.640 --> 00:24:23.208 cardiovascular disease,
NOTE Confidence: 0.3296979

00:24:23.208 --> 00:24:25.560 diabetic amputations, etcetera.
NOTE Confidence: 0.3296979

00:24:25.560 --> 00:24:26.935 And this is even adjusting
NOTE Confidence: 0.3296979

00:24:26.935 --> 00:24:27.760 for health insurance,

NOTE Confidence: 0.3296979

00:24:27.760 --> 00:24:30.004 education and socioeconomic status.

NOTE Confidence: 0.3296979

00:24:30.004 --> 00:24:33.370 So this was really jarring and

NOTE Confidence: 0.3296979

00:24:33.459 --> 00:24:35.872 shocking and obviously this is a

NOTE Confidence: 0.3296979

00:24:35.872 --> 00:24:38.420 complex problem and but part of the

NOTE Confidence: 0.3296979

00:24:38.420 --> 00:24:40.365 hypothesis that was that perhaps

NOTE Confidence: 0.3296979

00:24:40.365 --> 00:24:43.194 implicit bias in the system and in

NOTE Confidence: 0.3296979

00:24:43.194 --> 00:24:45.199 in providers contributed to this.

NOTE Confidence: 0.3296979

00:24:45.200 --> 00:24:47.384 And so there was a large opera

NOTE Confidence: 0.3296979

00:24:47.384 --> 00:24:49.908 to actually push to diversify the

NOTE Confidence: 0.3296979

00:24:49.908 --> 00:24:52.104 healthcare workforce, medical schools,

NOTE Confidence: 0.3296979

00:24:52.104 --> 00:24:53.880 GME training etcetera.

NOTE Confidence: 0.3296979

00:24:53.880 --> 00:24:55.833 And obviously as we have seen sadly

NOTE Confidence: 0.3296979

00:24:55.833 --> 00:24:57.619 there has been no significant

NOTE Confidence: 0.3296979

00:24:57.619 --> 00:24:58.957 shift in diversification.

NOTE Confidence: 0.3296979

00:24:58.960 --> 00:25:01.720 So it's not surprising that 20 years later,

NOTE Confidence: 0.3296979

00:25:01.720 --> 00:25:03.918 we are exactly at the same spot.
NOTE Confidence: 0.3296979

00:25:03.920 --> 00:25:05.768 Minorities, especially black populations,
NOTE Confidence: 0.3296979

00:25:05.768 --> 00:25:08.078 have the highest date for
NOTE Confidence: 0.3296979

00:25:08.078 --> 00:25:09.999 death rate for most cancers,
NOTE Confidence: 0.3296979

00:25:10.000 --> 00:25:11.900 lowest overall survival rates.
NOTE Confidence: 0.3296979

00:25:11.900 --> 00:25:13.800 Prostate cancer is horrible,
NOTE Confidence: 0.3296979

00:25:13.800 --> 00:25:15.560 has horrible outcomes in males,
NOTE Confidence: 0.3296979

00:25:15.560 --> 00:25:17.877 black males complete to any other group.
NOTE Confidence: 0.3296979

00:25:17.880 --> 00:25:19.760 Black women are 40 times more likely to
NOTE Confidence: 0.3296979

00:25:19.760 --> 00:25:21.880 die of breast cancer than white women,
NOTE Confidence: 0.3296979

00:25:21.880 --> 00:25:23.960 even though white women are
NOTE Confidence: 0.3296979

00:25:23.960 --> 00:25:26.040 likelier to get breast cancer.
NOTE Confidence: 0.3296979

00:25:26.040 --> 00:25:28.128 Black people are twice as likely
NOTE Confidence: 0.3296979

00:25:28.128 --> 00:25:30.120 to die from multiple myeloma,
NOTE Confidence: 0.3296979

00:25:30.120 --> 00:25:31.113 amputation, diabetic care.
NOTE Confidence: 0.3296979

00:25:31.113 --> 00:25:32.437 So we are nowhere,

NOTE Confidence: 0.3296979

00:25:32.440 --> 00:25:34.680 we haven't shifted the needle at all,

NOTE Confidence: 0.3296979

00:25:34.680 --> 00:25:37.680 so therefore the outcomes and

NOTE Confidence: 0.3296979

00:25:37.680 --> 00:25:40.080 health inequities have persisted.

NOTE Confidence: 0.3296979

00:25:40.080 --> 00:25:40.517 Now,

NOTE Confidence: 0.3296979

00:25:40.517 --> 00:25:43.139 how do we know that actually

NOTE Confidence: 0.3296979

00:25:43.139 --> 00:25:44.450 diversifying the healthcare

NOTE Confidence: 0.87548834

00:25:44.523 --> 00:25:46.958 workforce would make a difference?

NOTE Confidence: 0.87548834

00:25:46.960 --> 00:25:49.918 Well, this authors looked at patient,

NOTE Confidence: 0.87548834

00:25:49.920 --> 00:25:51.830 physician, racial concordance and the

NOTE Confidence: 0.87548834

00:25:51.830 --> 00:25:54.440 perceived quality and use of healthcare.

NOTE Confidence: 0.87548834

00:25:54.440 --> 00:25:56.400 So it's qualitative but

NOTE Confidence: 0.87548834

00:25:56.400 --> 00:25:58.360 by no means unimportant.

NOTE Confidence: 0.87548834

00:25:58.360 --> 00:26:02.158 And they served different racial groups.

NOTE Confidence: 0.87548834

00:26:02.160 --> 00:26:03.905 They found out black respondents

NOTE Confidence: 0.87548834

00:26:03.905 --> 00:26:05.650 with black physicians were likely

NOTE Confidence: 0.87548834

00:26:05.706 --> 00:26:07.236 that were likelier than those
NOTE Confidence: 0.87548834

00:26:07.236 --> 00:26:09.198 with non black physicians to rate
NOTE Confidence: 0.87548834

00:26:09.198 --> 00:26:10.678 their physicians as excellent.
NOTE Confidence: 0.87548834

00:26:10.680 --> 00:26:12.208 Black respondents reported receiving
NOTE Confidence: 0.87548834

00:26:12.208 --> 00:26:14.819 preventive and all the care that they
NOTE Confidence: 0.87548834

00:26:14.819 --> 00:26:16.859 needed in the prior year to the study
NOTE Confidence: 0.87548834

00:26:16.859 --> 00:26:18.700 and Hispanics with Hispanic physicians
NOTE Confidence: 0.87548834

00:26:18.700 --> 00:26:20.992 were likelier than none those with
NOTE Confidence: 0.87548834

00:26:21.000 --> 00:26:22.824 non Hispanic physicians to be very
NOTE Confidence: 0.87548834

00:26:22.824 --> 00:26:24.040 satisfied with their healthcare.
NOTE Confidence: 0.87548834

00:26:24.040 --> 00:26:26.815 So again qualitative but by
NOTE Confidence: 0.87548834

00:26:26.815 --> 00:26:28.480 no means unimportant.
NOTE Confidence: 0.87548834

00:26:28.480 --> 00:26:30.076 Moving a few years further along,
NOTE Confidence: 0.87548834

00:26:30.080 --> 00:26:32.306 this authors looked at patient centered
NOTE Confidence: 0.87548834

00:26:32.306 --> 00:26:34.199 communication ratings of care and
NOTE Confidence: 0.87548834

00:26:34.199 --> 00:26:36.317 concordance of patient and physician race.

NOTE Confidence: 0.87548834

00:26:36.320 --> 00:26:38.721 And again they found that race concordant

NOTE Confidence: 0.87548834

00:26:38.721 --> 00:26:41.386 visits were more extended and and had

NOTE Confidence: 0.87548834

00:26:41.386 --> 00:26:43.356 higher patient positive affect ratings.

NOTE Confidence: 0.87548834

00:26:43.360 --> 00:26:45.286 And patients in race concordant visits

NOTE Confidence: 0.87548834

00:26:45.286 --> 00:26:47.403 were more satisfied and rated their

NOTE Confidence: 0.87548834

00:26:47.403 --> 00:26:48.955 physicians as more participatory,

NOTE Confidence: 0.87548834

00:26:48.960 --> 00:26:52.476 qualitative but by no means unimportant.

NOTE Confidence: 0.87548834

00:26:52.480 --> 00:26:54.904 So then we start to shift

NOTE Confidence: 0.87548834

00:26:54.904 --> 00:26:56.116 into quantitative data.

NOTE Confidence: 0.87548834

00:26:56.120 --> 00:26:58.380 So this is sometimes referred

NOTE Confidence: 0.87548834

00:26:58.380 --> 00:27:00.640 to as the Oakland experiment.

NOTE Confidence: 0.87548834

00:27:00.640 --> 00:27:02.914 About 650 black men were recruited

NOTE Confidence: 0.87548834

00:27:02.914 --> 00:27:04.854 mostly from Barber shops and

NOTE Confidence: 0.87548834

00:27:04.854 --> 00:27:07.008 the subjects were given a coupon

NOTE Confidence: 0.87548834

00:27:07.008 --> 00:27:08.800 for free healthcare screening.

NOTE Confidence: 0.87548834

00:27:08.800 --> 00:27:10.655 A clinic was set up with black
NOTE Confidence: 0.87548834
00:27:10.655 --> 00:27:12.000 and non black doctors.
NOTE Confidence: 0.87548834
00:27:12.000 --> 00:27:13.728 All the doctors knew whether they
NOTE Confidence: 0.87548834
00:27:13.728 --> 00:27:15.991 were to do their best to encourage
NOTE Confidence: 0.87548834
00:27:15.991 --> 00:27:18.097 the participants to engage in the
NOTE Confidence: 0.87548834
00:27:18.097 --> 00:27:19.720 screening and get the flu shot.
NOTE Confidence: 0.87548834
00:27:19.720 --> 00:27:21.320 Visit was in two stages,
NOTE Confidence: 0.87548834
00:27:21.320 --> 00:27:24.200 pre consultation digital tablet and a
NOTE Confidence: 0.87548834
00:27:24.200 --> 00:27:27.478 post consultation with the doctor in person.
NOTE Confidence: 0.87548834
00:27:27.480 --> 00:27:29.500 The following health metrics were
NOTE Confidence: 0.87548834
00:27:29.500 --> 00:27:31.520 offered including a flu shot.
NOTE Confidence: 0.87548834
00:27:31.520 --> 00:27:34.075 What they found was that subjects who
NOTE Confidence: 0.87548834
00:27:34.075 --> 00:27:36.539 saw black doctors were 18 absolute
NOTE Confidence: 0.87548834
00:27:36.539 --> 00:27:38.699 percentage points more likely to
NOTE Confidence: 0.87548834
00:27:38.699 --> 00:27:40.958 accept invasive tests and flu shots.
NOTE Confidence: 0.87548834
00:27:40.960 --> 00:27:42.600 And based on the analysis,

NOTE Confidence: 0.87548834

00:27:42.600 --> 00:27:44.946 they found that black doctors could

NOTE Confidence: 0.87548834

00:27:44.946 --> 00:27:47.907 reduce the black white male gap in

NOTE Confidence: 0.87548834

00:27:47.907 --> 00:27:50.145 annual cardiovascular mortality by 20%.

NOTE Confidence: 0.87548834

00:27:50.145 --> 00:27:53.400 Now we're starting to shift to quantitative,

NOTE Confidence: 0.87548834

00:27:53.400 --> 00:27:57.128 albeit experimental and now.

