

WEBVTT

NOTE duration:"01:27:20.9630000"

NOTE language:en-us

NOTE Confidence: 0.82744527

00:00:00.000 --> 00:00:01.900 Good evening, my friends and

NOTE Confidence: 0.82744527

00:00:01.900 --> 00:00:03.800 welcome to our Pardon me.

NOTE Confidence: 0.82744527

00:00:03.800 --> 00:00:08.140 Let me turn that off to our.

NOTE Confidence: 0.82744527

00:00:08.140 --> 00:00:10.078 Our evening ethics seminar series for

NOTE Confidence: 0.82744527

00:00:10.078 --> 00:00:11.691 the program for biomedical ethics

NOTE Confidence: 0.82744527

00:00:11.691 --> 00:00:13.588 here at the Yale School of Medicine.

NOTE Confidence: 0.82744527

00:00:13.590 --> 00:00:15.914 Oh, we were delighted that you're here.

NOTE Confidence: 0.82744527

00:00:15.920 --> 00:00:18.611 We have a special guest tonight and I want

NOTE Confidence: 0.82744527

00:00:18.611 --> 00:00:21.375 to tell you a little bit about her and

NOTE Confidence: 0.82744527

00:00:21.375 --> 00:00:23.910 about the program we're going tonight.

NOTE Confidence: 0.82744527

00:00:23.910 --> 00:00:24.840 There is no.

NOTE Confidence: 0.82744527

00:00:24.840 --> 00:00:26.390 There's no question that has

NOTE Confidence: 0.82744527

00:00:26.390 --> 00:00:27.580 been appropriately increased.

NOTE Confidence: 0.82744527

00:00:27.580 --> 00:00:29.883 Focus on concerns of racism and social

NOTE Confidence: 0.82744527

00:00:29.883 --> 00:00:32.239 justice in the past many months and.

NOTE Confidence: 0.8564283

00:00:34.270 --> 00:00:36.027 One focus for any good ethics program

NOTE Confidence: 0.8564283

00:00:36.027 --> 00:00:38.017 has to be on matters of justice.

NOTE Confidence: 0.8564283

00:00:38.020 --> 00:00:39.658 This is the work that I've

NOTE Confidence: 0.8564283

00:00:39.658 --> 00:00:40.970 done and been interested in,

NOTE Confidence: 0.8564283

00:00:40.970 --> 00:00:42.932 and I know many of you have as well

NOTE Confidence: 0.8564283

00:00:42.932 --> 00:00:45.147 in particular as we take a look at

NOTE Confidence: 0.8564283

00:00:45.147 --> 00:00:47.128 issues of racism and social justice,

NOTE Confidence: 0.8564283

00:00:47.130 --> 00:00:48.202 we're very fortunate that

NOTE Confidence: 0.8564283

00:00:48.202 --> 00:00:49.810 we have right here at Yale.

NOTE Confidence: 0.8564283

00:00:49.810 --> 00:00:51.980 Someone who's got a great deal of

NOTE Confidence: 0.8564283

00:00:51.980 --> 00:00:53.853 expertise and has been helping us

NOTE Confidence: 0.8564283

00:00:53.853 --> 00:00:55.897 here at Yale and leading the way

NOTE Confidence: 0.8564283

00:00:55.962 --> 00:00:57.850 that's Doctor Marietta Vasquez.

NOTE Confidence: 0.8564283

00:00:57.850 --> 00:00:59.810 My friend Doctor Vasquez graduated

NOTE Confidence: 0.8564283

00:00:59.810 --> 00:01:02.124 from the University of Puerto Rico  
NOTE Confidence: 0.8564283

00:01:02.124 --> 00:01:04.175 where she received her MD came here  
NOTE Confidence: 0.8564283

00:01:04.175 --> 00:01:06.512 to Yale to do a pediatric residency  
NOTE Confidence: 0.8564283

00:01:06.512 --> 00:01:08.938 and upon completion of that did her  
NOTE Confidence: 0.8564283

00:01:08.938 --> 00:01:10.783 fellowship here an infectious disease  
NOTE Confidence: 0.8564283

00:01:10.783 --> 00:01:13.214 and has stayed on and risen through  
NOTE Confidence: 0.8564283

00:01:13.214 --> 00:01:15.098 the ranks of the Department of  
NOTE Confidence: 0.8564283

00:01:15.162 --> 00:01:17.528 Pediatrics and is now a full professor  
NOTE Confidence: 0.8564283

00:01:17.528 --> 00:01:19.264 in Pediatrics in infectious disease.  
NOTE Confidence: 0.8564283

00:01:19.264 --> 00:01:21.406 She has she's a national leader  
NOTE Confidence: 0.8564283

00:01:21.406 --> 00:01:23.590 in the area of immunization and  
NOTE Confidence: 0.8564283

00:01:23.590 --> 00:01:25.696 she also has expertise in global  
NOTE Confidence: 0.8564283

00:01:25.761 --> 00:01:27.980 health and have for many years lead.  
NOTE Confidence: 0.8564283

00:01:27.980 --> 00:01:30.158 That track of our Pediatrics residency,  
NOTE Confidence: 0.8564283

00:01:30.160 --> 00:01:31.970 but of particular interest tonight,  
NOTE Confidence: 0.8564283

00:01:31.970 --> 00:01:35.237 is that Marietta is also for in recent years.

NOTE Confidence: 0.8564283

00:01:35.240 --> 00:01:37.412 She's been our inaugural Vice chair

NOTE Confidence: 0.8564283

00:01:37.412 --> 00:01:39.079 for Diversity, Equity and Inclusion,

NOTE Confidence: 0.8564283

00:01:39.079 --> 00:01:41.744 and in that role she has helped the

NOTE Confidence: 0.8564283

00:01:41.744 --> 00:01:43.784 Department of Pediatrics and the

NOTE Confidence: 0.8564283

00:01:43.784 --> 00:01:46.129 Children's Hospital move forward an address.

NOTE Confidence: 0.8564283

00:01:46.130 --> 00:01:48.308 Some of these terribly important issues,

NOTE Confidence: 0.8564283

00:01:48.310 --> 00:01:49.566 as I've said before,

NOTE Confidence: 0.8564283

00:01:49.566 --> 00:01:51.986 I think that as we address issues

NOTE Confidence: 0.8564283

00:01:51.986 --> 00:01:54.118 of structural racism, for example,

NOTE Confidence: 0.8564283

00:01:54.118 --> 00:01:55.210 issues of diversity.

NOTE Confidence: 0.8564283

00:01:55.210 --> 00:01:57.394 I think that it's important that

NOTE Confidence: 0.8564283

00:01:57.394 --> 00:01:59.689 we clean up our own house.

NOTE Confidence: 0.8564283

00:01:59.690 --> 00:02:01.322 We certainly want to clean up

NOTE Confidence: 0.8564283

00:02:01.322 --> 00:02:02.810 the country in the world,

NOTE Confidence: 0.8564283

00:02:02.810 --> 00:02:04.532 but I think it's terribly important

NOTE Confidence: 0.8564283

00:02:04.532 --> 00:02:06.508 that we clean up our own house.  
NOTE Confidence: 0.8564283

00:02:06.510 --> 00:02:08.208 In Marietta has been an important  
NOTE Confidence: 0.8564283

00:02:08.208 --> 00:02:09.057 leader on that,  
NOTE Confidence: 0.8564283

00:02:09.060 --> 00:02:11.284 and trying to help us make things better  
NOTE Confidence: 0.8564283

00:02:11.284 --> 00:02:13.320 here for the staff for each other.  
NOTE Confidence: 0.8564283

00:02:13.320 --> 00:02:15.030 For the patients, for the patients,  
NOTE Confidence: 0.8564283

00:02:15.030 --> 00:02:16.450 families, and for the Community.  
NOTE Confidence: 0.8564283

00:02:16.450 --> 00:02:18.634 And so I was delighted when Doctor Vasquez  
NOTE Confidence: 0.8564283

00:02:18.634 --> 00:02:20.707 agreed to come and address us tonight.  
NOTE Confidence: 0.8564283

00:02:20.710 --> 00:02:24.710 So this will work as it usually works.  
NOTE Confidence: 0.8564283

00:02:24.710 --> 00:02:26.462 Marietta will speak for the first 45 minutes  
NOTE Confidence: 0.8564283

00:02:26.462 --> 00:02:28.388 or so with the PowerPoint presentation,  
NOTE Confidence: 0.8564283

00:02:28.390 --> 00:02:29.705 and after that I'll moderate  
NOTE Confidence: 0.8564283

00:02:29.705 --> 00:02:30.757 AQ and a discussion.  
NOTE Confidence: 0.8564283

00:02:30.760 --> 00:02:32.811 If you would please send your questions  
NOTE Confidence: 0.8564283

00:02:32.811 --> 00:02:34.860 through the Q&A portion of the zoom and

NOTE Confidence: 0.8564283

00:02:34.860 --> 00:02:37.082 I will take a look at those and I'll

NOTE Confidence: 0.8564283

00:02:37.082 --> 00:02:40.300 share those with Marietta as we go.

NOTE Confidence: 0.8564283

00:02:40.300 --> 00:02:42.928 There will be.

NOTE Confidence: 0.8564283

00:02:42.930 --> 00:02:44.729 A hard stop at 6:30 as always,

NOTE Confidence: 0.8564283

00:02:44.730 --> 00:02:46.706 so let me apologize in advance for whoever's

NOTE Confidence: 0.8564283

00:02:46.706 --> 00:02:48.579 got the really good question at 629,

NOTE Confidence: 0.8564283

00:02:48.580 --> 00:02:49.648 'cause you're probably not

NOTE Confidence: 0.8564283

00:02:49.648 --> 00:02:51.669 going to get a chance to ask it,

NOTE Confidence: 0.8564283

00:02:51.670 --> 00:02:53.206 but I sure appreciate that you

NOTE Confidence: 0.8564283

00:02:53.206 --> 00:02:53.974 folks are here.

NOTE Confidence: 0.8564283

00:02:53.980 --> 00:02:55.632 I think we're in for a very

NOTE Confidence: 0.8564283

00:02:55.632 --> 00:02:56.810 informative evening and Marietta.

NOTE Confidence: 0.8564283

00:02:56.810 --> 00:02:58.609 Let me thank you for making time.

NOTE Confidence: 0.8564283

00:02:58.610 --> 00:03:00.178 I know these are very busy time

NOTE Confidence: 0.8564283

00:03:00.178 --> 00:03:01.488 for everybody in particular an

NOTE Confidence: 0.8564283

00:03:01.488 --> 00:03:03.252 infectious disease Doctor Who is also  
NOTE Confidence: 0.8564283

00:03:03.252 --> 00:03:04.619 focusing on structural racism on  
NOTE Confidence: 0.8564283

00:03:04.619 --> 00:03:06.557 this is not a relaxing year for you,  
NOTE Confidence: 0.8564283

00:03:06.557 --> 00:03:08.216 but we're very lucky to have you  
NOTE Confidence: 0.8564283

00:03:08.216 --> 00:03:09.743 here in general and very lucky  
NOTE Confidence: 0.8564283

00:03:09.743 --> 00:03:11.231 to have you here with us  
NOTE Confidence: 0.8670526

00:03:11.287 --> 00:03:14.220 tonight. So thank you so much. Marietta, take  
NOTE Confidence: 0.8645398

00:03:14.220 --> 00:03:18.090 it away. Thank you and thank you to the  
NOTE Confidence: 0.8645398

00:03:18.090 --> 00:03:21.617 ethics program in Mark for inviting me.  
NOTE Confidence: 0.8645398

00:03:21.620 --> 00:03:24.386 It's for that very kind introduction.  
NOTE Confidence: 0.8645398

00:03:24.390 --> 00:03:27.232 It's really. It's really an honor to  
NOTE Confidence: 0.8645398

00:03:27.232 --> 00:03:31.592 be here and I'm going to talk to you  
NOTE Confidence: 0.8645398

00:03:31.592 --> 00:03:33.624 about addressing structural racism,  
NOTE Confidence: 0.8645398

00:03:33.630 --> 00:03:34.938 prejudice and withholding,  
NOTE Confidence: 0.8645398

00:03:34.938 --> 00:03:36.682 diversity, equity and inclusion  
NOTE Confidence: 0.8645398

00:03:36.682 --> 00:03:38.710 in an academic Department.

NOTE Confidence: 0.8645398

00:03:38.710 --> 00:03:42.462 I'm going to share with you our

NOTE Confidence: 0.8645398

00:03:42.462 --> 00:03:45.030 multifaceted approach in peeds so.

NOTE Confidence: 0.8645398

00:03:45.030 --> 00:03:47.207 I have no financial conflicts to declare,

NOTE Confidence: 0.8645398

00:03:47.210 --> 00:03:49.706 but I do want to declare two things.

NOTE Confidence: 0.8645398

00:03:49.710 --> 00:03:52.150 Number one is that I have a very

NOTE Confidence: 0.8645398

00:03:52.150 --> 00:03:53.766 strong passion about the work

NOTE Confidence: 0.8645398

00:03:53.766 --> 00:03:55.950 that I'm going to share with you,

NOTE Confidence: 0.8645398

00:03:55.950 --> 00:03:58.054 so be forewarned and #2 is that I

NOTE Confidence: 0.8645398

00:03:58.054 --> 00:04:00.317 have no formal training in ethics,

NOTE Confidence: 0.8645398

00:04:00.320 --> 00:04:02.497 and to be very honest with you,

NOTE Confidence: 0.8645398

00:04:02.500 --> 00:04:04.060 I'm a little bit intimidated.

NOTE Confidence: 0.8645398

00:04:04.060 --> 00:04:08.028 So today I'm going to share with you.

NOTE Confidence: 0.8645398

00:04:08.030 --> 00:04:09.820 Our our way our Camino,

NOTE Confidence: 0.8645398

00:04:09.820 --> 00:04:12.236 our road and I hope to bring you

NOTE Confidence: 0.8645398

00:04:12.236 --> 00:04:14.961 with me into our work as background

NOTE Confidence: 0.8645398



00:04:14.961 --> 00:04:17.428 for this session I'm going to  
NOTE Confidence: 0.8645398

00:04:17.428 --> 00:04:19.857 share a little bit about me first  
NOTE Confidence: 0.8645398

00:04:19.857 --> 00:04:22.708 because I don't know so many of you,  
NOTE Confidence: 0.8645398

00:04:22.710 --> 00:04:25.209 but also because the field of diversity,  
NOTE Confidence: 0.8645398

00:04:25.210 --> 00:04:26.362 equity and inclusion,  
NOTE Confidence: 0.8645398

00:04:26.362 --> 00:04:29.868 which from now on I will refer to as DVI,  
NOTE Confidence: 0.8645398

00:04:29.870 --> 00:04:32.018 which is still evolving in medicine,  
NOTE Confidence: 0.8645398

00:04:32.020 --> 00:04:34.378 is colored really by the background  
NOTE Confidence: 0.8645398

00:04:34.378 --> 00:04:36.406 and experiences of the candidate  
NOTE Confidence: 0.8645398

00:04:36.406 --> 00:04:39.073 who becomes leaders in the eyes so.  
NOTE Confidence: 0.8645398

00:04:39.080 --> 00:04:42.288 So I'll share a little bit about me.  
NOTE Confidence: 0.8645398

00:04:42.290 --> 00:04:44.620 Will go through some definitions  
NOTE Confidence: 0.8645398

00:04:44.620 --> 00:04:46.950 because definitions matter and because  
NOTE Confidence: 0.8645398

00:04:47.023 --> 00:04:49.368 we need to be comfortable using the  
NOTE Confidence: 0.8645398

00:04:49.368 --> 00:04:51.989 right words and using words that we  
NOTE Confidence: 0.8645398

00:04:51.989 --> 00:04:53.924 might feel uncomfortable using and

NOTE Confidence: 0.8645398

00:04:53.924 --> 00:04:56.720 that we might not be familiar with,

NOTE Confidence: 0.8645398

00:04:56.720 --> 00:04:59.968 I'm going to share a little bit about

NOTE Confidence: 0.8645398

00:04:59.968 --> 00:05:02.616 why does it. Why does it matter?

NOTE Confidence: 0.8645398

00:05:02.616 --> 00:05:06.315 Why did we embark on this and share with

NOTE Confidence: 0.8645398

00:05:06.315 --> 00:05:09.105 you our initiatives towards the end?

NOTE Confidence: 0.8645398

00:05:09.110 --> 00:05:12.990 Did it work an what's in the future for us?

NOTE Confidence: 0.8645398

00:05:12.990 --> 00:05:14.510 So this is me.

NOTE Confidence: 0.8645398

00:05:14.510 --> 00:05:17.260 My whole family is originally from Cuba.

NOTE Confidence: 0.8645398

00:05:17.260 --> 00:05:19.850 My parents came to the US as

NOTE Confidence: 0.8645398

00:05:19.850 --> 00:05:21.910 political refugees and got married.

NOTE Confidence: 0.8645398

00:05:21.910 --> 00:05:24.626 They were very young, they got married,

NOTE Confidence: 0.8645398

00:05:24.630 --> 00:05:27.132 and then during the Cuban Revolution

NOTE Confidence: 0.8645398

00:05:27.132 --> 00:05:29.586 they immigrated to the United States

NOTE Confidence: 0.8645398

00:05:29.586 --> 00:05:32.064 and then came to Puerto Rico and

NOTE Confidence: 0.8645398

00:05:32.064 --> 00:05:34.329 I'm the middle child of three.

NOTE Confidence: 0.8645398

00:05:34.330 --> 00:05:37.590 I was born in the late 1960s and I had  
NOTE Confidence: 0.8645398

00:05:37.678 --> 00:05:40.936 a very happy and privileged childhood.  
NOTE Confidence: 0.8645398

00:05:40.940 --> 00:05:45.044 My mom raised me as a little girl who.  
NOTE Confidence: 0.8645398

00:05:45.050 --> 00:05:47.658 She said you can do whatever you want  
NOTE Confidence: 0.8645398

00:05:47.658 --> 00:05:50.916 an I had the fortune and privilege to  
NOTE Confidence: 0.8645398

00:05:50.916 --> 00:05:53.919 be a first generation college student.  
NOTE Confidence: 0.8645398

00:05:53.920 --> 00:05:56.600 I was my siblings and I were the  
NOTE Confidence: 0.8645398

00:05:56.600 --> 00:05:59.159 first to graduate from college.  
NOTE Confidence: 0.8645398

00:05:59.160 --> 00:06:02.562 After that I came to Yale as  
NOTE Confidence: 0.8645398

00:06:02.562 --> 00:06:03.534 an undergraduate.  
NOTE Confidence: 0.8645398

00:06:03.540 --> 00:06:06.627 I was here for four years in New Haven,  
NOTE Confidence: 0.8645398

00:06:06.630 --> 00:06:08.688 then went back to my country,  
NOTE Confidence: 0.8645398

00:06:08.690 --> 00:06:11.155 Puerto Rico for medical school  
NOTE Confidence: 0.8645398

00:06:11.155 --> 00:06:14.190 and then came back to Yale.  
NOTE Confidence: 0.8645398

00:06:14.190 --> 00:06:15.778 For residency and fellowship,  
NOTE Confidence: 0.8645398

00:06:15.778 --> 00:06:18.731 and I hear I don't think the

NOTE Confidence: 0.8645398

00:06:18.731 --> 00:06:20.219 pointer probably works,

NOTE Confidence: 0.8645398

00:06:20.220 --> 00:06:23.340 and here I also want to share with

NOTE Confidence: 0.8645398

00:06:23.340 --> 00:06:26.260 you one of my main identities,

NOTE Confidence: 0.8645398

00:06:26.260 --> 00:06:29.277 which is that of a mother to

NOTE Confidence: 0.8645398

00:06:29.277 --> 00:06:30.570 my three children.

NOTE Confidence: 0.8645398

00:06:30.570 --> 00:06:30.994 Marietta,

NOTE Confidence: 0.8645398

00:06:30.994 --> 00:06:34.810 Maddie is stay wonder Twin Zan Luka who are

NOTE Confidence: 0.842614

00:06:34.897 --> 00:06:37.753 born and raised in this country as

NOTE Confidence: 0.842614

00:06:37.753 --> 00:06:41.289 Latin X children in a country that is

NOTE Confidence: 0.842614

00:06:41.289 --> 00:06:44.558 different from their parents, so you know.

NOTE Confidence: 0.842614

00:06:44.558 --> 00:06:47.991 Seven years ago, after working hard

NOTE Confidence: 0.842614

00:06:47.991 --> 00:06:51.873 as a physician in academic culture.

NOTE Confidence: 0.842614

00:06:51.880 --> 00:06:55.296 I became part of the academic millu.

NOTE Confidence: 0.842614

00:06:55.300 --> 00:06:58.216 I talked science, I talked research,

NOTE Confidence: 0.842614

00:06:58.220 --> 00:07:02.030 I achieved what I thought was

NOTE Confidence: 0.842614

00:07:02.030 --> 00:07:05.649 expected to be achieved from me.

NOTE Confidence: 0.842614

00:07:05.650 --> 00:07:06.679 Spoke that language,

NOTE Confidence: 0.842614

00:07:06.679 --> 00:07:09.502 but but then I went through a period

NOTE Confidence: 0.842614

00:07:09.502 --> 00:07:12.302 where I really felt avoid an after some

NOTE Confidence: 0.842614

00:07:12.302 --> 00:07:14.927 soul searching I decided to go back to

NOTE Confidence: 0.842614

00:07:14.927 --> 00:07:17.315 my roots and what that meant for me

NOTE Confidence: 0.842614

00:07:17.315 --> 00:07:19.630 was to develop a Hispanic clinic that

NOTE Confidence: 0.842614

00:07:19.630 --> 00:07:21.680 served Hispanics and their families.

NOTE Confidence: 0.842614

00:07:21.680 --> 00:07:23.044 It's called white chick.

NOTE Confidence: 0.842614

00:07:23.044 --> 00:07:24.749 It stands for Yale Clinic.

NOTE Confidence: 0.842614

00:07:24.750 --> 00:07:27.662 I spent the Chico's or the Yale

NOTE Confidence: 0.842614

00:07:27.662 --> 00:07:29.899 children she Spanic clinic and.

NOTE Confidence: 0.842614

00:07:29.900 --> 00:07:32.930 Through Yale, I sort of found,

NOTE Confidence: 0.842614

00:07:32.930 --> 00:07:33.830 I think,

NOTE Confidence: 0.842614

00:07:33.830 --> 00:07:37.430 a place where I could be a physician

NOTE Confidence: 0.842614

00:07:37.534 --> 00:07:40.654 and truly connect with the with

NOTE Confidence: 0.842614

00:07:40.654 --> 00:07:44.039 the community and at White check,

NOTE Confidence: 0.842614

00:07:44.040 --> 00:07:47.070 we celebrate differences so so really,

NOTE Confidence: 0.842614

00:07:47.070 --> 00:07:51.298 this clinic started at a time when.

NOTE Confidence: 0.842614

00:07:51.300 --> 00:07:53.616 Our differences we were led to

NOTE Confidence: 0.842614

00:07:53.616 --> 00:07:55.595 believe that our differences were

NOTE Confidence: 0.842614

00:07:55.595 --> 00:07:58.115 something that we should be ashamed of.

NOTE Confidence: 0.842614

00:07:58.120 --> 00:08:00.528 That where we came from and the

NOTE Confidence: 0.842614

00:08:00.528 --> 00:08:03.075 language that we speak and who we

NOTE Confidence: 0.842614

00:08:03.075 --> 00:08:05.229 are in our culture with something

NOTE Confidence: 0.842614

00:08:05.302 --> 00:08:07.597 that we shouldn't be mentioning.

NOTE Confidence: 0.842614

00:08:07.600 --> 00:08:09.856 But what we do in this clinic is

NOTE Confidence: 0.842614

00:08:09.856 --> 00:08:12.418 sort of completely the opposite is

NOTE Confidence: 0.842614

00:08:12.418 --> 00:08:14.818 to celebrate our differences because

NOTE Confidence: 0.842614

00:08:14.818 --> 00:08:17.324 they make us. They make us better.

NOTE Confidence: 0.842614

00:08:17.324 --> 00:08:20.355 Sorry if this seems a little bit of

NOTE Confidence: 0.842614

00:08:20.355 --> 00:08:22.808 personal coaching, but bear with me.  
NOTE Confidence: 0.842614

00:08:22.808 --> 00:08:24.768 It will make sense eventually.  
NOTE Confidence: 0.842614

00:08:24.770 --> 00:08:28.666 So I use this diagram often when I'm.  
NOTE Confidence: 0.842614

00:08:28.670 --> 00:08:30.670 When I'm thinking of starting  
NOTE Confidence: 0.842614

00:08:30.670 --> 00:08:31.470 new initiatives,  
NOTE Confidence: 0.842614

00:08:31.470 --> 00:08:34.670 or where I'm struggling with what I'm doing,  
NOTE Confidence: 0.842614

00:08:34.670 --> 00:08:37.280 and I don't really find satisfaction  
NOTE Confidence: 0.842614

00:08:37.280 --> 00:08:39.985 an and this diagram would basically  
NOTE Confidence: 0.842614

00:08:39.985 --> 00:08:41.745 tells you is that.  
NOTE Confidence: 0.842614

00:08:41.750 --> 00:08:44.536 You should do what you're great at.  
NOTE Confidence: 0.842614

00:08:44.540 --> 00:08:48.716 You should do what is in your values.  
NOTE Confidence: 0.842614

00:08:48.720 --> 00:08:51.132 And what has meaning or purpose  
NOTE Confidence: 0.842614

00:08:51.132 --> 00:08:53.230 or what others you know,  
NOTE Confidence: 0.842614

00:08:53.230 --> 00:08:55.690 value an it's really that blue  
NOTE Confidence: 0.842614

00:08:55.690 --> 00:08:57.330 circle in the middle.  
NOTE Confidence: 0.842614

00:08:57.330 --> 00:08:58.906 The juice, what's purpose?

NOTE Confidence: 0.842614

00:08:58.906 --> 00:09:01.840 So if you connect these three things,

NOTE Confidence: 0.842614

00:09:01.840 --> 00:09:05.530 then you're doing what you were meant to do.

NOTE Confidence: 0.842614

00:09:05.530 --> 00:09:07.990 When I put some of those,

NOTE Confidence: 0.842614

00:09:07.990 --> 00:09:10.860 some of my own values up there.

NOTE Confidence: 0.842614

00:09:10.860 --> 00:09:13.758 But the reason why I'm telling you

NOTE Confidence: 0.842614

00:09:13.758 --> 00:09:16.275 this is because this was exactly

NOTE Confidence: 0.842614

00:09:16.275 --> 00:09:19.054 how I got to work in diversity,

NOTE Confidence: 0.842614

00:09:19.060 --> 00:09:20.647 equity and inclusion.

NOTE Confidence: 0.842614

00:09:20.647 --> 00:09:23.292 Because that blue circle in

NOTE Confidence: 0.842614

00:09:23.292 --> 00:09:26.119 the middle is what Deyi works.

NOTE Confidence: 0.842614

00:09:26.120 --> 00:09:29.820 What the I work is.

NOTE Confidence: 0.842614

00:09:29.820 --> 00:09:31.980 For me.

NOTE Confidence: 0.842614

00:09:31.980 --> 00:09:34.210 A few definitions because, again,

NOTE Confidence: 0.842614

00:09:34.210 --> 00:09:35.542 definitions are important.

NOTE Confidence: 0.842614

00:09:35.542 --> 00:09:38.206 Race in medicine and in America,

NOTE Confidence: 0.842614



00:09:38.210 --> 00:09:38.655 well,  
NOTE Confidence: 0.842614

00:09:38.655 --> 00:09:41.325 we should remember that race is  
NOTE Confidence: 0.842614

00:09:41.325 --> 00:09:42.660 a social construct.  
NOTE Confidence: 0.842614

00:09:42.660 --> 00:09:45.775 This was created to classify and categorize,  
NOTE Confidence: 0.842614

00:09:45.780 --> 00:09:48.234 to create hierarchies and to ensure  
NOTE Confidence: 0.842614

00:09:48.234 --> 00:09:50.389 that there is unequal distribution  
NOTE Confidence: 0.842614

00:09:50.389 --> 00:09:52.579 of privilege and resources and  
NOTE Confidence: 0.842614

00:09:52.579 --> 00:09:54.892 the word power is incredibly  
NOTE Confidence: 0.842614

00:09:54.892 --> 00:09:57.784 important when we talk about racism.  
NOTE Confidence: 0.842614

00:09:57.790 --> 00:10:00.120 It's a socially transmitted disease.  
NOTE Confidence: 0.842614

00:10:00.120 --> 00:10:02.010 He's innocent infectious disease specialist.  
NOTE Confidence: 0.842614

00:10:02.010 --> 00:10:04.397 I love to put that in because  
NOTE Confidence: 0.842614

00:10:04.397 --> 00:10:06.266 it's passed down from generation  
NOTE Confidence: 0.842614

00:10:06.266 --> 00:10:08.961 to generation and it's led to the  
NOTE Confidence: 0.842614

00:10:08.961 --> 00:10:11.427 in equities that we see today.  
NOTE Confidence: 0.8922914

00:10:13.900 --> 00:10:15.988 Sometimes people say, well,

NOTE Confidence: 0.8922914

00:10:15.988 --> 00:10:20.277 you know if I'm a person of

NOTE Confidence: 0.8922914

00:10:20.277 --> 00:10:23.917 power an you are telling me that.

