

WEBVTT

NOTE duration:"01:02:34.1760000"

NOTE language:en-us

NOTE Confidence: 0.9056309

00:00:00.000 --> 00:00:01.664 Well thanks everyone for

NOTE Confidence: 0.9056309

00:00:01.664 --> 00:00:03.744 joining us for our third.

NOTE Confidence: 0.9056309

00:00:03.750 --> 00:00:06.522 This is our third session and

NOTE Confidence: 0.9056309

00:00:06.522 --> 00:00:09.149 we're just delighted that to have

NOTE Confidence: 0.9056309

00:00:09.149 --> 00:00:11.564 you come back and be with us.

NOTE Confidence: 0.9056309

00:00:11.570 --> 00:00:14.496 Today we're going to be talking about

NOTE Confidence: 0.9056309

00:00:14.496 --> 00:00:16.210 diversity, equity and inclusion.

NOTE Confidence: 0.9056309

00:00:16.210 --> 00:00:19.754 And that ties across the week we began

NOTE Confidence: 0.9056309

00:00:19.754 --> 00:00:22.430 the week we're talking about trauma

NOTE Confidence: 0.9056309

00:00:22.430 --> 00:00:25.927 and stress and the impact that the

NOTE Confidence: 0.9056309

00:00:25.927 --> 00:00:28.517 pandemic has certainly accelerated the

NOTE Confidence: 0.9056309

00:00:28.517 --> 00:00:31.155 impact of chronic stress and trauma

NOTE Confidence: 0.9056309

00:00:31.155 --> 00:00:34.000 and adversity on children and families,

NOTE Confidence: 0.9056309

00:00:34.000 --> 00:00:36.280 and especially for for

NOTE Confidence: 0.9056309

00:00:36.280 --> 00:00:37.420 underrepresented minorities.

NOTE Confidence: 0.9056309

00:00:37.420 --> 00:00:39.177 For black and Brown children and families,

NOTE Confidence: 0.9056309

00:00:39.180 --> 00:00:41.808 for those who are more vulnerable.

NOTE Confidence: 0.9056309

00:00:41.810 --> 00:00:44.631 And then we moved yesterday to the

NOTE Confidence: 0.9056309

00:00:44.631 --> 00:00:47.169 education and our work in schools.

NOTE Confidence: 0.9056309

00:00:47.170 --> 00:00:47.988 And again,

NOTE Confidence: 0.9056309

00:00:47.988 --> 00:00:50.442 how we're trying to reach families

NOTE Confidence: 0.9056309

00:00:50.442 --> 00:00:52.912 and children in those settings and

NOTE Confidence: 0.9056309

00:00:52.912 --> 00:00:55.282 the digital divide that has showed

NOTE Confidence: 0.9056309

00:00:55.354 --> 00:00:57.469 up impacting so many children.

NOTE Confidence: 0.9056309

00:00:57.470 --> 00:01:00.347 Faye Brown reminded us yesterday for example,

NOTE Confidence: 0.9056309

00:01:00.350 --> 00:01:02.410 that that many children they

NOTE Confidence: 0.9056309

00:01:02.410 --> 00:01:04.058 were given Chromebooks by.

NOTE Confidence: 0.9056309

00:01:04.060 --> 00:01:06.937 Their schools aren't able and don't login,

NOTE Confidence: 0.9056309

00:01:06.940 --> 00:01:09.000 so vulnerabilities in that way.

NOTE Confidence: 0.9056309

00:01:09.000 --> 00:01:12.325 And today we want to explicitly highlight.

NOTE Confidence: 0.9056309

00:01:12.330 --> 00:01:14.745 The Child Study Center and the medical

NOTE Confidence: 0.9056309

00:01:14.745 --> 00:01:17.043 schools efforts an our efforts in

NOTE Confidence: 0.9056309

00:01:17.043 --> 00:01:18.635 the community around diversity,

NOTE Confidence: 0.9056309

00:01:18.640 --> 00:01:22.210 equity and inclusion in our.

NOTE Confidence: 0.9056309

00:01:22.210 --> 00:01:25.360 Hoping to very intentionally take on this

NOTE Confidence: 0.9056309

00:01:25.360 --> 00:01:28.849 what we might call the second pandemic.

NOTE Confidence: 0.9056309

00:01:28.850 --> 00:01:33.234 The anti ran the effort stored antiracism and

NOTE Confidence: 0.9056309

00:01:33.234 --> 00:01:37.067 addressing all of the social unrest and the.