NOTE Confidence: 0.87548834

00:27:57.128 --> 00:27:58.280 So this year,

NOTE Confidence: 0.87548834

00:27:58.280 --> 00:27:59.471 few months ago,

NOTE Confidence: 0.87548834

00:27:59.471 --> 00:28:01.456 these authors looked at black

NOTE Confidence: 0.87548834

00:28:01.456 --> 00:28:03.236 representation in the primary

NOTE Confidence: 0.87548834

00:28:03.236 --> 00:28:05.536 care physician workforce and its

NOTE Confidence: 0.87548834

00:28:05.536 --> 00:28:06.916 association with population,

NOTE Confidence: 0.87548834

00:28:06.920 --> 00:28:09.800 life expectancy and mortality rates.

NOTE Confidence: 0.87548834

00:28:09.800 --> 00:28:12.080 They look they identified 1600

NOTE Confidence: 0.87548834

00:28:12.080 --> 00:28:14.897 counties with at least one black

NOTE Confidence: 0.87548834

00:28:14.897 --> 00:28:17.639 physician as a matter of interest.

NOTE Confidence: 0.87548834

00:28:17.640 --> 00:28:20.040 There are 33 counties in the United States,
NOTE Confidence: 0.87548834

00:28:20.040 --> 00:28:21.948 which means that 60% of the
NOTE Confidence: 0.87548834

00:28:21.948 --> 00:28:23.926 counties in the United States do
NOTE Confidence: 0.87548834

00:28:23.926 --> 00:28:25.989 not have one single black PCP.
NOTE Confidence: 0.87548834

00:28:25.989 --> 00:28:28.803 They found that greater black workforce
NOTE Confidence: 0.87548834

00:28:28.803 --> 00:28:30.663 representation was associated with
NOTE Confidence: 0.87548834

00:28:30.663 --> 00:28:32.568 higher life expectancy and was
NOTE Confidence: 0.87548834

00:28:32.568 --> 00:28:35.043 inversely related to all cost black
NOTE Confidence: 0.87548834

00:28:35.043 --> 00:28:36.819 mortality and mortality disparities
NOTE Confidence: 0.87548834

00:28:36.819 --> 00:28:39.105 between black and white individuals.
NOTE Confidence: 0.87548834

00:28:39.105 --> 00:28:42.135 A 10% increase in black PCP
NOTE Confidence: 0.87548834

00:28:42.135 --> 00:28:44.460 representation was associated with a
NOTE Confidence: 0.87548834

00:28:44.460 --> 00:28:46.674 higher life expectancy of a month.
NOTE Confidence: 0.87548834

00:28:46.680 --> 00:28:49.362 So now we start to see an impact on
NOTE Confidence: 0.87548834

00:28:49.362 --> 00:28:52.319 a population basis quantitatively.
NOTE Confidence: 0.87548834

00:28:52.320 --> 00:28:53.280 Now interestingly,

NOTE Confidence: 0.87548834

00:28:53.280 --> 00:28:56.463 a few months later I find this

NOTE Confidence: 0.87548834

00:28:56.463 --> 00:28:58.147 quite interesting because this

NOTE Confidence: 0.87548834

00:28:58.147 --> 00:28:59.958 almost combines qualitative and

NOTE Confidence: 0.87548834

00:28:59.958 --> 00:29:00.914 quantitative analysis.

NOTE Confidence: 0.87548834

00:29:00.914 --> 00:29:03.284 These authors looked at social

NOTE Confidence: 0.87548834

00:29:03.284 --> 00:29:05.180 demographic disparities in queue

NOTE Confidence: 0.87548834

00:29:05.250 --> 00:29:07.720 jumping for emergency department care.

NOTE Confidence: 0.87548834

00:29:07.720 --> 00:29:11.120 So it is stated that they this they looked at

NOTE Confidence: 0.685945591666667

00:29:11.200 --> 00:29:13.510 Ed patient arrivals at two large

NOTE Confidence: 0.685945591666667

00:29:13.510 --> 00:29:16.307 Eds within a large northeast health

NOTE Confidence: 0.685945591666667

00:29:16.307 --> 00:29:19.706 system between 2017 and 2020.

NOTE Confidence: 0.685945591666667

00:29:19.706 --> 00:29:21.932 Large northeast health

NOTE Confidence: 0.685945591666667

00:29:21.932 --> 00:29:24.324 system that may be Yale.

NOTE Confidence: 0.685945591666667

00:29:24.324 --> 00:29:27.600 So they had 300,000 visits to the Ed,

NOTE Confidence: 0.685945591666667

00:29:27.600 --> 00:29:28.560 40% were white,

NOTE Confidence: 0.685945591666667

00:29:28.560 --> 00:29:31.046 30% were black and 20% were Hispanic.

NOTE Confidence: 0.685945591666667

00:29:31.046 --> 00:29:33.261 The third of all patients

NOTE Confidence: 0.685945591666667

00:29:33.261 --> 00:29:35.119 experienced an unexplained Q jump,

NOTE Confidence: 0.685945591666667

00:29:35.120 --> 00:29:37.843 defined as a patient being placed in

NOTE Confidence: 0.685945591666667

00:29:37.843 --> 00:29:40.470 a treatment space ahead of a patient

NOTE Confidence: 0.685945591666667

00:29:40.470 --> 00:29:43.135 of higher or equal acuity who actually

NOTE Confidence: 0.685945591666667

00:29:43.135 --> 00:29:45.715 arrived earlier than that patient.

NOTE Confidence: 0.685945591666667

00:29:45.720 --> 00:29:47.142 And what they found was that

NOTE Confidence: 0.685945591666667

00:29:47.142 --> 00:29:48.566 the Q jump was statistically

NOTE Confidence: 0.685945591666667

00:29:48.566 --> 00:29:50.636 more significant for non black,

NOTE Confidence: 0.685945591666667

00:29:50.640 --> 00:29:53.168 Hispanic, Hispanic or Latino.

NOTE Confidence: 0.685945591666667

00:29:53.168 --> 00:29:54.466 Sorry, non Hispanic,

NOTE Confidence: 0.685945591666667

00:29:54.466 --> 00:29:55.798 black Hispanic or Latino,

NOTE Confidence: 0.685945591666667

00:29:55.800 --> 00:29:57.372 Spanish speaking Medicaid patients.

NOTE Confidence: 0.685945591666667

00:29:57.372 --> 00:29:59.337 And patients who were jumped

NOTE Confidence: 0.685945591666667

00:29:59.337 --> 00:30:01.303 over had higher odds of being

NOTE Confidence: 0.685945591666667

00:30:01.303 --> 00:30:03.306 in the hallway bed placement and

NOTE Confidence: 0.685945591666667

00:30:03.306 --> 00:30:05.038 actually leaving before treatment.

NOTE Confidence: 0.685945591666667

00:30:05.040 --> 00:30:07.404 So you can imagine what happens

NOTE Confidence: 0.685945591666667

00:30:07.404 --> 00:30:09.720 in terms of healthcare outcomes.

NOTE Confidence: 0.685945591666667

00:30:09.720 --> 00:30:13.399 So we have looked at defined the problem,

NOTE Confidence: 0.685945591666667

00:30:13.399 --> 00:30:15.397 the scope of the problem nationally,

NOTE Confidence: 0.685945591666667

00:30:15.400 --> 00:30:18.040 scope of the problem locally,

NOTE Confidence: 0.685945591666667

00:30:18.040 --> 00:30:20.320 challenges faced by URM faculty,

NOTE Confidence: 0.685945591666667

00:30:20.320 --> 00:30:23.638 bottlenecks faced by URM medical students,

NOTE Confidence: 0.685945591666667

00:30:23.640 --> 00:30:26.215 impact of diversity on the

NOTE Confidence: 0.685945591666667

00:30:26.215 --> 00:30:28.075 healthcare workforce and outcomes

NOTE Confidence: 0.685945591666667

00:30:28.075 --> 00:30:29.020 qualitative and quantitative.

NOTE Confidence: 0.685945591666667

00:30:29.020 --> 00:30:31.425 So I think it's fair to say it

NOTE Confidence: 0.685945591666667

00:30:31.425 --> 00:30:32.799 is time for a paradigm shift.

NOTE Confidence: 0.685945591666667

00:30:32.800 --> 00:30:34.912 It is time because numerous studies

NOTE Confidence: 0.685945591666667

00:30:34.912 --> 00:30:36.780 have shown that physicians and
NOTE Confidence: 0.685945591666667

00:30:36.780 --> 00:30:38.372 healthcare provider diversity enables
NOTE Confidence: 0.685945591666667

00:30:38.372 --> 00:30:41.252 better access and quality of care to
NOTE Confidence: 0.685945591666667

00:30:41.252 --> 00:30:42.920 diverse and underserved communities.
NOTE Confidence: 0.685945591666667

00:30:42.920 --> 00:30:44.712 Greater Black health workforce
NOTE Confidence: 0.685945591666667

00:30:44.712 --> 00:30:46.952 representation may actually lead to
NOTE Confidence: 0.685945591666667

00:30:46.952 --> 00:30:49.142 higher life expectancy for Black
NOTE Confidence: 0.685945591666667

00:30:49.142 --> 00:30:51.310 patients and we have an obligation
NOTE Confidence: 0.685945591666667

00:30:51.310 --> 00:30:52.710 to provide representation of
NOTE Confidence: 0.685945591666667

00:30:52.710 --> 00:30:54.380 providers and staff to reflect
NOTE Confidence: 0.685945591666667

00:30:54.380 --> 00:30:55.640 the communities we serve.
NOTE Confidence: 0.685945591666667

00:30:55.640 --> 00:30:57.888 We are obliged to care for our community
NOTE Confidence: 0.685945591666667

00:30:57.888 --> 00:30:59.725 health and develop professionals from
NOTE Confidence: 0.685945591666667

00:30:59.725 --> 00:31:01.755 within the communities we serve.
NOTE Confidence: 0.685945591666667

00:31:01.760 --> 00:31:05.772 And so this brings us to Operation EB.
NOTE Confidence: 0.685945591666667

00:31:05.772 --> 00:31:08.276 Equity begins with everyone.

NOTE Confidence: 0.685945591666667

00:31:08.280 --> 00:31:12.853 Equality tries to measure or looks

NOTE Confidence: 0.685945591666667

00:31:12.853 --> 00:31:17.718 for equal opportunities and equity

NOTE Confidence: 0.685945591666667

00:31:17.720 --> 00:31:20.012 addresses outcomes and tries

NOTE Confidence: 0.685945591666667

00:31:20.012 --> 00:31:22.877 to look for equal outcomes.

NOTE Confidence: 0.685945591666667

00:31:22.880 --> 00:31:25.720 Most of the DEI work is in the

NOTE Confidence: 0.685945591666667

00:31:25.720 --> 00:31:28.438 realm of the domain of equity.

NOTE Confidence: 0.685945591666667

00:31:28.440 --> 00:31:31.062 And the blueprint basically is that

NOTE Confidence: 0.685945591666667

00:31:31.062 --> 00:31:33.488 if we have increased representation

NOTE Confidence: 0.685945591666667

00:31:33.488 --> 00:31:37.040 and outreach of minorities in faculty,

NOTE Confidence: 0.685945591666667

00:31:37.040 --> 00:31:38.960 medical students, nurses,

NOTE Confidence: 0.685945591666667

00:31:38.960 --> 00:31:40.540 physician assistants, etcetera,

NOTE Confidence: 0.685945591666667

00:31:40.540 --> 00:31:42.640 we will have be able to recruit

NOTE Confidence: 0.685945591666667

00:31:42.640 --> 00:31:44.830 more and retain more and we'll have

NOTE Confidence: 0.685945591666667

00:31:44.830 --> 00:31:46.915 the circle of equity for healthcare

NOTE Confidence: 0.685945591666667

00:31:46.915 --> 00:31:48.400 and medical education.