NOTE Confidence: 0.8922914

00:10:23.920 --> 00:10:26.458 I have all this privilege because

NOTE Confidence: 0.8922914

00:10:26.458 --> 00:10:29.034 I have money you're being racist

NOTE Confidence: 0.8922914

00:10:29.034 --> 00:10:31.827 against me and I think that's sort

NOTE Confidence: 0.8922914

00:10:31.827 --> 00:10:34.628 of an incorrect use of the term.

NOTE Confidence: 0.8922914

00:10:34.630 --> 00:10:35.480 That's prejudice,

NOTE Confidence: 0.8922914

00:10:35.480 --> 00:10:37.605 but when you take prejudice

NOTE Confidence: 0.8922914

00:10:37.605 --> 00:10:39.988 and you join it with power,

NOTE Confidence: 0.8922914

00:10:39.990 --> 00:10:41.002 that's racism.

NOTE Confidence: 0.8922914

00:10:41.002 --> 00:10:43.532 So it's this prejudice plus

NOTE Confidence: 0.8922914

00:10:43.532 --> 00:10:46.248 power based on differences in

NOTE Confidence: 0.8922914

00:10:46.248 --> 00:10:49.003 racial an ethnic identity with

NOTE Confidence: 0.8922914

00:10:49.003 --> 00:10:52.079 power exerted by those in power.

NOTE Confidence: 0.8922914

00:10:52.080 --> 00:10:55.440 And we need to remember it's very

NOTE Confidence: 0.8922914

00:10:55.440 --> 00:10:58.593 important to remember that the Human  
NOTE Confidence: 0.8922914

00:10:58.593 --> 00:11:00.757 Genome Project demonstrated many  
NOTE Confidence: 0.8922914

00:11:00.757 --> 00:11:04.127 years ago that there are no races.  
NOTE Confidence: 0.8922914

00:11:04.130 --> 00:11:07.136 There's one race, the human race,  
NOTE Confidence: 0.8922914

00:11:07.140 --> 00:11:11.988 and we should stop in medicine talking about.  
NOTE Confidence: 0.8922914

00:11:11.990 --> 00:11:13.930 Different races and genetic  
NOTE Confidence: 0.8922914

00:11:13.930 --> 00:11:15.870 differences between between groups,  
NOTE Confidence: 0.8922914

00:11:15.870 --> 00:11:19.209 so the last of the definitions our  
NOTE Confidence: 0.8922914

00:11:19.209 --> 00:11:21.690 Department Department engages in diversity,  
NOTE Confidence: 0.8922914

00:11:21.690 --> 00:11:23.900 equity and inclusion diversity is  
NOTE Confidence: 0.8922914

00:11:23.900 --> 00:11:27.030 something that focuses on our differences,  
NOTE Confidence: 0.8922914

00:11:27.030 --> 00:11:28.970 understanding that if we  
NOTE Confidence: 0.8922914

00:11:28.970 --> 00:11:29.940 collaborate together,  
NOTE Confidence: 0.8922914

00:11:29.940 --> 00:11:32.360 we make one Department and  
NOTE Confidence: 0.8922914

00:11:32.360 --> 00:11:34.296 we are all different.  
NOTE Confidence: 0.8922914

00:11:34.300 --> 00:11:37.695 Equity is a fair opportunity for all.

NOTE Confidence: 0.8922914

00:11:37.700 --> 00:11:41.718 Equity is not the same as equality.

NOTE Confidence: 0.8922914

00:11:41.720 --> 00:11:42.357 So.

NOTE Confidence: 0.8922914

00:11:42.357 --> 00:11:45.542 Equality is let's just give

NOTE Confidence: 0.8922914

00:11:45.542 --> 00:11:48.090 the same to everybody.

NOTE Confidence: 0.8922914

00:11:48.090 --> 00:11:50.898 Equity is when you understand that

NOTE Confidence: 0.8922914

00:11:50.898 --> 00:11:53.778 we're not all starting from the

NOTE Confidence: 0.8922914

00:11:53.778 --> 00:11:56.538 same level and inclusion is this

NOTE Confidence: 0.8922914

00:11:56.538 --> 00:11:59.170 deliberate act of welcoming diversity

NOTE Confidence: 0.8922914

00:11:59.170 --> 00:12:01.880 and creating this this environment

NOTE Confidence: 0.8922914

00:12:01.880 --> 00:12:04.822 where we can all work together

NOTE Confidence: 0.8922914

00:12:04.822 --> 00:12:08.430 so you know why does it matter?

NOTE Confidence: 0.8922914

00:12:08.430 --> 00:12:11.208 Well, it matters talking about how

NOTE Confidence: 0.8922914

00:12:11.208 --> 00:12:14.470 racism affects us and battling racism.

NOTE Confidence: 0.8922914

00:12:14.470 --> 00:12:15.206 Battling prejudice,

NOTE Confidence: 0.8922914

00:12:15.206 --> 00:12:16.310 fighting for equality.

NOTE Confidence: 0.8922914

00:12:16.310 --> 00:12:18.150 It matters for our patients.

NOTE Confidence: 0.8922914

00:12:18.150 --> 00:12:20.250 We know that racism has progressed

NOTE Confidence: 0.8922914

00:12:20.250 --> 00:12:22.200 pervasive negative effects on children.

NOTE Confidence: 0.8922914

00:12:22.200 --> 00:12:23.301 I'm a pediatrician,

NOTE Confidence: 0.8922914

00:12:23.301 --> 00:12:24.769 my colleagues are pediatricians.

NOTE Confidence: 0.8922914

00:12:24.770 --> 00:12:27.250 We were all children at some point and

NOTE Confidence: 0.8922914

00:12:27.250 --> 00:12:29.980 it has adverse effects on their on

NOTE Confidence: 0.8922914

00:12:29.980 --> 00:12:32.500 their development on their well being.

NOTE Confidence: 0.8922914

00:12:32.500 --> 00:12:34.702 It places a toll on families

NOTE Confidence: 0.8922914

00:12:34.702 --> 00:12:35.803 and their communities.

NOTE Confidence: 0.8922914

00:12:35.810 --> 00:12:38.358 It matters to those we work with

NOTE Confidence: 0.8922914

00:12:38.358 --> 00:12:39.885 because institutions and groups

NOTE Confidence: 0.8922914

00:12:39.885 --> 00:12:41.695 that are diverse are known.

NOTE Confidence: 0.8922914

00:12:41.700 --> 00:12:44.486 This has been shown to be more

NOTE Confidence: 0.8922914

00:12:44.486 --> 00:12:47.766 effective to be better at what they do.

NOTE Confidence: 0.8922914

00:12:47.770 --> 00:12:50.176 But but if we're diverse tan,

NOTE Confidence: 0.8922914

00:12:50.180 --> 00:12:52.903 we follow this way of thinking that

NOTE Confidence: 0.8922914

00:12:52.903 --> 00:12:56.610 some of us are more or less than others.

NOTE Confidence: 0.8922914

00:12:56.610 --> 00:12:58.620 It's going to, you know,

NOTE Confidence: 0.8922914

00:12:58.620 --> 00:13:01.217 it's it's going to generate a lot

NOTE Confidence: 0.8922914

00:13:01.217 --> 00:13:03.450 of hostility and unhappy knice.

NOTE Confidence: 0.8922914

00:13:03.450 --> 00:13:06.537 It also matters in the way we

NOTE Confidence: 0.8922914

00:13:06.537 --> 00:13:09.130 learn especially to our trainees.

NOTE Confidence: 0.8922914

00:13:09.130 --> 00:13:11.205 When approaching the topic is

NOTE Confidence: 0.8922914

00:13:11.205 --> 00:13:13.280 is not is not easy,

NOTE Confidence: 0.8922914

00:13:13.280 --> 00:13:15.848 so you know for examples discriminating

NOTE Confidence: 0.8922914

00:13:15.848 --> 00:13:17.560 against immigrants because of

NOTE Confidence: 0.8922914

00:13:17.624 --> 00:13:19.916 language that has a pervasive effect,

NOTE Confidence: 0.8922914

00:13:19.920 --> 00:13:22.447 and we also need to again understand

NOTE Confidence: 0.8922914

00:13:22.447 --> 00:13:25.240 that health in equities are not the

NOTE Confidence: 0.8922914

00:13:25.240 --> 00:13:27.290 result of a genetic predisposition

NOTE Confidence: 0.8922914

00:13:27.290 --> 00:13:29.050 or somebody's choice,  
NOTE Confidence: 0.8922914

00:13:29.050 --> 00:13:31.130 or something that they did,  
NOTE Confidence: 0.8922914

00:13:31.130 --> 00:13:34.028 but that these are colored by economic,  
NOTE Confidence: 0.8922914

00:13:34.030 --> 00:13:34.445 political,  
NOTE Confidence: 0.8922914

00:13:34.445 --> 00:13:36.105 social conditions and that  
NOTE Confidence: 0.8922914

00:13:36.105 --> 00:13:37.765 those include include racism.  
NOTE Confidence: 0.8922914

00:13:37.770 --> 00:13:40.260 Include this because this came up.  
NOTE Confidence: 0.8922914

00:13:40.260 --> 00:13:44.454 You know we teach a lot about implicit bias.  
NOTE Confidence: 0.8922914

00:13:44.460 --> 00:13:47.756 An why would we want to do that?  
NOTE Confidence: 0.8922914

00:13:47.760 --> 00:13:48.173 Well,  
NOTE Confidence: 0.8922914

00:13:48.173 --> 00:13:51.064 biases are linked with worst health outcomes.  
NOTE Confidence: 0.8922914

00:13:51.070 --> 00:13:53.092 The impact that racism has is  
NOTE Confidence: 0.8922914

00:13:53.092 --> 00:13:55.038 linked to help birth disparities  
NOTE Confidence: 0.8922914

00:13:55.038 --> 00:13:57.678 mental health problems in children.  
NOTE Confidence: 0.8922914

00:13:57.680 --> 00:13:59.755 This article came out very  
NOTE Confidence: 0.8922914

00:13:59.755 --> 00:14:01.830 recently and it talks about

NOTE Confidence: 0.8522038999999999  
00:14:01.913 --> 00:14:04.313 how black newborns are more likely  
NOTE Confidence: 0.8522038999999999  
00:14:04.313 --> 00:14:07.212 to die when their cared for by  
NOTE Confidence: 0.8522038999999999  
00:14:07.212 --> 00:14:09.247 white doctors as compared to  
NOTE Confidence: 0.8522038999999999  
00:14:09.247 --> 00:14:11.718 doctors who are Doctor self color.  
NOTE Confidence: 0.8522038999999999  
00:14:11.718 --> 00:14:15.000 So. So let's. Think about that.  
NOTE Confidence: 0.8522038999999999  
00:14:15.000 --> 00:14:17.989 It's we know from very recent studies.  
NOTE Confidence: 0.8522038999999999  
00:14:17.990 --> 00:14:20.979 These are not studies from the 1950s.  
NOTE Confidence: 0.8522038999999999  
00:14:20.980 --> 00:14:23.020 These sort recent studies that  
NOTE Confidence: 0.8522038999999999  
00:14:23.020 --> 00:14:25.060 minority patients receive poor quality  
NOTE Confidence: 0.8522038999999999  
00:14:25.124 --> 00:14:27.324 of care despite similar disease  
NOTE Confidence: 0.8522038999999999  
00:14:27.324 --> 00:14:29.084 severity and clinical presentation,  
NOTE Confidence: 0.8522038999999999  
00:14:29.090 --> 00:14:31.562 an that medical students and lay  
NOTE Confidence: 0.8522038999999999  
00:14:31.562 --> 00:14:33.695 individuals think that still think  
NOTE Confidence: 0.8522038999999999  
00:14:33.695 --> 00:14:35.755 that black individuals have thicker  
NOTE Confidence: 0.8522038999999999  
00:14:35.755 --> 00:14:38.490 skin that they have smaller brains.  
NOTE Confidence: 0.83380478



00:14:41.260 --> 00:14:42.948 It's worrisome.  
NOTE Confidence: 0.83380478

00:14:42.948 --> 00:14:45.480 In our Department,  
NOTE Confidence: 0.83380478

00:14:45.480 --> 00:14:47.140 microaggressions are very common  
NOTE Confidence: 0.83380478

00:14:47.140 --> 00:14:48.385 an microaggressions which,  
NOTE Confidence: 0.83380478

00:14:48.390 --> 00:14:50.886 if you've heard me speak before,  
NOTE Confidence: 0.83380478

00:14:50.890 --> 00:14:52.970 I don't love the term.  
NOTE Confidence: 0.83380478

00:14:52.970 --> 00:14:55.604 I would rather talk about veiled  
NOTE Confidence: 0.83380478

00:14:55.604 --> 00:14:57.852 aggressions 'cause the word micro  
NOTE Confidence: 0.83380478

00:14:57.852 --> 00:14:59.520 makes it automatically think  
NOTE Confidence: 0.83380478

00:14:59.520 --> 00:15:02.119 that it's small and it is in.  
NOTE Confidence: 0.83380478

00:15:02.120 --> 00:15:04.538 These are common insults that are  
NOTE Confidence: 0.83380478

00:15:04.538 --> 00:15:06.641 degrading and derogatory that oftentimes  
NOTE Confidence: 0.83380478

00:15:06.641 --> 00:15:09.609 individuals say and don't even realize it,  
NOTE Confidence: 0.83380478

00:15:09.610 --> 00:15:12.430 but that are very damaging to  
NOTE Confidence: 0.83380478

00:15:12.430 --> 00:15:15.629 those who receive it because they.  
NOTE Confidence: 0.83380478

00:15:15.630 --> 00:15:18.442 Or everyday occurrences over

NOTE Confidence: 0.83380478

00:15:18.442 --> 00:15:21.957 and over and over again.

NOTE Confidence: 0.83380478

00:15:21.960 --> 00:15:23.548 So that's the background.

NOTE Confidence: 0.83380478

00:15:23.548 --> 00:15:24.739 You've survived that.

NOTE Confidence: 0.83380478

00:15:24.740 --> 00:15:26.954 How do we address structural racism

NOTE Confidence: 0.83380478

00:15:26.954 --> 00:15:29.110 and prejudice and uphold diversity,

NOTE Confidence: 0.83380478

00:15:29.110 --> 00:15:31.486 equity, and inclusion in our Department?

NOTE Confidence: 0.83380478

00:15:31.490 --> 00:15:34.269 Well, this is where we started from.

NOTE Confidence: 0.83380478

00:15:34.270 --> 00:15:36.658 Having a dedicated effort for bringing

NOTE Confidence: 0.83380478

00:15:36.658 --> 00:15:39.430 and putting support in somebody like me,

NOTE Confidence: 0.83380478

00:15:39.430 --> 00:15:41.405 and hopefully others who will

NOTE Confidence: 0.83380478

00:15:41.405 --> 00:15:44.190 come after me to do the work.

NOTE Confidence: 0.83380478

00:15:44.190 --> 00:15:46.566 It starts with very strong support,

NOTE Confidence: 0.83380478

00:15:46.570 --> 00:15:47.746 an ally ship,

NOTE Confidence: 0.83380478

00:15:47.746 --> 00:15:50.098 and I'm very fortunate and grateful

NOTE Confidence: 0.83380478

00:15:50.098 --> 00:15:52.377 to have a Department chair.

NOTE Confidence: 0.83380478

00:15:52.380 --> 00:15:54.330 Who is not only supportive

NOTE Confidence: 0.83380478

00:15:54.330 --> 00:15:56.280 but an ally in this,

NOTE Confidence: 0.83380478

00:15:56.280 --> 00:15:58.458 it takes having a team approach

NOTE Confidence: 0.83380478

00:15:58.458 --> 00:16:01.218 what in every single thing that I'm

NOTE Confidence: 0.83380478

00:16:01.218 --> 00:16:03.684 presenting today I'm the one speaking.

NOTE Confidence: 0.83380478

00:16:03.690 --> 00:16:06.810 But this work is the work of teams.

NOTE Confidence: 0.83380478

00:16:06.810 --> 00:16:09.150 This is the work of others.

NOTE Confidence: 0.83380478

00:16:09.150 --> 00:16:11.880 An ass I talk about our initiatives.

NOTE Confidence: 0.83380478

00:16:11.880 --> 00:16:14.610 I will mention those who who are,

NOTE Confidence: 0.83380478

00:16:14.610 --> 00:16:18.047 who are working on these and it's.

NOTE Confidence: 0.83380478

00:16:18.050 --> 00:16:21.260 Work from within our Department.

NOTE Confidence: 0.83380478

00:16:21.260 --> 00:16:25.828 Section Cheeves program directores.

NOTE Confidence: 0.83380478

00:16:25.830 --> 00:16:27.192 Attending's trainees staff.

NOTE Confidence: 0.83380478

00:16:27.192 --> 00:16:29.462 Everyone in our in our

NOTE Confidence: 0.83380478

00:16:29.462 --> 00:16:31.180 Department across Department.

NOTE Confidence: 0.83380478

00:16:31.180 --> 00:16:34.134 You need to have liaisons you need

NOTE Confidence: 0.83380478

00:16:34.134 --> 00:16:37.085 to have friends in other department's

NOTE Confidence: 0.83380478

00:16:37.085 --> 00:16:39.745 and leaders in other department's

NOTE Confidence: 0.83380478

00:16:39.745 --> 00:16:42.837 to join and to share resources.

NOTE Confidence: 0.83380478

00:16:42.840 --> 00:16:45.756 Medical school leadership both for allyship.

NOTE Confidence: 0.83380478

00:16:45.760 --> 00:16:46.732 For training,

NOTE Confidence: 0.83380478

00:16:46.732 --> 00:16:49.162 for mentorship and for for

NOTE Confidence: 0.83380478

00:16:49.162 --> 00:16:50.620 support hospital leadership.

NOTE Confidence: 0.83380478

00:16:50.620 --> 00:16:53.548 We in the Department of Pediatrics

NOTE Confidence: 0.83380478

00:16:53.548 --> 00:16:57.399 we have 1 foot in our Department.

NOTE Confidence: 0.83380478

00:16:57.400 --> 00:17:00.088 1 foot in the hospital and of

NOTE Confidence: 0.83380478

00:17:00.088 --> 00:17:02.420 course we're not three legged,

NOTE Confidence: 0.83380478

00:17:02.420 --> 00:17:04.916 but you can get my drift.

NOTE Confidence: 0.83380478

00:17:04.920 --> 00:17:08.264 We also work at the School of Medicine,

NOTE Confidence: 0.83380478

00:17:08.270 --> 00:17:10.405 Ann and the collaborations and

NOTE Confidence: 0.83380478

00:17:10.405 --> 00:17:12.540 the communication needs to be

NOTE Confidence: 0.83380478

00:17:12.616 --> 00:17:14.536 within all of those groups.

NOTE Confidence: 0.83380478

00:17:14.540 --> 00:17:16.615 Community leaders need to be

NOTE Confidence: 0.83380478

00:17:16.615 --> 00:17:19.592 involved in this and are an outside

NOTE Confidence: 0.83380478

00:17:19.592 --> 00:17:22.058 of the Yale School of Medicine.

NOTE Confidence: 0.83380478

00:17:22.060 --> 00:17:23.257 I have mentors,

NOTE Confidence: 0.83380478

00:17:23.257 --> 00:17:26.650 an individuals who I reach out to for

NOTE Confidence: 0.83380478

00:17:26.650 --> 00:17:29.230 advice outside of our institution.

NOTE Confidence: 0.83380478

00:17:29.230 --> 00:17:32.219 The other step that that was very

NOTE Confidence: 0.83380478

00:17:32.219 --> 00:17:34.590 important is defining the umbrella.

NOTE Confidence: 0.83380478

00:17:34.590 --> 00:17:37.593 What are we going to do and

NOTE Confidence: 0.83380478

00:17:37.593 --> 00:17:39.959 who who will it cover?

NOTE Confidence: 0.83380478

00:17:39.960 --> 00:17:41.848 This Office of Diversity,

NOTE Confidence: 0.83380478

00:17:41.848 --> 00:17:44.680 Equity and Inclusion Anar anti racism

NOTE Confidence: 0.83380478

00:17:44.762 --> 00:17:47.522 efforts an we decided to have a very

NOTE Confidence: 0.83380478

00:17:47.522 --> 00:17:50.689 large and colorful umbrella in Pediatrics.

NOTE Confidence: 0.83380478

00:17:50.690 --> 00:17:52.031 It involves faculty.

NOTE Confidence: 0.83380478

00:17:52.031 --> 00:17:53.819 It involves all trainees,

NOTE Confidence: 0.83380478

00:17:53.820 --> 00:17:55.448 residents, fellows.

NOTE Confidence: 0.83380478

00:17:55.448 --> 00:17:59.518 Grad students and staff an.

NOTE Confidence: 0.83380478

00:17:59.520 --> 00:18:01.740 Midlevel providers as well,

NOTE Confidence: 0.83380478

00:18:01.740 --> 00:18:03.405 so pretty much.

NOTE Confidence: 0.83380478

00:18:03.410 --> 00:18:06.152 Everybody an the other aspect which

NOTE Confidence: 0.83380478

00:18:06.152 --> 00:18:09.837 in which we want it to be fairly

NOTE Confidence: 0.83380478

00:18:09.837 --> 00:18:12.477 broad was in its constituency that

NOTE Confidence: 0.83380478

00:18:12.569 --> 00:18:15.712 the traditional URM and this is the

NOTE Confidence: 0.83380478

00:18:15.712 --> 00:18:17.515 the acronym for underrepresented

NOTE Confidence: 0.83380478

00:18:17.515 --> 00:18:19.790 minorities in medicine that includes

NOTE Confidence: 0.83380478

00:18:19.790 --> 00:18:22.520 African Americans, Native Americans, Latin X.

NOTE Confidence: 0.83380478

00:18:22.520 --> 00:18:25.250 We're not going to stop there,

NOTE Confidence: 0.83380478

00:18:25.250 --> 00:18:27.525 but we also include members

NOTE Confidence: 0.83380478

00:18:27.525 --> 00:18:28.890 with different abilities,

NOTE Confidence: 0.83380478

00:18:28.890 --> 00:18:30.710 gender identity, sexual identity.  
NOTE Confidence: 0.86417156

00:18:32.940 --> 00:18:35.640 And and financial struggles so.  
NOTE Confidence: 0.86417156

00:18:35.640 --> 00:18:39.426 So we started from a very.  
NOTE Confidence: 0.86417156

00:18:39.430 --> 00:18:41.320 Brought base an.  
NOTE Confidence: 0.86417156

00:18:41.320 --> 00:18:44.470 We started by talking to  
NOTE Confidence: 0.86417156

00:18:44.470 --> 00:18:46.390 our constituents what?  
NOTE Confidence: 0.86417156

00:18:46.390 --> 00:18:49.379 What are the what are the problems?  
NOTE Confidence: 0.86417156

00:18:49.380 --> 00:18:52.355 What do we? What do we need?  
NOTE Confidence: 0.86417156

00:18:52.360 --> 00:18:55.664 Not just my vision but the vision of  
NOTE Confidence: 0.86417156

00:18:55.664 --> 00:18:58.769 Department and came up with three pillars.  
NOTE Confidence: 0.86417156

00:18:58.770 --> 00:19:01.759 And these pillars are really what's colored.  
NOTE Confidence: 0.86417156

00:19:01.760 --> 00:19:07.270 Our path are coming our way in in this work.  
NOTE Confidence: 0.86417156

00:19:07.270 --> 00:19:09.082 They are in order.  
NOTE Confidence: 0.86417156

00:19:09.082 --> 00:19:10.894 Support allocation, an recruitment.  
NOTE Confidence: 0.86417156

00:19:10.894 --> 00:19:13.154 These three are very important.  
NOTE Confidence: 0.86417156

00:19:13.160 --> 00:19:14.900 They're equally important.

NOTE Confidence: 0.86417156

00:19:14.900 --> 00:19:20.518 We work on these at Unison at the same time.

NOTE Confidence: 0.86417156

00:19:20.520 --> 00:19:23.733 But I put them in in order because you

NOTE Confidence: 0.86417156

00:19:23.733 --> 00:19:26.787 cannot recruit effectively who haven't

NOTE Confidence: 0.86417156

00:19:26.787 --> 00:19:29.403 supported your existing diversity.

NOTE Confidence: 0.86417156

00:19:29.410 --> 00:19:32.448 If you have an educated everybody in

NOTE Confidence: 0.86417156

00:19:32.448 --> 00:19:36.268 every member of your constituents, you know.

NOTE Confidence: 0.86417156

00:19:36.268 --> 00:19:39.052 And when I talk about education

NOTE Confidence: 0.86417156

00:19:39.052 --> 00:19:42.257 is my own education as well.

NOTE Confidence: 0.86417156

00:19:42.260 --> 00:19:45.396 So these are sort of the pillars

NOTE Confidence: 0.86417156

00:19:45.396 --> 00:19:48.179 or what shapes our diversity,

NOTE Confidence: 0.86417156

00:19:48.180 --> 00:19:49.656 equity and inclusion mission.

NOTE Confidence: 0.86417156

00:19:49.656 --> 00:19:52.626 So now I'll start by going through them

NOTE Confidence: 0.86417156

00:19:52.626 --> 00:19:55.370 in a little bit more detail and sharing

NOTE Confidence: 0.86417156

00:19:55.437 --> 00:19:58.006 with you how we've approached each one.

NOTE Confidence: 0.86417156

00:19:58.010 --> 00:20:00.602 So pillar number one.

NOTE Confidence: 0.86417156



00:20:00.602 --> 00:20:01.250 Court.  
NOTE Confidence: 0.86417156

00:20:01.250 --> 00:20:03.578 Again, the eye promotion cannot occur  
NOTE Confidence: 0.86417156

00:20:03.578 --> 00:20:05.790 unless all constituents are supported.  
NOTE Confidence: 0.86417156

00:20:05.790 --> 00:20:08.877 We cannot bring in and further diversify  
NOTE Confidence: 0.86417156

00:20:08.877 --> 00:20:11.402 if the individuals it doesn't matter  
NOTE Confidence: 0.86417156

00:20:11.402 --> 00:20:14.470 who they are and where they come from.  
NOTE Confidence: 0.86417156

00:20:14.470 --> 00:20:18.638 If the culture and the environment leads to.  
NOTE Confidence: 0.86417156

00:20:18.640 --> 00:20:21.418 Unhappiness, how do you do that?  
NOTE Confidence: 0.86417156

00:20:21.420 --> 00:20:23.272 A lot, a lot.  
NOTE Confidence: 0.86417156

00:20:23.272 --> 00:20:25.587 A lot of conversations gathering,  
NOTE Confidence: 0.86417156

00:20:25.590 --> 00:20:26.882 acknowledging cultures,  
NOTE Confidence: 0.86417156

00:20:26.882 --> 00:20:29.466 celebrating cultures, engaging in  
NOTE Confidence: 0.86417156

00:20:29.466 --> 00:20:32.979 conversations has become a two way St.  
NOTE Confidence: 0.86417156

00:20:32.980 --> 00:20:36.732 We we also not only want to  
NOTE Confidence: 0.86417156

00:20:36.732 --> 00:20:37.804 gather information,  
NOTE Confidence: 0.86417156

00:20:37.810 --> 00:20:40.010 but create platforms for others.

NOTE Confidence: 0.86417156  
00:20:40.010 --> 00:20:41.770 We've become very uncomfortable  
NOTE Confidence: 0.86417156  
00:20:41.770 --> 00:20:43.530 saying I don't understand.  
NOTE Confidence: 0.86417156  
00:20:43.530 --> 00:20:46.698 Please teach me.  
NOTE Confidence: 0.86417156  
00:20:46.700 --> 00:20:48.098 Owning my mistakes,  
NOTE Confidence: 0.86417156  
00:20:48.098 --> 00:20:51.360 which I've done many and continue to  
NOTE Confidence: 0.86417156  
00:20:51.447 --> 00:20:54.441 do requesting feedback along along the  
NOTE Confidence: 0.86417156  
00:20:54.441 --> 00:20:57.609 way and continuing to learn organizing  
NOTE Confidence: 0.86417156  
00:20:57.609 --> 00:21:00.314 and leading deyi groups advances  
NOTE Confidence: 0.86417156  
00:21:00.314 --> 00:21:04.288 our mission and I'm going to talk  
NOTE Confidence: 0.86417156  
00:21:04.288 --> 00:21:07.810 about the councils that we've created.  
NOTE Confidence: 0.86417156  
00:21:07.810 --> 00:21:09.600 They need to be large.  
NOTE Confidence: 0.86417156  
00:21:09.600 --> 00:21:11.390 They need to bringing people.  
NOTE Confidence: 0.86417156  
00:21:11.390 --> 00:21:12.395 There's no cap.  
NOTE Confidence: 0.86417156  
00:21:12.395 --> 00:21:15.188 Eventually I would love if one day I  
NOTE Confidence: 0.86417156  
00:21:15.188 --> 00:21:17.827 stopped doing this work for our Department.  
NOTE Confidence: 0.86417156

00:21:17.830 --> 00:21:20.262 Wouldn't it be great if all 200 and  
NOTE Confidence: 0.86417156

00:21:20.262 --> 00:21:22.555 some members of the Department were  
NOTE Confidence: 0.86417156

00:21:22.555 --> 00:21:24.985 members of the Faculty Diversity Council,  
NOTE Confidence: 0.86417156

00:21:24.990 --> 00:21:27.334 so there is no cap and you want  
NOTE Confidence: 0.86417156

00:21:27.334 --> 00:21:29.649 to make it relatively diverse.  
NOTE Confidence: 0.86417156

00:21:29.650 --> 00:21:32.842 There's a lot of time to spend  
NOTE Confidence: 0.86417156

00:21:32.842 --> 00:21:35.240 with trainees alot alot alot.  
NOTE Confidence: 0.86417156

00:21:35.240 --> 00:21:38.966 And one of the things that you do in  
NOTE Confidence: 0.86417156

00:21:38.966 --> 00:21:41.592 supporting is not only support them  
NOTE Confidence: 0.86417156

00:21:41.592 --> 00:21:45.480 while they are here and get feedback often,  
NOTE Confidence: 0.86417156

00:21:45.480 --> 00:21:47.660 but also lead exit  
NOTE Confidence: 0.86417156

00:21:47.660 --> 00:21:49.295 interviews because sometimes.  
NOTE Confidence: 0.86417156

00:21:49.300 --> 00:21:51.765 People don't feel as comfortable  
NOTE Confidence: 0.86417156

00:21:51.765 --> 00:21:54.809 saying things and they tend to be.  
NOTE Confidence: 0.86417156

00:21:54.810 --> 00:21:57.690 A layer more open when when  
NOTE Confidence: 0.86417156

00:21:57.690 --> 00:21:59.610 they're when they're leaving,

NOTE Confidence: 0.86417156

00:21:59.610 --> 00:22:02.370 so the Yale Pediatrics Residency Diversity

NOTE Confidence: 0.86417156

00:22:02.370 --> 00:22:05.370 Council is this group of superheroes.