NOTE Confidence: 0.9056309

00:01:37.070 --> 00:01:38.382 Tremendous subdivides that we

NOTE Confidence: 0.9056309

00:01:38.382 --> 00:01:40.350 find ourselves in in our country,

NOTE Confidence: 0.9056309

00:01:40.350 --> 00:01:41.334 in our communities,

NOTE Confidence: 0.9056309

00:01:41.334 --> 00:01:42.318 in the impact,

NOTE Confidence: 0.9056309

00:01:42.320 --> 00:01:43.960 again on children and families.

NOTE Confidence: 0.9056309

00:01:43.960 --> 00:01:46.291 I don't want to take up a lot of

NOTE Confidence: 0.9056309

00:01:46.291 --> 00:01:48.079 time because you've now heard

NOTE Confidence: 0.9056309

00:01:48.079 --> 00:01:50.792 there a lot about the Child Study

NOTE Confidence: 0.9056309

00:01:50.792 --> 00:01:53.067 Center's response in these areas.

NOTE Confidence: 0.9056309

00:01:53.070 --> 00:01:55.770 So I really want to turn it to our speakers

NOTE Confidence: 0.9056309

00:01:55.834 --> 00:01:58.660 and hope that we have a very rich discussion.

NOTE Confidence: 0.9056309

00:01:58.660 --> 00:02:01.124 Today we'll first hear from Doctor Megan

NOTE Confidence: 0.9056309

00:02:01.124 --> 00:02:04.066 Smith about her work in the Moms partnership.

NOTE Confidence: 0.9056309

00:02:04.070 --> 00:02:07.270 Then we will go on to hear from Terra Davila,

NOTE Confidence: 0.9056309

00:02:07.270 --> 00:02:08.870 our inaugural Chief Diversity Officer,

NOTE Confidence: 0.9056309

00:02:08.870 --> 00:02:10.855 that we're just so pleased

NOTE Confidence: 0.9056309

00:02:10.855 --> 00:02:12.443 is in this position.

NOTE Confidence: 0.9056309

00:02:12.450 --> 00:02:14.436 And then from Dean Darren Lattimore,

NOTE Confidence: 0.9056309

00:02:14.440 --> 00:02:16.610 who heads the the Medical Schools Office

NOTE Confidence: 0.9056309

00:02:16.610 --> 00:02:18.740 of Diversity and Equity and Inclusion,

NOTE Confidence: 0.9056309

00:02:18.740 --> 00:02:21.268 and for him to talk about the strategic

NOTE Confidence: 0.9056309

00:02:21.268 --> 00:02:23.709 efforts at the medical school and how

NOTE Confidence: 0.9056309

00:02:23.709 --> 00:02:26.020 the Child Study Center links to that,
NOTE Confidence: 0.9056309

00:02:26.020 --> 00:02:28.198 and vice versa.
NOTE Confidence: 0.9056309

00:02:28.200 --> 00:02:30.184 So let me first turn it to Doctor
NOTE Confidence: 0.9056309

00:02:30.184 --> 00:02:32.005 Smith and just a couple of
NOTE Confidence: 0.9056309

00:02:32.005 --> 00:02:33.580 housekeeping things before I do.
NOTE Confidence: 0.9056309

00:02:33.580 --> 00:02:34.708 If everyone could mute.
NOTE Confidence: 0.9056309

00:02:34.708 --> 00:02:35.836 If you're not speaking,
NOTE Confidence: 0.9056309

00:02:35.840 --> 00:02:37.597 if you could mute and then the
NOTE Confidence: 0.9056309

00:02:37.597 --> 00:02:39.520 second is if you have questions,
NOTE Confidence: 0.9056309

00:02:39.520 --> 00:02:40.940 put them in the chat.
NOTE Confidence: 0.9056309

00:02:40.940 --> 00:02:42.350 I'll be moderating the chat,
NOTE Confidence: 0.9056309

00:02:42.350 --> 00:02:44.422 but if you have a question that
NOTE Confidence: 0.9056309

00:02:44.422 --> 00:02:46.597 you don't want to put in the chat,
NOTE Confidence: 0.9056309

00:02:46.600 --> 00:02:48.574 but rather we just speak it out,
NOTE Confidence: 0.9056309

00:02:48.580 --> 00:02:50.680 that will be fine too.
NOTE Confidence: 0.9056309

00:02:50.680 --> 00:02:52.416 We will actually do questions at the

NOTE Confidence: 0.9056309

00:02:52.416 --> 00:02:54.459 very end of the three presentations,

NOTE Confidence: 0.9056309

00:02:54.460 --> 00:02:56.763 unless you signal in the chat that

NOTE Confidence: 0.9056309

00:02:56.763 --> 00:02:59.089 you would like to have an answer

NOTE Confidence: 0.9056309

00:02:59.089 --> 00:03:01.432 to that question right at the end

NOTE Confidence: 0.9056309

00:03:01.432 --> 00:03:02.936 of a given presentation.