NOTE Confidence: 0.685945591666667

00:31:48.400 --> 00:31:51.080 It will have an impact on medical education.

NOTE Confidence: 0.685945591666667

00:31:51.080 --> 00:31:53.480 It will have an impact on patient outcomes,

NOTE Confidence: 0.685945591666667

00:31:53.480 --> 00:31:57.036 which is ultimately what we're all about.

NOTE Confidence: 0.685945591666667

00:31:57.040 --> 00:31:58.636 Now how do we get there?

NOTE Confidence: 0.685945591666667

00:31:58.640 --> 00:32:02.546 So operation EB The strategy is

NOTE Confidence: 0.685945591666667

00:32:02.546 --> 00:32:07.200 the verbs verbs so RRAR verbs,

NOTE Confidence: 0.685945591666667

00:32:07.200 --> 00:32:11.440 R for retain for recruit, R for retain,

NOTE Confidence: 0.685945591666667

00:32:11.440 --> 00:32:13.519 A for advance and R for relay.

NOTE Confidence: 0.685945591666667

00:32:13.520 --> 00:32:17.195 And this is recommended for all departments,

NOTE Confidence: 0.685945591666667

00:32:17.200 --> 00:32:20.787 all sections and all divisions.

NOTE Confidence: 0.685945591666667

00:32:20.787 --> 00:32:23.001 So let's start with the first

NOTE Confidence: 0.685945591666667

00:32:23.001 --> 00:32:25.116 action verb which is to recruit.

NOTE Confidence: 0.685945591666667

00:32:25.120 --> 00:32:28.624 Now the GME office in collaboration

NOTE Confidence: 0.685945591666667

00:32:28.624 --> 00:32:31.874 with the medical school and all

NOTE Confidence: 0.685945591666667

00:32:31.874 --> 00:32:33.245 departments actually coordinates

NOTE Confidence: 0.685945591666667

00:32:33.245 --> 00:32:35.073 outreach to medical student

NOTE Confidence: 0.685945591666667

00:32:35.073 --> 00:32:37.081 organizations like the Latin Medical

NOTE Confidence: 0.685945591666667

00:32:37.081 --> 00:32:38.946 Student Association and the Student

NOTE Confidence: 0.685945591666667

00:32:38.946 --> 00:32:40.743 National Medical Association at

NOTE Confidence: 0.685945591666667

00:32:40.743 --> 00:32:42.559 regional and national conferences.

NOTE Confidence: 0.685945591666667

00:32:42.560 --> 00:32:44.954 In September we went to the LMSA

NOTE Confidence: 0.685945591666667

00:32:44.960 --> 00:32:47.444 and this at this conferences we

NOTE Confidence: 0.685945591666667

00:32:47.444 --> 00:32:49.100 exhibit training opportunities at

NOTE Confidence: 0.43624875

00:32:49.165 --> 00:32:51.040 the medical school level because

NOTE Confidence: 0.43624875

00:32:51.040 --> 00:32:53.361 the medical school sends a sends

NOTE Confidence: 0.43624875

00:32:53.361 --> 00:32:55.599 representation and at the GME level

NOTE Confidence: 0.62233835

00:32:57.880 --> 00:33:01.280 Yale has held its this year in September

NOTE Confidence: 0.62233835

00:33:01.280 --> 00:33:03.911 its second annual virtual recruitment

NOTE Confidence: 0.62233835

00:33:03.911 --> 00:33:07.873 event fair for all HBCU medical students.

NOTE Confidence: 0.62233835

00:33:07.880 --> 00:33:10.000 We had over 100 students.

NOTE Confidence: 0.62233835

00:33:10.000 --> 00:33:11.665 Yale holds in person events

NOTE Confidence: 0.62233835

00:33:11.665 --> 00:33:12.997 at Howard and Meharry.
NOTE Confidence: 0.62233835

00:33:13.000 --> 00:33:16.252 So all departments at all sections
NOTE Confidence: 0.62233835

00:33:16.252 --> 00:33:18.176 are encouraged to engage with
NOTE Confidence: 0.62233835

00:33:18.176 --> 00:33:20.240 the DME office as GME office.
NOTE Confidence: 0.62233835

00:33:20.240 --> 00:33:22.720 As we coordinate all this,
NOTE Confidence: 0.62233835

00:33:22.720 --> 00:33:24.000 we offer second look,
NOTE Confidence: 0.62233835

00:33:24.000 --> 00:33:25.280 virtual and in person,
NOTE Confidence: 0.62233835

00:33:25.280 --> 00:33:27.880 for URM candidates and in
NOTE Confidence: 0.62233835

00:33:27.880 --> 00:33:29.960 collaboration with the University
NOTE Confidence: 0.62233835

00:33:29.960 --> 00:33:32.100 pipeline Programs and College summer
NOTE Confidence: 0.62233835

00:33:32.100 --> 00:33:34.240 programs for science and STEM.
NOTE Confidence: 0.62233835

00:33:34.240 --> 00:33:35.604 In terms of faculty,
NOTE Confidence: 0.62233835

00:33:35.604 --> 00:33:37.309 we recommend that all sections
NOTE Confidence: 0.62233835

00:33:37.309 --> 00:33:39.182 and departments include DEI
NOTE Confidence: 0.62233835

00:33:39.182 --> 00:33:41.138 representatives on search committees
NOTE Confidence: 0.62233835

00:33:41.138 --> 00:33:42.954 and panels for certain positions,

NOTE Confidence: 0.62233835

00:33:42.954 --> 00:33:44.066 like the instructor rank

NOTE Confidence: 0.62233835

00:33:44.066 --> 00:33:45.760 that has no search committee.

NOTE Confidence: 0.62233835

00:33:45.760 --> 00:33:47.900 We recommend advertising on the

NOTE Confidence: 0.62233835

00:33:47.900 --> 00:33:50.040 career centers digitally of the

NOTE Confidence: 0.62233835

00:33:50.112 --> 00:33:51.940 National Medical Medical Association,

NOTE Confidence: 0.62233835

00:33:51.940 --> 00:33:54.160 which is a predominant African black

NOTE Confidence: 0.62233835

00:33:54.160 --> 00:33:56.320 or African American physician group,

NOTE Confidence: 0.62233835

00:33:56.320 --> 00:33:57.944 and the National Hispanic

NOTE Confidence: 0.62233835

00:33:57.944 --> 00:33:58.756 Medical Association.

NOTE Confidence: 0.75686526

00:34:01.520 --> 00:34:05.430 Now, having affinity groups

NOTE Confidence: 0.75686526

00:34:05.430 --> 00:34:07.880 supported by an institution actually

NOTE Confidence: 0.75686526

00:34:07.880 --> 00:34:09.596 fosters recruitment and retention.

NOTE Confidence: 0.75686526

00:34:09.596 --> 00:34:12.960 The GME office and the Yale School of

NOTE Confidence: 0.75686526

00:34:12.960 --> 00:34:15.324 Medicine has the supports the Yale

NOTE Confidence: 0.75686526

00:34:15.324 --> 00:34:17.036 Minority House Staff Organization,

NOTE Confidence: 0.75686526

00:34:17.040 --> 00:34:19.038 the Yale Women's House Staff Organization,
NOTE Confidence: 0.75686526

00:34:19.040 --> 00:34:22.015 and just in last month was launched
NOTE Confidence: 0.75686526

00:34:22.015 --> 00:34:24.915 the Yale First Generation Low Income
NOTE Confidence: 0.75686526

00:34:24.915 --> 00:34:26.400 Longitudinal Mentorship Program.
NOTE Confidence: 0.75686526

00:34:26.400 --> 00:34:29.720 Shout out to Doctor Jamie Cavallo from the
NOTE Confidence: 0.75686526

00:34:29.720 --> 00:34:32.478 Department of Urology for leading this.
NOTE Confidence: 0.75686526

00:34:32.480 --> 00:34:34.165 Something else that that we
NOTE Confidence: 0.75686526

00:34:34.165 --> 00:34:35.513 are trying to establish,
NOTE Confidence: 0.75686526

00:34:35.520 --> 00:34:37.319 I'm trying to establish with my team
NOTE Confidence: 0.75686526

00:34:37.319 --> 00:34:39.393 in the Department of Medicine is a
NOTE Confidence: 0.75686526

00:34:39.393 --> 00:34:40.953 Minorities in Medicine mentorship program.
NOTE Confidence: 0.75686526

00:34:40.960 --> 00:34:43.998 Other departments and sections can do this.
NOTE Confidence: 0.75686526

00:34:44.000 --> 00:34:46.226 Our program will pair one URM faculty
NOTE Confidence: 0.75686526

00:34:46.226 --> 00:34:48.472 member with one to two URM trainees
NOTE Confidence: 0.75686526

00:34:48.472 --> 00:34:50.692 or students and the mentor will be
NOTE Confidence: 0.75686526

00:34:50.692 --> 00:34:52.594 part of each trainees mentor team.

NOTE Confidence: 0.75686526

00:34:52.600 --> 00:34:55.804 I use the word trainee for students

NOTE Confidence: 0.75686526

00:34:55.804 --> 00:34:58.314 and for GME Graduate trainees,

NOTE Confidence: 0.75686526

00:34:58.320 --> 00:35:00.196 and the mentor's role is to provide

NOTE Confidence: 0.75686526

00:35:00.196 --> 00:35:01.679 the trainee with the perspectives

NOTE Confidence: 0.75686526

00:35:01.679 --> 00:35:02.919 of a URM physician.

NOTE Confidence: 0.75686526

00:35:02.920 --> 00:35:05.136 It's a hybrid of a mentor and a

NOTE Confidence: 0.75686526

00:35:05.136 --> 00:35:07.126 coach guide through the training

NOTE Confidence: 0.75686526

00:35:07.126 --> 00:35:08.954 challenges and career challenges

NOTE Confidence: 0.75686526

00:35:08.954 --> 00:35:11.360 faced uniquely by URM physicians.

NOTE Confidence: 0.75686526

00:35:11.360 --> 00:35:13.760 And our hope is that this program will

NOTE Confidence: 0.75686526

00:35:13.760 --> 00:35:16.081 be longitudinal and will create a support

NOTE Confidence: 0.75686526

00:35:16.081 --> 00:35:18.360 structure that will foster trainee retention.

NOTE Confidence: 0.75686526

00:35:18.360 --> 00:35:22.255 As faculty members themselves with us now,

NOTE Confidence: 0.75686526

00:35:22.255 --> 00:35:23.860 after you recruit,

NOTE Confidence: 0.75686526

00:35:23.860 --> 00:35:26.000 you have to retain.

NOTE Confidence: 0.75686526

00:35:26.000 --> 00:35:28.130 It's recommended that all departments

NOTE Confidence: 0.75686526

00:35:28.130 --> 00:35:30.260 and sections create a structure

NOTE Confidence: 0.75686526

00:35:30.327 --> 00:35:32.452 for gender and ethnic concordant

NOTE Confidence: 0.75686526

00:35:32.452 --> 00:35:34.152 mentoring for junior faculty,

NOTE Confidence: 0.75686526

00:35:34.160 --> 00:35:35.480 Yale School of Medicine

NOTE Confidence: 0.75686526

00:35:35.480 --> 00:35:36.800 has the Moore program,

NOTE Confidence: 0.75686526

00:35:36.800 --> 00:35:38.575 which is the minority organization

NOTE Confidence: 0.75686526

00:35:38.575 --> 00:35:39.995 for retention and expansion

NOTE Confidence: 0.75686526

00:35:39.995 --> 00:35:41.720 at Yale School of Medicine.