NOTE Confidence: 0.86417156

00:22:05.370 --> 00:22:08.730 I put their pictures everywhere I go.

NOTE Confidence: 0.86417156

00:22:08.730 --> 00:22:12.987 I want people to look at their faces to

NOTE Confidence: 0.86417156

00:22:12.987 --> 00:22:17.370 know who they are, to know what they do.

NOTE Confidence: 0.86417156

00:22:17.370 --> 00:22:18.810 Because these are.

NOTE Confidence: 0.86417156

00:22:18.810 --> 00:22:22.170 This is what holds the program together.

NOTE Confidence: 0.86417156

00:22:22.170 --> 00:22:25.775 We started in 2018 with two representatives.

NOTE Confidence: 0.86417156

00:22:25.780 --> 00:22:27.524 Now the Residency Diversity

NOTE Confidence: 0.86417156

00:22:27.524 --> 00:22:29.268 Council has five representatives.

NOTE Confidence: 0.8250906

00:22:29.270 --> 00:22:31.010 You do the math.

NOTE Confidence: 0.8250906

00:22:31.010 --> 00:22:33.185 It's more than doubled Doctor,

NOTE Confidence: 0.8250906

00:22:33.190 --> 00:22:35.370 channel Car and Joshua pulling

NOTE Confidence: 0.8250906

00:22:35.370 --> 00:22:37.550 out are the Co presidents.

NOTE Confidence: 0.8250906

00:22:37.550 --> 00:22:40.166 Windy Grant is our service chair.

NOTE Confidence: 0.8250906

00:22:40.170 --> 00:22:42.654 Alana Cook is our recruitment Co  
NOTE Confidence: 0.8250906

00:22:42.654 --> 00:22:44.960 chair with Doctor Jessica Malcolm.  
NOTE Confidence: 0.8250906

00:22:44.960 --> 00:22:48.432 Their titles tell you some of the  
NOTE Confidence: 0.8250906

00:22:48.432 --> 00:22:50.930 activities that they engage in.  
NOTE Confidence: 0.8250906

00:22:50.930 --> 00:22:52.618 We expanded this because  
NOTE Confidence: 0.8250906

00:22:52.618 --> 00:22:54.306 our umbrella is diverse,  
NOTE Confidence: 0.8250906

00:22:54.310 --> 00:22:56.430 so we also have fellows.  
NOTE Confidence: 0.8250906

00:22:56.430 --> 00:22:58.962 So now we have a fellow  
NOTE Confidence: 0.8250906

00:22:58.962 --> 00:22:59.806 representative doctor,  
NOTE Confidence: 0.8250906

00:22:59.810 --> 00:23:02.484 Syneta force and Air who was in  
NOTE Confidence: 0.8250906

00:23:02.484 --> 00:23:04.193 the residency counseling that  
NOTE Confidence: 0.8250906

00:23:04.193 --> 00:23:06.157 leads the Fellowship Committee.  
NOTE Confidence: 0.8250906

00:23:06.160 --> 00:23:07.050 Marion Miller,  
NOTE Confidence: 0.8250906

00:23:07.050 --> 00:23:09.720 who is one of our senior  
NOTE Confidence: 0.8250906

00:23:09.720 --> 00:23:11.230 Administrative Assistance and MBA.  
NOTE Confidence: 0.8250906

00:23:11.230 --> 00:23:14.008 She leads the Staff Diversity Group

NOTE Confidence: 0.8250906

00:23:14.008 --> 00:23:16.291 because stabbed in Pediatrics are

NOTE Confidence: 0.8250906

00:23:16.291 --> 00:23:18.427 also part of the Dyay umbrella.

NOTE Confidence: 0.8250906

00:23:18.430 --> 00:23:20.080 Kathleen Phyllis kusari.

NOTE Confidence: 0.8250906

00:23:20.080 --> 00:23:22.280 We are six members.

NOTE Confidence: 0.8250906

00:23:22.280 --> 00:23:24.672 The Residency Diversity council.

NOTE Confidence: 0.8250906

00:23:24.672 --> 00:23:27.662 She leads the Wellness and

NOTE Confidence: 0.8250906

00:23:27.662 --> 00:23:30.854 Communication Group an MA meet Verde

NOTE Confidence: 0.8250906

00:23:30.854 --> 00:23:32.858 is our administrative assistant.

NOTE Confidence: 0.8250906

00:23:32.860 --> 00:23:33.792 In addition.

NOTE Confidence: 0.8250906

00:23:33.792 --> 00:23:36.588 To this we have an interdisciplinary

NOTE Confidence: 0.8250906

00:23:36.588 --> 00:23:38.634 group of faculty, fellows,

NOTE Confidence: 0.8250906

00:23:38.634 --> 00:23:39.018 providers,

NOTE Confidence: 0.8250906

00:23:39.018 --> 00:23:39.402 everybody,

NOTE Confidence: 0.8250906

00:23:39.402 --> 00:23:42.540 and this is sort of the larger group.

NOTE Confidence: 0.8250906

00:23:42.540 --> 00:23:45.760 It also includes members of the Young

NOTE Confidence: 0.8250906

00:23:45.760 --> 00:23:47.774 Human Children's Hospital and what  
NOTE Confidence: 0.8250906

00:23:47.774 --> 00:23:50.488 we want is we want a group of like  
NOTE Confidence: 0.8250906

00:23:50.488 --> 00:23:52.568 minded individuals who will help  
NOTE Confidence: 0.8250906

00:23:52.568 --> 00:23:57.540 spread the word and who come from various.  
NOTE Confidence: 0.8250906

00:23:57.540 --> 00:24:00.654 Aspects within the Department of Pediatrics  
NOTE Confidence: 0.8250906

00:24:00.654 --> 00:24:04.609 we have goals and envision their tasks.  
NOTE Confidence: 0.8250906

00:24:04.610 --> 00:24:08.638 They are written there.  
NOTE Confidence: 0.8250906

00:24:08.640 --> 00:24:12.222 And it's you know it's a very important part,  
NOTE Confidence: 0.8250906

00:24:12.230 --> 00:24:14.134 especially with the trainees,  
NOTE Confidence: 0.8250906

00:24:14.134 --> 00:24:16.514 not only because it helps.  
NOTE Confidence: 0.8250906

00:24:16.520 --> 00:24:17.657 Further the message,  
NOTE Confidence: 0.8250906

00:24:17.657 --> 00:24:19.931 but it also empowers them and  
NOTE Confidence: 0.8250906

00:24:19.931 --> 00:24:21.458 continues that bidirectionality  
NOTE Confidence: 0.8250906

00:24:21.458 --> 00:24:23.610 mentorship is very important.  
NOTE Confidence: 0.8250906

00:24:23.610 --> 00:24:27.992 An and a big part of what we do is when  
NOTE Confidence: 0.8250906

00:24:27.992 --> 00:24:32.024 you are asked to give the next talk.

NOTE Confidence: 0.8250906  
00:24:32.030 --> 00:24:35.558 When we get asked to be in a in  
NOTE Confidence: 0.8250906  
00:24:35.558 --> 00:24:39.757 a committee having these leaders.  
NOTE Confidence: 0.8250906  
00:24:39.760 --> 00:24:42.060 Being in positions of leadership,  
NOTE Confidence: 0.8250906  
00:24:42.060 --> 00:24:43.700 sorry for the redundancy.  
NOTE Confidence: 0.8250906  
00:24:43.700 --> 00:24:46.160 Then they can be the ones  
NOTE Confidence: 0.8250906  
00:24:46.246 --> 00:24:48.498 sending sending the message.  
NOTE Confidence: 0.8250906  
00:24:48.500 --> 00:24:48.960 Ann.  
NOTE Confidence: 0.8250906  
00:24:48.960 --> 00:24:50.800 This is our list.  
NOTE Confidence: 0.8250906  
00:24:50.800 --> 00:24:53.200 Actually there are I would say  
NOTE Confidence: 0.8250906  
00:24:53.200 --> 00:24:56.464 about 10 or 12 members that have  
NOTE Confidence: 0.8250906  
00:24:56.464 --> 00:24:59.079 since that have since joined.  
NOTE Confidence: 0.8250906  
00:24:59.080 --> 00:25:04.320 So I am incredibly grateful for their work.  
NOTE Confidence: 0.8250906  
00:25:04.320 --> 00:25:06.052 Bringing together and creating  
NOTE Confidence: 0.8250906  
00:25:06.052 --> 00:25:08.650 teams as I as I mentioned,  
NOTE Confidence: 0.8250906  
00:25:08.650 --> 00:25:09.530 gathering allies,  
NOTE Confidence: 0.8250906



00:25:09.530 --> 00:25:12.610 the support part is not just for  
NOTE Confidence: 0.8250906

00:25:12.610 --> 00:25:15.069 existing diversity is also having  
NOTE Confidence: 0.8250906

00:25:15.069 --> 00:25:17.494 the conversations with those persons  
NOTE Confidence: 0.8250906

00:25:17.494 --> 00:25:20.219 who don't identify themselves as.  
NOTE Confidence: 0.8250906

00:25:20.220 --> 00:25:24.175 Part of diversity and bringing  
NOTE Confidence: 0.8250906

00:25:24.175 --> 00:25:28.130 them into into the conversations.  
NOTE Confidence: 0.8250906

00:25:28.130 --> 00:25:30.705 Creating allyship also and working  
NOTE Confidence: 0.8250906

00:25:30.705 --> 00:25:32.765 together with departmental leaders,  
NOTE Confidence: 0.8250906

00:25:32.770 --> 00:25:33.996 division leaders,  
NOTE Confidence: 0.8250906

00:25:33.996 --> 00:25:36.448 fellowship and residency leaders.  
NOTE Confidence: 0.8250906

00:25:36.450 --> 00:25:37.048 Anne.  
NOTE Confidence: 0.8250906

00:25:37.048 --> 00:25:40.636 Being interdisciplinary and being the voice,  
NOTE Confidence: 0.8250906

00:25:40.640 --> 00:25:44.376 not only speaking when you're asked to speak,  
NOTE Confidence: 0.8250906

00:25:44.380 --> 00:25:46.472 but also sometimes inviting  
NOTE Confidence: 0.8250906

00:25:46.472 --> 00:25:49.087 yourself to go to different  
NOTE Confidence: 0.8250906

00:25:49.087 --> 00:25:51.668 divisions and talk to people to

NOTE Confidence: 0.8250906

00:25:51.668 --> 00:25:54.210 make sure that there aren't sorry,

NOTE Confidence: 0.8250906

00:25:54.210 --> 00:25:57.418 that's my dog that.

NOTE Confidence: 0.8250906

00:25:57.420 --> 00:26:00.234 That issues having come up that that

NOTE Confidence: 0.8250906

00:26:00.234 --> 00:26:03.579 need to be taken care of conflict

NOTE Confidence: 0.8250906

00:26:03.579 --> 00:26:06.657 resolution is very important part of.

NOTE Confidence: 0.8692959

00:26:08.690 --> 00:26:11.746 What this role is about and Ann are

NOTE Confidence: 0.8692959

00:26:11.746 --> 00:26:15.446 in our mission and I say putting out

NOTE Confidence: 0.8692959

00:26:15.446 --> 00:26:18.440 fires but also seeking them again,

NOTE Confidence: 0.8692959

00:26:18.440 --> 00:26:21.534 checking in with the with our constituents,

NOTE Confidence: 0.8692959

00:26:21.540 --> 00:26:24.198 allowing for comfort, but really pushing

NOTE Confidence: 0.8692959

00:26:24.198 --> 00:26:25.970 individuals into uncomfortable territory.

NOTE Confidence: 0.8692959

00:26:25.970 --> 00:26:28.834 This is the time to not be silent

NOTE Confidence: 0.8692959

00:26:28.834 --> 00:26:32.276 to start getting a little bit more

NOTE Confidence: 0.8692959

00:26:32.276 --> 00:26:34.916 uncomfortable to flexing that muscle

NOTE Confidence: 0.8692959

00:26:35.006 --> 00:26:37.988 an and start using the right terms.

NOTE Confidence: 0.8692959

00:26:37.990 --> 00:26:39.930 Getting people together to talk  
NOTE Confidence: 0.8692959

00:26:39.930 --> 00:26:41.484 about problems. It's difficult.  
NOTE Confidence: 0.8692959

00:26:41.484 --> 00:26:44.586 It wasn't easy for me to do. I'm.  
NOTE Confidence: 0.8692959

00:26:44.586 --> 00:26:47.288 I'm not not confrontational or I don't  
NOTE Confidence: 0.8692959

00:26:47.288 --> 00:26:50.406 like to step into hot water by nature.  
NOTE Confidence: 0.8692959

00:26:50.410 --> 00:26:54.050 It's something that I've developed.  
NOTE Confidence: 0.8692959

00:26:54.050 --> 00:26:56.430 An helping individuals use words  
NOTE Confidence: 0.8692959

00:26:56.430 --> 00:27:00.160 that they may not be familiar with.  
NOTE Confidence: 0.8692959

00:27:00.160 --> 00:27:03.240 Again, why we went through  
NOTE Confidence: 0.8692959

00:27:03.240 --> 00:27:05.704 some of those definitions.  
NOTE Confidence: 0.8692959

00:27:05.710 --> 00:27:08.695 Accountability with support and with  
NOTE Confidence: 0.8692959

00:27:08.695 --> 00:27:10.486 reporting comma accountability.  
NOTE Confidence: 0.8692959

00:27:10.490 --> 00:27:13.275 What what will happen after  
NOTE Confidence: 0.8692959

00:27:13.275 --> 00:27:16.060 a report is is made?  
NOTE Confidence: 0.8692959

00:27:16.060 --> 00:27:18.188 What are you gonna do about it?  
NOTE Confidence: 0.8692959

00:27:18.190 --> 00:27:19.902 It's very often something

NOTE Confidence: 0.8692959

00:27:19.902 --> 00:27:21.614 that supposed to me.

NOTE Confidence: 0.8692959

00:27:21.620 --> 00:27:24.602 And thinking that that these conversations

NOTE Confidence: 0.8692959

00:27:24.602 --> 00:27:27.427 when something happens when we need

NOTE Confidence: 0.8692959

00:27:27.427 --> 00:27:29.713 to sit down and have conversations.

NOTE Confidence: 0.92439353

00:27:32.020 --> 00:27:35.135 Sometimes we think well, it's all about.

NOTE Confidence: 0.92439353

00:27:35.140 --> 00:27:38.638 Supporting the person who's been wronged.

NOTE Confidence: 0.92439353

00:27:38.640 --> 00:27:42.420 My umbrella includes everybody in the in

NOTE Confidence: 0.92439353

00:27:42.420 --> 00:27:46.151 the Department an it's just as important

NOTE Confidence: 0.92439353

00:27:46.151 --> 00:27:49.776 to provide tools and to support the

NOTE Confidence: 0.92439353

00:27:49.776 --> 00:27:52.848 person who's said something or done

NOTE Confidence: 0.92439353

00:27:52.848 --> 00:27:58.890 something as it is to support and to.

NOTE Confidence: 0.92439353

00:27:58.890 --> 00:28:01.464 To empower the person who's who's

NOTE Confidence: 0.92439353

00:28:01.464 --> 00:28:02.751 received the microaggression

NOTE Confidence: 0.92439353

00:28:02.751 --> 00:28:05.040 or the OR the racial comments.

NOTE Confidence: 0.92439353

00:28:05.040 --> 00:28:07.500 So this is one of the.

NOTE Confidence: 0.7287252

00:28:09.780 --> 00:28:13.392 Tools that we use the CPR racial  
NOTE Confidence: 0.7287252

00:28:13.392 --> 00:28:14.940 microaggressions reparative model  
NOTE Confidence: 0.7287252

00:28:15.019 --> 00:28:17.476 and again I put this slide too.  
NOTE Confidence: 0.90506375

00:28:19.950 --> 00:28:23.748 To share with you that part of getting to,  
NOTE Confidence: 0.90506375

00:28:23.750 --> 00:28:26.005 to improving climate and improving  
NOTE Confidence: 0.90506375

00:28:26.005 --> 00:28:29.104 our culture is not just to focus  
NOTE Confidence: 0.90506375

00:28:29.104 --> 00:28:31.764 on one person and forget about you.  
NOTE Confidence: 0.90506375

00:28:31.770 --> 00:28:35.138 Know the person who's who's made a mistake.  
NOTE Confidence: 0.854303

00:28:37.870 --> 00:28:40.943 OK, the second pillar is allocation anthomy  
NOTE Confidence: 0.854303

00:28:40.943 --> 00:28:44.079 education should be education slash training.  
NOTE Confidence: 0.854303

00:28:44.080 --> 00:28:46.948 The second pillar should have universal  
NOTE Confidence: 0.854303

00:28:46.948 --> 00:28:51.309 reach. What I mean by that is I'm not the  
NOTE Confidence: 0.854303

00:28:51.309 --> 00:28:55.077 diversity person just for persons of color.  
NOTE Confidence: 0.854303

00:28:55.080 --> 00:28:58.896 My work is just as much for those persons  
NOTE Confidence: 0.854303

00:28:58.896 --> 00:29:03.196 who don't fall into what the term diversity,  
NOTE Confidence: 0.854303

00:29:03.200 --> 00:29:06.343 how we've defined it, and the education

NOTE Confidence: 0.854303

00:29:06.343 --> 00:29:09.189 should emphasize our interesting values.

NOTE Confidence: 0.854303

00:29:09.190 --> 00:29:10.738 It should highlight the

NOTE Confidence: 0.854303

00:29:10.738 --> 00:29:12.286 in equities in medicine,

NOTE Confidence: 0.854303

00:29:12.290 --> 00:29:14.220 how it impacts our patients,

NOTE Confidence: 0.854303

00:29:14.220 --> 00:29:16.536 how we didn't paxar work relationships,

NOTE Confidence: 0.854303

00:29:16.540 --> 00:29:18.480 how it impacts our communities,

NOTE Confidence: 0.854303

00:29:18.480 --> 00:29:20.796 and how it impacts our homes.

NOTE Confidence: 0.854303

00:29:20.800 --> 00:29:23.292 But it also needs to be flexible

NOTE Confidence: 0.854303

00:29:23.292 --> 00:29:25.060 and allow for changes.

NOTE Confidence: 0.854303

00:29:25.060 --> 00:29:26.785 In 2019, Pediatrics became the

NOTE Confidence: 0.854303

00:29:26.785 --> 00:29:28.510 1st and the only Department

NOTE Confidence: 0.854303

00:29:28.574 --> 00:29:30.478 mandating Universal DI training.

NOTE Confidence: 0.854303

00:29:30.480 --> 00:29:32.796 We do training on unconscious bias.

NOTE Confidence: 0.854303

00:29:32.800 --> 00:29:34.730 We do training on microaggression

NOTE Confidence: 0.854303

00:29:34.730 --> 00:29:35.888 or veiled aggression,

NOTE Confidence: 0.854303

00:29:35.890 --> 00:29:39.283 an anti racism training at the at the Yale

NOTE Confidence: 0.854303

00:29:39.283 --> 00:29:42.437 School of Medicine and I'm actually quite.

NOTE Confidence: 0.854303

00:29:42.440 --> 00:29:47.312 Proud to say that we this became

NOTE Confidence: 0.854303

00:29:47.312 --> 00:29:52.667 mandatory for us before 2020 before this

NOTE Confidence: 0.854303

00:29:52.667 --> 00:29:58.350 sort of renewed wave of talking about.

NOTE Confidence: 0.854303

00:29:58.350 --> 00:29:59.835 Ray system education.

NOTE Confidence: 0.854303

00:29:59.835 --> 00:30:01.815 Requires participation and integration.

NOTE Confidence: 0.854303

00:30:01.820 --> 00:30:04.692 We now the Yale School of Medicine has

NOTE Confidence: 0.854303

00:30:04.692 --> 00:30:06.694 diversity threat Leader in Beverly

NOTE Confidence: 0.854303

00:30:06.694 --> 00:30:08.719 Shears who's phenomenal and leads

NOTE Confidence: 0.854303

00:30:08.719 --> 00:30:11.228 leads this in Pediatrics were right.

NOTE Confidence: 0.854303

00:30:11.230 --> 00:30:14.782 She's one of us should be right behind

NOTE Confidence: 0.854303

00:30:14.782 --> 00:30:18.375 her and what we strive for is that.

NOTE Confidence: 0.854303

00:30:18.380 --> 00:30:21.850 Today this is all going to be about the eye,

NOTE Confidence: 0.854303

00:30:21.850 --> 00:30:25.686 but the eye and social Justice Ann.

NOTE Confidence: 0.854303

00:30:25.690 --> 00:30:28.672 Health in equities is not just

NOTE Confidence: 0.854303

00:30:28.672 --> 00:30:31.679 something that occurs in these

NOTE Confidence: 0.854303

00:30:31.679 --> 00:30:34.457 specific educational opportunities.

NOTE Confidence: 0.854303

00:30:34.460 --> 00:30:37.548 That have the eye as its topic that

NOTE Confidence: 0.854303

00:30:37.548 --> 00:30:40.835 we need to weave the fact that there

NOTE Confidence: 0.854303

00:30:40.835 --> 00:30:43.939 is no such thing as different races

NOTE Confidence: 0.854303

00:30:43.939 --> 00:30:47.201 that that you know the the impact

NOTE Confidence: 0.854303

00:30:47.210 --> 00:30:48.584 of structural racism,

NOTE Confidence: 0.854303

00:30:48.584 --> 00:30:52.353 the importance of deyi etc that needs to

NOTE Confidence: 0.854303

00:30:52.353 --> 00:30:55.215 be included in every single educational.

NOTE Confidence: 0.854303

00:30:55.220 --> 00:30:57.020 Interaction that occurs whether

NOTE Confidence: 0.854303

00:30:57.020 --> 00:30:59.270 it's at the base bedside,

NOTE Confidence: 0.854303

00:30:59.270 --> 00:31:01.520 whether you're talking about research,

NOTE Confidence: 0.854303

00:31:01.520 --> 00:31:04.670 and that's really what I mean by

NOTE Confidence: 0.854303

00:31:04.670 --> 00:31:06.020 integration and participation.

NOTE Confidence: 0.854303

00:31:06.020 --> 00:31:09.400 An it's the goal of one of the goals of

NOTE Confidence: 0.854303



00:31:09.490 --> 00:31:13.216 Doctor Shears with the HealthEquity thread,  
NOTE Confidence: 0.854303

00:31:13.220 --> 00:31:17.696 and it's very important to us.  
NOTE Confidence: 0.854303

00:31:17.700 --> 00:31:20.142 Most of the activities that we  
NOTE Confidence: 0.854303

00:31:20.142 --> 00:31:22.380 have in under education or not,  
NOTE Confidence: 0.854303

00:31:22.380 --> 00:31:24.720 my activities are not even developed  
NOTE Confidence: 0.854303

00:31:24.720 --> 00:31:26.280 or thought by me,  
NOTE Confidence: 0.854303

00:31:26.280 --> 00:31:28.976 but by many of the persons in Department  
NOTE Confidence: 0.854303

00:31:28.976 --> 00:31:31.540 of Pediatrics and leaders who are  
NOTE Confidence: 0.854303

00:31:31.540 --> 00:31:32.905 phenomenal HealthEquity rounds.  
NOTE Confidence: 0.854303

00:31:32.910 --> 00:31:36.039 I'll mention in the next slide innovative  
NOTE Confidence: 0.854303

00:31:36.039 --> 00:31:38.760 training events both in an out of Yale.  
NOTE Confidence: 0.854303

00:31:38.760 --> 00:31:41.420 This is where I trainees and some  
NOTE Confidence: 0.854303

00:31:41.420 --> 00:31:43.830 of the faculty come into play.  
NOTE Confidence: 0.854303

00:31:43.830 --> 00:31:46.854 We've done things like go to Art  
NOTE Confidence: 0.854303

00:31:46.854 --> 00:31:49.990 Gallery's there was an art exposition on.  
NOTE Confidence: 0.854303

00:31:49.990 --> 00:31:52.498 The Black Panthers movement of New

NOTE Confidence: 0.854303

00:31:52.498 --> 00:31:55.415 Haven and the event was in person

NOTE Confidence: 0.854303

00:31:55.415 --> 00:31:58.124 with a small group because of kovid,

NOTE Confidence: 0.854303

00:31:58.130 --> 00:32:01.784 but it was led by one of the curators.

NOTE Confidence: 0.854303

00:32:01.790 --> 00:32:05.046 This was not organized by me at all,

NOTE Confidence: 0.854303

00:32:05.050 --> 00:32:07.085 but by our phenomenal diversity

NOTE Confidence: 0.854303

00:32:07.085 --> 00:32:08.306 Residency Diversity Council.

NOTE Confidence: 0.854303

00:32:08.310 --> 00:32:10.340 We obviously have formal training,

NOTE Confidence: 0.854303

00:32:10.340 --> 00:32:12.782 so I told you in Pediatrics

NOTE Confidence: 0.854303

00:32:12.782 --> 00:32:14.410 diversity training is mandatory.

NOTE Confidence: 0.854303

00:32:14.410 --> 00:32:17.960 We've allied and partner with.

NOTE Confidence: 0.854303

00:32:17.960 --> 00:32:19.268 Trainers from Yale,

NOTE Confidence: 0.854303

00:32:19.268 --> 00:32:21.448 New Haven Hospital on deyi.

NOTE Confidence: 0.854303

00:32:21.450 --> 00:32:24.495 They've we have these training events very,

NOTE Confidence: 0.80000055

00:32:24.500 --> 00:32:27.116 very often. We include different types

NOTE Confidence: 0.80000055

00:32:27.116 --> 00:32:28.860 of educational, noon conference,

NOTE Confidence: 0.80000055

00:32:28.860 --> 00:32:31.035 Journal clubs, you name it.  
NOTE Confidence: 0.80000055

00:32:31.040 --> 00:32:32.880 Small case based discussions.  
NOTE Confidence: 0.80000055

00:32:32.880 --> 00:32:36.270 Karen Dorsey and I conducted several of them,  
NOTE Confidence: 0.80000055

00:32:36.270 --> 00:32:38.886 but a year ago and debriefings  
NOTE Confidence: 0.80000055

00:32:38.886 --> 00:32:40.194 nightly things happen,  
NOTE Confidence: 0.80000055

00:32:40.200 --> 00:32:42.738 whether it's at the level of  
NOTE Confidence: 0.80000055

00:32:42.738 --> 00:32:44.958 our nation or something happens  
NOTE Confidence: 0.80000055

00:32:44.958 --> 00:32:47.610 at the level of our community.  
NOTE Confidence: 0.80000055

00:32:47.610 --> 00:32:48.054 Debriefings.  
NOTE Confidence: 0.80000055

00:32:48.054 --> 00:32:51.606 This is something that that is at the  
NOTE Confidence: 0.80000055

00:32:51.606 --> 00:32:54.439 core of the education and support  
NOTE Confidence: 0.80000055

00:32:54.439 --> 00:32:57.314 town halls with large groups with  
NOTE Confidence: 0.80000055

00:32:57.314 --> 00:32:59.739 small groups with mixed groups,  
NOTE Confidence: 0.80000055

00:32:59.740 --> 00:33:03.080 just with persons of color  
NOTE Confidence: 0.80000055

00:33:03.080 --> 00:33:05.084 bringing groups together.  
NOTE Confidence: 0.80000055

00:33:05.090 --> 00:33:07.210 I mentioned HealthEquity rounds,

NOTE Confidence: 0.80000055

00:33:07.210 --> 00:33:08.800 doctors Katie Nash,

NOTE Confidence: 0.80000055

00:33:08.800 --> 00:33:10.920 Jasmine Wison, Destiny Tolliver,

NOTE Confidence: 0.80000055

00:33:10.920 --> 00:33:12.510 their national scholars,

NOTE Confidence: 0.80000055

00:33:12.510 --> 00:33:13.574 phenomenal individuals,

NOTE Confidence: 0.80000055

00:33:13.574 --> 00:33:16.234 an researchers and professionals an

NOTE Confidence: 0.80000055

00:33:16.234 --> 00:33:18.340 they started HealthEquity rounds.

NOTE Confidence: 0.80000055

00:33:18.340 --> 00:33:20.915 This is educational curriculum that

NOTE Confidence: 0.80000055

00:33:20.915 --> 00:33:25.194 was started in Boston by the in the

NOTE Confidence: 0.80000055

00:33:25.194 --> 00:33:27.879 pediatric Pediatrics program in Boston,

NOTE Confidence: 0.80000055

00:33:27.880 --> 00:33:31.132 and it's led by faculty and

NOTE Confidence: 0.80000055

00:33:31.132 --> 00:33:34.820 trainees and it really helps engage.