NOTE Confidence: 0.9056309

00:03:02.940 --> 00:03:03.476 So Megan,

NOTE Confidence: 0.9056309

00:03:03.476 --> 00:03:05.620 may I turn the May I turn the

NOTE Confidence: 0.9056309

00:03:05.698 --> 00:03:07.558 virtual podium over to you?

NOTE Confidence: 0.83797145

00:03:07.560 --> 00:03:08.478 Great thank you.

NOTE Confidence: 0.83797145

00:03:08.480 --> 00:03:10.901 Doctor me is wonderful to see so many of

NOTE Confidence: 0.83797145

00:03:10.901 --> 00:03:13.201 you on zoom this afternoon and just an

NOTE Confidence: 0.83797145

00:03:13.201 --> 00:03:15.554 honor to to present with my colleagues

NOTE Confidence: 0.83797145

00:03:15.554 --> 00:03:17.720 Tara and Dean Lattimore as well.

NOTE Confidence: 0.83797145

00:03:17.720 --> 00:03:19.876 So I wanted to share with you.

NOTE Confidence: 0.83797145

00:03:19.880 --> 00:03:22.078 We've been able to have very minimal

NOTE Confidence: 0.83797145

00:03:22.078 --> 00:03:24.498 slides and I promise I only have 3.
NOTE Confidence: 0.83797145

00:03:24.500 --> 00:03:27.270 One is a figure, one is a quote with a
NOTE Confidence: 0.83797145

00:03:27.352 --> 00:03:30.349 couple of pictures in the last is a poem,
NOTE Confidence: 0.83797145

00:03:30.350 --> 00:03:32.502 but I wanted to really use the time
NOTE Confidence: 0.83797145

00:03:32.502 --> 00:03:34.727 to tell you about our experiences.
NOTE Confidence: 0.83797145

00:03:34.730 --> 00:03:37.222 The experiences of our team in light
NOTE Confidence: 0.83797145

00:03:37.222 --> 00:03:40.046 of the pandemic and for those of you
NOTE Confidence: 0.83797145

00:03:40.046 --> 00:03:42.198 who don't know and associate professor
NOTE Confidence: 0.83797145

00:03:42.198 --> 00:03:44.604 here in the Child Study Center,
NOTE Confidence: 0.83797145

00:03:44.610 --> 00:03:47.018 very focused on really two key forces
NOTE Confidence: 0.83797145

00:03:47.018 --> 00:03:49.000 that impact child mental health.
NOTE Confidence: 0.83797145

00:03:49.000 --> 00:03:51.178 One being the mental health of
NOTE Confidence: 0.83797145

00:03:51.178 --> 00:03:52.630 mothers very specifically around
NOTE Confidence: 0.83797145

00:03:52.689 --> 00:03:54.141 maternal depression and anxiety
NOTE Confidence: 0.83797145

00:03:54.141 --> 00:03:56.319 and stress and the other being.
NOTE Confidence: 0.83797145

00:03:56.320 --> 00:03:57.418 Poverty and scarcity.

NOTE Confidence: 0.83797145

00:03:57.418 --> 00:03:59.614 And so thinking a lot about,

NOTE Confidence: 0.83797145

00:03:59.620 --> 00:04:01.244 you know we've had.

NOTE Confidence: 0.83797145

00:04:01.244 --> 00:04:03.274 We've heard in the public

NOTE Confidence: 0.83797145

00:04:03.274 --> 00:04:05.088 discourse with the pandemic.

NOTE Confidence: 0.83797145

00:04:05.090 --> 00:04:07.610 The impact of the pandemic on caregivers,

NOTE Confidence: 0.83797145

00:04:07.610 --> 00:04:09.480 the impact and the really

NOTE Confidence: 0.83797145

00:04:09.480 --> 00:04:11.350 disproportionate burden that low income

NOTE Confidence: 0.83797145

00:04:11.412 --> 00:04:13.368 women of color who are caregivers.

NOTE Confidence: 0.83797145

00:04:13.370 --> 00:04:15.890 Both the children and to other adults,

NOTE Confidence: 0.83797145

00:04:15.890 --> 00:04:17.330 have experienced in terms

NOTE Confidence: 0.83797145

00:04:17.330 --> 00:04:18.770 of depression and anxiety.