NOTE Confidence: 0.75686526

00:35:41.720 --> 00:35:43.720 I would encourage section on

NOTE Confidence: 0.75686526

00:35:43.720 --> 00:35:46.800 department leaders to have their

NOTE Confidence: 0.75686526

00:35:46.800 --> 00:35:50.080 minority faculty engage with this.

NOTE Confidence: 0.75686526

00:35:50.080 --> 00:35:51.660 Every section department should

NOTE Confidence: 0.75686526

00:35:51.660 --> 00:35:54.120 have a visible commitment to DEI.

NOTE Confidence: 0.75686526

00:35:54.120 --> 00:35:56.784 Every section should have ADEI leader

NOTE Confidence: 0.75686526

00:35:56.784 --> 00:35:59.016 and create a specific DI curriculum

NOTE Confidence: 0.75686526

00:35:59.016 --> 00:36:01.159 which could include DI workshops,

NOTE Confidence: 0.75686526

00:36:01.160 --> 00:36:02.552 retreats, invited speakers,

NOTE Confidence: 0.75686526

00:36:02.552 --> 00:36:04.872 integration of diversity topics into

NOTE Confidence: 0.75686526

00:36:04.872 --> 00:36:07.517 all aspects of the clinical curriculum,

NOTE Confidence: 0.75686526

00:36:07.520 --> 00:36:08.918 ground rounds, etcetera.

NOTE Confidence: 0.5008798

00:36:11.800 --> 00:36:13.775 Departments and sections should provide

NOTE Confidence: 0.5008798

00:36:13.775 --> 00:36:15.355 support for clinician educators.

NOTE Confidence: 0.5008798

00:36:15.360 --> 00:36:17.080 A big chunk of faculty,

NOTE Confidence: 0.5008798

00:36:17.080 --> 00:36:20.505 URM and non URM faculty come to you because

NOTE Confidence: 0.5008798

00:36:20.505 --> 00:36:23.200 they want to thrive as clinician educators.

NOTE Confidence: 0.5008798

00:36:23.200 --> 00:36:25.139 We're all here now this session because

NOTE Confidence: 0.5008798

00:36:25.139 --> 00:36:27.058 of the center at the collaboration

NOTE Confidence: 0.5008798

00:36:27.058 --> 00:36:29.116 with the Center for Medical Education.

NOTE Confidence: 0.5008798

00:36:29.120 --> 00:36:31.952 And so it is very important that all

NOTE Confidence: 0.5008798

00:36:31.952 --> 00:36:33.692 departments and sections provide

NOTE Confidence: 0.5008798

00:36:33.692 --> 00:36:35.752 support for clinical educators to
NOTE Confidence: 0.5008798

00:36:35.752 --> 00:36:37.400 advance their educational skills.
NOTE Confidence: 0.5008798

00:36:37.400 --> 00:36:40.028 The Center for Medical Education offers
NOTE Confidence: 0.5008798

00:36:40.028 --> 00:36:42.492 a master's degree and a host of much
NOTE Confidence: 0.5008798

00:36:42.492 --> 00:36:45.178 more other things that are offered that
NOTE Confidence: 0.5008798

00:36:45.178 --> 00:36:47.880 can advance the clinician education career.
NOTE Confidence: 0.5008798

00:36:47.880 --> 00:36:49.280 This is where section leaders,
NOTE Confidence: 0.5008798

00:36:49.280 --> 00:36:50.852 department leaders should endeavour
NOTE Confidence: 0.5008798

00:36:50.852 --> 00:36:53.670 to protect some time so that junior
NOTE Confidence: 0.5008798

00:36:53.670 --> 00:36:56.040 faculty can advance their own careers.
NOTE Confidence: 0.5008798

00:36:56.040 --> 00:36:58.960 They will stay on and and this will
NOTE Confidence: 0.5008798

00:36:58.960 --> 00:37:01.277 lead to an increased retention and
NOTE Confidence: 0.5008798

00:37:01.277 --> 00:37:03.496 part where they should be created and
NOTE Confidence: 0.5008798

00:37:03.496 --> 00:37:05.194 defined to leadership opportunities
NOTE Confidence: 0.5008798

00:37:05.194 --> 00:37:07.694 for academic clinicians and clinician
NOTE Confidence: 0.5008798

00:37:07.694 --> 00:37:10.370 educators which are a very big chunk

NOTE Confidence: 0.5008798

00:37:10.370 --> 00:37:12.416 of faculty as opposed to traditional

NOTE Confidence: 0.5008798

00:37:12.416 --> 00:37:15.040 investigators or clinician scientists.

NOTE Confidence: 0.5008798

00:37:15.040 --> 00:37:18.019 So we need to have a big tent approach

NOTE Confidence: 0.5008798

00:37:18.019 --> 00:37:22.119 to advance all tracks and faculty

NOTE Confidence: 0.5008798

00:37:22.120 --> 00:37:24.076 as part of retain retention efforts.

NOTE Confidence: 0.5008798

00:37:24.080 --> 00:37:26.264 Every section should have a formal

NOTE Confidence: 0.5008798

00:37:26.264 --> 00:37:27.720 mentoring structure that assigns

NOTE Confidence: 0.5008798

00:37:27.784 --> 00:37:29.200 mentors to junior faculty.

NOTE Confidence: 0.5008798

00:37:29.200 --> 00:37:31.955 A promotion advisory committee that

NOTE Confidence: 0.5008798

00:37:31.955 --> 00:37:34.710 reviews faculty readiness for promotion

NOTE Confidence: 0.5008798

00:37:34.786 --> 00:37:37.558 annually for URM and for non URM and the

NOTE Confidence: 0.5008798

00:37:37.558 --> 00:37:40.956 F tax should inform and guide this process.

NOTE Confidence: 0.5008798

00:37:40.960 --> 00:37:43.330 It's important that we don't

NOTE Confidence: 0.5008798

00:37:43.330 --> 00:37:45.290 forget that section leaders,

NOTE Confidence: 0.5008798

00:37:45.290 --> 00:37:47.815 senior faculty on promotion committee

NOTE Confidence: 0.5008798

00:37:47.815 --> 00:37:51.038 may also benefit from ongoing workshops,
NOTE Confidence: 0.5008798

00:37:51.040 --> 00:37:53.160 mentorship and sponsorship workshop so
NOTE Confidence: 0.5008798

00:37:53.160 --> 00:37:56.184 that we are constantly embracing a culture
NOTE Confidence: 0.5008798

00:37:56.184 --> 00:37:58.274 of academic sponsorship and mentorship.
NOTE Confidence: 0.5008798

00:37:58.280 --> 00:38:00.773 And I I refer to Matt sponsorship and a
NOTE Confidence: 0.5008798

00:38:00.773 --> 00:38:02.591 sponsor as a person in an organization
NOTE Confidence: 0.5008798

00:38:02.591 --> 00:38:04.721 who is in a position of influence
NOTE Confidence: 0.5008798

00:38:04.721 --> 00:38:06.875 and power who actively supports the
NOTE Confidence: 0.5008798

00:38:06.875 --> 00:38:09.760 the career of a of prodigy protege.
NOTE Confidence: 0.580429764444444

00:38:11.800 --> 00:38:15.796 We recruit, we retain now we have to advance.
NOTE Confidence: 0.580429764444444

00:38:15.800 --> 00:38:17.640 We've talked about the minority
NOTE Confidence: 0.580429764444444

00:38:17.640 --> 00:38:19.112 tax and section leaders.
NOTE Confidence: 0.580429764444444

00:38:19.120 --> 00:38:21.264 Department leaders should facilitate
NOTE Confidence: 0.580429764444444

00:38:21.264 --> 00:38:23.408 URM faculty academic advancement
NOTE Confidence: 0.580429764444444

00:38:23.408 --> 00:38:25.414 by incorporating DDI efforts
NOTE Confidence: 0.580429764444444

00:38:25.414 --> 00:38:27.158 and activities and leadership,

NOTE Confidence: 0.580429764444444

00:38:27.160 --> 00:38:28.624 DDI activities, leadership,

NOTE Confidence: 0.580429764444444

00:38:28.624 --> 00:38:29.600 clinical service,

NOTE Confidence: 0.580429764444444

00:38:29.600 --> 00:38:31.550 scholarly creative activities,

NOTE Confidence: 0.580429764444444

00:38:31.550 --> 00:38:34.800 community engagement as a significant

NOTE Confidence: 0.580429764444444

00:38:34.800 --> 00:38:37.199 supporting criterion for promotion.

NOTE Confidence: 0.580429764444444

00:38:37.200 --> 00:38:38.328 Faculty development programs

NOTE Confidence: 0.580429764444444

00:38:38.328 --> 00:38:40.208 to advance scholarly skills for

NOTE Confidence: 0.580429764444444

00:38:40.208 --> 00:38:41.844 junior faculty like the Department

NOTE Confidence: 0.580429764444444

00:38:41.844 --> 00:38:43.638 of Medicine's Academic Clinician

NOTE Confidence: 0.580429764444444

00:38:43.638 --> 00:38:45.156 Educator Scholars Program,

NOTE Confidence: 0.580429764444444

00:38:45.160 --> 00:38:47.210 the Centre for Medical Education

NOTE Confidence: 0.580429764444444

00:38:47.210 --> 00:38:49.880 does offers a ton of faculty

NOTE Confidence: 0.580429764444444

00:38:49.880 --> 00:38:51.758 development training programs,

NOTE Confidence: 0.580429764444444

00:38:51.758 --> 00:38:54.000 hands on bedside, etcetera,

NOTE Confidence: 0.580429764444444

00:38:54.000 --> 00:38:56.160 how to be a better teacher.

NOTE Confidence: 0.580429764444444

00:38:56.160 --> 00:38:58.542 So section leaders and Division and
NOTE Confidence: 0.5804297644444444

00:38:58.542 --> 00:39:00.130 Department Chiefs should encourage
NOTE Confidence: 0.5804297644444444

00:39:00.193 --> 00:39:01.837 engagement by junior faculty,
NOTE Confidence: 0.5804297644444444

00:39:01.840 --> 00:39:03.079 URM or otherwise,
NOTE Confidence: 0.5804297644444444

00:39:03.079 --> 00:39:05.557 with the Centre for Medical Education
NOTE Confidence: 0.5804297644444444

00:39:05.557 --> 00:39:07.760 and the OAPD office that offers
NOTE Confidence: 0.5804297644444444

00:39:07.760 --> 00:39:09.360 a lot of faculty development.
NOTE Confidence: 0.59090054

00:39:11.480 --> 00:39:12.520 I just want to talk.
NOTE Confidence: 0.59090054

00:39:12.520 --> 00:39:15.152 So we talked about the the minority
NOTE Confidence: 0.59090054

00:39:15.152 --> 00:39:17.519 tax and how it's difficult to
NOTE Confidence: 0.59090054

00:39:17.519 --> 00:39:19.997 capture and measure DEI efforts and
NOTE Confidence: 0.59090054

00:39:19.997 --> 00:39:22.558 have that contribute to promotion.
NOTE Confidence: 0.59090054

00:39:22.560 --> 00:39:25.080 We, my team and I are piloting a a
NOTE Confidence: 0.59090054

00:39:25.080 --> 00:39:27.917 tool that captures and actually weights
NOTE Confidence: 0.59090054

00:39:27.917 --> 00:39:30.397 DEI activities into impact scores.
NOTE Confidence: 0.59090054

00:39:30.400 --> 00:39:32.080 We're calling it the Yield

NOTE Confidence: 0.59090054

00:39:32.080 --> 00:39:33.277 DEI Productivity Calculator.