NOTE Confidence: 0.80000055

00:33:34.820 --> 00:33:38.204 We had once we started with one session

NOTE Confidence: 0.80000055

00:33:38.204 --> 00:33:41.815 last year that we were part of this year.

NOTE Confidence: 0.80000055

00:33:41.820 --> 00:33:45.116 We're going to end up having two hope,

NOTE Confidence: 0.80000055

00:33:45.120 --> 00:33:47.484 maybe three in the grand rounds

NOTE Confidence: 0.80000055

00:33:47.484 --> 00:33:50.418 spot and it starts by giving sort  
NOTE Confidence: 0.80000055

00:33:50.418 --> 00:33:52.538 of evidence for the adverse.  
NOTE Confidence: 0.80000055

00:33:52.540 --> 00:33:55.460 What bias and racism does.  
NOTE Confidence: 0.80000055

00:33:55.460 --> 00:33:57.255 It includes a psychological basis  
NOTE Confidence: 0.80000055

00:33:57.255 --> 00:33:59.050 and historical content includes a  
NOTE Confidence: 0.80000055

00:33:59.104 --> 00:34:00.976 real case from our own institution.  
NOTE Confidence: 0.80000055

00:34:00.980 --> 00:34:03.325 It creates a safe space so that  
NOTE Confidence: 0.80000055

00:34:03.325 --> 00:34:05.201 individuals as we go through  
NOTE Confidence: 0.80000055

00:34:05.201 --> 00:34:07.186 HealthEquity rounds you have time  
NOTE Confidence: 0.80000055

00:34:07.186 --> 00:34:09.599 to reflect of what this means and  
NOTE Confidence: 0.80000055

00:34:09.599 --> 00:34:12.326 at the end it wraps it up and says,  
NOTE Confidence: 0.80000055

00:34:12.326 --> 00:34:15.469 well, what are you going to take from this?  
NOTE Confidence: 0.80000055

00:34:15.470 --> 00:34:16.505 What's your perspective,  
NOTE Confidence: 0.80000055

00:34:16.505 --> 00:34:18.575 and what are you going to?  
NOTE Confidence: 0.80000055

00:34:18.580 --> 00:34:20.650 What are you going to change?  
NOTE Confidence: 0.80000055

00:34:20.650 --> 00:34:23.059 Very, very powerful.

NOTE Confidence: 0.80000055  
00:34:23.060 --> 00:34:23.460 Austin,  
NOTE Confidence: 0.80000055  
00:34:23.460 --> 00:34:25.460 something that we've adopted and  
NOTE Confidence: 0.80000055  
00:34:25.460 --> 00:34:27.642 we hope that other departments  
NOTE Confidence: 0.80000055  
00:34:27.642 --> 00:34:29.169 might might adopt.  
NOTE Confidence: 0.80000055  
00:34:29.170 --> 00:34:33.940 Within education, we're taking anti racism.  
NOTE Confidence: 0.80000055  
00:34:33.940 --> 00:34:38.228 Head on. Taking the Bulls by the horns.  
NOTE Confidence: 0.80000055  
00:34:38.230 --> 00:34:40.384 We developed a four hour seminar  
NOTE Confidence: 0.80000055  
00:34:40.384 --> 00:34:42.520 for all faculty and trainees.  
NOTE Confidence: 0.80000055  
00:34:42.520 --> 00:34:44.080 We brought expert facilitators  
NOTE Confidence: 0.80000055  
00:34:44.080 --> 00:34:45.640 to work closely with,  
NOTE Confidence: 0.80000055  
00:34:45.640 --> 00:34:47.980 with us an adapted to Pediatrics.  
NOTE Confidence: 0.80000055  
00:34:47.980 --> 00:34:50.563 I should mention that a very important  
NOTE Confidence: 0.80000055  
00:34:50.563 --> 00:34:53.200 thing is to have a budget because  
NOTE Confidence: 0.80000055  
00:34:53.200 --> 00:34:56.559 these things come to have a robust program,  
NOTE Confidence: 0.80000055  
00:34:56.560 --> 00:34:59.680 you need to have dedicated resource for this.  
NOTE Confidence: 0.80000055

00:34:59.680 --> 00:35:02.432 We included leaders in the eye and the  
NOTE Confidence: 0.80000055

00:35:02.432 --> 00:35:05.138 medical school doctor Lattimore Roshel Smith,  
NOTE Confidence: 0.80000055

00:35:05.140 --> 00:35:06.424 who was phenomenal,  
NOTE Confidence: 0.80000055

00:35:06.424 --> 00:35:09.420 and Michelle Carpenter and her team members.  
NOTE Confidence: 0.80000055

00:35:09.420 --> 00:35:11.140 To put together this very  
NOTE Confidence: 0.80000055

00:35:11.140 --> 00:35:12.516 comprehensive seminar chairman to  
NOTE Confidence: 0.80000055

00:35:12.516 --> 00:35:14.422 clear leadership role and really  
NOTE Confidence: 0.80000055

00:35:14.422 --> 00:35:15.926 encourage participation and told  
NOTE Confidence: 0.80000055

00:35:15.926 --> 00:35:18.059 people that there was an expectation.  
NOTE Confidence: 0.80000055

00:35:18.060 --> 00:35:20.760 If you're in Pediatrics.  
NOTE Confidence: 0.80000055

00:35:20.760 --> 00:35:22.675 The word optional has an  
NOTE Confidence: 0.80000055

00:35:22.675 --> 00:35:23.824 entirely new meaning.  
NOTE Confidence: 0.80000055

00:35:23.830 --> 00:35:26.140 We want you to do this,  
NOTE Confidence: 0.80000055

00:35:26.140 --> 00:35:28.796 and we expect you to do this and  
NOTE Confidence: 0.80000055

00:35:28.796 --> 00:35:32.139 our our leader is going to help us  
NOTE Confidence: 0.80000055

00:35:32.139 --> 00:35:34.584 gather gather troops over 50% of

NOTE Confidence: 0.80000055

00:35:34.584 --> 00:35:36.120 the Department has participated.

NOTE Confidence: 0.80000055

00:35:36.120 --> 00:35:38.608 We had over these four hours we had

NOTE Confidence: 0.80000055

00:35:38.608 --> 00:35:40.786 large group participation and then

NOTE Confidence: 0.80000055

00:35:40.786 --> 00:35:43.266 several breakout rooms each with

NOTE Confidence: 0.80000055

00:35:43.266 --> 00:35:45.720 expert facilitators and we held it again.

NOTE Confidence: 0.80000055

00:35:45.720 --> 00:35:48.786 Just think about a week or two

NOTE Confidence: 0.80000055

00:35:48.786 --> 00:35:51.730 weeks ago an by now I think.

NOTE Confidence: 0.80000055

00:35:51.730 --> 00:35:53.426 A fairly large proportion,

NOTE Confidence: 0.80000055

00:35:53.426 --> 00:35:55.969 definitely over 50% of our our

NOTE Confidence: 0.80000055

00:35:55.969 --> 00:35:57.238 Department has participated.

NOTE Confidence: 0.85948753

00:36:00.160 --> 00:36:04.507 We are very deliberate in our in our goals.

NOTE Confidence: 0.85948753

00:36:04.510 --> 00:36:07.919 I am done with hiding the fact

NOTE Confidence: 0.85948753

00:36:07.919 --> 00:36:10.790 that that this is our goal,

NOTE Confidence: 0.85948753

00:36:10.790 --> 00:36:14.444 that we want to take these issues

NOTE Confidence: 0.85948753

00:36:14.444 --> 00:36:17.828 at front and center an it's.

NOTE Confidence: 0.85948753



00:36:17.830 --> 00:36:21.374 It's expected that we are going to get  
NOTE Confidence: 0.85948753

00:36:21.374 --> 00:36:23.900 uncomfortable with these conversations,  
NOTE Confidence: 0.85948753

00:36:23.900 --> 00:36:26.430 but through that uncomfortable that  
NOTE Confidence: 0.85948753

00:36:26.430 --> 00:36:28.960 feeling uncomfortable eventually there is,  
NOTE Confidence: 0.85948753

00:36:28.960 --> 00:36:32.278 there is liberation.  
NOTE Confidence: 0.85948753

00:36:32.280 --> 00:36:34.415 During the the seminar we talk about  
NOTE Confidence: 0.85948753

00:36:34.415 --> 00:36:36.774 sort of where you are in your Rd  
NOTE Confidence: 0.85948753

00:36:36.774 --> 00:36:38.640 to becoming an anti racism racist.  
NOTE Confidence: 0.85948753

00:36:38.640 --> 00:36:40.944 Are you in the fear zone where you're just  
NOTE Confidence: 0.85948753

00:36:40.944 --> 00:36:43.188 don't feel comfortable talking about this?  
NOTE Confidence: 0.85948753

00:36:43.190 --> 00:36:45.359 Are you in the learning zone or are you  
NOTE Confidence: 0.85948753

00:36:45.359 --> 00:36:47.698 in the growth zone where you actually  
NOTE Confidence: 0.85948753

00:36:47.698 --> 00:36:49.748 feel more comfortable in the beginning  
NOTE Confidence: 0.85948753

00:36:49.748 --> 00:36:51.960 of the sessions we ask the audience  
NOTE Confidence: 0.85948753

00:36:51.960 --> 00:36:54.394 where they are and it's sort of interesting.  
NOTE Confidence: 0.85948753

00:36:54.400 --> 00:36:56.062 These are data from the first

NOTE Confidence: 0.85948753

00:36:56.062 --> 00:36:57.730 seminar we have been collated,

NOTE Confidence: 0.85948753

00:36:57.730 --> 00:36:59.250 the one from the 2nd,

NOTE Confidence: 0.85948753

00:36:59.250 --> 00:37:01.250 but if you look at.

NOTE Confidence: 0.85948753

00:37:01.250 --> 00:37:03.314 Scuse me those who were on the learning

NOTE Confidence: 0.85948753

00:37:03.314 --> 00:37:05.292 zone in the growth sound at the

NOTE Confidence: 0.85948753

00:37:05.292 --> 00:37:07.358 beginning of the seminar in at the end.

NOTE Confidence: 0.85948753

00:37:07.360 --> 00:37:08.815 4 hours later,

NOTE Confidence: 0.85948753

00:37:08.815 --> 00:37:13.130 you see how those numbers slip an I by no.

NOTE Confidence: 0.85948753

00:37:13.130 --> 00:37:13.532 Means,

NOTE Confidence: 0.85948753

00:37:13.532 --> 00:37:16.346 am I saying that this is a

NOTE Confidence: 0.85948753

00:37:16.346 --> 00:37:18.179 done deal of course.

NOTE Confidence: 0.85948753

00:37:18.180 --> 00:37:21.246 You know there there are lots of

NOTE Confidence: 0.85948753

00:37:21.246 --> 00:37:24.579 biases and this was just after 4 hours

NOTE Confidence: 0.85948753

00:37:24.579 --> 00:37:27.868 but but it shows it shows a trend.

NOTE Confidence: 0.85948753

00:37:27.870 --> 00:37:29.832 I talked about.

NOTE Confidence: 0.85948753

00:37:29.832 --> 00:37:32.448 Veiled aggressions or microaggressions,  
NOTE Confidence: 0.85948753

00:37:32.450 --> 00:37:38.498 this is I would say the number one theme.  
NOTE Confidence: 0.85948753

00:37:38.500 --> 00:37:39.380 In reports,  
NOTE Confidence: 0.85948753

00:37:39.380 --> 00:37:42.020 an names are incredibly important an  
NOTE Confidence: 0.85948753

00:37:42.020 --> 00:37:44.817 we had many situations and continue  
NOTE Confidence: 0.85948753

00:37:44.817 --> 00:37:48.120 to have them where names are mixed.  
NOTE Confidence: 0.85948753

00:37:48.120 --> 00:37:50.410 An names are mixed in,  
NOTE Confidence: 0.85948753

00:37:50.410 --> 00:37:53.399 so it happens in individuals who are  
NOTE Confidence: 0.85948753

00:37:53.399 --> 00:37:56.749 from the same ethnic background and it  
NOTE Confidence: 0.85948753

00:37:56.749 --> 00:38:00.238 happened often enough an to agree that  
NOTE Confidence: 0.85948753

00:38:00.238 --> 00:38:03.227 we needed to do something about it.  
NOTE Confidence: 0.85948753

00:38:03.230 --> 00:38:06.324 So that's when I sort of crap  
NOTE Confidence: 0.85948753

00:38:06.324 --> 00:38:09.809 my bag Ango section to section.  
NOTE Confidence: 0.85948753

00:38:09.810 --> 00:38:12.216 Doctor Suneetha force and air is,  
NOTE Confidence: 0.85948753

00:38:12.220 --> 00:38:13.294 as I mentioned,  
NOTE Confidence: 0.85948753

00:38:13.294 --> 00:38:15.800 she's the leader of the fellows with

NOTE Confidence: 0.85948753

00:38:15.873 --> 00:38:18.568 diversity used to be a leader in

NOTE Confidence: 0.85948753

00:38:18.568 --> 00:38:20.725 residency diversity and belongs to

NOTE Confidence: 0.85948753

00:38:20.725 --> 00:38:23.035 the Neque division neonatology Anne.

NOTE Confidence: 0.85948753

00:38:23.040 --> 00:38:25.847 She is not only a gifted writer,

NOTE Confidence: 0.85948753

00:38:25.850 --> 00:38:28.124 but it is also incredibly supported

NOTE Confidence: 0.85948753

00:38:28.124 --> 00:38:30.660 by her section chief Mark Mercurio.

NOTE Confidence: 0.85948753

00:38:30.660 --> 00:38:32.725 An all of the attendings and she

NOTE Confidence: 0.85948753

00:38:32.725 --> 00:38:34.618 wrote a piece Azanian intelligence

NOTE Confidence: 0.85948753

00:38:34.618 --> 00:38:37.432 have noticed that certain names often

NOTE Confidence: 0.85948753

00:38:37.432 --> 00:38:40.147 drawn ridicule or comment from staff

NOTE Confidence: 0.85948753

00:38:40.147 --> 00:38:42.287 members across all health professions.

NOTE Confidence: 0.85948753

00:38:42.290 --> 00:38:45.110 It's important that this stops now.

NOTE Confidence: 0.85948753

00:38:45.110 --> 00:38:47.262 And she says when we laugh or make

NOTE Confidence: 0.85948753

00:38:47.262 --> 00:38:49.673 fun of names that tend to originate

NOTE Confidence: 0.85948753

00:38:49.673 --> 00:38:51.940 in a particular culture or group,

NOTE Confidence: 0.85948753

00:38:51.940 --> 00:38:53.236 we're doing two things.  
NOTE Confidence: 0.85948753

00:38:53.236 --> 00:38:53.560 First,  
NOTE Confidence: 0.85948753

00:38:53.560 --> 00:38:54.860 we're disrespecting the basic  
NOTE Confidence: 0.85948753

00:38:54.860 --> 00:38:56.485 tenant of that person's identity.  
NOTE Confidence: 0.85948753

00:38:56.490 --> 00:38:57.138 And 2nd,  
NOTE Confidence: 0.85948753

00:38:57.138 --> 00:38:59.406 we are wrongly asserting that the only  
NOTE Confidence: 0.85948753

00:38:59.406 --> 00:39:01.358 acceptable names from a dominant white,  
NOTE Confidence: 0.85948753

00:39:01.360 --> 00:39:02.335 Anglo Saxon culture,  
NOTE Confidence: 0.85948753

00:39:02.335 --> 00:39:03.960 neither of those two things,  
NOTE Confidence: 0.85948753

00:39:03.960 --> 00:39:04.612 are acceptable.  
NOTE Confidence: 0.85948753

00:39:04.612 --> 00:39:05.590 An after all,  
NOTE Confidence: 0.85948753

00:39:05.590 --> 00:39:07.592 many of the names that are popular  
NOTE Confidence: 0.85948753

00:39:07.592 --> 00:39:09.245 today were once nontraditional names  
NOTE Confidence: 0.85948753

00:39:09.245 --> 00:39:11.435 that have come to be accepted.  
NOTE Confidence: 0.85948753

00:39:11.440 --> 00:39:13.708 What she wrote was shared with now,  
NOTE Confidence: 0.85948753

00:39:13.710 --> 00:39:15.130 everybody in our Department,

NOTE Confidence: 0.85948753

00:39:15.130 --> 00:39:17.739 an outside of our Department as it was.

NOTE Confidence: 0.85948753

00:39:17.740 --> 00:39:20.368 Published in yellow in yellow medicine,

NOTE Confidence: 0.8638175

00:39:20.370 --> 00:39:23.338 these issues are important to us and

NOTE Confidence: 0.8638175

00:39:23.338 --> 00:39:26.958 if we just keep it in the microcosm,

NOTE Confidence: 0.8638175

00:39:26.960 --> 00:39:31.258 we again we don't change the culture.

NOTE Confidence: 0.8638175

00:39:31.260 --> 00:39:32.388 Complex conflict resolution

NOTE Confidence: 0.8638175

00:39:32.388 --> 00:39:34.268 takes a lot of time.

NOTE Confidence: 0.8638175

00:39:34.270 --> 00:39:36.150 It's receiving and managing concerns,

NOTE Confidence: 0.8638175

00:39:36.150 --> 00:39:38.148 inform, you know, the concerns that

NOTE Confidence: 0.8638175

00:39:38.148 --> 00:39:41.198 come to me both in formal and informal

NOTE Confidence: 0.8638175

00:39:41.198 --> 00:39:43.670 settings from members of our Department,

NOTE Confidence: 0.8638175

00:39:43.670 --> 00:39:45.545 and sometimes even from members

NOTE Confidence: 0.8638175

00:39:45.545 --> 00:39:47.045 outside of our Department.

NOTE Confidence: 0.8638175

00:39:47.050 --> 00:39:48.930 It takes being available 24/7.

NOTE Confidence: 0.8638175

00:39:48.930 --> 00:39:51.138 Truly, most of these conversations people

NOTE Confidence: 0.8638175

00:39:51.138 --> 00:39:54.197 do not want to have during work hours,  
NOTE Confidence: 0.8638175

00:39:54.200 --> 00:39:56.456 so they take place on weekends  
NOTE Confidence: 0.8638175

00:39:56.456 --> 00:39:57.960 and in the evenings.  
NOTE Confidence: 0.8638175

00:39:57.960 --> 00:40:00.318 We encourage a culture of reporting.  
NOTE Confidence: 0.8638175

00:40:00.320 --> 00:40:03.820 I would love to think of reporting  
NOTE Confidence: 0.8638175

00:40:03.820 --> 00:40:06.753 mistreatment and racist remarks an any  
NOTE Confidence: 0.8638175

00:40:06.753 --> 00:40:09.889 prejudice as the culture of safety in  
NOTE Confidence: 0.8638175

00:40:09.980 --> 00:40:13.427 our hospital where we went to Oh my God,  
NOTE Confidence: 0.8638175

00:40:13.430 --> 00:40:17.038 I wrote the wrong dose of santax too.  
NOTE Confidence: 0.8638175

00:40:17.040 --> 00:40:18.824 I made a mistake.  
NOTE Confidence: 0.8638175

00:40:18.824 --> 00:40:22.469 It's going to be recorded an it won't.  
NOTE Confidence: 0.8638175

00:40:22.470 --> 00:40:26.088 You know that will lead to.  
NOTE Confidence: 0.8638175

00:40:26.090 --> 00:40:28.757 Something better an hopefully things will be  
NOTE Confidence: 0.8638175

00:40:28.757 --> 00:40:31.848 put into place that it doesn't happen again.  
NOTE Confidence: 0.8638175

00:40:31.850 --> 00:40:33.770 That's what I would love.  
NOTE Confidence: 0.8638175

00:40:33.770 --> 00:40:36.458 That's where we're what we're aiming for.

NOTE Confidence: 0.8638175

00:40:36.460 --> 00:40:38.764 We also understand that we need

NOTE Confidence: 0.8638175

00:40:38.764 --> 00:40:40.300 to standardize the process.

NOTE Confidence: 0.8638175

00:40:40.300 --> 00:40:42.100 That up until recently.

NOTE Confidence: 0.8638175

00:40:42.100 --> 00:40:45.702 Those who came forward to report not all

NOTE Confidence: 0.8638175

00:40:45.702 --> 00:40:48.572 reports were dealt in the same manner.

NOTE Confidence: 0.8638175

00:40:48.580 --> 00:40:50.998 We need to ensure that everybody

NOTE Confidence: 0.8638175

00:40:50.998 --> 00:40:53.519 involved in each scenario is included.

NOTE Confidence: 0.8638175

00:40:53.520 --> 00:40:56.688 I can't just talk to the people who

NOTE Confidence: 0.8638175

00:40:56.688 --> 00:41:00.525 come to me and hear their story and say,

NOTE Confidence: 0.8638175

00:41:00.530 --> 00:41:01.763 OK, well, excellent,

NOTE Confidence: 0.8638175

00:41:01.763 --> 00:41:03.407 no, we need to.

NOTE Confidence: 0.8638175

00:41:03.410 --> 00:41:06.665 We need to involve an have a

NOTE Confidence: 0.8638175

00:41:06.665 --> 00:41:08.800 discussion and include others.

NOTE Confidence: 0.8638175

00:41:08.800 --> 00:41:11.056 There needs to be follow up,

NOTE Confidence: 0.8638175

00:41:11.060 --> 00:41:13.316 that's why I say it takes.

NOTE Confidence: 0.8638175



00:41:13.320 --> 00:41:15.606 It takes time getting a report  
NOTE Confidence: 0.8638175

00:41:15.606 --> 00:41:17.970 dealing with the report and then  
NOTE Confidence: 0.8638175

00:41:17.970 --> 00:41:20.637 forgetting about it is in a way  
NOTE Confidence: 0.8638175

00:41:20.637 --> 00:41:22.861 disrespectful for the person who came  
NOTE Confidence: 0.8638175

00:41:22.861 --> 00:41:25.761 up and disclose the report to me or  
NOTE Confidence: 0.8638175

00:41:25.761 --> 00:41:28.400 to anybody in our in our Department.  
NOTE Confidence: 0.8638175

00:41:28.400 --> 00:41:31.360 It is our duty to get back to  
NOTE Confidence: 0.8638175

00:41:31.360 --> 00:41:33.686 them an if you say, well,  
NOTE Confidence: 0.8638175

00:41:33.686 --> 00:41:36.318 thank you for telling me this well,  
NOTE Confidence: 0.8638175

00:41:36.320 --> 00:41:38.576 what happened and so you know.  
NOTE Confidence: 0.8638175

00:41:38.580 --> 00:41:39.472 So again,  
NOTE Confidence: 0.8638175

00:41:39.472 --> 00:41:41.702 we try to destigmatize reporting  
NOTE Confidence: 0.8638175

00:41:41.702 --> 00:41:43.520 and make sure that.  
NOTE Confidence: 0.8638175

00:41:43.520 --> 00:41:46.283 Do it in a way that we protect the  
NOTE Confidence: 0.8638175

00:41:46.283 --> 00:41:48.999 privacy the person coming up with the  
NOTE Confidence: 0.8638175

00:41:48.999 --> 00:41:52.020 report they drive there on the driver seat.

NOTE Confidence: 0.8638175

00:41:52.020 --> 00:41:53.116 We don't.

NOTE Confidence: 0.8638175

00:41:53.116 --> 00:41:56.404 We want to make sure that.

NOTE Confidence: 0.8638175

00:41:56.410 --> 00:41:59.026 That we're not doing anything that

NOTE Confidence: 0.8638175

00:41:59.026 --> 00:42:00.770 they're not comfortable with,

NOTE Confidence: 0.8638175

00:42:00.770 --> 00:42:03.472 so our most recent strategy or work

NOTE Confidence: 0.8638175

00:42:03.472 --> 00:42:07.104 is the work of Doctor Adam Burke with

NOTE Confidence: 0.8638175

00:42:07.104 --> 00:42:09.489 who is a phenomenal hospitalist.

NOTE Confidence: 0.8638175

00:42:09.490 --> 00:42:11.665 A former resident and associate

NOTE Confidence: 0.8638175

00:42:11.665 --> 00:42:12.535 program director.

NOTE Confidence: 0.8638175

00:42:12.540 --> 00:42:15.298 But he's also the master of the

NOTE Confidence: 0.8638175

00:42:15.298 --> 00:42:17.769 pathways that you Haven Hospital,

NOTE Confidence: 0.8638175

00:42:17.770 --> 00:42:21.298 and I'm going to be talking about his

NOTE Confidence: 0.8638175

00:42:21.298 --> 00:42:25.620 work and if you want to hear more about it.

NOTE Confidence: 0.8638175

00:42:25.620 --> 00:42:29.236 We're giving grand rounds to the Obi Wan.

NOTE Confidence: 0.8638175

00:42:29.240 --> 00:42:30.776 Department tomorrow I believe

NOTE Confidence: 0.8638175

00:42:30.776 --> 00:42:33.080 it's at at at 4:00 o'clock,  
NOTE Confidence: 0.8638175

00:42:33.080 --> 00:42:36.304 so the work that I'm going to be  
NOTE Confidence: 0.8638175

00:42:36.304 --> 00:42:39.276 sharing is work that he spearheads  
NOTE Confidence: 0.8638175

00:42:39.276 --> 00:42:42.372 and that Channel car and myself  
NOTE Confidence: 0.8638175

00:42:42.472 --> 00:42:44.347 are also part of so.  
NOTE Confidence: 0.8638175

00:42:44.350 --> 00:42:46.758 We again want to create a culture  
NOTE Confidence: 0.8638175

00:42:46.758 --> 00:42:48.390 where if something happens,  
NOTE Confidence: 0.9011198

00:42:48.390 --> 00:42:51.288 even if you're not sure if it has anything  
NOTE Confidence: 0.9011198

00:42:51.288 --> 00:42:54.257 to do with diversity or with prejudice.  
NOTE Confidence: 0.9011198

00:42:54.260 --> 00:42:56.090 If it doesn't feel right,  
NOTE Confidence: 0.9011198

00:42:56.090 --> 00:42:58.708 the right thing to do is to  
NOTE Confidence: 0.9011198

00:42:58.708 --> 00:43:01.771 pick up the phone and talk to  
NOTE Confidence: 0.9011198

00:43:01.771 --> 00:43:04.531 someone and we wanted to have.  
NOTE Confidence: 0.9011198

00:43:04.540 --> 00:43:06.208 Standardized pathway an that's  
NOTE Confidence: 0.9011198

00:43:06.208 --> 00:43:09.306 what this is the link is there  
NOTE Confidence: 0.9011198

00:43:09.306 --> 00:43:11.370 Adam created these pathways?

NOTE Confidence: 0.9011198

00:43:11.370 --> 00:43:14.100 The pathways are for many things,

NOTE Confidence: 0.9011198

00:43:14.100 --> 00:43:15.888 for kovid for Ed.

NOTE Confidence: 0.9011198

00:43:15.888 --> 00:43:19.100 For the pick you for heme ONC.

NOTE Confidence: 0.9011198

00:43:19.100 --> 00:43:21.866 But now there is a discrimination

NOTE Confidence: 0.9011198

00:43:21.866 --> 00:43:24.211 and mistreatment pathway and again

NOTE Confidence: 0.9011198

00:43:24.211 --> 00:43:26.296 it normalizes because it's right

NOTE Confidence: 0.9011198

00:43:26.296 --> 00:43:29.465 next to the other pathways that are

NOTE Confidence: 0.9011198

00:43:29.465 --> 00:43:31.840 physicians are used to accessing.

NOTE Confidence: 0.9011198

00:43:31.840 --> 00:43:34.636 Plus it's accessible from anywhere any.

NOTE Confidence: 0.9011198

00:43:34.640 --> 00:43:36.860 Any computer.

NOTE Confidence: 0.9011198

00:43:36.860 --> 00:43:38.576 These are the types of discrimination

NOTE Confidence: 0.9011198

00:43:38.576 --> 00:43:40.190 and mistreatment that it includes,

NOTE Confidence: 0.9011198

00:43:40.190 --> 00:43:40.776 so again,

NOTE Confidence: 0.9011198

00:43:40.776 --> 00:43:42.827 we try to cast a very wide

NOTE Confidence: 0.9011198

00:43:42.827 --> 00:43:45.039 net and when you click on it,

NOTE Confidence: 0.9011198

00:43:45.040 --> 00:43:46.858 this is what you get first.  
NOTE Confidence: 0.9011198

00:43:46.860 --> 00:43:49.870 A statement that this is not tolerated.  
NOTE Confidence: 0.9011198

00:43:49.870 --> 00:43:51.424 And that what we want individuals  
NOTE Confidence: 0.9011198

00:43:51.424 --> 00:43:53.381 to do is these three things we  
NOTE Confidence: 0.9011198

00:43:53.381 --> 00:43:55.109 want you to disclose to anybody.  
NOTE Confidence: 0.9011198

00:43:55.110 --> 00:43:56.766 It doesn't matter who it is.  
NOTE Confidence: 0.9011198

00:43:56.770 --> 00:43:58.150 Whoever you feel comfortable with,  
NOTE Confidence: 0.9011198

00:43:58.150 --> 00:44:00.214 pick up the phone or go talk to  
NOTE Confidence: 0.9011198

00:44:00.214 --> 00:44:02.708 them or text them. Talk to someone.  
NOTE Confidence: 0.9011198

00:44:02.708 --> 00:44:05.204 We're going to really encourage reporting,  
NOTE Confidence: 0.9011198

00:44:05.210 --> 00:44:07.541 and the third one is that you  
NOTE Confidence: 0.9011198

00:44:07.541 --> 00:44:09.680 don't just report until somebody,  
NOTE Confidence: 0.9011198

00:44:09.680 --> 00:44:12.277 but that there needs to be that.  
NOTE Confidence: 0.9011198

00:44:12.280 --> 00:44:15.628 Follow up on that and that and that support.  
NOTE Confidence: 0.9011198

00:44:15.630 --> 00:44:16.746 So, for example,  
NOTE Confidence: 0.9011198

00:44:16.746 --> 00:44:19.350 if you click on filing this report,

NOTE Confidence: 0.9011198

00:44:19.350 --> 00:44:21.702 this pathway will take you exactly

NOTE Confidence: 0.9011198

00:44:21.702 --> 00:44:24.180 through you know what you need to,

NOTE Confidence: 0.9011198

00:44:24.180 --> 00:44:27.900 what you need to do every step of the way.