NOTE Confidence: 0.83797145

00:04:18.770 --> 00:04:21.080 So parents are now not only being

NOTE Confidence: 0.83797145

00:04:21.080 --> 00:04:23.089 parents but but their friends,

NOTE Confidence: 0.83797145

00:04:23.090 --> 00:04:25.970 and they need to be teachers as well.

NOTE Confidence: 0.83797145

00:04:25.970 --> 00:04:29.444 And so this work that we do as a

NOTE Confidence: 0.83797145

00:04:29.444 --> 00:04:33.169 team here at the Child Study Center.

NOTE Confidence: 0.83797145

00:04:33.170 --> 00:04:35.396 Really focuses on these key forces

NOTE Confidence: 0.83797145

00:04:35.396 --> 00:04:37.605 of maternal mental health and poverty

NOTE Confidence: 0.83797145

00:04:37.605 --> 00:04:39.597 and how we bring them together.

NOTE Confidence: 0.83797145

00:04:39.600 --> 00:04:42.608 So I just wanted to share my screen

NOTE Confidence: 0.83797145

00:04:42.608 --> 00:04:45.237 with you with the first slide.

NOTE Confidence: 0.83797145

00:04:45.240 --> 00:04:48.150 And will hope this helps.

NOTE Confidence: 0.8361951

00:04:53.370 --> 00:04:57.370 Sorry. I hope everyone can see

NOTE Confidence: 0.8361951

00:04:57.370 --> 00:04:59.990 that but but just as a reminder to

NOTE Confidence: 0.8361951

00:04:59.990 --> 00:05:02.616 those of you who may be the first

NOTE Confidence: 0.8361951

00:05:02.616 --> 00:05:05.154 time you're hearing about my work,

NOTE Confidence: 0.8361951

00:05:05.160 --> 00:05:07.260 can elevate and the moms partnership.

NOTE Confidence: 0.8361951

00:05:07.260 --> 00:05:08.700 Last year in 2019,

NOTE Confidence: 0.8361951

00:05:08.700 --> 00:05:11.259 we launched Elevata Policy Lab here at

NOTE Confidence: 0.8361951

00:05:11.259 --> 00:05:13.534 the Child Study Center and you know,

NOTE Confidence: 0.8361951

00:05:13.540 --> 00:05:15.850 we're not a laboratory in the sense

NOTE Confidence: 0.8361951

00:05:15.850 --> 00:05:17.729 of we're working with beakers,

NOTE Confidence: 0.8361951

00:05:17.730 --> 00:05:19.470 or we're not brain imagers,

NOTE Confidence: 0.8361951

00:05:19.470 --> 00:05:21.210 but we're really incubating policies

NOTE Confidence: 0.8361951

00:05:21.210 --> 00:05:23.692 and programs that are focused on mental

NOTE Confidence: 0.8361951

00:05:23.692 --> 00:05:25.750 health of low income mothers specifically,

NOTE Confidence: 0.8361951

00:05:25.750 --> 00:05:28.690 and improving the mental health of families.

NOTE Confidence: 0.8361951

00:05:28.690 --> 00:05:32.514 App. Oops, I'm sorry if everyone is muted,

NOTE Confidence: 0.8361951

00:05:32.520 --> 00:05:34.952 you know as a way to improve ultimately

NOTE Confidence: 0.8361951

00:05:34.952 --> 00:05:37.141 economic and social mobility for families

NOTE Confidence: 0.8361951

00:05:37.141 --> 00:05:39.844 and communities and so elevates work is

NOTE Confidence: 0.8361951

00:05:39.844 --> 00:05:41.654 really in partnership with government

NOTE Confidence: 0.8361951

00:05:41.654 --> 00:05:43.896 partners where we are implementing the

NOTE Confidence: 0.8361951

00:05:43.896 --> 00:05:46.254 work of the Moms Partnership we're

NOTE Confidence: 0.8361951

00:05:46.254 --> 00:05:48.692 scaling that were can I just before I

NOTE Confidence: 0.8361951

00:05:48.692 --> 00:05:51.228 tell you about the experiences with covid,

NOTE Confidence: 0.8361951

00:05:51.230 --> 00:05:53.694 I just wanted to give you a brief
NOTE Confidence: 0.8361951

00:05:53.694 --> 00:05:55.818 overview of the moms partnership,
NOTE Confidence: 0.8361951

00:05:55.820 --> 00:05:58.304 particularly as it relates to an
NOTE Confidence: 0.8361951