NOTE Confidence: 0.59090054

00:39:33.277 --> 00:39:36.070 It's an online tool that you answer

NOTE Confidence: 0.59090054

00:39:36.133 --> 00:39:38.093 some questions and it actually

NOTE Confidence: 0.59090054

00:39:38.093 --> 00:39:40.053 generates and computes and spits

NOTE Confidence: 0.59090054

00:39:40.124 --> 00:39:41.931 out the DEI activity impact

NOTE Confidence: 0.59090054

00:39:41.931 --> 00:39:43.759 score to inform promotion.

NOTE Confidence: 0.59090054

00:39:43.760 --> 00:39:45.517 We're hoping to pilot this in medicine.

NOTE Confidence: 0.59090054

00:39:45.520 --> 00:39:47.340 We are going to pilot this in

NOTE Confidence: 0.59090054

00:39:47.340 --> 00:39:48.890 medicine and actually currently

NOTE Confidence: 0.59090054

00:39:48.890 --> 00:39:52.149 we are now doing this as part of

NOTE Confidence: 0.59090054

00:39:52.149 --> 00:39:54.220 a a nationwide study to calibrate

NOTE Confidence: 0.59090054

00:39:54.220 --> 00:39:56.395 activity impact scores and to

NOTE Confidence: 0.59090054

00:39:56.395 --> 00:39:58.600 give it meaning and relevance.

NOTE Confidence: 0.44293907

00:40:00.720 --> 00:40:02.840 Now we're here to the final final hour,

NOTE Confidence: 0.44293907

00:40:02.840 --> 00:40:05.472 which is the final verb, which is to relay.

NOTE Confidence: 0.44293907

00:40:05.472 --> 00:40:07.674 And the DE, the underrepresented
NOTE Confidence: 0.44293907

00:40:07.674 --> 00:40:10.559 problem is not just institutional,
NOTE Confidence: 0.44293907

00:40:10.560 --> 00:40:14.557 it's regional, it's national, and so every.
NOTE Confidence: 0.44293907

00:40:14.560 --> 00:40:18.280 Institution or system that comes up with this
NOTE Confidence: 0.44293907

00:40:18.280 --> 00:40:21.124 semi solution that can advance representation
NOTE Confidence: 0.44293907

00:40:21.124 --> 00:40:24.559 should share this with the larger community.
NOTE Confidence: 0.44293907

00:40:24.560 --> 00:40:26.992 And so the last verb is of the
NOTE Confidence: 0.44293907

00:40:26.992 --> 00:40:28.600 Aurora verbs is the relay,
NOTE Confidence: 0.44293907

00:40:28.600 --> 00:40:30.622 which is to share our strategies
NOTE Confidence: 0.44293907

00:40:30.622 --> 00:40:31.633 regionally and nationally.
NOTE Confidence: 0.44293907

00:40:31.640 --> 00:40:32.772 Conference workshops,
NOTE Confidence: 0.44293907

00:40:32.772 --> 00:40:35.036 invited lectures, grand rounds,
NOTE Confidence: 0.44293907

00:40:35.040 --> 00:40:37.110 media platforms, commentaries,
NOTE Confidence: 0.44293907

00:40:37.110 --> 00:40:40.560 articles in peer reviewed journals.
NOTE Confidence: 0.44293907

00:40:40.560 --> 00:40:41.940 We should join professional
NOTE Confidence: 0.44293907

00:40:41.940 --> 00:40:43.320 organizations that advocate for

NOTE Confidence: 0.44293907

00:40:43.320 --> 00:40:45.079 diverse and inclusive healthcare.

NOTE Confidence: 0.44293907

00:40:45.080 --> 00:40:47.080 So we can advocate locally,

NOTE Confidence: 0.44293907

00:40:47.080 --> 00:40:50.380 but we can also do it

NOTE Confidence: 0.44293907

00:40:50.380 --> 00:40:51.480 simultaneously regionally,

NOTE Confidence: 0.44293907

00:40:51.480 --> 00:40:52.920 SGIMACP, surgical groups,

NOTE Confidence: 0.44293907

00:40:52.920 --> 00:40:54.840 gynecology groups as well.

NOTE Confidence: 0.44293907

00:40:54.840 --> 00:40:56.796 And we can do it nationally.

NOTE Confidence: 0.44293907

00:40:56.800 --> 00:40:59.425 We can advocate for policy and legislative

NOTE Confidence: 0.44293907

00:40:59.425 --> 00:41:02.494 changes and we can participate in pipeline

NOTE Confidence: 0.44293907

00:41:02.494 --> 00:41:04.834 programs into the Community Schools.

NOTE Confidence: 0.44293907

00:41:04.840 --> 00:41:06.420 An example of successful

NOTE Confidence: 0.44293907

00:41:06.420 --> 00:41:08.000 relaying is for instance,

NOTE Confidence: 0.44293907

00:41:08.000 --> 00:41:10.165 the section of infectious diseases

NOTE Confidence: 0.44293907

00:41:10.165 --> 00:41:12.330 within the Department of Medicine

NOTE Confidence: 0.44293907

00:41:12.399 --> 00:41:14.646 during the pandemic created DEI

NOTE Confidence: 0.44293907

00:41:14.646 --> 00:41:17.276 inclusive and anti racism curriculum.
NOTE Confidence: 0.44293907

00:41:17.280 --> 00:41:18.524 It was very successful.
NOTE Confidence: 0.44293907

00:41:18.524 --> 00:41:20.390 We're trying to model other sections
NOTE Confidence: 0.44293907

00:41:20.447 --> 00:41:22.679 around it and they actually wrote about it.
NOTE Confidence: 0.44293907

00:41:22.680 --> 00:41:24.920 So this is not just advocating locally,
NOTE Confidence: 0.44293907

00:41:24.920 --> 00:41:27.352 but relaying it nationally.
NOTE Confidence: 0.44293907

00:41:27.352 --> 00:41:27.960 Dr.
NOTE Confidence: 0.44293907

00:41:27.960 --> 00:41:31.070 Sharon Austerfield Jones is a internist
NOTE Confidence: 0.44293907

00:41:31.070 --> 00:41:33.890 and a paediatrician in the section
NOTE Confidence: 0.44293907

00:41:33.890 --> 00:41:36.760 of in General medicine hospitalist.
NOTE Confidence: 0.44293907

00:41:36.760 --> 00:41:39.160 She worked towards incorporating
NOTE Confidence: 0.44293907

00:41:39.160 --> 00:41:40.930 DEI topics into existing curriculum
NOTE Confidence: 0.44293907

00:41:40.930 --> 00:41:42.700 into the pediatric ground grounds
NOTE Confidence: 0.44293907

00:41:42.760 --> 00:41:44.200 and then she wrote about it.
NOTE Confidence: 0.44293907

00:41:44.200 --> 00:41:46.636 So not just making an impact locally,
NOTE Confidence: 0.44293907

00:41:46.640 --> 00:41:48.260 but relaying it nationally.

NOTE Confidence: 0.44293907
00:41:48.260 --> 00:41:52.040 And then our, our colleagues in surgery,
NOTE Confidence: 0.44293907
00:41:52.040 --> 00:41:53.960 Doctor Paris Butler,
NOTE Confidence: 0.44293907
00:41:53.960 --> 00:41:55.315 worked on programs and then
NOTE Confidence: 0.44293907
00:41:55.315 --> 00:41:56.399 they share this nationally.
NOTE Confidence: 0.44293907
00:41:56.400 --> 00:41:57.552 So in conclusion,
NOTE Confidence: 0.44293907
00:41:57.552 --> 00:42:00.240 the four verbs we have to retain
NOTE Confidence: 0.44293907
00:42:00.325 --> 00:42:02.479 underrepresented minorities,
NOTE Confidence: 0.44293907
00:42:02.480 --> 00:42:04.076 we have, we have to recruit,
NOTE Confidence: 0.44293907
00:42:04.080 --> 00:42:05.412 outreach and recruit.
NOTE Confidence: 0.44293907
00:42:05.412 --> 00:42:09.056 We have to retain and support mentorship
NOTE Confidence: 0.44293907
00:42:09.056 --> 00:42:12.960 programs to support productivity.
NOTE Confidence: 0.44293907
00:42:12.960 --> 00:42:14.845 We have to advance academic
NOTE Confidence: 0.44293907
00:42:14.845 --> 00:42:16.353 careers and leadership positions.
NOTE Confidence: 0.44293907
00:42:16.360 --> 00:42:17.260 And then finally,
NOTE Confidence: 0.44293907
00:42:17.260 --> 00:42:19.360 we have to relay our best practices.
NOTE Confidence: 0.44293907

00:42:19.360 --> 00:42:20.011 And with that,
NOTE Confidence: 0.44293907
00:42:20.011 --> 00:42:22.320 I thank you for your time and your attention.
NOTE Confidence: 0.44293907
00:42:22.320 --> 00:42:23.160 Thank you very much.
NOTE Confidence: 0.47564164
00:42:26.560 --> 00:42:27.496 Thanks so much. Ben.
NOTE Confidence: 0.47564164
00:42:27.496 --> 00:42:29.435 You can take down your slides and we
NOTE Confidence: 0.47564164
00:42:29.435 --> 00:42:30.875 have a few minutes for discussion.
NOTE Confidence: 0.47564164
00:42:30.880 --> 00:42:32.800 And I I feel so grateful
NOTE Confidence: 0.47564164
00:42:32.800 --> 00:42:34.439 to have serve it here.
NOTE Confidence: 0.47564164
00:42:34.439 --> 00:42:36.286 And we've got, you know, Sharon,
NOTE Confidence: 0.47564164
00:42:36.286 --> 00:42:38.260 we have so many people here doing
NOTE Confidence: 0.47564164
00:42:38.320 --> 00:42:40.480 really excellent research in this area.
NOTE Confidence: 0.47564164
00:42:40.480 --> 00:42:41.170 My first question,
NOTE Confidence: 0.47564164
00:42:41.170 --> 00:42:42.626 I would love to hear, Ben,
NOTE Confidence: 0.47564164
00:42:42.626 --> 00:42:43.850 when you're talking about
NOTE Confidence: 0.47564164
00:42:43.850 --> 00:42:45.132 the DEI impact score,
NOTE Confidence: 0.47564164
00:42:45.132 --> 00:42:47.076 tell me a little bit more

NOTE Confidence: 0.47564164

00:42:47.076 --> 00:42:49.162 about that and would it be

NOTE Confidence: 0.47564164

00:42:49.162 --> 00:42:50.514 for every faculty member?

NOTE Confidence: 0.47564164

00:42:51.160 --> 00:42:52.798 Yes, thank you for the question.

NOTE Confidence: 0.47564164

00:42:52.800 --> 00:42:55.960 So this is, this has bothered

NOTE Confidence: 0.47564164

00:42:55.960 --> 00:42:57.112 everyone at academic centres.

NOTE Confidence: 0.47564164

00:42:57.120 --> 00:42:58.722 How do you actually capture DEI

NOTE Confidence: 0.47564164

00:42:58.722 --> 00:43:00.918 efforts and how do you make them count?