NOTE Confidence: 0.9011198

00:44:27.900 --> 00:44:30.540 We use our L solutions because

NOTE Confidence: 0.9011198

00:44:30.540 --> 00:44:32.979 oral solution is what we use.

NOTE Confidence: 0.9011198

00:44:32.980 --> 00:44:35.188 For safety reports.

NOTE Confidence: 0.9011198

00:44:35.188 --> 00:44:40.340 And what we've done is partner with

NOTE Confidence: 0.9011198

00:44:40.478 --> 00:44:44.810 the group that receives the IRL

NOTE Confidence: 0.9011198

00:44:44.810 --> 00:44:49.179 solution report to try to create.

NOTE Confidence: 0.9011198

00:44:49.180 --> 00:44:51.700 A pseudo working group analyst of

NOTE Confidence: 0.9011198

00:44:51.700 --> 00:44:54.220 Winter Report comes who does it

NOTE Confidence: 0.9011198

00:44:54.220 --> 00:44:56.518 involve and who are the individuals

NOTE Confidence: 0.9011198

00:44:56.518 --> 00:44:58.760 who need to know about this.

NOTE Confidence: 0.9011198

00:44:58.760 --> 00:45:01.378 The reporting can be made by anybody

NOTE Confidence: 0.9011198

00:45:01.378 --> 00:45:04.737 as long as you have a login obviously,

NOTE Confidence: 0.9011198

00:45:04.740 --> 00:45:07.195 and we really encourage individuals  
NOTE Confidence: 0.9011198

00:45:07.195 --> 00:45:09.650 to report to feel comfortable.  
NOTE Confidence: 0.9011198

00:45:09.650 --> 00:45:12.346 That reporting is not going to lead to  
NOTE Confidence: 0.9011198

00:45:12.346 --> 00:45:14.710 any backlash, but if a person wants,  
NOTE Confidence: 0.9011198

00:45:14.710 --> 00:45:17.670 they can actually do it.  
NOTE Confidence: 0.9011198

00:45:17.670 --> 00:45:18.310 Anonymously.  
NOTE Confidence: 0.87317026

00:45:21.590 --> 00:45:22.970 Some supports, let's say you  
NOTE Confidence: 0.87317026

00:45:22.970 --> 00:45:24.980 get a call you're attending.  
NOTE Confidence: 0.87317026

00:45:24.980 --> 00:45:27.996 You know nothing you never heard of these.  
NOTE Confidence: 0.87317026

00:45:28.000 --> 00:45:30.682 Pathways and somebody picked up the  
NOTE Confidence: 0.87317026

00:45:30.682 --> 00:45:32.876 phone and reported something to  
NOTE Confidence: 0.87317026

00:45:32.876 --> 00:45:35.200 you and you need to access support.  
NOTE Confidence: 0.87317026

00:45:35.200 --> 00:45:38.000 Some of these supports are listed here.  
NOTE Confidence: 0.87317026

00:45:38.000 --> 00:45:41.185 When you go back let's say here  
NOTE Confidence: 0.87317026

00:45:41.185 --> 00:45:43.548 you disclose the concern to  
NOTE Confidence: 0.87317026

00:45:43.548 --> 00:45:46.712 somebody who is not part of the.

NOTE Confidence: 0.87317026

00:45:46.720 --> 00:45:49.023 Of the leadership in our in our

NOTE Confidence: 0.87317026

00:45:49.023 --> 00:45:50.965 Department or you're not 100% sure.

NOTE Confidence: 0.87317026

00:45:50.965 --> 00:45:52.890 So now you're the person

NOTE Confidence: 0.87317026

00:45:52.890 --> 00:45:54.430 who received the record.

NOTE Confidence: 0.87317026

00:45:54.430 --> 00:45:55.710 What do you do?

NOTE Confidence: 0.87317026

00:45:55.710 --> 00:45:57.635 Well, you're going to encourage that

NOTE Confidence: 0.87317026

00:45:57.635 --> 00:46:00.188 individual to file a report if they haven't.

NOTE Confidence: 0.87317026

00:46:00.190 --> 00:46:01.790 If they didn't feel comfortable,

NOTE Confidence: 0.87317026

00:46:01.790 --> 00:46:03.632 you can certainly report on their

NOTE Confidence: 0.87317026

00:46:03.632 --> 00:46:05.512 behalf an you're going to call

NOTE Confidence: 0.87317026

00:46:05.512 --> 00:46:07.288 their appropriate leader as long as

NOTE Confidence: 0.87317026

00:46:07.288 --> 00:46:09.328 the person reporting to you tells

NOTE Confidence: 0.87317026

00:46:09.328 --> 00:46:11.063 you that they're comfortable with,

NOTE Confidence: 0.87317026

00:46:11.070 --> 00:46:13.550 and if you don't know who to call

NOTE Confidence: 0.87317026

00:46:13.550 --> 00:46:15.870 by clicking here, it opens a table.

NOTE Confidence: 0.87317026



00:46:15.870 --> 00:46:18.110 Again, this is a work in progress.  
NOTE Confidence: 0.87317026

00:46:18.110 --> 00:46:20.350 This went live about two months ago,  
NOTE Confidence: 0.87317026

00:46:20.350 --> 00:46:22.250 and we change it, but.  
NOTE Confidence: 0.87317026

00:46:22.250 --> 00:46:25.355 If the person who call you is a trainee,  
NOTE Confidence: 0.87317026

00:46:25.360 --> 00:46:26.696 if it's a resident,  
NOTE Confidence: 0.87317026

00:46:26.696 --> 00:46:28.700 these are the people that that  
NOTE Confidence: 0.87317026

00:46:28.770 --> 00:46:29.838 you should call,  
NOTE Confidence: 0.87317026

00:46:29.840 --> 00:46:33.186 so it makes the process easier and.  
NOTE Confidence: 0.87317026

00:46:33.190 --> 00:46:35.458 More standardized across across the board.  
NOTE Confidence: 0.87317026

00:46:35.460 --> 00:46:37.728 Next steps for the contacted leader.  
NOTE Confidence: 0.87317026

00:46:37.730 --> 00:46:38.114 Alright,  
NOTE Confidence: 0.87317026

00:46:38.114 --> 00:46:41.880 I contacted this person and now what do I do?  
NOTE Confidence: 0.87317026

00:46:41.880 --> 00:46:42.576 I do.  
NOTE Confidence: 0.87317026

00:46:42.576 --> 00:46:44.664 These are all the individuals who  
NOTE Confidence: 0.87317026

00:46:44.664 --> 00:46:47.658 can who can give you who can give  
NOTE Confidence: 0.87317026

00:46:47.658 --> 00:46:50.018 you support important to note unless

NOTE Confidence: 0.87317026

00:46:50.018 --> 00:46:52.818 there's a threat of safety to the

NOTE Confidence: 0.87317026

00:46:52.818 --> 00:46:54.708 Reporter or assure their reporters.

NOTE Confidence: 0.87317026

00:46:54.708 --> 00:46:56.568 Comfort with escalation of concerns

NOTE Confidence: 0.87317026

00:46:56.568 --> 00:46:58.890 as dictated prior to moving forward.

NOTE Confidence: 0.87317026

00:46:58.890 --> 00:46:59.694 So again,

NOTE Confidence: 0.87317026

00:46:59.694 --> 00:47:02.910 the person coming up in the report is

NOTE Confidence: 0.87317026

00:47:03.002 --> 00:47:06.594 the one who's driving this we really want.

NOTE Confidence: 0.87317026

00:47:06.600 --> 00:47:10.128 To protect the individuals as much as we can,

NOTE Confidence: 0.87317026

00:47:10.130 --> 00:47:12.476 an and also consider possible resolution.

NOTE Confidence: 0.87317026

00:47:12.480 --> 00:47:15.217 So we talk about sort of water,

NOTE Confidence: 0.87317026

00:47:15.220 --> 00:47:17.658 the water, the next event, so.

NOTE Confidence: 0.87317026

00:47:17.658 --> 00:47:19.092 Through this initiative,

NOTE Confidence: 0.87317026

00:47:19.092 --> 00:47:21.482 we're trying to develop reporting

NOTE Confidence: 0.87317026

00:47:21.482 --> 00:47:23.617 systems that are multidisciplinary

NOTE Confidence: 0.87317026

00:47:23.617 --> 00:47:25.725 where individuals you know.

NOTE Confidence: 0.87317026

00:47:25.730 --> 00:47:26.191 Remember,  
NOTE Confidence: 0.87317026  
00:47:26.191 --> 00:47:28.496 I talked about those three  
NOTE Confidence: 0.87317026  
00:47:28.496 --> 00:47:30.340 homes are owned apartments,  
NOTE Confidence: 0.87317026  
00:47:30.340 --> 00:47:33.736 the hospital and the medical school.  
NOTE Confidence: 0.87317026  
00:47:33.740 --> 00:47:36.275 Ann and have people communicate  
NOTE Confidence: 0.87317026  
00:47:36.275 --> 00:47:39.990 so that then when we talk about.  
NOTE Confidence: 0.9258107  
00:47:42.140 --> 00:47:45.070 When we talk about accountability.  
NOTE Confidence: 0.9258107  
00:47:45.070 --> 00:47:47.525 Somebody doesn't keep going making  
NOTE Confidence: 0.9258107  
00:47:47.525 --> 00:47:49.980 these mistakes conscious or unconscious  
NOTE Confidence: 0.9258107  
00:47:50.046 --> 00:47:52.632 without you know in the hospital  
NOTE Confidence: 0.9258107  
00:47:52.632 --> 00:47:54.356 without their Department knowing  
NOTE Confidence: 0.9258107  
00:47:54.426 --> 00:47:56.346 and again not to be punitive,  
NOTE Confidence: 0.9258107  
00:47:56.350 --> 00:47:58.520 but to lead to change,  
NOTE Confidence: 0.9258107  
00:47:58.520 --> 00:48:00.256 we need standard resolutions.  
NOTE Confidence: 0.9258107  
00:48:00.256 --> 00:48:02.426 Who responds to the IRL?  
NOTE Confidence: 0.9258107  
00:48:02.430 --> 00:48:04.038 Who do they contact?

NOTE Confidence: 0.9258107

00:48:04.038 --> 00:48:06.048 We need to improve reporting

NOTE Confidence: 0.9258107

00:48:06.048 --> 00:48:08.510 for our patients and families,

NOTE Confidence: 0.9258107

00:48:08.510 --> 00:48:10.680 and that's something that's ongoing.

NOTE Confidence: 0.9258107

00:48:10.680 --> 00:48:15.090 I didn't include that in our in this in this.

NOTE Confidence: 0.9258107

00:48:15.090 --> 00:48:17.058 Talk, but it's something that that

NOTE Confidence: 0.9258107

00:48:17.058 --> 00:48:18.952 we are actively pursuing and part

NOTE Confidence: 0.9258107

00:48:18.952 --> 00:48:20.779 of it is spreading the word within

NOTE Confidence: 0.9258107

00:48:20.779 --> 00:48:22.547 and outside of the Department,

NOTE Confidence: 0.9258107

00:48:22.550 --> 00:48:25.238 which in a way I guess this

NOTE Confidence: 0.9258107

00:48:25.238 --> 00:48:28.008 is part of what I'm doing.

NOTE Confidence: 0.9258107

00:48:28.010 --> 00:48:30.506 Then the last pillar of of

NOTE Confidence: 0.9258107

00:48:30.506 --> 00:48:32.170 our of our mission,

NOTE Confidence: 0.9258107

00:48:32.170 --> 00:48:34.245 which is recruitment for me

NOTE Confidence: 0.9258107

00:48:34.245 --> 00:48:37.032 recruitment it's a verb, is an action.

NOTE Confidence: 0.9258107

00:48:37.032 --> 00:48:39.276 We need to have strong collaborative

NOTE Confidence: 0.9258107

00:48:39.276 --> 00:48:41.100 ties with program Directores  
NOTE Confidence: 0.9258107

00:48:41.100 --> 00:48:43.395 an we have phenomenal program,  
NOTE Confidence: 0.9258107

00:48:43.400 --> 00:48:45.410 directores and associate Program Director's  
NOTE Confidence: 0.9258107

00:48:45.410 --> 00:48:48.390 in the residency and in the Fellowship.  
NOTE Confidence: 0.9258107

00:48:48.390 --> 00:48:50.058 As I mentioned before,  
NOTE Confidence: 0.9258107

00:48:50.058 --> 00:48:51.309 it's very intentional,  
NOTE Confidence: 0.9258107

00:48:51.310 --> 00:48:53.558 were intentional about bringing  
NOTE Confidence: 0.9258107

00:48:53.558 --> 00:48:55.244 in talented individuals.  
NOTE Confidence: 0.9258107

00:48:55.250 --> 00:48:57.775 We invest in diversifying our  
NOTE Confidence: 0.9258107

00:48:57.775 --> 00:49:00.300 leadership because when trainees or  
NOTE Confidence: 0.9258107

00:49:00.378 --> 00:49:03.330 individuals come to Yale to interview,  
NOTE Confidence: 0.9258107

00:49:03.330 --> 00:49:06.426 if they see a diverse workforce that is  
NOTE Confidence: 0.9258107

00:49:06.426 --> 00:49:10.398 one of our strongest recruitment strategies.  
NOTE Confidence: 0.9258107

00:49:10.400 --> 00:49:13.430 We have the Grover power selective.  
NOTE Confidence: 0.9258107

00:49:13.430 --> 00:49:16.460 This is a paid elective for  
NOTE Confidence: 0.9258107

00:49:16.460 --> 00:49:18.480 visiting minority medical students.

NOTE Confidence: 0.9258107

00:49:18.480 --> 00:49:21.510 Covid made us become a little

NOTE Confidence: 0.9258107

00:49:21.510 --> 00:49:23.025 bit more creative.

NOTE Confidence: 0.9258107

00:49:23.030 --> 00:49:24.406 An group of leaders.

NOTE Confidence: 0.9258107

00:49:24.406 --> 00:49:27.103 At the level of the medical school

NOTE Confidence: 0.9258107

00:49:27.103 --> 00:49:29.908 started talking about virtual electives,

NOTE Confidence: 0.9258107

00:49:29.910 --> 00:49:32.717 we decided to have one as well.

NOTE Confidence: 0.9258107

00:49:32.720 --> 00:49:33.920 Doctor Dave Hirshan,

NOTE Confidence: 0.9258107

00:49:33.920 --> 00:49:34.720 Rachel Osborne,

NOTE Confidence: 0.9258107

00:49:34.720 --> 00:49:37.380 with the support of Pennywise.

NOTE Confidence: 0.9258107

00:49:37.380 --> 00:49:39.500 Put together our virtual elective.

NOTE Confidence: 0.9258107

00:49:39.500 --> 00:49:42.038 We've we've done this several times,

NOTE Confidence: 0.9258107

00:49:42.040 --> 00:49:44.160 and you know, we can.

NOTE Confidence: 0.9258107

00:49:44.160 --> 00:49:46.280 Bringing the individuals to yell.

NOTE Confidence: 0.9258107

00:49:46.280 --> 00:49:49.680 But at least we can offer a flavor.

NOTE Confidence: 0.9258107

00:49:49.680 --> 00:49:51.990 Grover Power selective has really been

NOTE Confidence: 0.9258107

00:49:51.990 --> 00:49:55.062 one of our most effective methods of  
NOTE Confidence: 0.9258107

00:49:55.062 --> 00:49:57.487 diversifying our trainees and doing  
NOTE Confidence: 0.9258107

00:49:57.487 --> 00:50:00.389 outreach to schools who pack our bags.  
NOTE Confidence: 0.9258107

00:50:00.390 --> 00:50:03.547 Bags and go to the institutions that  
NOTE Confidence: 0.9258107

00:50:03.547 --> 00:50:06.678 have a large proportion of under  
NOTE Confidence: 0.9258107

00:50:06.678 --> 00:50:10.044 represented minorities an I'm not the  
NOTE Confidence: 0.9258107

00:50:10.044 --> 00:50:13.928 one to go to all of those you see here.  
NOTE Confidence: 0.9258107

00:50:13.930 --> 00:50:17.199 Some members leaders in School of Medicine,  
NOTE Confidence: 0.9258107

00:50:17.200 --> 00:50:20.936 Doctor in here you know who needs diversity?  
NOTE Confidence: 0.9258107

00:50:20.940 --> 00:50:23.270 For AC GME channel car,  
NOTE Confidence: 0.9258107

00:50:23.270 --> 00:50:25.610 one of our fierce leaders.  
NOTE Confidence: 0.9258107

00:50:25.610 --> 00:50:28.580 That's me going outside of the  
NOTE Confidence: 0.9258107

00:50:28.580 --> 00:50:30.560 country looking for talent.  
NOTE Confidence: 0.9258107

00:50:30.560 --> 00:50:32.884 Some of the other things that we've  
NOTE Confidence: 0.9258107

00:50:32.884 --> 00:50:35.539 done is in the interview process,  
NOTE Confidence: 0.9258107

00:50:35.540 --> 00:50:39.425 not just for trainees, but for faculty.

NOTE Confidence: 0.9258107

00:50:39.430 --> 00:50:42.146 They think I'm part of probably every.

NOTE Confidence: 0.9258107

00:50:42.150 --> 00:50:44.565 Search committee but bringing in

NOTE Confidence: 0.9258107

00:50:44.565 --> 00:50:46.980 concepts of the standardized interview.

NOTE Confidence: 0.9258107

00:50:46.980 --> 00:50:49.615 Everybody gets the same questions

NOTE Confidence: 0.9258107

00:50:49.615 --> 00:50:52.797 having group interviews having taking a

NOTE Confidence: 0.9258107

00:50:52.797 --> 00:50:56.073 moment the first few minutes when we're

NOTE Confidence: 0.9258107

00:50:56.073 --> 00:50:58.568 interviewing somebody and talk about wait,

NOTE Confidence: 0.9258107

00:50:58.570 --> 00:50:59.536 did we?

NOTE Confidence: 0.9258107

00:50:59.536 --> 00:51:01.468 Where do we advertise?

NOTE Confidence: 0.9258107

00:51:01.470 --> 00:51:04.368 How was the job description written?

NOTE Confidence: 0.9258107

00:51:04.370 --> 00:51:05.156 Is it?

NOTE Confidence: 0.9258107

00:51:05.156 --> 00:51:08.300 Does it really lend itself to be more

NOTE Confidence: 0.9258107

00:51:08.389 --> 00:51:12.449 likely to have women and persons of

NOTE Confidence: 0.9258107

00:51:12.449 --> 00:51:14.820 under represented backgrounds apply?

NOTE Confidence: 0.9258107

00:51:14.820 --> 00:51:17.766 And what are our own biases?

NOTE Confidence: 0.9258107



00:51:17.770 --> 00:51:20.230 Is the is the search  
NOTE Confidence: 0.9258107

00:51:20.230 --> 00:51:21.706 committee diverse itself?  
NOTE Confidence: 0.9258107

00:51:21.710 --> 00:51:25.374 So those are also some of the layers  
NOTE Confidence: 0.9258107

00:51:25.374 --> 00:51:29.087 that that we've that we've worked on?  
NOTE Confidence: 0.89428914

00:51:31.530 --> 00:51:33.450 So having a big vision,  
NOTE Confidence: 0.89428914

00:51:33.450 --> 00:51:34.922 Anna strategy is great,  
NOTE Confidence: 0.89428914

00:51:34.922 --> 00:51:38.011 but I think having to do every year  
NOTE Confidence: 0.89428914

00:51:38.011 --> 00:51:40.407 and every year, especially with the  
NOTE Confidence: 0.89428914

00:51:40.407 --> 00:51:42.801 exit interviews and meeting with our  
NOTE Confidence: 0.89428914

00:51:42.801 --> 00:51:44.587 constituents often think about well.  
NOTE Confidence: 0.89428914

00:51:44.590 --> 00:51:48.325 What are the tools for this year and I'm  
NOTE Confidence: 0.89428914

00:51:48.325 --> 00:51:52.005 just sharing this for us this year in  
NOTE Confidence: 0.89428914

00:51:52.005 --> 00:51:56.047 the beginning of the year it was integration.  
NOTE Confidence: 0.89428914

00:51:56.050 --> 00:51:59.170 Along with with what the HealthEquity  
NOTE Confidence: 0.89428914

00:51:59.170 --> 00:52:01.770 thread is doing, accountability and  
NOTE Confidence: 0.89428914

00:52:01.770 --> 00:52:04.890 that's why we embarked on pathways,

NOTE Confidence: 0.89428914

00:52:04.890 --> 00:52:06.970 an accountability and continuing

NOTE Confidence: 0.89428914

00:52:06.970 --> 00:52:09.050 our mission of education.

NOTE Confidence: 0.89428914

00:52:09.050 --> 00:52:12.200 But adding and really focusing

NOTE Confidence: 0.89428914

00:52:12.200 --> 00:52:14.090 on anti racism.

NOTE Confidence: 0.89428914

00:52:14.090 --> 00:52:17.798 And the other one that I've found that it's

NOTE Confidence: 0.89428914

00:52:17.798 --> 00:52:20.695 important is keep track of your timeline.

NOTE Confidence: 0.89428914

00:52:20.700 --> 00:52:24.417 Think of what were the faces when we started,

NOTE Confidence: 0.89428914

00:52:24.420 --> 00:52:26.886 what, what did we go through?

NOTE Confidence: 0.89428914

00:52:26.890 --> 00:52:28.126 What did we?

NOTE Confidence: 0.89428914

00:52:28.126 --> 00:52:29.774 Did we focus on?

NOTE Confidence: 0.89428914

00:52:29.780 --> 00:52:33.084 What do we achieve and not achieve what?

NOTE Confidence: 0.89428914

00:52:33.090 --> 00:52:35.568 What worked and what didn't work?

NOTE Confidence: 0.89428914

00:52:35.570 --> 00:52:37.630 Because time goes by very,

NOTE Confidence: 0.89428914

00:52:37.630 --> 00:52:39.346 very fast to me.

NOTE Confidence: 0.89428914

00:52:39.346 --> 00:52:41.491 It seems like yesterday when

NOTE Confidence: 0.89428914

00:52:41.491 --> 00:52:44.209 I started working on this.  
NOTE Confidence: 0.89428914

00:52:44.210 --> 00:52:46.610 This is very important and  
NOTE Confidence: 0.89428914

00:52:46.610 --> 00:52:48.530 I'm almost almost done.  
NOTE Confidence: 0.89587885

00:52:50.960 --> 00:52:53.430 What needs to change behavior?  
NOTE Confidence: 0.89587885

00:52:53.430 --> 00:52:55.258 We can change behavior.  
NOTE Confidence: 0.89587885

00:52:55.258 --> 00:52:57.086 We can change culture  
NOTE Confidence: 0.89587885

00:52:57.086 --> 00:52:59.359 until we change systems.  
NOTE Confidence: 0.89587885

00:52:59.360 --> 00:53:01.766 Nothing will change so we can  
NOTE Confidence: 0.89587885

00:53:01.766 --> 00:53:04.693 work a lot on changing the  
NOTE Confidence: 0.89587885

00:53:04.693 --> 00:53:07.758 environment and how people think.  
NOTE Confidence: 0.89587885

00:53:07.760 --> 00:53:11.211 But we also need to understand that  
NOTE Confidence: 0.89587885

00:53:11.211 --> 00:53:14.176 the systems, the rules or procedures,  
NOTE Confidence: 0.89587885

00:53:14.176 --> 00:53:15.658 the leadership structures.  
NOTE Confidence: 0.89587885

00:53:15.660 --> 00:53:18.150 If those don't change, eventually  
NOTE Confidence: 0.89587885

00:53:18.150 --> 00:53:21.390 the systems will Trump the culture.  
NOTE Confidence: 0.89587885

00:53:21.390 --> 00:53:22.934 So did it work?

NOTE Confidence: 0.89587885

00:53:22.934 --> 00:53:26.179 Sorry to tell you we don't know yet.

NOTE Confidence: 0.89587885

00:53:26.180 --> 00:53:28.966 The emphasis on metrics is very important.

NOTE Confidence: 0.89587885

00:53:28.970 --> 00:53:31.805 I think this program is young enough

NOTE Confidence: 0.89587885

00:53:31.805 --> 00:53:34.558 that I'd like to think that yes,

NOTE Confidence: 0.89587885

00:53:34.560 --> 00:53:36.550 that we're moving the needle

NOTE Confidence: 0.89587885

00:53:36.550 --> 00:53:38.142 towards being more open.

NOTE Confidence: 0.89587885

00:53:38.150 --> 00:53:39.742 Certainly the number of

NOTE Confidence: 0.89587885

00:53:39.742 --> 00:53:40.936 reports has increased.

NOTE Confidence: 0.89587885

00:53:40.940 --> 00:53:43.340 That could be because of many,

NOTE Confidence: 0.89587885

00:53:43.340 --> 00:53:44.534 many, many reasons.

NOTE Confidence: 0.89587885

00:53:44.534 --> 00:53:45.728 But you know,

NOTE Confidence: 0.89587885

00:53:45.730 --> 00:53:50.274 we need to continue doing what we're doing.

NOTE Confidence: 0.89587885

00:53:50.280 --> 00:53:53.990 All of us need to do our work a lot.

NOTE Confidence: 0.89587885

00:53:53.990 --> 00:53:56.958 Is what you can do as a Department.

NOTE Confidence: 0.89587885

00:53:56.960 --> 00:54:00.670 What you can do as a leader in anti racism,

NOTE Confidence: 0.89587885

00:54:00.670 --> 00:54:04.750 but a lot is what you can do on your own.

NOTE Confidence: 0.89587885

00:54:04.750 --> 00:54:06.126 And if you are,

NOTE Confidence: 0.89587885

00:54:06.126 --> 00:54:08.190 if you don't identify with what

NOTE Confidence: 0.89587885

00:54:08.265 --> 00:54:10.827 I've said with one of the groups

NOTE Confidence: 0.89587885

00:54:10.827 --> 00:54:13.163 that are included in our term

NOTE Confidence: 0.89587885

00:54:13.163 --> 00:54:15.103 diversity and you are fortunate

NOTE Confidence: 0.89587885

00:54:15.103 --> 00:54:17.550 enough to have that super fat power

NOTE Confidence: 0.89587885

00:54:17.550 --> 00:54:19.960 afforded to you by white privilege,

NOTE Confidence: 0.89587885

00:54:19.960 --> 00:54:20.840 I say.

NOTE Confidence: 0.89587885

00:54:20.840 --> 00:54:23.040 Please take that superpower an

NOTE Confidence: 0.89587885

00:54:23.040 --> 00:54:25.970 help us combat structural racism.

NOTE Confidence: 0.89587885

00:54:25.970 --> 00:54:30.160 So thank you very much.

NOTE Confidence: 0.89587885

00:54:30.160 --> 00:54:35.695 A little bit more over my 45 minutes but.

NOTE Confidence: 0.89587885

00:54:35.700 --> 00:54:37.644 Thank you for your attention and

NOTE Confidence: 0.89587885

00:54:37.644 --> 00:54:40.009 I'll be happy to take questions.

NOTE Confidence: 0.90391326

00:54:42.900 --> 00:54:45.816 OK, I'm going to wait for.

NOTE Confidence: 0.90391326

00:54:45.820 --> 00:54:47.290 For Sam to let me in here.

NOTE Confidence: 0.83974236

00:54:51.940 --> 00:54:52.730 Here we go.

NOTE Confidence: 0.8150453

00:54:55.670 --> 00:54:57.714 That was that was wonderful Doctor Vasquez.

NOTE Confidence: 0.8150453

00:54:57.720 --> 00:55:00.480 Thank you so much.

NOTE Confidence: 0.8150453

00:55:00.480 --> 00:55:01.865 Before we start the questions

NOTE Confidence: 0.8150453

00:55:01.865 --> 00:55:03.399 in the conversation, I want to,

NOTE Confidence: 0.8150453

00:55:03.399 --> 00:55:05.030 I want to say one thing to

NOTE Confidence: 0.8150453

00:55:05.101 --> 00:55:06.866 the folks who are listening,

NOTE Confidence: 0.8150453

00:55:06.870 --> 00:55:08.816 which is that this talk is received.

NOTE Confidence: 0.8150453

00:55:08.820 --> 00:55:09.888 One question about well,

NOTE Confidence: 0.8150453

00:55:09.888 --> 00:55:12.334 can you share this or that with us and

NOTE Confidence: 0.8150453

00:55:12.334 --> 00:55:14.168 to let you know that this presentation

NOTE Confidence: 0.8150453

00:55:14.223 --> 00:55:16.274 will be available on our website very

NOTE Confidence: 0.8150453

00:55:16.274 --> 00:55:17.976 soon at biomedical ethics at yale.edu.