NOTE Confidence: 0.47564164

00:43:00.920 --> 00:43:02.318 And how do you, you know,

NOTE Confidence: 0.47564164

00:43:02.320 --> 00:43:04.780 people, If I say the h-index

NOTE Confidence: 0.47564164

00:43:04.780 --> 00:43:05.874 for publication, everyone's,

NOTE Confidence: 0.47564164

00:43:05.874 --> 00:43:07.518 everyone knows it and everyone's like,

NOTE Confidence: 0.47564164

00:43:07.520 --> 00:43:09.680 Oh my God, h-index, etcetera.

NOTE Confidence: 0.47564164

00:43:09.680 --> 00:43:11.144 So the idea, Janet,

NOTE Confidence: 0.47564164

00:43:11.144 --> 00:43:14.080 here is that it's for all faculty,

NOTE Confidence: 0.47564164

00:43:14.080 --> 00:43:15.100 yes, all specialities,

NOTE Confidence: 0.47564164

00:43:15.100 --> 00:43:16.800 all faculty can use this.
NOTE Confidence: 0.47564164

00:43:16.800 --> 00:43:20.620 And the idea is that that you
NOTE Confidence: 0.47564164

00:43:20.620 --> 00:43:22.650 will have we have an online tool
NOTE Confidence: 0.47564164

00:43:22.650 --> 00:43:24.518 that captures all activities.
NOTE Confidence: 0.47564164

00:43:24.520 --> 00:43:26.104 So let's say I'm a faculty
NOTE Confidence: 0.47564164

00:43:26.104 --> 00:43:27.160 going up for promotion.
NOTE Confidence: 0.47564164

00:43:27.160 --> 00:43:29.204 I go on this online tool and
NOTE Confidence: 0.47564164

00:43:29.204 --> 00:43:30.800 I answer several questions.
NOTE Confidence: 0.47564164

00:43:30.800 --> 00:43:32.830 And as I'm asking questions like for
NOTE Confidence: 0.47564164

00:43:32.830 --> 00:43:35.520 instance, it covers curriculum building,
NOTE Confidence: 0.47564164

00:43:35.520 --> 00:43:37.320 research community work,
NOTE Confidence: 0.47564164

00:43:37.320 --> 00:43:38.244 working with incarcerated,
NOTE Confidence: 0.47564164

00:43:38.244 --> 00:43:39.476 working with the homeless,
NOTE Confidence: 0.47564164

00:43:39.480 --> 00:43:41.344 mentoring students, recruiting students,
NOTE Confidence: 0.47564164

00:43:41.344 --> 00:43:42.276 recruiting trainees,
NOTE Confidence: 0.47564164

00:43:42.280 --> 00:43:43.960 recruiting faculty, recruit,

NOTE Confidence: 0.47564164

00:43:43.960 --> 00:43:45.640 diversifying research teams.

NOTE Confidence: 0.47564164

00:43:45.640 --> 00:43:47.848 And there is a weighted scoring

NOTE Confidence: 0.47564164

00:43:47.848 --> 00:43:49.320 system to every answer.

NOTE Confidence: 0.47564164

00:43:49.320 --> 00:43:51.880 And so automatically it comes out with the

NOTE Confidence: 0.47564164

00:43:51.880 --> 00:43:53.957 diversity Diverse DEI Activity impact score.

NOTE Confidence: 0.47564164

00:43:53.960 --> 00:43:55.080 And now to your question,

NOTE Confidence: 0.47564164

00:43:55.080 --> 00:43:55.405 Janet,

NOTE Confidence: 0.47564164

00:43:55.405 --> 00:43:57.680 is that what does that score mean?

NOTE Confidence: 0.47564164

00:43:57.680 --> 00:44:00.304 So This is why we're now nationally trying

NOTE Confidence: 0.47564164

00:44:00.304 --> 00:44:02.756 to calibrate it at this point as we speak,

NOTE Confidence: 0.47564164

00:44:02.760 --> 00:44:06.036 we have sent out with the Yale

NOTE Confidence: 0.47564164

00:44:06.036 --> 00:44:07.440 IRB exemption approval,

NOTE Confidence: 0.47564164

00:44:07.440 --> 00:44:09.960 we have sent out this survey to

NOTE Confidence: 0.47564164

00:44:09.960 --> 00:44:12.344 all the DEI champions across all

NOTE Confidence: 0.47564164

00:44:12.344 --> 00:44:14.840 academic centers in the United States.

NOTE Confidence: 0.47564164

00:44:14.840 --> 00:44:18.320 So we're starting to try to to to
NOTE Confidence: 0.47564164

00:44:18.320 --> 00:44:21.180 measure what is the kind of the
NOTE Confidence: 0.47564164

00:44:21.180 --> 00:44:23.466 high point by people who their
NOTE Confidence: 0.47564164

00:44:23.466 --> 00:44:24.994 job description includes this.
NOTE Confidence: 0.47564164

00:44:25.000 --> 00:44:27.079 And then so eventually what we hope
NOTE Confidence: 0.47564164

00:44:27.079 --> 00:44:29.456 to have is that when someone's going
NOTE Confidence: 0.47564164

00:44:29.456 --> 00:44:31.846 up for promotion that you can have
NOTE Confidence: 0.47564164

00:44:31.846 --> 00:44:34.560 a page that shows national metrics,
NOTE Confidence: 0.47564164

00:44:34.560 --> 00:44:36.528 regional, national and institutional.
NOTE Confidence: 0.47564164

00:44:36.528 --> 00:44:39.480 If if if institutions are engaged.
NOTE Confidence: 0.47564164

00:44:39.480 --> 00:44:41.440 And then you can have your candidates
NOTE Confidence: 0.47564164

00:44:41.440 --> 00:44:43.079 who's coming up for promotion,
NOTE Confidence: 0.47564164

00:44:43.080 --> 00:44:45.240 their own diversity impact score.
NOTE Confidence: 0.47564164

00:44:45.240 --> 00:44:48.320 And then you can make an informed judgement
NOTE Confidence: 0.47564164

00:44:48.320 --> 00:44:51.200 about how impactful their DEI work is,
NOTE Confidence: 0.47564164

00:44:51.200 --> 00:44:52.752 especially if it's done

NOTE Confidence: 0.47564164

00:44:52.752 --> 00:44:53.916 without protected time.

NOTE Confidence: 0.47564164

00:44:53.920 --> 00:44:56.000 Because then you're literally

NOTE Confidence: 0.47564164

00:44:56.000 --> 00:44:58.080 converting the the minority

NOTE Confidence: 0.47564164

00:44:58.080 --> 00:44:59.620 tax into academic credit.

NOTE Confidence: 0.47564164

00:44:59.620 --> 00:45:02.000 Now one thing I want to stress

NOTE Confidence: 0.47564164

00:45:02.000 --> 00:45:04.000 absolutely importantly is that this

NOTE Confidence: 0.47564164

00:45:04.000 --> 00:45:06.612 productivity calculator does not

NOTE Confidence: 0.47564164

00:45:06.612 --> 00:45:11.399 assign any points based on identity or race.

NOTE Confidence: 0.47564164

00:45:11.400 --> 00:45:14.358 It's only assigns points based on

NOTE Confidence: 0.47564164

00:45:14.358 --> 00:45:16.719 activities that promote DEI and inclusion.

NOTE Confidence: 0.76886415

00:45:20.040 --> 00:45:22.518 Very interesting because on CV Part 2,

NOTE Confidence: 0.76886415

00:45:22.520 --> 00:45:26.012 we do have a section where we are required

NOTE Confidence: 0.76886415

00:45:26.012 --> 00:45:30.000 to mention what we do in the DEI space.

NOTE Confidence: 0.76886415

00:45:30.000 --> 00:45:32.100 So it'll be interesting to see how

NOTE Confidence: 0.76886415

00:45:32.100 --> 00:45:34.120 this works together. Let's open it up.

NOTE Confidence: 0.76886415

00:45:34.120 --> 00:45:35.240 Do others have questions?
NOTE Confidence: 0.39121518

00:45:43.560 --> 00:45:44.920 Sandy has her hand raised.
NOTE Confidence: 0.39121518

00:45:44.920 --> 00:45:47.520 Janet. Oh, thanks. I thanks.
NOTE Confidence: 0.39121518

00:45:47.520 --> 00:45:49.408 Go ahead, Sandy. Thank you, Janet.
NOTE Confidence: 0.39121518

00:45:49.408 --> 00:45:50.632 Thank you, Dorothy.
NOTE Confidence: 0.39121518

00:45:50.632 --> 00:45:52.416 Benjamin, thank you so much.
NOTE Confidence: 0.39121518

00:45:52.416 --> 00:45:54.480 This is really important work and
NOTE Confidence: 0.39121518

00:45:54.548 --> 00:45:56.598 and very insightful and helpful
NOTE Confidence: 0.39121518

00:45:56.600 --> 00:45:58.992 in our work in both in the student
NOTE Confidence: 0.39121518

00:45:58.992 --> 00:46:01.477 realm as well as the faculty realm.
NOTE Confidence: 0.39121518

00:46:01.480 --> 00:46:02.992 I just want to, I don't have a question.
NOTE Confidence: 0.39121518

00:46:03.000 --> 00:46:05.478 I really just want to thank you
NOTE Confidence: 0.39121518

00:46:05.478 --> 00:46:07.795 for calling out and including
NOTE Confidence: 0.39121518

00:46:07.795 --> 00:46:09.559 physician assistants PAS.
NOTE Confidence: 0.39121518

00:46:09.560 --> 00:46:12.115 So this work definitely impacts
NOTE Confidence: 0.39121518

00:46:12.115 --> 00:46:15.240 the world of PAS and we're often

NOTE Confidence: 0.39121518

00:46:15.240 --> 00:46:17.040 not included in these studies.

NOTE Confidence: 0.39121518

00:46:17.040 --> 00:46:18.594 So thank you very much for that.

NOTE Confidence: 0.48178852

00:46:19.240 --> 00:46:22.095 Oh, thank you. We are all one, I mean we're

NOTE Confidence: 0.48178852

00:46:22.095 --> 00:46:24.280 all one healthcare team. Appreciate it,

NOTE Confidence: 0.48178852

00:46:27.000 --> 00:46:27.360 Jeanette.

NOTE Confidence: 0.30370283

00:46:29.480 --> 00:46:31.970 Yes, thank you so much for a

NOTE Confidence: 0.30370283

00:46:31.970 --> 00:46:34.560 tremendous talk. Doctor Emba,

NOTE Confidence: 0.30370283

00:46:34.560 --> 00:46:37.092 I'm interested you know the inclusion

NOTE Confidence: 0.30370283

00:46:37.092 --> 00:46:40.478 of kind of low income first generation

NOTE Confidence: 0.30370283

00:46:40.480 --> 00:46:44.580 in the DEI kind of definition.

NOTE Confidence: 0.30370283

00:46:44.580 --> 00:46:48.440 Do you see that becoming more widespread

NOTE Confidence: 0.30370283

00:46:48.440 --> 00:46:52.016 and national data including that measure,

NOTE Confidence: 0.30370283

00:46:52.016 --> 00:46:54.155 I just you know I think it's

NOTE Confidence: 0.30370283

00:46:54.155 --> 00:46:55.190 really important and I don't

NOTE Confidence: 0.30370283

00:46:55.235 --> 00:46:56.520 feel like it's always captured.

NOTE Confidence: 0.53423256

00:46:58.560 --> 00:46:59.600 Thank you for your question.