NOTE Confidence: 0.8150453

00:55:17.976 --> 00:55:19.880 And you can find this presentation there

NOTE Confidence: 0.8150453

00:55:19.934 --> 00:55:21.887 because there's a lot of information there,  
NOTE Confidence: 0.8150453

00:55:21.890 --> 00:55:24.106 as well as a lot of helpful suggestions.  
NOTE Confidence: 0.8150453

00:55:24.110 --> 00:55:26.192 I would encourage you folks somewhere  
NOTE Confidence: 0.8150453

00:55:26.192 --> 00:55:28.384 already starting to do it to send  
NOTE Confidence: 0.8150453

00:55:28.384 --> 00:55:30.120 me your questions by the Q&A tab  
NOTE Confidence: 0.8150453

00:55:30.186 --> 00:55:31.978 and we'll take a look at those.  
NOTE Confidence: 0.8150453

00:55:31.980 --> 00:55:33.080 And I want to.  
NOTE Confidence: 0.8150453

00:55:33.080 --> 00:55:36.147 I want to start with one monitor to ask you,  
NOTE Confidence: 0.8150453

00:55:36.150 --> 00:55:36.987 as I alluded,  
NOTE Confidence: 0.8150453

00:55:36.987 --> 00:55:39.322 the beginning to the fact that you are  
NOTE Confidence: 0.8150453

00:55:39.322 --> 00:55:41.218 both our Vice chair for Diversity,  
NOTE Confidence: 0.8150453

00:55:41.220 --> 00:55:42.705 equity inclusion as well as  
NOTE Confidence: 0.8150453

00:55:42.705 --> 00:55:43.893 an infectious disease expert.  
NOTE Confidence: 0.8150453

00:55:43.900 --> 00:55:45.586 And this has been an interesting  
NOTE Confidence: 0.8150453

00:55:45.586 --> 00:55:47.480 year for you on both counts,  
NOTE Confidence: 0.8150453

00:55:47.480 --> 00:55:48.422 and I wonder,

NOTE Confidence: 0.8150453

00:55:48.422 --> 00:55:51.049 it's always it's always occurred to me and I,

NOTE Confidence: 0.8150453

00:55:51.050 --> 00:55:52.834 I think that along way it goes a

NOTE Confidence: 0.8150453

00:55:52.834 --> 00:55:54.832 long way toward helping people work

NOTE Confidence: 0.8150453

00:55:54.832 --> 00:55:56.702 together and understand each other.

NOTE Confidence: 0.8150453

00:55:56.710 --> 00:55:58.872 If you could just meet, be together,

NOTE Confidence: 0.8150453

00:55:58.872 --> 00:56:00.888 and even better if you could

NOTE Confidence: 0.8150453

00:56:00.888 --> 00:56:02.728 share a meal or a drink.

NOTE Confidence: 0.8150453

00:56:02.730 --> 00:56:03.880 And even better, I've said,

NOTE Confidence: 0.8150453

00:56:03.880 --> 00:56:04.282 you know,

NOTE Confidence: 0.8150453

00:56:04.282 --> 00:56:05.488 you never look at someone the

NOTE Confidence: 0.8150453

00:56:05.488 --> 00:56:06.952 same once you've played with their

NOTE Confidence: 0.8150453

00:56:06.952 --> 00:56:08.227 kids to get everybody together.

NOTE Confidence: 0.8150453

00:56:08.230 --> 00:56:08.688 So indeed,

NOTE Confidence: 0.8150453

00:56:08.688 --> 00:56:10.520 years ago when I took over the vision,

NOTE Confidence: 0.8150453

00:56:10.520 --> 00:56:12.572 we started we meet every year in my backyard.

NOTE Confidence: 0.8150453



00:56:12.580 --> 00:56:14.032 And let's play with each others  
NOTE Confidence: 0.8150453

00:56:14.032 --> 00:56:15.777 kids and let's see what we can do.  
NOTE Confidence: 0.8150453

00:56:15.780 --> 00:56:17.620 And of course, that's all loss to us.  
NOTE Confidence: 0.8150453

00:56:17.620 --> 00:56:18.404 Now there's, you know,  
NOTE Confidence: 0.8150453

00:56:18.404 --> 00:56:20.116 it seems to me if we can get  
NOTE Confidence: 0.8150453

00:56:20.116 --> 00:56:21.326 people together and you have  
NOTE Confidence: 0.8150453

00:56:21.326 --> 00:56:22.649 course now we're telling him.  
NOTE Confidence: 0.8150453

00:56:22.650 --> 00:56:23.076 I mean,  
NOTE Confidence: 0.8150453

00:56:23.076 --> 00:56:24.780 I tell my group don't ever be in  
NOTE Confidence: 0.8150453

00:56:24.840 --> 00:56:26.548 the same place at the same time.  
NOTE Confidence: 0.8150453

00:56:26.550 --> 00:56:27.918 If you can possibly avoid it.  
NOTE Confidence: 0.8150453

00:56:27.920 --> 00:56:29.972 You know, if you have to be there clinically,  
NOTE Confidence: 0.8150453

00:56:29.980 --> 00:56:31.576 otherwise we have to stay so separate.  
NOTE Confidence: 0.8150453

00:56:31.580 --> 00:56:33.580 So I guess my question for you is.  
NOTE Confidence: 0.8150453

00:56:33.580 --> 00:56:35.603 Have you found that the work you're  
NOTE Confidence: 0.8150453

00:56:35.603 --> 00:56:38.275 trying to do has been hindered or made

NOTE Confidence: 0.8150453

00:56:38.275 --> 00:56:40.493 particularly difficult by the by the

NOTE Confidence: 0.8150453

00:56:40.493 --> 00:56:42.548 separations mandated by the pandemic?

NOTE Confidence: 0.9252058

00:56:45.140 --> 00:56:49.988 In some ways, yes, it's hard.

NOTE Confidence: 0.9162072

00:56:52.810 --> 00:56:53.880 I think.

NOTE Confidence: 0.87692434

00:56:56.680 --> 00:57:00.432 I think the hardest part of the

NOTE Confidence: 0.87692434

00:57:00.432 --> 00:57:04.979 DI work is not the separation is.

NOTE Confidence: 0.78053546

00:57:07.960 --> 00:57:13.438 Is the divisions is the polarity.

NOTE Confidence: 0.78053546

00:57:13.440 --> 00:57:19.270 Anne, what I found is.

NOTE Confidence: 0.78053546

00:57:19.270 --> 00:57:21.982 Creative ways to connect

NOTE Confidence: 0.78053546

00:57:21.982 --> 00:57:24.290 with individuals. Doing this.

NOTE Confidence: 0.908437136

00:57:27.700 --> 00:57:31.162 I think in. The end, I mean,

NOTE Confidence: 0.908437136

00:57:31.162 --> 00:57:33.148 maybe I'm trying to fool myself,

NOTE Confidence: 0.908437136

00:57:33.150 --> 00:57:36.759 but I feel that we've gotten to a place

NOTE Confidence: 0.908437136

00:57:36.759 --> 00:57:40.195 where we were also used to assume that.

NOTE Confidence: 0.908437136

00:57:40.200 --> 00:57:43.936 Can debrief and we can have meeting there.

NOTE Confidence: 0.908437136

00:57:43.940 --> 00:57:45.599 People are engaged,  
NOTE Confidence: 0.908437136

00:57:45.599 --> 00:57:49.470 their cameras are on and sometimes in  
NOTE Confidence: 0.908437136

00:57:49.571 --> 00:57:53.585 some ways it might be even a little bit  
NOTE Confidence: 0.908437136

00:57:53.585 --> 00:57:57.623 easier because if you if I'm at your house.  
NOTE Confidence: 0.908437136

00:57:57.630 --> 00:58:00.759 An my families with me and my  
NOTE Confidence: 0.908437136

00:58:00.759 --> 00:58:04.144 coworkers are there an all of a  
NOTE Confidence: 0.908437136

00:58:04.144 --> 00:58:06.579 sudden somebody says something that.  
NOTE Confidence: 0.908437136

00:58:06.580 --> 00:58:08.792 That I need to take a step  
NOTE Confidence: 0.908437136

00:58:08.792 --> 00:58:10.739 back an and stay quiet.  
NOTE Confidence: 0.908437136

00:58:10.740 --> 00:58:15.375 I can't hide it, my face can't hide it.  
NOTE Confidence: 0.908437136

00:58:15.380 --> 00:58:18.548 And I don't have sort of that privacy,  
NOTE Confidence: 0.908437136

00:58:18.550 --> 00:58:22.166 but right now I I can do this, right?  
NOTE Confidence: 0.908437136

00:58:22.166 --> 00:58:23.950 Ann, and oftentimes individuals  
NOTE Confidence: 0.908437136

00:58:23.950 --> 00:58:25.734 doing in the beginning.  
NOTE Confidence: 0.908437136

00:58:25.740 --> 00:58:28.428 You know, if it's a smallish group,  
NOTE Confidence: 0.908437136

00:58:28.430 --> 00:58:30.934 I will say you don't need to share

NOTE Confidence: 0.908437136

00:58:30.934 --> 00:58:33.399 if you don't feel comfortable,

NOTE Confidence: 0.908437136

00:58:33.400 --> 00:58:35.320 just turn off your camera,

NOTE Confidence: 0.908437136

00:58:35.320 --> 00:58:38.850 go take a walk and come back and the rest

NOTE Confidence: 0.908437136

00:58:38.937 --> 00:58:42.209 of the people in the summer not going.

NOTE Confidence: 0.908437136

00:58:42.210 --> 00:58:43.356 Oh, you know,

NOTE Confidence: 0.908437136

00:58:43.356 --> 00:58:46.430 maybe it looks like she's about to cry.

NOTE Confidence: 0.908437136

00:58:46.430 --> 00:58:47.958 So is it easier?

NOTE Confidence: 0.908437136

00:58:47.958 --> 00:58:50.638 No, it's not easier, but we've managed.

NOTE Confidence: 0.908437136

00:58:50.640 --> 00:58:55.568 And again, the. The problems here are the.

NOTE Confidence: 0.908437136

00:58:55.570 --> 00:58:58.254 The divisiveness, the comments,

NOTE Confidence: 0.908437136

00:58:58.254 --> 00:59:00.938 the lack of awareness.

NOTE Confidence: 0.908437136

00:59:00.940 --> 00:59:07.148 More more than the not being able to.

NOTE Confidence: 0.908437136

00:59:07.150 --> 00:59:10.438 To be together, so these are.

NOTE Confidence: 0.908437136

00:59:10.440 --> 00:59:13.708 These are tough times.

NOTE Confidence: 0.908437136

00:59:13.710 --> 00:59:15.669 When I said.

NOTE Confidence: 0.908437136

00:59:15.669 --> 00:59:20.240 Put out fires and seek the fires.  
NOTE Confidence: 0.908437136

00:59:20.240 --> 00:59:24.416 I meant it sometimes, you know.  
NOTE Confidence: 0.908437136

00:59:24.420 --> 00:59:25.926 Go to somebody and and say,  
NOTE Confidence: 0.908437136

00:59:25.930 --> 00:59:27.680 oh I haven't seen you in awhile.  
NOTE Confidence: 0.908437136

00:59:27.680 --> 00:59:28.940 And how are you doing?  
NOTE Confidence: 0.908437136

00:59:28.940 --> 00:59:30.564 And also in the you know the  
NOTE Confidence: 0.908437136

00:59:30.564 --> 00:59:32.200 what do you say in English,  
NOTE Confidence: 0.908437136

00:59:32.200 --> 00:59:34.900 the floodgates or the.  
NOTE Confidence: 0.908437136

00:59:34.900 --> 00:59:37.780 You know things just pour out  
NOTE Confidence: 0.908437136

00:59:37.780 --> 00:59:40.639 so it's you know it it's.  
NOTE Confidence: 0.908437136

00:59:40.640 --> 00:59:41.820 It's hard.  
NOTE Confidence: 0.8418334

00:59:45.350 --> 00:59:46.626 Got it, thank you.  
NOTE Confidence: 0.8418334

00:59:46.626 --> 00:59:49.260 I have a few questions for you here.  
NOTE Confidence: 0.8418334

00:59:49.260 --> 00:59:50.238 Also been listening.  
NOTE Confidence: 0.8418334

00:59:50.240 --> 00:59:51.890 We have over 100 participants  
NOTE Confidence: 0.8418334

00:59:51.890 --> 00:59:53.830 and many have questions for you.

NOTE Confidence: 0.8418334

00:59:53.830 --> 00:59:55.460 So let me start please.

NOTE Confidence: 0.8418334

00:59:55.460 --> 00:59:58.060 How do you deal with the following dilemma?

NOTE Confidence: 0.8418334

00:59:58.060 --> 01:00:00.468 It seems important to make DDI active.

NOTE Confidence: 0.8418334

01:00:00.470 --> 01:00:02.214 These mandatory for all.

NOTE Confidence: 0.8418334

01:00:02.214 --> 01:00:03.814 However, I've heard growing

NOTE Confidence: 0.8418334

01:00:03.814 --> 01:00:05.366 evidence that when people

NOTE Confidence: 0.8418334

01:00:05.366 --> 01:00:07.609 have their arm twisted into

NOTE Confidence: 0.8418334

01:00:07.609 --> 01:00:09.625 mandatory quote training unquote,

NOTE Confidence: 0.8418334

01:00:09.630 --> 01:00:11.805 it creates pushback that can

NOTE Confidence: 0.8418334

01:00:11.805 --> 01:00:12.675 exacerbate problems.

NOTE Confidence: 0.8418334

01:00:12.680 --> 01:00:14.860 Also demotivating if some attendees

NOTE Confidence: 0.8418334

01:00:14.860 --> 01:00:17.040 to events are overtly unengaged.

NOTE Confidence: 0.8321715333333333

01:00:20.050 --> 01:00:21.950 Let's take that by.

NOTE Confidence: 0.8321715333333333

01:00:21.950 --> 01:00:24.960 By pieces, the first one is

NOTE Confidence: 0.8321715333333333

01:00:24.960 --> 01:00:27.535 let's think about flu vaccine.

NOTE Confidence: 0.8321715333333333

01:00:27.540 --> 01:00:29.780 When you mention I'm vaccines,  
NOTE Confidence: 0.8321715333333333

01:00:29.780 --> 01:00:32.594 is my area of expertise and so  
NOTE Confidence: 0.8321715333333333

01:00:32.594 --> 01:00:35.366 of course I love vaccines and  
NOTE Confidence: 0.8321715333333333

01:00:35.366 --> 01:00:38.297 for years I think what, how,  
NOTE Confidence: 0.8321715333333333

01:00:38.297 --> 01:00:41.159 how can doctors and nurses and  
NOTE Confidence: 0.8321715333333333

01:00:41.159 --> 01:00:42.590 respiratory therapists take  
NOTE Confidence: 0.8321715333333333

01:00:42.666 --> 01:00:44.596 care of patients in February  
NOTE Confidence: 0.8321715333333333

01:00:44.596 --> 01:00:47.210 and not have their flu vaccine?  
NOTE Confidence: 0.8321715333333333

01:00:47.210 --> 01:00:49.138 But it wasn't mandatory.  
NOTE Confidence: 0.8321715333333333

01:00:49.138 --> 01:00:52.710 We all know that it makes sense.  
NOTE Confidence: 0.8321715333333333

01:00:52.710 --> 01:00:55.139 But it wasn't mandatory an in the  
NOTE Confidence: 0.8321715333333333

01:00:55.139 --> 01:00:59.380 beginning there was a lot of pushback, right?  
NOTE Confidence: 0.8321715333333333

01:00:59.380 --> 01:01:01.748 Some individuals to this day might refuse it,  
NOTE Confidence: 0.8321715333333333

01:01:01.750 --> 01:01:03.520 and in some institutions they you  
NOTE Confidence: 0.8321715333333333

01:01:03.520 --> 01:01:07.460 know you can. You can lose your job.  
NOTE Confidence: 0.8321715333333333

01:01:07.460 --> 01:01:09.758 There is that period of we

NOTE Confidence: 0.8321715333333333  
01:01:09.758 --> 01:01:10.907 nobody likes change,  
NOTE Confidence: 0.8321715333333333  
01:01:10.910 --> 01:01:12.775 but eventually what happens is  
NOTE Confidence: 0.8321715333333333  
01:01:12.775 --> 01:01:15.489 now when you get the email saying  
NOTE Confidence: 0.8321715333333333  
01:01:15.489 --> 01:01:17.793 did you get your flu vaccine?  
NOTE Confidence: 0.8321715333333333  
01:01:17.800 --> 01:01:20.098 You do you do it right?  
NOTE Confidence: 0.8321715333333333  
01:01:20.100 --> 01:01:24.104 'cause it's the right thing to do?  
NOTE Confidence: 0.8321715333333333  
01:01:24.110 --> 01:01:26.294 I think something similar might happen so,  
NOTE Confidence: 0.8321715333333333  
01:01:26.300 --> 01:01:28.652 so the reaction is not going  
NOTE Confidence: 0.8321715333333333  
01:01:28.652 --> 01:01:31.599 to be the same for everybody.  
NOTE Confidence: 0.8321715333333333  
01:01:31.600 --> 01:01:34.768 I think that if you just put the  
NOTE Confidence: 0.8321715333333333  
01:01:34.768 --> 01:01:37.100 mandate and do nothing else.  
NOTE Confidence: 0.8321715333333333  
01:01:37.100 --> 01:01:40.115 That's not the right thing to do for us.  
NOTE Confidence: 0.8321715333333333  
01:01:40.120 --> 01:01:41.002 We've, you know,  
NOTE Confidence: 0.8321715333333333  
01:01:41.002 --> 01:01:43.800 in the first year it was highly encouraged,  
NOTE Confidence: 0.8321715333333333  
01:01:43.800 --> 01:01:45.480 and then it became mandatory,  
NOTE Confidence: 0.8321715333333333



01:01:45.480 --> 01:01:47.818 but but we do that with conversations.

NOTE Confidence: 0.8321715333333333

01:01:47.820 --> 01:01:50.165 You know, I'm not sending emails going.

NOTE Confidence: 0.8321715333333333

01:01:50.170 --> 01:01:52.180 If you don't take this course,

NOTE Confidence: 0.8321715333333333

01:01:52.180 --> 01:01:56.107 this is going to happen to you.

NOTE Confidence: 0.8321715333333333

01:01:56.110 --> 01:01:58.770 We do that with conversations

NOTE Confidence: 0.8321715333333333

01:01:58.770 --> 01:02:01.434 going to sections, having sections,

NOTE Confidence: 0.8321715333333333

01:02:01.434 --> 01:02:05.690 talk about it, garner the the you know,

NOTE Confidence: 0.8321715333333333

01:02:05.690 --> 01:02:08.732 the allyship of the section leaders

NOTE Confidence: 0.8321715333333333

01:02:08.732 --> 01:02:11.962 and keep harping is just every

NOTE Confidence: 0.8321715333333333

01:02:11.962 --> 01:02:14.727 member of our Department train.

NOTE Confidence: 0.8321715333333333

01:02:14.730 --> 01:02:20.085 No, there are people who haven't been.

NOTE Confidence: 0.8321715333333333

01:02:20.090 --> 01:02:22.589 And we will continue with case based

NOTE Confidence: 0.8321715333333333

01:02:22.589 --> 01:02:24.270 presentation, slowly bringing them in.

NOTE Confidence: 0.8321715333333333

01:02:24.270 --> 01:02:26.870 So of course it will be perfect.

NOTE Confidence: 0.8321715333333333

01:02:26.870 --> 01:02:30.083 There's going to be if right now I say,

NOTE Confidence: 0.8321715333333333

01:02:30.090 --> 01:02:31.514 OK, you know what?

NOTE Confidence: 0.8321715333333333  
01:02:31.514 --> 01:02:34.010 Let people take the training or not.  
NOTE Confidence: 0.8321715333333333  
01:02:34.010 --> 01:02:36.062 There will also be unhappiness and  
NOTE Confidence: 0.8321715333333333  
01:02:36.062 --> 01:02:38.229 there will be pushback from individuals  
NOTE Confidence: 0.8321715333333333  
01:02:38.229 --> 01:02:40.798 who think that that this is necessary.  
NOTE Confidence: 0.8321715333333333  
01:02:40.800 --> 01:02:43.328 The last thing that I will say is  
NOTE Confidence: 0.8321715333333333  
01:02:43.328 --> 01:02:46.008 for those who you know now everybody  
NOTE Confidence: 0.8321715333333333  
01:02:46.008 --> 01:02:47.580 is working from home.  
NOTE Confidence: 0.8321715333333333  
01:02:47.580 --> 01:02:50.820 My husband has always worked from home an.  
NOTE Confidence: 0.8321715333333333  
01:02:50.820 --> 01:02:52.270 He was in the kitchen,  
NOTE Confidence: 0.8321715333333333  
01:02:52.270 --> 01:02:54.574 in front of the computer and he said,  
NOTE Confidence: 0.8321715333333333  
01:02:54.580 --> 01:02:55.884 don't talk to me.  
NOTE Confidence: 0.8321715333333333  
01:02:55.884 --> 01:02:59.278 I need to do a training for two hours an.  
NOTE Confidence: 0.8321715333333333  
01:02:59.280 --> 01:03:01.656 I'm looking to see what the training was  
NOTE Confidence: 0.8321715333333333  
01:03:01.656 --> 01:03:04.350 and it was microaggression unconscious.  
NOTE Confidence: 0.8321715333333333  
01:03:04.350 --> 01:03:05.130 Bias racism,  
NOTE Confidence: 0.8321715333333333

01:03:05.130 --> 01:03:08.250 Title 19 things and I I asked him.

NOTE Confidence: 0.8321715333333333

01:03:08.250 --> 01:03:11.370 I said so, so this training is well,

NOTE Confidence: 0.8321715333333333

01:03:11.370 --> 01:03:12.314 it's mandatory.

NOTE Confidence: 0.8321715333333333

01:03:12.314 --> 01:03:15.146 I have to take it so.

NOTE Confidence: 0.8321715333333333

01:03:15.150 --> 01:03:16.848 In an he's not a physician.

NOTE Confidence: 0.8321715333333333

01:03:16.850 --> 01:03:18.260 He's in the business world.

NOTE Confidence: 0.8321715333333333

01:03:18.260 --> 01:03:19.392 So you know, yes,

NOTE Confidence: 0.8321715333333333

01:03:19.392 --> 01:03:20.524 there will be pushback,

NOTE Confidence: 0.8321715333333333

01:03:20.530 --> 01:03:21.158 but honestly,

NOTE Confidence: 0.8321715333333333

01:03:21.158 --> 01:03:22.414 eventually everybody is going

NOTE Confidence: 0.8321715333333333

01:03:22.414 --> 01:03:24.210 to have to have to do it.

NOTE Confidence: 0.8321715333333333

01:03:24.210 --> 01:03:25.620 I would say there's another

NOTE Confidence: 0.8321715333333333

01:03:25.620 --> 01:03:26.748 way that that that

NOTE Confidence: 0.8624797

01:03:26.750 --> 01:03:28.731 is an important aspect of the success

NOTE Confidence: 0.8624797

01:03:28.731 --> 01:03:30.300 you've had, and I realize this

NOTE Confidence: 0.8624797

01:03:30.300 --> 01:03:32.410 is very much a work in progress,

NOTE Confidence: 0.8624797

01:03:32.410 --> 01:03:34.714 but I would say part of the success you've

NOTE Confidence: 0.8624797

01:03:34.714 --> 01:03:37.438 had with this Marietta is the quality of the

NOTE Confidence: 0.8624797

01:03:37.438 --> 01:03:40.023 programs that are actually put on. So I mean,

NOTE Confidence: 0.8624797

01:03:40.023 --> 01:03:42.320 having been to a more than one mean,

NOTE Confidence: 0.8624797

01:03:42.320 --> 01:03:44.294 I sit through these things and say,

NOTE Confidence: 0.8624797

01:03:44.300 --> 01:03:46.617 wow, I learned something I didn't know.

NOTE Confidence: 0.8624797

01:03:46.620 --> 01:03:47.576 I got some insight.

NOTE Confidence: 0.8624797

01:03:47.576 --> 01:03:49.685 I didn't have an an so so people

NOTE Confidence: 0.8624797

01:03:49.685 --> 01:03:51.230 walk away not thinking well,

NOTE Confidence: 0.8624797

01:03:51.230 --> 01:03:53.398 I just wasted that all those that time.

NOTE Confidence: 0.8624797

01:03:53.400 --> 01:03:54.456 Those who just come.

NOTE Confidence: 0.8624797

01:03:54.456 --> 01:03:56.374 And again you don't have to agree

NOTE Confidence: 0.8624797

01:03:56.374 --> 01:03:57.814 100% with everything you hear.

NOTE Confidence: 0.8624797

01:03:57.814 --> 01:03:59.269 It doesn't every every single

NOTE Confidence: 0.8624797

01:03:59.269 --> 01:04:00.533 minute of the presentation doesn't

NOTE Confidence: 0.8624797

01:04:00.533 --> 01:04:02.340 have to be of the top quality,  
NOTE Confidence: 0.8624797

01:04:02.340 --> 01:04:04.328 but the truth is the programs I've  
NOTE Confidence: 0.8624797

01:04:04.328 --> 01:04:06.130 seen that you've put on are good,  
NOTE Confidence: 0.8624797

01:04:06.130 --> 01:04:07.804 and so you'll learn something and  
NOTE Confidence: 0.8624797

01:04:07.804 --> 01:04:09.110 that because everybody is so,  
NOTE Confidence: 0.8624797

01:04:09.110 --> 01:04:11.248 so anxious and pressed for time, they listen.  
NOTE Confidence: 0.8624797

01:04:11.248 --> 01:04:12.772 You really should go and listen  
NOTE Confidence: 0.8624797

01:04:12.772 --> 01:04:13.720 to this program.  
NOTE Confidence: 0.8624797

01:04:13.720 --> 01:04:14.812 And by the way,  
NOTE Confidence: 0.8624797

01:04:14.812 --> 01:04:16.798 you're going to learn something you didn't  
NOTE Confidence: 0.8624797

01:04:16.798 --> 01:04:18.856 know that's going to be very helpful.  
NOTE Confidence: 0.8624797

01:04:18.860 --> 01:04:21.191 You do a better job that I think is  
NOTE Confidence: 0.8624797

01:04:21.191 --> 01:04:23.598 what ultimately gets us to the table.  
NOTE Confidence: 0.8624797

01:04:23.600 --> 01:04:27.504 Let me read another question for you please.  
NOTE Confidence: 0.8624797

01:04:27.510 --> 01:04:29.673 And and I'm struck by the example  
NOTE Confidence: 0.8624797

01:04:29.673 --> 01:04:31.927 given of people making fun of names.

NOTE Confidence: 0.8624797

01:04:31.930 --> 01:04:34.186 Is this an example of people not knowing

NOTE Confidence: 0.8624797

01:04:34.186 --> 01:04:35.840 that such behavior is inappropriate

NOTE Confidence: 0.8624797

01:04:35.840 --> 01:04:38.248 or an example of people not caring?

NOTE Confidence: 0.8624797

01:04:38.250 --> 01:04:39.948 Is this a problem that education

NOTE Confidence: 0.8624797

01:04:39.948 --> 01:04:41.878 can fix despite all the education

NOTE Confidence: 0.8624797

01:04:41.878 --> 01:04:42.988 we're already doing?

NOTE Confidence: 0.8624797

01:04:42.990 --> 01:04:45.518 Or is this a symptom of something else,

NOTE Confidence: 0.8624797

01:04:45.520 --> 01:04:47.100 like people not caring about

NOTE Confidence: 0.8624797

01:04:47.100 --> 01:04:48.364 the harm they're doing?

NOTE Confidence: 0.8624797

01:04:48.370 --> 01:04:49.950 How common is this behavior?

NOTE Confidence: 0.843453

01:04:50.870 --> 01:04:53.900 It's extremely common. It's very,

NOTE Confidence: 0.843453

01:04:53.900 --> 01:04:58.716 very common it we oftentimes talk about

NOTE Confidence: 0.843453

01:04:58.716 --> 01:05:02.898 the difference between intent and impact.

NOTE Confidence: 0.843453

01:05:02.900 --> 01:05:05.930 It's some individuals might do it

NOTE Confidence: 0.843453

01:05:05.930 --> 01:05:08.880 because their intention is really to.

NOTE Confidence: 0.843453

01:05:08.880 --> 01:05:11.290 Cause harm I doubted we  
NOTE Confidence: 0.843453

01:05:11.290 --> 01:05:13.218 always assume good intention.  
NOTE Confidence: 0.843453

01:05:13.220 --> 01:05:15.929 But we don't focus on the intent.  
NOTE Confidence: 0.843453

01:05:15.930 --> 01:05:17.860 We focus on the impact.  
NOTE Confidence: 0.843453

01:05:17.860 --> 01:05:20.548 What this does to the person being  
NOTE Confidence: 0.843453

01:05:20.548 --> 01:05:23.703 called by the name of the other person  
NOTE Confidence: 0.843453

01:05:23.703 --> 01:05:26.835 who the only thing that they have in  
NOTE Confidence: 0.843453

01:05:26.835 --> 01:05:29.467 common is that they are both Asian  
NOTE Confidence: 0.843453

01:05:29.470 --> 01:05:31.410 Americans or they're both Latinos,  
NOTE Confidence: 0.843453

01:05:31.410 --> 01:05:33.774 or they're both black.  
NOTE Confidence: 0.843453

01:05:33.774 --> 01:05:37.220 Or they're all female. So.  
NOTE Confidence: 0.8472232

01:05:39.520 --> 01:05:41.174 Not always is it intended.  
NOTE Confidence: 0.8472232

01:05:41.174 --> 01:05:42.500 Just education help, yes,  
NOTE Confidence: 0.8472232

01:05:42.500 --> 01:05:43.820 absolutely it does an.  
NOTE Confidence: 0.8472232

01:05:43.820 --> 01:05:45.256 The more the merrier.  
NOTE Confidence: 0.8472232

01:05:45.256 --> 01:05:47.051 The education or training component

NOTE Confidence: 0.8472232

01:05:47.051 --> 01:05:48.786 needs to come in all flavors.

NOTE Confidence: 0.8472232

01:05:48.790 --> 01:05:50.918 That's why we don't just do formal

NOTE Confidence: 0.8472232

01:05:50.918 --> 01:05:52.760 trainings or 4 hour sessions.

NOTE Confidence: 0.8472232

01:05:52.760 --> 01:05:54.916 Who's going to want to do a

NOTE Confidence: 0.8472232

01:05:54.916 --> 01:05:56.729 four hour session every month?

NOTE Confidence: 0.8472232

01:05:56.730 --> 01:05:57.723 Sometimes they're short,

NOTE Confidence: 0.8472232

01:05:57.723 --> 01:05:59.047 sometimes their case based.

NOTE Confidence: 0.8472232

01:05:59.050 --> 01:06:00.700 Sometimes it's a Journal club,

NOTE Confidence: 0.8472232

01:06:00.700 --> 01:06:02.360 sometimes it's a noon conference.

NOTE Confidence: 0.8472232

01:06:02.360 --> 01:06:04.677 Sometimes we go to an art Gallery.

NOTE Confidence: 0.8523882

01:06:07.120 --> 01:06:09.025 Anne with Microaggressions we just

NOTE Confidence: 0.8523882

01:06:09.025 --> 01:06:11.294 keep harping, not say well you

NOTE Confidence: 0.8523882

01:06:11.294 --> 01:06:14.400 can't do this but say let me let

NOTE Confidence: 0.8523882

01:06:14.400 --> 01:06:17.046 me tell you what the impact is.

NOTE Confidence: 0.8523882

01:06:17.050 --> 01:06:18.670 Sometimes talk about strategies.

NOTE Confidence: 0.8523882



01:06:18.670 --> 01:06:22.477 I will go to a section and say I'm the  
NOTE Confidence: 0.8523882

01:06:22.477 --> 01:06:25.459 first one who's done this an one strategy.  
NOTE Confidence: 0.8523882

01:06:25.460 --> 01:06:28.022 I'm awful with names when strategy  
NOTE Confidence: 0.8523882

01:06:28.022 --> 01:06:31.152 that works for me is putting sheets  
NOTE Confidence: 0.8523882

01:06:31.152 --> 01:06:34.260 with peoples pictures an when I'm in  
NOTE Confidence: 0.8523882

01:06:34.344 --> 01:06:37.467 clinic the first thing that I do is I.  
NOTE Confidence: 0.8523882

01:06:37.470 --> 01:06:38.454 Go to clinic.  
NOTE Confidence: 0.8523882

01:06:38.454 --> 01:06:41.128 I know who the residents are and who  
NOTE Confidence: 0.8523882

01:06:41.128 --> 01:06:43.828 the staff but but I don't want to make  
NOTE Confidence: 0.8523882

01:06:43.899 --> 01:06:46.349 a mistake and it takes me literally  
NOTE Confidence: 0.8523882

01:06:46.349 --> 01:06:48.768 one minute to look at the board.  
NOTE Confidence: 0.8523882

01:06:48.768 --> 01:06:51.491 See the names of the individuals who are  
NOTE Confidence: 0.8523882

01:06:51.491 --> 01:06:53.376 in clinic that day, including nurses.  
NOTE Confidence: 0.8523882

01:06:53.376 --> 01:06:55.404 Go to the pictures and just  
NOTE Confidence: 0.8523882

01:06:55.404 --> 01:06:57.327 confirm and look at the picture.  
NOTE Confidence: 0.8523882

01:06:57.330 --> 01:06:59.316 That's a strategy that that's education.

NOTE Confidence: 0.8523882

01:06:59.320 --> 01:07:01.744 That's something that you can do

NOTE Confidence: 0.8523882

01:07:01.744 --> 01:07:04.334 without having to sit through an

NOTE Confidence: 0.8523882

01:07:04.334 --> 01:07:06.579 entire training to decrease it.

NOTE Confidence: 0.8523882

01:07:06.580 --> 01:07:10.045 It tends to get better and then

NOTE Confidence: 0.8523882

01:07:10.045 --> 01:07:13.620 when you know it comes and goes.

NOTE Confidence: 0.8523882

01:07:13.620 --> 01:07:18.709 Um, this is a very tough time

NOTE Confidence: 0.8523882

01:07:18.709 --> 01:07:23.019 for for our country so.

NOTE Confidence: 0.8523882

01:07:23.020 --> 01:07:25.570 You know the the number of

NOTE Confidence: 0.8523882

01:07:25.570 --> 01:07:26.845 instances has increased.

NOTE Confidence: 0.8523882

01:07:26.850 --> 01:07:31.260 I think everybody is very stressed and.

NOTE Confidence: 0.8523882

01:07:31.260 --> 01:07:32.944 Might be, you know,

NOTE Confidence: 0.8523882

01:07:32.944 --> 01:07:35.206 artificial but but again, I,

NOTE Confidence: 0.8523882

01:07:35.206 --> 01:07:38.662 I do think that that education

NOTE Confidence: 0.8523882

01:07:38.662 --> 01:07:40.390 and training definitely.

NOTE Confidence: 0.8523882

01:07:40.390 --> 01:07:41.290 Work you know

NOTE Confidence: 0.8518314

01:07:41.290 --> 01:07:43.285 you mentioned that that you operate from

NOTE Confidence: 0.8518314

01:07:43.285 --> 01:07:45.067 the assumption that people are basically

NOTE Confidence: 0.8518314

01:07:45.067 --> 01:07:47.097 their intent is not necessarily bad that

NOTE Confidence: 0.8518314

01:07:47.152 --> 01:07:48.817 people are operating from goodwill,

NOTE Confidence: 0.8518314

01:07:48.820 --> 01:07:50.100 but making this mistake,

NOTE Confidence: 0.8518314

01:07:50.100 --> 01:07:52.020 which makes one think that indeed

NOTE Confidence: 0.8518314

01:07:52.083 --> 01:07:54.235 awareness is a big part of the problem.

NOTE Confidence: 0.8518314

01:07:54.240 --> 01:07:56.064 So this is where in bioethics

NOTE Confidence: 0.8518314

01:07:56.064 --> 01:07:57.849 I've always been a big fan,

NOTE Confidence: 0.8518314

01:07:57.850 --> 01:07:59.350 and it's not just me.

NOTE Confidence: 0.8518314

01:07:59.350 --> 01:08:02.360 Many of us are of the narrative of the story,

NOTE Confidence: 0.8518314

01:08:02.360 --> 01:08:04.394 so and I think in this kind of work

NOTE Confidence: 0.8518314

01:08:04.394 --> 01:08:06.653 is it can also be terribly helpful

NOTE Confidence: 0.8518314

01:08:06.653 --> 01:08:08.680 rather than rather than statistics,

NOTE Confidence: 0.8518314

01:08:08.680 --> 01:08:10.190 which I think were important,

NOTE Confidence: 0.8518314

01:08:10.190 --> 01:08:12.297 and data are certainly important for this,

NOTE Confidence: 0.8518314

01:08:12.300 --> 01:08:14.100 but in ethics a story sometimes

NOTE Confidence: 0.8518314

01:08:14.100 --> 01:08:15.540 is what stays with us,

NOTE Confidence: 0.8518314

01:08:15.540 --> 01:08:17.124 that we all remember scenes from

NOTE Confidence: 0.8518314

01:08:17.124 --> 01:08:18.968 a movie we saw 20 years ago.

NOTE Confidence: 0.8518314

01:08:18.970 --> 01:08:20.308 We remember us something we read

NOTE Confidence: 0.8518314

01:08:20.308 --> 01:08:22.411 in a book we remember a story that

NOTE Confidence: 0.8518314

01:08:22.411 --> 01:08:23.851 someone told us about something

NOTE Confidence: 0.8518314

01:08:23.851 --> 01:08:25.040 that happened to them,

NOTE Confidence: 0.8518314

01:08:25.040 --> 01:08:29.250 and a lot of the work that I've done around.

NOTE Confidence: 0.8518314

01:08:29.250 --> 01:08:30.454 Around the Holocaust, survivors,

NOTE Confidence: 0.8518314

01:08:30.454 --> 01:08:31.960 Annand Nazi physicians. It's a.

NOTE Confidence: 0.8518314

01:08:31.960 --> 01:08:33.460 It's a whole different thing.

NOTE Confidence: 0.8518314

01:08:33.460 --> 01:08:35.679 When someone tells the story of their

NOTE Confidence: 0.8518314

01:08:35.679 --> 01:08:37.678 lived experience and it stays with you,

NOTE Confidence: 0.8518314

01:08:37.680 --> 01:08:39.486 and I think that that can

NOTE Confidence: 0.8518314

01:08:39.486 --> 01:08:40.690 have a tremendous impact.  
NOTE Confidence: 0.8518314

01:08:40.690 --> 01:08:42.802 So someone who tells a story about how  
NOTE Confidence: 0.8518314

01:08:42.802 --> 01:08:44.693 they were personally hurt by something  
NOTE Confidence: 0.8518314

01:08:44.693 --> 01:08:47.309 someone said and given puts it in context,  
NOTE Confidence: 0.8518314

01:08:47.310 --> 01:08:49.170 this can make the light bulb  
NOTE Confidence: 0.8518314

01:08:49.170 --> 01:08:50.919 go on for many of us.  
NOTE Confidence: 0.8518314

01:08:50.920 --> 01:08:52.425 Sometimes I think that that  
NOTE Confidence: 0.8518314

01:08:52.425 --> 01:08:53.930 that can really be helpful.  
NOTE Confidence: 0.8518314

01:08:53.930 --> 01:08:55.134 Here's an interesting question,  
NOTE Confidence: 0.8518314

01:08:55.134 --> 01:08:56.940 and it loses something you said,  
NOTE Confidence: 0.8518314

01:08:56.940 --> 01:08:59.620 I think, kind of early in the talk.  
NOTE Confidence: 0.8518314

01:08:59.620 --> 01:09:01.608 It said, what proof do you have?  
NOTE Confidence: 0.8518314

01:09:01.610 --> 01:09:03.030 That and it says hereditary,  
NOTE Confidence: 0.8518314

01:09:03.030 --> 01:09:04.365 but I think perhaps means  
NOTE Confidence: 0.8518314

01:09:04.365 --> 01:09:06.150 heredity is a cause of racism.  
NOTE Confidence: 0.8518314

01:09:06.150 --> 01:09:08.257 Are you tide in about how racism

NOTE Confidence: 0.8518314

01:09:08.257 --> 01:09:09.559 and hereditary aspect of it?

NOTE Confidence: 0.82269454

01:09:11.450 --> 01:09:13.946 That was it. The comment of how it's

NOTE Confidence: 0.82269454

01:09:13.946 --> 01:09:16.268 passed from generation to generation.

NOTE Confidence: 0.82269454

01:09:16.270 --> 01:09:18.496 I think that's right. This is

NOTE Confidence: 0.82269454

01:09:18.500 --> 01:09:20.350 what I have here in.

NOTE Confidence: 0.82269454

01:09:20.350 --> 01:09:23.212 I mean I that at least how I meant

NOTE Confidence: 0.82269454

01:09:23.212 --> 01:09:26.577 it is that we were product of our

NOTE Confidence: 0.82269454

01:09:26.577 --> 01:09:29.193 upbringing that if you know we

NOTE Confidence: 0.82269454

01:09:29.193 --> 01:09:31.719 are raised and our parents said.

NOTE Confidence: 0.82269454

01:09:31.720 --> 01:09:34.261 If you're alone in the street and

NOTE Confidence: 0.82269454

01:09:34.261 --> 01:09:37.219 you see a black person come in,

NOTE Confidence: 0.82269454

01:09:37.220 --> 01:09:39.460 you need to be afraid an or

NOTE Confidence: 0.82269454

01:09:39.460 --> 01:09:41.929 if you see your parents engage

NOTE Confidence: 0.82269454

01:09:41.929 --> 01:09:44.299 in that type of behavior,

NOTE Confidence: 0.82269454

01:09:44.300 --> 01:09:45.868 that's what that's what

NOTE Confidence: 0.82269454

01:09:45.868 --> 01:09:47.436 that's what you learn.  
NOTE Confidence: 0.8467358

01:09:48.770 --> 01:09:49.890 So this was this, your  
NOTE Confidence: 0.8467358

01:09:49.890 --> 01:09:51.210 point was not that this is.  
NOTE Confidence: 0.8467358

01:09:51.210 --> 01:09:53.208 This is a a genetic thing when you say.  
NOTE Confidence: 0.7048381

01:09:54.740 --> 01:09:57.390 No, no, no, not learned behavior. Turn  
NOTE Confidence: 0.7048381

01:09:57.390 --> 01:09:58.174 behavior generations.  
NOTE Confidence: 0.7048381

01:09:58.174 --> 01:10:00.526 Yeah, like the song is southpaw.  
NOTE Confidence: 0.7048381

01:10:00.530 --> 01:10:01.575 Pacific, which we've taught which  
NOTE Confidence: 0.7048381

01:10:01.575 --> 01:10:03.159 we learned when I was a little kid.  
NOTE Confidence: 0.7048381

01:10:03.160 --> 01:10:05.312 I don't know if that was before your  
NOTE Confidence: 0.7048381

01:10:05.312 --> 01:10:07.386 time was sure it was but but you  
NOTE Confidence: 0.7048381

01:10:07.386 --> 01:10:09.448 have to be taught to hate and fear.  
NOTE Confidence: 0.7048381

01:10:09.450 --> 01:10:11.214 It's a it's it's almost a trivial  
NOTE Confidence: 0.7048381

01:10:11.214 --> 01:10:13.078 example of the point you're making,  
NOTE Confidence: 0.7048381

01:10:13.080 --> 01:10:14.470 but but it it again,  
NOTE Confidence: 0.7048381

01:10:14.470 --> 01:10:16.615 it's it's within the context

NOTE Confidence: 0.7048381

01:10:16.615 --> 01:10:18.760 of a story about prejudice.

NOTE Confidence: 0.7048381

01:10:18.760 --> 01:10:20.496 I think I think that was that

NOTE Confidence: 0.7048381

01:10:20.496 --> 01:10:22.066 was your intention that this is

NOTE Confidence: 0.7048381

01:10:22.066 --> 01:10:23.614 something that's passed on to us

NOTE Confidence: 0.7048381

01:10:23.614 --> 01:10:25.218 from generation to generation.

NOTE Confidence: 0.7048381

01:10:25.220 --> 01:10:26.388 Here's another question please.

NOTE Confidence: 0.7048381

01:10:26.388 --> 01:10:28.452 What are some of the metrics that

NOTE Confidence: 0.7048381

01:10:28.452 --> 01:10:29.994 can be used to measure progress?

NOTE Confidence: 0.8610682

01:10:34.120 --> 01:10:36.780 So for example, with the

NOTE Confidence: 0.8610682

01:10:36.780 --> 01:10:39.440 clinical pathways we were we,

NOTE Confidence: 0.8610682

01:10:39.440 --> 01:10:44.039 what we expect is that there will be an

NOTE Confidence: 0.8610682

01:10:44.039 --> 01:10:47.985 increase in the number of reports an

NOTE Confidence: 0.8610682

01:10:47.985 --> 01:10:51.800 were certainly excuse me tracking that.

NOTE Confidence: 0.8610682

01:10:51.800 --> 01:10:54.690 Don't have data yet I.

NOTE Confidence: 0.8610682

01:10:54.690 --> 01:10:56.810 Think that there is,

NOTE Confidence: 0.8610682



01:10:56.810 --> 01:10:59.460 but that's one way qualitative  
NOTE Confidence: 0.8610682

01:10:59.460 --> 01:11:01.619 interviews with focus groups,  
NOTE Confidence: 0.8610682

01:11:01.620 --> 01:11:04.780 exit interviews and climate surveys  
NOTE Confidence: 0.8610682

01:11:04.780 --> 01:11:08.360 really would have to sort of.  
NOTE Confidence: 0.8610682

01:11:08.360 --> 01:11:12.910 Sit and half the conversations climate is.  
NOTE Confidence: 0.8610682

01:11:12.910 --> 01:11:16.018 There are climate surveys.  
NOTE Confidence: 0.8610682

01:11:16.020 --> 01:11:17.730 That are validated.  
NOTE Confidence: 0.91332066

01:11:19.990 --> 01:11:22.810 It's hard, it's hard to.  
NOTE Confidence: 0.91332066

01:11:22.810 --> 01:11:25.858 These concepts are hard to measure.  
NOTE Confidence: 0.91332066

01:11:25.860 --> 01:11:28.812 In the end, recruitment do did  
NOTE Confidence: 0.91332066

01:11:28.812 --> 01:11:32.173 we diversify were we able to  
NOTE Confidence: 0.91332066

01:11:32.173 --> 01:11:34.749 diversify further our workforce?  
NOTE Confidence: 0.91332066

01:11:34.750 --> 01:11:38.630 If if what we're doing works and individuals  
NOTE Confidence: 0.91332066

01:11:38.630 --> 01:11:41.800 at least our existing diversity,  
NOTE Confidence: 0.91332066

01:11:41.800 --> 01:11:45.046 feel more comfortable and more welcoming,  
NOTE Confidence: 0.91332066

01:11:45.050 --> 01:11:49.411 we should be able to continue to

NOTE Confidence: 0.91332066

01:11:49.411 --> 01:11:52.980 recruit a diverse workforce. Thank

NOTE Confidence: 0.820709300000001

01:11:52.980 --> 01:11:55.356 you here is not a question about a

NOTE Confidence: 0.820709300000001

01:11:55.356 --> 01:11:57.908 comment from a senior member of the

NOTE Confidence: 0.820709300000001

01:11:57.908 --> 01:11:59.424 Pediatrics Department whose opinion

NOTE Confidence: 0.820709300000001

01:11:59.424 --> 01:12:01.884 I have a great deal of regard for,

NOTE Confidence: 0.820709300000001

01:12:01.890 --> 01:12:04.530 and he says quite simply, good work proud

NOTE Confidence: 0.820709300000001

01:12:04.530 --> 01:12:06.510 to be associated with the Department,

NOTE Confidence: 0.820709300000001

01:12:06.510 --> 01:12:09.480 so that's little nice things for you to hear.

NOTE Confidence: 0.820709300000001

01:12:09.480 --> 01:12:10.470 Now another question,

NOTE Confidence: 0.820709300000001

01:12:10.470 --> 01:12:11.460 please, Doctor Vasquez,

NOTE Confidence: 0.820709300000001

01:12:11.460 --> 01:12:13.110 thank you for your leadership.

NOTE Confidence: 0.820709300000001

01:12:13.110 --> 01:12:14.430 You're talking your tireless

NOTE Confidence: 0.820709300000001

01:12:14.430 --> 01:12:16.080 work to advance the eye.

NOTE Confidence: 0.820709300000001

01:12:16.080 --> 01:12:18.278 We clearly face many challenges and yet

NOTE Confidence: 0.820709300000001

01:12:18.278 --> 01:12:20.699 we are also fortunate in many ways.

NOTE Confidence: 0.820709300000001

01:12:20.700 --> 01:12:21.374 We're Pediatrics.  
NOTE Confidence: 0.8207093000000001

01:12:21.374 --> 01:12:23.396 The first specialty to have a  
NOTE Confidence: 0.8207093000000001

01:12:23.396 --> 01:12:24.070 policy statement.  
NOTE Confidence: 0.8207093000000001

01:12:24.070 --> 01:12:25.960 About the impact of racism.  
NOTE Confidence: 0.8207093000000001

01:12:25.960 --> 01:12:28.376 Unhealthy we're in a liberal state and we  
NOTE Confidence: 0.8207093000000001

01:12:28.376 --> 01:12:30.835 have a superhero diversity council and  
NOTE Confidence: 0.8207093000000001

01:12:30.835 --> 01:12:33.517 we have supportive leadership like you.  
NOTE Confidence: 0.8207093000000001

01:12:33.520 --> 01:12:35.410 Can you share your thoughts,  
NOTE Confidence: 0.8207093000000001

01:12:35.410 --> 01:12:37.126 reflections and experiences related  
NOTE Confidence: 0.8207093000000001

01:12:37.126 --> 01:12:39.271 to challenges faced in other  
NOTE Confidence: 0.8207093000000001

01:12:39.271 --> 01:12:41.458 places and fields to advance to EI.  
NOTE Confidence: 0.808891

01:12:43.120 --> 01:12:44.880 Um, experiences in other places.  
NOTE Confidence: 0.808891

01:12:44.880 --> 01:12:47.696 I think mean that here we are in  
NOTE Confidence: 0.808891

01:12:47.700 --> 01:12:50.472 a in a in a specifically there in a  
NOTE Confidence: 0.808891

01:12:50.472 --> 01:12:52.594 in a Department, Anna University,  
NOTE Confidence: 0.808891

01:12:52.594 --> 01:12:54.616 and even a state that is

NOTE Confidence: 0.808891

01:12:54.616 --> 01:12:56.140 relatively support these efforts.

NOTE Confidence: 0.808891

01:12:56.140 --> 01:12:58.429 How about the folks who are working

NOTE Confidence: 0.808891

01:12:58.429 --> 01:13:00.719 in places that are less welcoming?

NOTE Confidence: 0.041619062

01:13:02.990 --> 01:13:08.790 Um? Wait offer to the point of

NOTE Confidence: 0.041619062

01:13:08.790 --> 01:13:12.428 you know individuals not not

NOTE Confidence: 0.041619062

01:13:12.428 --> 01:13:15.527 reporting absolutely anything.

NOTE Confidence: 0.041619062

01:13:15.530 --> 01:13:18.660 Faculty working.

NOTE Confidence: 0.041619062

01:13:18.660 --> 01:13:23.436 To finish the the year so that so

NOTE Confidence: 0.041619062

01:13:23.436 --> 01:13:28.107 that they can find jobs elsewhere.

NOTE Confidence: 0.041619062

01:13:28.110 --> 01:13:30.002 Same thing with trainees.

NOTE Confidence: 0.041619062

01:13:30.002 --> 01:13:35.370 You know, I can't wait to leave, it's.

NOTE Confidence: 0.041619062

01:13:35.370 --> 01:13:39.336 And outside of the academic center.

NOTE Confidence: 0.041619062

01:13:39.340 --> 01:13:44.000 It's way harder for.

NOTE Confidence: 0.041619062

01:13:44.000 --> 01:13:45.022 For migrants,

NOTE Confidence: 0.041619062

01:13:45.022 --> 01:13:47.577 I'm immigration health is and

NOTE Confidence: 0.041619062

01:13:47.577 --> 01:13:49.890 the rights immigration advocacy,  
NOTE Confidence: 0.041619062

01:13:49.890 --> 01:13:53.365 advocacy for immigrant rights is  
NOTE Confidence: 0.041619062

01:13:53.365 --> 01:13:56.145 something that I'm incredibly  
NOTE Confidence: 0.041619062

01:13:56.145 --> 01:13:58.848 passionate and involved in and.  
NOTE Confidence: 0.041619062

01:13:58.850 --> 01:14:02.114 You know it's it's 1000 fold  
NOTE Confidence: 0.041619062

01:14:02.114 --> 01:14:06.680 harder I when when I when I talked  
NOTE Confidence: 0.041619062

01:14:06.680 --> 01:14:10.082 about my privilege of bringing I,  
NOTE Confidence: 0.041619062

01:14:10.090 --> 01:14:13.968 you know I say it because I  
NOTE Confidence: 0.041619062

01:14:13.968 --> 01:14:17.400 think about that all the time.  
NOTE Confidence: 0.041619062

01:14:17.400 --> 01:14:20.496 I'm a Latina but my reality  
NOTE Confidence: 0.041619062

01:14:20.496 --> 01:14:23.258 couldn't be more different from  
NOTE Confidence: 0.041619062

01:14:23.258 --> 01:14:25.630 undocumented immigrants right here  
NOTE Confidence: 0.041619062

01:14:25.630 --> 01:14:29.270 we don't have to think about.  
NOTE Confidence: 0.041619062

01:14:29.270 --> 01:14:33.134 Other parts of the United States right here.  
NOTE Confidence: 0.041619062

01:14:33.140 --> 01:14:34.382 In, you know,  
NOTE Confidence: 0.041619062

01:14:34.382 --> 01:14:37.280 in in Connecticut it's just it's it's.

NOTE Confidence: 0.041619062

01:14:37.280 --> 01:14:38.444 It's very different.

NOTE Confidence: 0.041619062

01:14:38.444 --> 01:14:41.160 It's way harder when you know if

NOTE Confidence: 0.041619062

01:14:41.240 --> 01:14:44.320 something happens to your child in school,

NOTE Confidence: 0.041619062

01:14:44.320 --> 01:14:45.186 you're afraid.

NOTE Confidence: 0.041619062

01:14:45.186 --> 01:14:47.351 If the administration changes like

NOTE Confidence: 0.041619062

01:14:47.351 --> 01:14:49.700 it happened here four years ago,

NOTE Confidence: 0.041619062

01:14:49.700 --> 01:14:52.598 mothers not sending their kids to school,

NOTE Confidence: 0.041619062

01:14:52.600 --> 01:14:55.264 being afraid to leave their homes

NOTE Confidence: 0.041619062

01:14:55.264 --> 01:14:57.868 because they thought that they would

NOTE Confidence: 0.041619062

01:14:57.868 --> 01:15:00.876 get targeted just by the way they look.

NOTE Confidence: 0.041619062

01:15:00.880 --> 01:15:03.160 Because it's it's obvious that we

NOTE Confidence: 0.041619062

01:15:03.160 --> 01:15:07.070 look that we look Hispanic, so.

NOTE Confidence: 0.041619062

01:15:07.070 --> 01:15:11.690 You know the challenges are.

NOTE Confidence: 0.041619062

01:15:11.690 --> 01:15:14.630 What I'm presenting because of the title.

NOTE Confidence: 0.041619062

01:15:14.630 --> 01:15:17.150 It was what happens in an

NOTE Confidence: 0.041619062

01:15:17.150 --> 01:15:17.990 academic Department,  
NOTE Confidence: 0.041619062

01:15:17.990 --> 01:15:20.672 but I acknowledge and I understand  
NOTE Confidence: 0.041619062

01:15:20.672 --> 01:15:22.956 that that these issues compared  
NOTE Confidence: 0.041619062

01:15:22.956 --> 01:15:25.404 to what many others are facing  
NOTE Confidence: 0.041619062

01:15:25.404 --> 01:15:28.248 right in our state and in other  
NOTE Confidence: 0.041619062

01:15:28.248 --> 01:15:30.168 parts of the country are.  
NOTE Confidence: 0.8188065

01:15:32.900 --> 01:15:35.870 Not last, but but fewer.  
NOTE Confidence: 0.81816065

01:15:37.120 --> 01:15:38.564 Understood, here's something very  
NOTE Confidence: 0.81816065

01:15:38.564 --> 01:15:40.369 practical issue here at home.  
NOTE Confidence: 0.81816065

01:15:40.370 --> 01:15:42.834 As a member of the Yale New  
NOTE Confidence: 0.81816065

01:15:42.834 --> 01:15:44.700 Haven Hospital Child Life team,  
NOTE Confidence: 0.81816065

01:15:44.700 --> 01:15:47.206 could my program have access to the  
NOTE Confidence: 0.81816065

01:15:47.206 --> 01:15:49.056 implicit bias trainings and required  
NOTE Confidence: 0.81816065

01:15:49.056 --> 01:15:51.555 trainings you offered to the Yale staff?  
NOTE Confidence: 0.81816065

01:15:51.560 --> 01:15:53.004 This is something you  
NOTE Confidence: 0.81816065

01:15:53.004 --> 01:15:54.810 and I have talked about,

NOTE Confidence: 0.81816065

01:15:54.810 --> 01:15:56.613 the kind of the separation

NOTE Confidence: 0.81816065

01:15:56.613 --> 01:15:58.057 between hospital and University.

NOTE Confidence: 0.81816065

01:15:58.060 --> 01:15:59.140 Yeah, and this

NOTE Confidence: 0.81816065

01:15:59.140 --> 01:16:01.306 and she also says thank you.

NOTE Confidence: 0.81816065

01:16:01.310 --> 01:16:03.110 This was a great presentation.

NOTE Confidence: 0.81816065

01:16:03.110 --> 01:16:04.466 So yes, absolutely, actually,

NOTE Confidence: 0.81816065

01:16:04.466 --> 01:16:07.626 we borrow from your New Haven Hospital, the.

NOTE Confidence: 0.81816065

01:16:07.626 --> 01:16:10.902 Most of the unconscious bias and

NOTE Confidence: 0.81816065

01:16:10.902 --> 01:16:13.070 microaggression training child life

NOTE Confidence: 0.81816065

01:16:13.070 --> 01:16:16.164 specialists are part of the Yale New

NOTE Confidence: 0.81816065

01:16:16.164 --> 01:16:19.050 Haven System, an now during Covid.