NOTE Confidence: 0.53423256

00:46:59.600 --> 00:47:01.192 It is actually I see it getting more

NOTE Confidence: 0.53423256

00:47:01.192 --> 00:47:02.838 and more involved in the discussion.

NOTE Confidence: 0.53423256

00:47:02.840 --> 00:47:06.278 So if you look at if you first generation,

NOTE Confidence: 0.53423256

00:47:06.280 --> 00:47:08.758 62% of the United States population,

NOTE Confidence: 0.53423256

00:47:08.760 --> 00:47:12.000 households, 62% of the US

NOTE Confidence: 0.53423256

00:47:12.000 --> 00:47:13.280 adults have not attended,

NOTE Confidence: 0.53423256

00:47:13.280 --> 00:47:15.380 completed a four year degree

NOTE Confidence: 0.53423256

00:47:15.380 --> 00:47:17.480 program or an associate's program.

NOTE Confidence: 0.53423256

00:47:17.480 --> 00:47:20.112 And so. So it is very important

NOTE Confidence: 0.53423256

00:47:20.112 --> 00:47:23.078 that and if you look at medical,

NOTE Confidence: 0.53423256

00:47:23.080 --> 00:47:24.512 most medical schools now,

NOTE Confidence: 0.53423256

00:47:24.512 --> 00:47:27.058 if you look over the last two

NOTE Confidence: 0.53423256

00:47:27.058 --> 00:47:29.347 decades it was in the single digits

NOTE Confidence: 0.53423256

00:47:29.347 --> 00:47:30.920 of medical school students that

NOTE Confidence: 0.53423256

00:47:30.920 --> 00:47:32.160 are actually first generation.

NOTE Confidence: 0.53423256

00:47:32.160 --> 00:47:34.448 And if you look at for instance Yale's

NOTE Confidence: 0.53423256

00:47:34.448 --> 00:47:37.157 data now and which is across national data,

NOTE Confidence: 0.53423256

00:47:37.160 --> 00:47:38.860 it correlates with national data

NOTE Confidence: 0.53423256

00:47:38.860 --> 00:47:42.300 is that about 14 to 15% of medical

NOTE Confidence: 0.53423256

00:47:42.300 --> 00:47:44.560 school intakes actually taking

NOTE Confidence: 0.53423256

00:47:44.560 --> 00:47:46.640 in first generation families.

NOTE Confidence: 0.53423256

00:47:46.640 --> 00:47:49.055 When you look at low socio economic

NOTE Confidence: 0.53423256

00:47:49.055 --> 00:47:51.556 status when it comes to the poverty level,

NOTE Confidence: 0.53423256

00:47:51.560 --> 00:47:55.144 5 to 6% of all medical school

NOTE Confidence: 0.53423256

00:47:55.144 --> 00:47:57.304 students come from official

NOTE Confidence: 0.53423256

00:47:57.304 --> 00:47:59.800 poverty defined family households.

NOTE Confidence: 0.53423256

00:47:59.800 --> 00:48:00.796 So in short, yes,

NOTE Confidence: 0.53423256

00:48:00.796 --> 00:48:02.920 I do see more and more involved.

NOTE Confidence: 0.53423256

00:48:02.920 --> 00:48:05.104 I know that the initial definition

NOTE Confidence: 0.53423256

00:48:05.104 --> 00:48:06.560 was exclusively on race,

NOTE Confidence: 0.53423256

00:48:06.560 --> 00:48:08.720 but then there are other populations
NOTE Confidence: 0.53423256

00:48:08.720 --> 00:48:11.072 that as this this gathering momentum.
NOTE Confidence: 0.53423256

00:48:11.072 --> 00:48:11.920 For instance,
NOTE Confidence: 0.53423256

00:48:11.920 --> 00:48:14.836 the United States 13% of adults,
NOTE Confidence: 0.53423256

00:48:14.840 --> 00:48:17.138 approximately 13% of adults are actually
NOTE Confidence: 0.53423256

00:48:17.138 --> 00:48:19.400 registered as having a disability.
NOTE Confidence: 0.53423256

00:48:19.400 --> 00:48:20.840 And in terms of medical school,
NOTE Confidence: 0.53423256

00:48:20.840 --> 00:48:23.226 you only have about maybe 4% of
NOTE Confidence: 0.53423256

00:48:23.226 --> 00:48:25.956 of medical students are disabled.
NOTE Confidence: 0.53423256

00:48:25.960 --> 00:48:27.735 So clearly there's an on
NOTE Confidence: 0.53423256

00:48:27.735 --> 00:48:29.155 the representation as well.
NOTE Confidence: 0.53423256

00:48:29.160 --> 00:48:31.712 So so that's why it's as we push
NOTE Confidence: 0.53423256

00:48:31.712 --> 00:48:33.456 forward inclusion should broaden it
NOTE Confidence: 0.53423256

00:48:33.456 --> 00:48:35.526 shouldn't I don't think it should
NOTE Confidence: 0.53423256

00:48:35.526 --> 00:48:37.895 be narrowed down just to race and
NOTE Confidence: 0.53423256

00:48:37.895 --> 00:48:39.793 ethnicity but to all disadvantaged

NOTE Confidence: 0.53423256

00:48:39.793 --> 00:48:42.758 cohorts that in the country.

NOTE Confidence: 0.53423256

00:48:42.760 --> 00:48:44.062 There are also other I didn't

NOTE Confidence: 0.53423256

00:48:44.062 --> 00:48:45.730 talk about it but there are even

NOTE Confidence: 0.53423256

00:48:45.730 --> 00:48:47.236 with even the nuances within this.

NOTE Confidence: 0.53423256

00:48:47.240 --> 00:48:47.852 You know,

NOTE Confidence: 0.53423256

00:48:47.852 --> 00:48:49.994 a lot of my slides showed for

NOTE Confidence: 0.53423256

00:48:49.994 --> 00:48:51.839 instance that they're the Asian,

NOTE Confidence: 0.53423256

00:48:51.840 --> 00:48:53.695 Asian physicians are over represented

NOTE Confidence: 0.53423256

00:48:53.695 --> 00:48:54.437 in faculty,

NOTE Confidence: 0.53423256

00:48:54.440 --> 00:48:56.675 but there's a significant challenge

NOTE Confidence: 0.53423256

00:48:56.675 --> 00:48:59.520 faced by Asian American faculty members,

NOTE Confidence: 0.53423256

00:48:59.520 --> 00:49:02.677 which is that the pathway to leadership.

NOTE Confidence: 0.53423256

00:49:02.680 --> 00:49:05.296 They for the last 20 years when you

NOTE Confidence: 0.53423256

00:49:05.296 --> 00:49:08.157 look at the leadership Parity Index,

NOTE Confidence: 0.53423256

00:49:08.160 --> 00:49:11.674 which is the representation of of

NOTE Confidence: 0.53423256

00:49:11.674 --> 00:49:13.798 leaders from a racial group over
NOTE Confidence: 0.53423256

00:49:13.798 --> 00:49:15.679 the total number in faculty,
NOTE Confidence: 0.53423256

00:49:15.680 --> 00:49:18.080 the two two groups stand out,
NOTE Confidence: 0.53423256

00:49:18.080 --> 00:49:20.115 women overall and Asian Americans
NOTE Confidence: 0.53423256

00:49:20.115 --> 00:49:23.383 for the last 20 years have had a
NOTE Confidence: 0.53423256

00:49:23.383 --> 00:49:26.078 leadership parity Index of less than one.
NOTE Confidence: 0.53423256

00:49:26.080 --> 00:49:27.548 So there's so much,
NOTE Confidence: 0.53423256

00:49:27.548 --> 00:49:29.383 there's so much inequity within
NOTE Confidence: 0.53423256

00:49:29.383 --> 00:49:30.799 inequity within inequity.
NOTE Confidence: 0.53423256

00:49:30.800 --> 00:49:32.560 It's like a matrix, like, you know.
NOTE Confidence: 0.6856962

00:49:34.040 --> 00:49:34.718 So another question,
NOTE Confidence: 0.6856962

00:49:34.718 --> 00:49:36.560 I'd love to hear your thoughts on this.
NOTE Confidence: 0.6856962

00:49:36.560 --> 00:49:37.661 It's from Darren.
NOTE Confidence: 0.6856962

00:49:37.661 --> 00:49:39.863 Now that the Supreme Court has
NOTE Confidence: 0.6856962

00:49:39.863 --> 00:49:42.123 said race and ethnicity cannot
NOTE Confidence: 0.6856962

00:49:42.123 --> 00:49:44.393 be used in admission discussions,

NOTE Confidence: 0.6856962

00:49:44.400 --> 00:49:46.716 do you think they'll be more

NOTE Confidence: 0.6856962

00:49:46.720 --> 00:49:50.120 examining our SES and thinking

NOTE Confidence: 0.6856962

00:49:50.120 --> 00:49:52.680 about that with greater concern?

NOTE Confidence: 0.6856962

00:49:53.200 --> 00:49:55.824 I I think that I think there will

NOTE Confidence: 0.6856962

00:49:55.824 --> 00:49:57.588 be more attention paid to that.

NOTE Confidence: 0.6856962

00:49:57.588 --> 00:49:59.629 But I also caution that though there's

NOTE Confidence: 0.6856962

00:49:59.629 --> 00:50:01.720 an overlap, there's no it is not.

NOTE Confidence: 0.6856962

00:50:01.720 --> 00:50:04.175 It's not a perfect surrogate

NOTE Confidence: 0.6856962

00:50:04.175 --> 00:50:07.200 marker when it comes to race.

NOTE Confidence: 0.6856962

00:50:07.200 --> 00:50:10.240 So you could have.

NOTE Confidence: 0.6856962

00:50:10.240 --> 00:50:11.840 I definitely agree that both.

NOTE Confidence: 0.6856962

00:50:11.840 --> 00:50:14.198 So it's a it's not a 0 sum game.

NOTE Confidence: 0.6856962

00:50:14.200 --> 00:50:16.360 I think it's the the pie

NOTE Confidence: 0.6856962

00:50:16.360 --> 00:50:17.800 should be larger overall.

NOTE Confidence: 0.6856962

00:50:17.800 --> 00:50:19.600 What you find is that yes,

NOTE Confidence: 0.6856962

00:50:19.600 --> 00:50:22.729 people will start to look at SES
NOTE Confidence: 0.6856962

00:50:22.729 --> 00:50:24.533 parameters because unfortunately most
NOTE Confidence: 0.6856962

00:50:24.533 --> 00:50:27.277 SES lower SES families are also minority
NOTE Confidence: 0.6856962

00:50:27.277 --> 00:50:29.919 families or first generation families.
NOTE Confidence: 0.6856962

00:50:29.920 --> 00:50:31.456 So yes, that is an important
NOTE Confidence: 0.6856962

00:50:31.456 --> 00:50:32.480 metric to look at,
NOTE Confidence: 0.6856962

00:50:32.480 --> 00:50:34.040 but following the SCOTUS
NOTE Confidence: 0.6856962

00:50:34.040 --> 00:50:35.600 decision it is still.
NOTE Confidence: 0.6856962

00:50:35.600 --> 00:50:36.506 First of all,
NOTE Confidence: 0.6856962

00:50:36.506 --> 00:50:38.620 the decision does not have any impact
NOTE Confidence: 0.6856962

00:50:38.686 --> 00:50:40.996 for outreach currently and recruitment,
NOTE Confidence: 0.6856962

00:50:41.000 --> 00:50:43.022 recruitment efforts and
NOTE Confidence: 0.6856962

00:50:43.022 --> 00:50:45.718 additionally the SCOTUS decision
NOTE Confidence: 0.5009517

00:50:48.200 --> 00:50:51.864 it. It does not preclude obviously
NOTE Confidence: 0.5009517

00:50:51.864 --> 00:50:54.520 as everyone knows integrating,
NOTE Confidence: 0.5009517

00:50:54.520 --> 00:50:58.462 what attributes in individual's

NOTE Confidence: 0.5009517

00:50:58.462 --> 00:50:59.755 applicancy contributes to

NOTE Confidence: 0.5009517

00:50:59.755 --> 00:51:01.479 their overall lived experience.