NOTE Confidence: 0.81816065

01:16:19.050 --> 01:16:21.550 Those training sessions are online,

NOTE Confidence: 0.81816065

01:16:21.550 --> 01:16:24.050 so I would encourage you

NOTE Confidence: 0.81816065

01:16:24.050 --> 01:16:26.550 to look at Ouch training.

NOTE Confidence: 0.81816065

01:16:26.550 --> 01:16:28.050 That's the microaggression

NOTE Confidence: 0.81816065



01:16:28.050 --> 01:16:30.050 training an unconscious bias.  
NOTE Confidence: 0.81816065

01:16:30.050 --> 01:16:31.655 They're very good.  
NOTE Confidence: 0.81816065

01:16:31.655 --> 01:16:35.400 They now have they have a new  
NOTE Confidence: 0.81816065

01:16:35.515 --> 01:16:38.750 training module on LGB Tikku.  
NOTE Confidence: 0.81816065

01:16:38.750 --> 01:16:40.808 Issues that I haven't gone through,  
NOTE Confidence: 0.81816065

01:16:40.810 --> 01:16:42.880 but yes, absolutely an encourage others.  
NOTE Confidence: 0.81816065

01:16:42.880 --> 01:16:45.643 If you go to a training and you love  
NOTE Confidence: 0.81816065

01:16:45.643 --> 01:16:48.932 it then go back and talk to all the  
NOTE Confidence: 0.81816065

01:16:48.932 --> 01:16:51.479 other Members and say you know this.  
NOTE Confidence: 0.81816065

01:16:51.480 --> 01:16:53.200 I learned something about this.  
NOTE Confidence: 0.81816065

01:16:53.200 --> 01:16:54.572 So so be you.  
NOTE Confidence: 0.81816065

01:16:54.572 --> 01:16:55.944 Know be an ally.  
NOTE Confidence: 0.860100918181818

01:16:57.800 --> 01:17:00.680 Thank you. If structural changes so  
NOTE Confidence: 0.860100918181818

01:17:00.680 --> 01:17:04.659 critical in DI work needed, is it at  
NOTE Confidence: 0.860100918181818

01:17:04.659 --> 01:17:06.924 Yale to implement structural change?  
NOTE Confidence: 0.838439166666667

01:17:07.830 --> 01:17:10.515 It's it's needed.

NOTE Confidence: 0.838439166666667  
01:17:10.515 --> 01:17:15.885 We're we're starting we're starting with.  
NOTE Confidence: 0.838439166666667  
01:17:15.890 --> 01:17:19.630 Um? We're starting with environment.  
NOTE Confidence: 0.838439166666667  
01:17:19.630 --> 01:17:24.286 We're starting with with culture and.  
NOTE Confidence: 0.838439166666667  
01:17:24.290 --> 01:17:27.125 That needs to go along with systems  
NOTE Confidence: 0.838439166666667  
01:17:27.125 --> 01:17:29.635 saying that in leadership positions  
NOTE Confidence: 0.838439166666667  
01:17:29.635 --> 01:17:32.650 saying things like for example,  
NOTE Confidence: 0.838439166666667  
01:17:32.650 --> 01:17:36.038 that you cannot have an entire leadership  
NOTE Confidence: 0.838439166666667  
01:17:36.038 --> 01:17:40.580 structure that is not diverse, period.  
NOTE Confidence: 0.838439166666667  
01:17:40.580 --> 01:17:43.148 There's going to be a lot of pushback.  
NOTE Confidence: 0.838439166666667  
01:17:43.150 --> 01:17:45.718 I'm sure they're going to be people saying,  
NOTE Confidence: 0.838439166666667  
01:17:45.720 --> 01:17:48.303 oh, you know, and so and so was there  
NOTE Confidence: 0.838439166666667  
01:17:48.303 --> 01:17:50.845 just because of where they come from.  
NOTE Confidence: 0.838439166666667  
01:17:50.850 --> 01:17:53.210 That's changing the systems.  
NOTE Confidence: 0.838439166666667  
01:17:53.210 --> 01:17:56.858 Think about how we teach medicine.  
NOTE Confidence: 0.838439166666667  
01:17:56.860 --> 01:18:00.480 We are still teaching dermatology.  
NOTE Confidence: 0.838439166666667

01:18:00.480 --> 01:18:02.788 Rashes on white skin.  
NOTE Confidence: 0.838439166666667

01:18:02.788 --> 01:18:06.820 When we think of sickle cell disease,  
NOTE Confidence: 0.838439166666667

01:18:06.820 --> 01:18:10.075 we can think of anybody  
NOTE Confidence: 0.838439166666667

01:18:10.075 --> 01:18:13.330 except for a black person.  
NOTE Confidence: 0.838439166666667

01:18:13.330 --> 01:18:15.874 When we think of some diseases  
NOTE Confidence: 0.838439166666667

01:18:15.874 --> 01:18:18.450 that affect persons of all races,  
NOTE Confidence: 0.838439166666667

01:18:18.450 --> 01:18:21.216 actually our first case in HealthEquity  
NOTE Confidence: 0.838439166666667

01:18:21.216 --> 01:18:25.334 rounds was a kid with a genetic disorder who  
NOTE Confidence: 0.838439166666667

01:18:25.334 --> 01:18:28.918 was missed for her almost her entire life.  
NOTE Confidence: 0.838439166666667

01:18:28.920 --> 01:18:32.232 Because if you look at pictures of people  
NOTE Confidence: 0.838439166666667

01:18:32.232 --> 01:18:36.129 with the specific faces and you go to Google,  
NOTE Confidence: 0.838439166666667

01:18:36.130 --> 01:18:38.790 you have to scroll through pages before  
NOTE Confidence: 0.838439166666667

01:18:38.790 --> 01:18:42.429 you see the typical faces of a person with  
NOTE Confidence: 0.838439166666667

01:18:42.429 --> 01:18:45.460 that genetic disease in another ethnicity.  
NOTE Confidence: 0.838439166666667

01:18:45.460 --> 01:18:48.844 We need to we need to do better.  
NOTE Confidence: 0.838439166666667

01:18:48.850 --> 01:18:50.560 We are still.

NOTE Confidence: 0.838439166666667  
01:18:50.560 --> 01:18:54.550 In most of the medical schools talking  
NOTE Confidence: 0.838439166666667  
01:18:54.661 --> 01:18:58.166 about the racial differences in.  
NOTE Confidence: 0.838439166666667  
01:18:58.170 --> 01:19:00.949 In diseases so that systems in schools  
NOTE Confidence: 0.838439166666667  
01:19:00.949 --> 01:19:04.472 is the same thing, how difficult is it?  
NOTE Confidence: 0.838439166666667  
01:19:04.472 --> 01:19:08.059 It's above my pay grade you to do it.  
NOTE Confidence: 0.838439166666667  
01:19:08.060 --> 01:19:10.526 I think there is great energy.  
NOTE Confidence: 0.838439166666667  
01:19:10.530 --> 01:19:13.316 I think this is a phenomenal time  
NOTE Confidence: 0.838439166666667  
01:19:13.316 --> 01:19:16.299 to be working on what I'm working.  
NOTE Confidence: 0.838439166666667  
01:19:16.300 --> 01:19:17.988 Remember those three circles  
NOTE Confidence: 0.838439166666667  
01:19:17.988 --> 01:19:20.830 and the little the juice of it.  
NOTE Confidence: 0.838439166666667  
01:19:20.830 --> 01:19:21.654 I'm empowered.  
NOTE Confidence: 0.838439166666667  
01:19:21.654 --> 01:19:22.890 I am empowered.  
NOTE Confidence: 0.838439166666667  
01:19:22.890 --> 01:19:25.767 US medical is doing the other days.  
NOTE Confidence: 0.838439166666667  
01:19:25.770 --> 01:19:30.117 I think she told me that I was open.  
NOTE Confidence: 0.838439166666667  
01:19:30.120 --> 01:19:32.376 But I love her dearly and she said.  
NOTE Confidence: 0.838439166666667

01:19:32.380 --> 01:19:34.504 So let me ask you a question so you  
NOTE Confidence: 0.838439166666667

01:19:34.504 --> 01:19:36.630 know you're starting your older now.  
NOTE Confidence: 0.838439166666667

01:19:36.630 --> 01:19:37.762 Now you're a professor,  
NOTE Confidence: 0.838439166666667

01:19:37.762 --> 01:19:40.124 but you're still sort of, you know,  
NOTE Confidence: 0.838439166666667

01:19:40.124 --> 01:19:42.956 like getting involved and do things.  
NOTE Confidence: 0.838439166666667

01:19:42.960 --> 01:19:44.692 An I said, well,  
NOTE Confidence: 0.838439166666667

01:19:44.692 --> 01:19:47.905 you know when when it's something that  
NOTE Confidence: 0.838439166666667

01:19:47.905 --> 01:19:51.025 is that you're that passionate about.  
NOTE Confidence: 0.838439166666667

01:19:51.030 --> 01:19:55.440 It's I don't know it's worthwhile an  
NOTE Confidence: 0.838439166666667

01:19:55.440 --> 01:20:00.609 it's hard but but this is this is good.  
NOTE Confidence: 0.838439166666667

01:20:00.610 --> 01:20:02.983 I'm too to be focusing on this  
NOTE Confidence: 0.838439166666667

01:20:02.983 --> 01:20:04.868 issue because of all of you.  
NOTE Confidence: 0.838439166666667

01:20:04.870 --> 01:20:06.190 I mean there are.  
NOTE Confidence: 0.838439166666667

01:20:06.190 --> 01:20:09.139 There were about 111 people on on this call.  
NOTE Confidence: 0.838439166666667

01:20:09.140 --> 01:20:12.508 I don't know if 2 three years ago.  
NOTE Confidence: 0.838439166666667

01:20:12.510 --> 01:20:14.395 111 individuals would have signed

NOTE Confidence: 0.838439166666667  
01:20:14.395 --> 01:20:16.769 up to hear about what Pediatrics  
NOTE Confidence: 0.838439166666667  
01:20:16.769 --> 01:20:18.829 is doing to fight racism.  
NOTE Confidence: 0.8239335  
01:20:19.970 --> 01:20:21.018 That's a good point.  
NOTE Confidence: 0.8239335  
01:20:21.018 --> 01:20:22.957 I would say that the that the  
NOTE Confidence: 0.8239335  
01:20:22.957 --> 01:20:24.477 the passion is so important.  
NOTE Confidence: 0.8239335  
01:20:24.480 --> 01:20:26.307 One of the problems I've always seen  
NOTE Confidence: 0.8239335  
01:20:26.307 --> 01:20:28.414 in things that I'm passionate about is  
NOTE Confidence: 0.8239335  
01:20:28.414 --> 01:20:30.316 that one person is terribly passionate  
NOTE Confidence: 0.8239335  
01:20:30.376 --> 01:20:32.168 about racial justice and sees this as  
NOTE Confidence: 0.8239335  
01:20:32.168 --> 01:20:34.350 the thing we actually have to address first.  
NOTE Confidence: 0.8239335  
01:20:34.350 --> 01:20:35.478 Another person is terribly  
NOTE Confidence: 0.8239335  
01:20:35.478 --> 01:20:36.606 passionate about perinatal mortality.  
NOTE Confidence: 0.8239335  
01:20:36.610 --> 01:20:38.577 That's something we have to address for.  
NOTE Confidence: 0.8239335  
01:20:38.580 --> 01:20:39.990 Someone else, is terribly passionate  
NOTE Confidence: 0.8239335  
01:20:39.990 --> 01:20:40.836 about environmental destruction,  
NOTE Confidence: 0.8239335

01:20:40.840 --> 01:20:43.088 and that's what we really have to address.

NOTE Confidence: 0.8239335

01:20:43.090 --> 01:20:44.500 Firstness there's a lot of

NOTE Confidence: 0.8239335

01:20:44.500 --> 01:20:45.628 stuff that needs fixing,

NOTE Confidence: 0.8239335

01:20:45.630 --> 01:20:48.214 but that's not an excuse to ignore a

NOTE Confidence: 0.8239335

01:20:48.214 --> 01:20:50.848 problem when it's staring you in the face.

NOTE Confidence: 0.8239335

01:20:50.850 --> 01:20:53.040 Here's a here's a straightforward question.

NOTE Confidence: 0.8239335

01:20:53.040 --> 01:20:55.182 Do you have a goal for a percentage of

NOTE Confidence: 0.8239335

01:20:55.182 --> 01:20:57.482 URM underrepresented minority faculty in

NOTE Confidence: 0.8239335

01:20:57.482 --> 01:20:59.977 Pediatrics through your excellent program?

NOTE Confidence: 0.8239335

01:20:59.980 --> 01:21:02.900 We have a goal for percentage of UM,

NOTE Confidence: 0.8239335

01:21:02.900 --> 01:21:03.260 faculty.

NOTE Confidence: 0.8057935

01:21:05.870 --> 01:21:07.442 Um, equal equal participation.

NOTE Confidence: 0.8057935

01:21:07.442 --> 01:21:09.800 So take the ethnic groups equal

NOTE Confidence: 0.8057935

01:21:09.864 --> 01:21:12.018 participation equal participation.

NOTE Confidence: 0.8057935

01:21:12.020 --> 01:21:13.912 The more the merrier,

NOTE Confidence: 0.8057935

01:21:13.912 --> 01:21:20.690 right now is very, very low. So. Next

NOTE Confidence: 0.83644265

01:21:20.690 --> 01:21:21.512 question, thank you.

NOTE Confidence: 0.83644265

01:21:21.512 --> 01:21:22.882 I understand the DI started

NOTE Confidence: 0.83644265

01:21:22.882 --> 01:21:24.589 impedes in 2019. What is stopped.

NOTE Confidence: 0.83644265

01:21:24.589 --> 01:21:26.347 Those efforts in medicine and what

NOTE Confidence: 0.83644265

01:21:26.347 --> 01:21:28.087 can we do to work toward that?

NOTE Confidence: 0.83644265

01:21:28.090 --> 01:21:30.439 This is just another example of the rest of

NOTE Confidence: 0.83644265

01:21:30.439 --> 01:21:32.477 school trying to catch up to Pediatrics.

NOTE Confidence: 0.83644265

01:21:32.480 --> 01:21:36.460 We see this in all areas, Mario. Yeah,

NOTE Confidence: 0.78548086

01:21:36.460 --> 01:21:38.660 I work medicine had ADEI

NOTE Confidence: 0.78548086

01:21:38.660 --> 01:21:40.420 vice chair before before.

NOTE Confidence: 0.78548086

01:21:40.420 --> 01:21:43.500 Oh Doctor and he now is one

NOTE Confidence: 0.78548086

01:21:43.500 --> 01:21:45.260 of my colleagues. Phenomenal.

NOTE Confidence: 0.78548086

01:21:45.260 --> 01:21:48.340 She leads the eye in in medicine.

NOTE Confidence: 0.78548086

01:21:48.340 --> 01:21:51.452 So yeah, you I I don't know if

NOTE Confidence: 0.78548086

01:21:51.452 --> 01:21:54.300 the person who's asking is in

NOTE Confidence: 0.78548086



01:21:54.300 --> 01:21:56.765 medicine but she should reach  
NOTE Confidence: 0.78548086

01:21:56.765 --> 01:21:59.864 out or he should reach out to  
NOTE Confidence: 0.78548086

01:21:59.864 --> 01:22:02.420 Doctor Who now who is phenomenal.  
NOTE Confidence: 0.8535008

01:22:03.210 --> 01:22:06.856 Terrific, thank you. Doctor Vasquez,  
NOTE Confidence: 0.8535008

01:22:06.856 --> 01:22:09.440 thank you so much for showing us what  
NOTE Confidence: 0.8535008

01:22:09.506 --> 01:22:11.624 progress looks like and confirming that  
NOTE Confidence: 0.8535008

01:22:11.624 --> 01:22:14.510 it can happen with enthusiasm and support.  
NOTE Confidence: 0.8535008

01:22:14.510 --> 01:22:16.855 Please say more about what support needs  
NOTE Confidence: 0.8535008

01:22:16.855 --> 01:22:19.570 to look like at the departmental level.  
NOTE Confidence: 0.8535008

01:22:19.570 --> 01:22:21.514 Other than feeling supported, this must  
NOTE Confidence: 0.8535008

01:22:21.514 --> 01:22:24.260 be some mix of protected time budgets.  
NOTE Confidence: 0.8535008

01:22:24.260 --> 01:22:24.982 Authorities staffing.  
NOTE Confidence: 0.8535008

01:22:24.982 --> 01:22:27.148 Can you give some suggestions regarding  
NOTE Confidence: 0.8535008

01:22:27.148 --> 01:22:28.230 targets, minimal requirements,  
NOTE Confidence: 0.8535008

01:22:28.230 --> 01:22:28.950 negotiating points?  
NOTE Confidence: 0.83794504

01:22:30.150 --> 01:22:33.041 Um, I don't know if this is

NOTE Confidence: 0.83794504

01:22:33.041 --> 01:22:35.108 regarding somebody in, you know,

NOTE Confidence: 0.83794504

01:22:35.108 --> 01:22:37.604 in my role, then absolutely you

NOTE Confidence: 0.83794504

01:22:37.604 --> 01:22:40.890 need to have the time to do it.

NOTE Confidence: 0.83794504

01:22:40.890 --> 01:22:43.368 You need to have a budget.

NOTE Confidence: 0.83794504

01:22:43.370 --> 01:22:45.812 You need to have individuals and

NOTE Confidence: 0.83794504

01:22:45.812 --> 01:22:47.931 that's why we created councils

NOTE Confidence: 0.83794504

01:22:47.931 --> 01:22:50.385 an you know and welcome this.

NOTE Confidence: 0.6422671

01:22:52.780 --> 01:22:58.510 Uh Thor authority yes I.

NOTE Confidence: 0.6422671

01:22:58.510 --> 01:22:59.862 Fight for that it's.

NOTE Confidence: 0.6422671

01:22:59.862 --> 01:23:03.579 I didn't want to just be on every single

NOTE Confidence: 0.6422671

01:23:03.579 --> 01:23:06.259 search committee and have representation,

NOTE Confidence: 0.6422671

01:23:06.260 --> 01:23:08.390 but not actually have voting power.

NOTE Confidence: 0.6422671

01:23:08.390 --> 01:23:10.520 That's something many of us under

NOTE Confidence: 0.6422671

01:23:10.520 --> 01:23:11.940 represented minorities struggle with.

NOTE Confidence: 0.6422671

01:23:11.940 --> 01:23:14.154 It's what we call the minority

NOTE Confidence: 0.6422671

01:23:14.154 --> 01:23:16.199 taxation that because you'll have to,  
NOTE Confidence: 0.6422671

01:23:16.200 --> 01:23:18.090 you're going to put a person  
NOTE Confidence: 0.6422671

01:23:18.090 --> 01:23:20.110 of color on every committee,  
NOTE Confidence: 0.6422671

01:23:20.110 --> 01:23:22.108 but you're going to have them  
NOTE Confidence: 0.6422671

01:23:22.108 --> 01:23:23.885 sit there and they're not  
NOTE Confidence: 0.6422671

01:23:23.885 --> 01:23:25.785 going to be equal participants.  
NOTE Confidence: 0.6422671

01:23:25.790 --> 01:23:27.420 They're going to have they're  
NOTE Confidence: 0.6422671

01:23:27.420 --> 01:23:30.050 going to be part of the committee,  
NOTE Confidence: 0.6422671

01:23:30.050 --> 01:23:31.910 but they won't really be.  
NOTE Confidence: 0.6422671

01:23:31.910 --> 01:23:32.910 Equals so,  
NOTE Confidence: 0.6422671

01:23:32.910 --> 01:23:34.910 so that's that's important.  
NOTE Confidence: 0.871036

01:23:37.170 --> 01:23:39.474 Minimal requirement negotiating points,  
NOTE Confidence: 0.871036

01:23:39.474 --> 01:23:41.959 you know. Again, I think.  
NOTE Confidence: 0.871036

01:23:41.959 --> 01:23:45.768 What we when we talk about support when  
NOTE Confidence: 0.871036

01:23:45.768 --> 01:23:49.434 I talked about support is supporting  
NOTE Confidence: 0.871036

01:23:49.434 --> 01:23:51.594 existing minorities, mentoring them,

NOTE Confidence: 0.871036

01:23:51.594 --> 01:23:54.396 making sure that they have that.

NOTE Confidence: 0.871036

01:23:54.400 --> 01:23:57.304 When you're looking for a new

NOTE Confidence: 0.871036

01:23:57.304 --> 01:24:00.975 section chief that not just the same

NOTE Confidence: 0.871036

01:24:00.975 --> 01:24:03.710 individuals come to mind opening.

NOTE Confidence: 0.871036

01:24:03.710 --> 01:24:05.740 People's list to say, well,

NOTE Confidence: 0.871036

01:24:05.740 --> 01:24:08.170 have you thought of this person?

NOTE Confidence: 0.871036

01:24:08.170 --> 01:24:10.190 Because more often than not,

NOTE Confidence: 0.871036

01:24:10.190 --> 01:24:12.170 minorities are not part

NOTE Confidence: 0.871036

01:24:12.170 --> 01:24:14.150 of the popularity group.

NOTE Confidence: 0.871036

01:24:14.150 --> 01:24:16.240 Come from under represented backgrounds.

NOTE Confidence: 0.871036

01:24:16.240 --> 01:24:19.804 My not, you know they come to Yale and

NOTE Confidence: 0.871036

01:24:19.804 --> 01:24:23.169 they don't know the all the attendings

NOTE Confidence: 0.871036

01:24:23.169 --> 01:24:27.300 and they might not be in the same circles.

NOTE Confidence: 0.871036

01:24:27.300 --> 01:24:29.049 So opening opportunities,

NOTE Confidence: 0.871036

01:24:29.049 --> 01:24:31.964 that's what I'm talking about,

NOTE Confidence: 0.871036

01:24:31.970 --> 01:24:34.885 support and then and support  
NOTE Confidence: 0.871036

01:24:34.885 --> 01:24:36.634 with with opportunities.  
NOTE Confidence: 0.871036

01:24:36.640 --> 01:24:39.560 Whether it's job opportunities, again,  
NOTE Confidence: 0.871036

01:24:39.560 --> 01:24:41.940 leadership opportunities and those.  
NOTE Confidence: 0.871036

01:24:41.940 --> 01:24:44.915 Sometimes they require funds but  
NOTE Confidence: 0.871036

01:24:44.915 --> 01:24:47.830 but most of what I do does not.  
NOTE Confidence: 0.8781264

01:24:48.900 --> 01:24:51.301 Thank you, I think this will be  
NOTE Confidence: 0.8781264

01:24:51.301 --> 01:24:53.450 our last question given the hour.  
NOTE Confidence: 0.8781264

01:24:53.450 --> 01:24:56.082 The question is, do you have any  
NOTE Confidence: 0.8781264

01:24:56.082 --> 01:24:58.224 specific support or educational tools  
NOTE Confidence: 0.8781264

01:24:58.224 --> 01:25:01.044 to increase receptive ITI among team  
NOTE Confidence: 0.8781264

01:25:01.044 --> 01:25:04.228 members to even have these conversations?  
NOTE Confidence: 0.8781264

01:25:04.230 --> 01:25:07.814 How do we increase receptive ITI to the  
NOTE Confidence: 0.8664705

01:25:07.820 --> 01:25:10.508 conversations? There is a handout that  
NOTE Confidence: 0.8664705

01:25:10.508 --> 01:25:14.548 I can send. Maybe I can send to you.  
NOTE Confidence: 0.87548053

01:25:16.630 --> 01:25:18.760 It is called having difficult conversations,

NOTE Confidence: 0.87548053

01:25:18.760 --> 01:25:21.014 but I would say is don't think

NOTE Confidence: 0.87548053

01:25:21.014 --> 01:25:23.574 that you need to be super trained

NOTE Confidence: 0.87548053

01:25:23.574 --> 01:25:25.854 and that this is rocket science.

NOTE Confidence: 0.87548053

01:25:25.860 --> 01:25:27.990 Like with everything the first time

NOTE Confidence: 0.87548053

01:25:27.990 --> 01:25:30.865 you do it, it's going to feel very

NOTE Confidence: 0.87548053

01:25:30.865 --> 01:25:33.320 uncomfortable an as you do it more,

NOTE Confidence: 0.87548053

01:25:33.320 --> 01:25:35.090 you will feel more comfortable,

NOTE Confidence: 0.87548053

01:25:35.090 --> 01:25:36.870 but that's a good resource.

NOTE Confidence: 0.87548053

01:25:36.870 --> 01:25:39.488 I think putting gathering people and having

NOTE Confidence: 0.87548053

01:25:39.488 --> 01:25:42.189 them talk you need to do very little.

NOTE Confidence: 0.87548053

01:25:42.190 --> 01:25:45.030 You just need to set the rules respect.

NOTE Confidence: 0.87548053

01:25:45.030 --> 01:25:48.750 Having one person speak at a time, blah blah.

NOTE Confidence: 0.87548053

01:25:48.750 --> 01:25:52.440 And then it's getting individuals too.

NOTE Confidence: 0.87548053

01:25:52.440 --> 01:25:53.990 To talk the educational component,

NOTE Confidence: 0.87548053

01:25:53.990 --> 01:25:56.470 it depends on what you want to do.

NOTE Confidence: 0.87548053

01:25:56.470 --> 01:25:59.107 Most of the most of the briefing sessions is  
NOTE Confidence: 0.87548053

01:25:59.107 --> 01:26:01.739 just getting people to talk and the agenda.  
NOTE Confidence: 0.87548053

01:26:01.740 --> 01:26:03.290 I don't set the agenda.  
NOTE Confidence: 0.87548053

01:26:03.290 --> 01:26:05.150 Individuals set the agenda or I  
NOTE Confidence: 0.87548053

01:26:05.150 --> 01:26:07.630 bring a topic, and when I get there,  
NOTE Confidence: 0.87548053

01:26:07.630 --> 01:26:09.961 the rest is will know what I really want  
NOTE Confidence: 0.87548053

01:26:09.961 --> 01:26:12.655 to talk about is what happened in rounds  
NOTE Confidence: 0.87548053

01:26:12.655 --> 01:26:14.759 yesterday in terms of receptive ITI.  
NOTE Confidence: 0.87548053

01:26:14.760 --> 01:26:18.702 If we do, if the gathering of the group.  
NOTE Confidence: 0.87548053

01:26:18.710 --> 01:26:24.562 Is done in a professional way in  
NOTE Confidence: 0.87548053

01:26:24.562 --> 01:26:27.791 non judgmental. With open nishan.  
NOTE Confidence: 0.87548053

01:26:27.791 --> 01:26:31.410 Then people are going to be receptive  
NOTE Confidence: 0.87548053

01:26:31.504 --> 01:26:34.227 an those who get up and walk.  
NOTE Confidence: 0.87548053

01:26:34.230 --> 01:26:34.944 That's fine.  
NOTE Confidence: 0.87548053

01:26:34.944 --> 01:26:37.443 Give them two or three days and  
NOTE Confidence: 0.87548053

01:26:37.443 --> 01:26:39.990 then you get you get back to them.

NOTE Confidence: 0.87548053

01:26:39.990 --> 01:26:41.350 That's what I do.

NOTE Confidence: 0.8513819

01:26:42.220 --> 01:26:43.172 Thank you so much.

NOTE Confidence: 0.8513819

01:26:43.172 --> 01:26:45.180 So if you send that to me Maria,

NOTE Confidence: 0.8513819

01:26:45.180 --> 01:26:47.004 I'll be sure that they are to me

NOTE Confidence: 0.8513819

01:26:47.004 --> 01:26:48.945 or to Karen will make sure it

NOTE Confidence: 0.8513819

01:26:48.945 --> 01:26:50.853 shows up on our website as well

NOTE Confidence: 0.8513819

01:26:50.853 --> 01:26:52.822 as as well as a link to this talk

NOTE Confidence: 0.8513819

01:26:52.822 --> 01:26:54.678 for those who want to see it and

NOTE Confidence: 0.8513819

01:26:54.678 --> 01:26:56.550 go back to some of the slides.

NOTE Confidence: 0.8513819

01:26:56.550 --> 01:26:57.538 Thank you so much.

NOTE Confidence: 0.8513819

01:26:57.538 --> 01:26:59.020 This has been a 90 minutes.

NOTE Confidence: 0.8513819

01:26:59.020 --> 01:27:00.742 Went terribly quickly from my point of

NOTE Confidence: 0.8513819

01:27:00.742 --> 01:27:02.761 view and we didn't even get halfway

NOTE Confidence: 0.8513819

01:27:02.761 --> 01:27:04.291 through the questions that people

NOTE Confidence: 0.8513819

01:27:04.291 --> 01:27:05.927 have a lot to ask a lot to say,

NOTE Confidence: 0.8513819



01:27:05.930 --> 01:27:07.364 but we certainly learned a lot

NOTE Confidence: 0.8513819

01:27:07.364 --> 01:27:09.014 tonight and thank you so much for

NOTE Confidence: 0.8513819

01:27:09.014 --> 01:27:10.310 your good work and for sharing

NOTE Confidence: 0.8513819

01:27:10.310 --> 01:27:11.857 this information with us tonight.

NOTE Confidence: 0.8513819

01:27:11.860 --> 01:27:12.352 Doctor Vasquez.

NOTE Confidence: 0.8513819

01:27:12.352 --> 01:27:12.598 We

NOTE Confidence: 0.8513819

01:27:12.600 --> 01:27:14.390 appreciate you so much. I.

NOTE Confidence: 0.8513819

01:27:14.390 --> 01:27:16.778 I appreciate it. Thank you everybody.

NOTE Confidence: 0.86522144

01:27:18.110 --> 01:27:20.960 Goodnight everybody, thank you so much.