NOTE Confidence: 0.5009517

00:51:01.480 --> 00:51:03.220 And of course it's

NOTE Confidence: 0.5009517

00:51:03.220 --> 00:51:04.960 impossible to separate race,

NOTE Confidence: 0.5009517

00:51:04.960 --> 00:51:06.310 socio, economic status,

NOTE Confidence: 0.5009517

00:51:06.310 --> 00:51:08.560 zip code from your overall,

NOTE Confidence: 0.5009517

00:51:11.760 --> 00:51:14.360 from you or your identity.

NOTE Confidence: 0.5009517

00:51:14.360 --> 00:51:15.356 So, but yes, I think Darren,

NOTE Confidence: 0.5009517

00:51:15.360 --> 00:51:16.335 there will be much more

NOTE Confidence: 0.5009517

00:51:16.335 --> 00:51:17.115 attention paid to that.

NOTE Confidence: 0.5009517

00:51:17.120 --> 00:51:19.066 But I just cautioned that it shouldn't

NOTE Confidence: 0.5009517

00:51:19.066 --> 00:51:21.000 just be a simple substitute.

NOTE Confidence: 0.5009517

00:51:21.000 --> 00:51:22.083 It's very complicated.

NOTE Confidence: 0.5009517

00:51:22.083 --> 00:51:24.610 It's very nuanced and we just have

NOTE Confidence: 0.5009517

00:51:24.675 --> 00:51:26.789 to keep making the effort to make

NOTE Confidence: 0.5009517

00:51:26.789 --> 00:51:29.772 sure that our inclusive strategy is
NOTE Confidence: 0.5009517

00:51:29.772 --> 00:51:32.332 as inclusive as possible and that
NOTE Confidence: 0.5009517

00:51:32.332 --> 00:51:34.390 we keep checking for the nuances
NOTE Confidence: 0.5009517

00:51:34.457 --> 00:51:36.437 of inequities within all all the
NOTE Confidence: 0.5009517

00:51:36.437 --> 00:51:38.480 strata that we are working on.
NOTE Confidence: 0.54383653

00:51:42.760 --> 00:51:43.928 Thank you. Other questions,
NOTE Confidence: 0.54383653

00:51:43.928 --> 00:51:46.323 I think we have time for one more
NOTE Confidence: 0.54383653

00:51:46.323 --> 00:51:48.367 and Please note that we have the
NOTE Confidence: 0.54383653

00:51:48.367 --> 00:51:50.038 evaluation which just takes a minute
NOTE Confidence: 0.54383653

00:51:50.038 --> 00:51:52.030 so you can even start doing it.
NOTE Confidence: 0.54383653

00:51:52.030 --> 00:51:54.040 It's really important for us to
NOTE Confidence: 0.54383653

00:51:54.040 --> 00:51:55.909 get your feedback so you can go
NOTE Confidence: 0.54383653

00:51:55.909 --> 00:51:58.137 into the chat and pick that up if
NOTE Confidence: 0.54383653

00:51:58.137 --> 00:52:00.639 there's any last couple of questions.
NOTE Confidence: 0.54383653

00:52:07.320 --> 00:52:09.259 And one thing I'm hoping for is
NOTE Confidence: 0.54383653

00:52:09.259 --> 00:52:11.560 that we get more and more data

NOTE Confidence: 0.54383653

00:52:11.560 --> 00:52:14.200 on on on clinical outcomes,

NOTE Confidence: 0.54383653

00:52:14.200 --> 00:52:16.525 on population impact of diversifying

NOTE Confidence: 0.54383653

00:52:16.525 --> 00:52:18.385 the healthcare workforce because

NOTE Confidence: 0.54383653

00:52:18.385 --> 00:52:20.741 so it moves from this qualitative

NOTE Confidence: 0.54383653

00:52:20.741 --> 00:52:24.046 metrics or outcomes or experience

NOTE Confidence: 0.54383653

00:52:24.046 --> 00:52:27.880 or quality and access to actually

NOTE Confidence: 0.54383653

00:52:27.880 --> 00:52:30.160 finding out that you know we

NOTE Confidence: 0.54383653

00:52:30.160 --> 00:52:33.400 actually impact life expectancy,

NOTE Confidence: 0.54383653

00:52:33.400 --> 00:52:34.918 mortality rates etcetera.

NOTE Confidence: 0.7599996

00:52:35.760 --> 00:52:37.680 And then we have Natasha has

NOTE Confidence: 0.7599996

00:52:37.680 --> 00:52:39.744 a important question for us.

NOTE Confidence: 0.7599996

00:52:39.744 --> 00:52:41.924 Are there any data on

NOTE Confidence: 0.7599996

00:52:41.924 --> 00:52:43.376 inter ethnic disparities,

NOTE Confidence: 0.7599996

00:52:43.376 --> 00:52:45.916 for example the black immigrants

NOTE Confidence: 0.7599996

00:52:45.916 --> 00:52:48.920 from Africa or Caribbean versus

NOTE Confidence: 0.7599996

00:52:48.920 --> 00:52:51.800 American descendants of slaves?
NOTE Confidence: 0.85944617

00:52:53.040 --> 00:52:54.960 OK, thank you for the question. So
NOTE Confidence: 0.85944617

00:52:57.320 --> 00:53:00.032 one thing that's unique to all the data
NOTE Confidence: 0.85944617

00:53:00.032 --> 00:53:02.010 presented and anywhere you get data
NOTE Confidence: 0.85944617

00:53:02.010 --> 00:53:05.920 on URM participants or or trainees,
NOTE Confidence: 0.85944617

00:53:05.920 --> 00:53:09.296 the data that I quote is restricted to
NOTE Confidence: 0.85944617

00:53:09.296 --> 00:53:13.746 the AAMC only reports demographic data on
NOTE Confidence: 0.85944617

00:53:13.746 --> 00:53:17.879 American citizens and green card holders.
NOTE Confidence: 0.85944617

00:53:17.880 --> 00:53:22.465 And as you all know the US census groups and
NOTE Confidence: 0.85944617

00:53:22.465 --> 00:53:25.795 most places that collect demographic data,
NOTE Confidence: 0.85944617

00:53:25.800 --> 00:53:27.764 it doesn't go granular.
NOTE Confidence: 0.85944617

00:53:27.764 --> 00:53:30.680 Like for instance if you check the box Asian,
NOTE Confidence: 0.85944617

00:53:30.680 --> 00:53:32.798 there are at least 31 nationalities
NOTE Confidence: 0.85944617

00:53:32.798 --> 00:53:34.640 cultures that could be Asian,
NOTE Confidence: 0.85944617

00:53:34.640 --> 00:53:36.984 if you check the box black or African
NOTE Confidence: 0.85944617

00:53:36.984 --> 00:53:38.360 American, you could be African,

NOTE Confidence: 0.85944617
00:53:38.360 --> 00:53:39.440 you could be African,
NOTE Confidence: 0.85944617
00:53:39.440 --> 00:53:40.756 multi generational, black American,
NOTE Confidence: 0.85944617
00:53:40.756 --> 00:53:42.401 you could be Caribbean and
NOTE Confidence: 0.85944617
00:53:42.401 --> 00:53:43.600 so on and so forth.
NOTE Confidence: 0.85944617
00:53:43.600 --> 00:53:47.359 So I don't think the data exists
NOTE Confidence: 0.85944617
00:53:47.360 --> 00:53:51.356 to at such a granular level.
NOTE Confidence: 0.85944617
00:53:51.360 --> 00:53:53.619 Is there some,
NOTE Confidence: 0.85944617
00:53:53.619 --> 00:53:57.992 Is there some angst or disagreements or
NOTE Confidence: 0.85944617
00:53:57.992 --> 00:54:00.632 discordance within all racial groups?
NOTE Confidence: 0.85944617
00:54:00.640 --> 00:54:02.299 I'm sure there are about how to
NOTE Confidence: 0.85944617
00:54:02.299 --> 00:54:04.036 capture it and what to make of it.
NOTE Confidence: 0.85944617
00:54:04.040 --> 00:54:05.960 It's, for now, remains unknown.
NOTE Confidence: 0.7538379
00:54:09.160 --> 00:54:10.300 I'm sure we're going to
NOTE Confidence: 0.7538379
00:54:10.300 --> 00:54:11.440 have people working on it.
NOTE Confidence: 0.7538379
00:54:11.440 --> 00:54:13.396 Well, please fill out the eval.
NOTE Confidence: 0.7538379

00:54:13.400 --> 00:54:14.912 And I really thank you, Ben,
NOTE Confidence: 0.7538379

00:54:14.912 --> 00:54:16.672 for this wonderful work and
NOTE Confidence: 0.7538379

00:54:16.672 --> 00:54:18.516 contributing to Yale and I'm
NOTE Confidence: 0.7538379

00:54:18.516 --> 00:54:20.000 thrilled that you're here.
NOTE Confidence: 0.7538379

00:54:20.000 --> 00:54:22.275 I'm sure we'll have many more discussions.
NOTE Confidence: 0.7538379

00:54:22.280 --> 00:54:24.198 Patrick has a big thumbs up also.
NOTE Confidence: 0.7538379

00:54:24.200 --> 00:54:26.400 So really appreciate everyone's time.
NOTE Confidence: 0.39749688

00:54:27.200 --> 00:54:28.220 Thank you very much.
NOTE Confidence: 0.39749688

00:54:28.220 --> 00:54:29.750 And just a reminder that equity
NOTE Confidence: 0.39749688

00:54:29.807 --> 00:54:31.280 begins with everyone. Thank you,
NOTE Confidence: 0.39749688

00:54:33.480 --> 00:54:35.958 Janet. Shelly has her hand raised.
NOTE Confidence: 0.39749688

00:54:35.960 --> 00:54:37.592 I don't know if there's time
NOTE Confidence: 0.39749688

00:54:37.592 --> 00:54:38.680 to address another quick.
NOTE Confidence: 0.39749688

00:54:38.680 --> 00:54:40.440 Oh, wait, I just meant to do that.
NOTE Confidence: 0.39749688

00:54:40.440 --> 00:54:42.040 Claps. I'm sorry, Ben.
NOTE Confidence: 0.39749688

00:54:42.040 --> 00:54:43.506 You are fantastic. Ben.

NOTE Confidence: 0.39749688

00:54:43.506 --> 00:54:44.836 Just wanted to acknowledge that.

NOTE Confidence: 0.39749688

00:54:44.840 --> 00:54:47.120 Sorry, I'll lower my hand. No worries.

NOTE Confidence: 0.39749688

00:54:47.920 --> 00:54:50.520 No worries. Great. Thank you.

NOTE Confidence: 0.39749688

00:54:52.840 --> 00:54:54.040 So are we staying? We're

NOTE Confidence: 0.39749688

00:54:54.040 --> 00:54:55.480 staying on. Right. OK. Yeah.