00:05:58.304 --> 00:06:00.390 equities and mental health care.
NOTE Confidence: 0.8361951

00:06:00.390 --> 00:06:02.646 We know particularly for maternal depression,
NOTE Confidence: 0.8361951

00:06:02.650 --> 00:06:04.530 that mothers who are identified
NOTE Confidence: 0.8361951

00:06:04.530 --> 00:06:06.410 and detected to have depression,
NOTE Confidence: 0.8361951

00:06:06.410 --> 00:06:08.510 that there's often this large gap
NOTE Confidence: 0.8361951

00:06:08.510 --> 00:06:10.540 between who can access services.
NOTE Confidence: 0.8361951

00:06:10.540 --> 00:06:13.137 And then I'm just going to share
NOTE Confidence: 0.8361951

00:06:13.137 --> 00:06:15.050 my screen here a second.
NOTE Confidence: 0.8361951

00:06:15.050 --> 00:06:16.930 But who can access services?
NOTE Confidence: 0.8361951

00:06:16.930 --> 00:06:19.569 And also then once people access services,
NOTE Confidence: 0.8361951

00:06:19.570 --> 00:06:21.574 the quality of care that's received
NOTE Confidence: 0.8361951

00:06:21.574 --> 00:06:24.079 so to make it really concrete,
NOTE Confidence: 0.8361951

00:06:24.080 --> 00:06:26.330 what we know is that particularly

NOTE Confidence: 0.8361951

00:06:26.330 --> 00:06:27.455 for low income,

NOTE Confidence: 0.8361951

00:06:27.460 --> 00:06:29.554 women of color that there is

NOTE Confidence: 0.8361951

00:06:29.554 --> 00:06:31.600 a large gap in access,

NOTE Confidence: 0.8361951

00:06:31.600 --> 00:06:31.984 so.

NOTE Confidence: 0.8361951

00:06:31.984 --> 00:06:34.288 Services aren't accessed for fear of

NOTE Confidence: 0.8361951

00:06:34.288 --> 00:06:37.020 child welfare for fear of deportation

NOTE Confidence: 0.8361951

00:06:37.020 --> 00:06:39.028 around stigma and discrimination.

NOTE Confidence: 0.8361951

00:06:39.030 --> 00:06:41.202 But there's also this problem once

NOTE Confidence: 0.8361951

00:06:41.202 --> 00:06:43.107 services are accessed of receiving

NOTE Confidence: 0.8361951

00:06:43.107 --> 00:06:45.429 high quality services and so the

NOTE Confidence: 0.8361951

00:06:45.429 --> 00:06:47.536 moms partnership was really created

NOTE Confidence: 0.8361951

00:06:47.536 --> 00:06:49.296 to address those inequities.

NOTE Confidence: 0.8361951

00:06:49.300 --> 00:06:50.724 Using three main mechanisms.

NOTE Confidence: 0.8361951

00:06:50.724 --> 00:06:52.860 The first was to think about

NOTE Confidence: 0.8361951

00:06:52.925 --> 00:06:55.215 placing mental health services for

NOTE Confidence: 0.8361951

00:06:55.215 --> 00:06:57.047 mothers and community settings,
NOTE Confidence: 0.8361951

00:06:57.050 --> 00:06:58.890 so really trying to alleviate
NOTE Confidence: 0.8361951

00:06:58.890 --> 00:07:00.730 some of that access barriers.
NOTE Confidence: 0.8361951

00:07:00.730 --> 00:07:02.842 So by delivering services for mothers
NOTE Confidence: 0.8361951

00:07:02.842 --> 00:07:05.450 in locations like in New Haven in
NOTE Confidence: 0.8361951

00:07:05.450 --> 00:07:07.345 Vermont and supermarkets for example.
NOTE Confidence: 0.8361951

00:07:07.350 --> 00:07:07.660 Second,
NOTE Confidence: 0.8361951

00:07:07.660 --> 00:07:10.140 by using a position that we call a
NOTE Confidence: 0.8361951

00:07:10.140 --> 00:07:11.836 community mental health ambassador
NOTE Confidence: 0.8361951

00:07:11.836 --> 00:07:13.604 another from the community,
NOTE Confidence: 0.8361951

00:07:13.610 --> 00:07:15.818 I see we have Kim Streeter.
NOTE Confidence: 0.8361951

00:07:15.820 --> 00:07:18.082 Actually one of our Community health
NOTE Confidence: 0.8361951

00:07:18.082 --> 00:07:20.229 ambassadors on on with us today.
NOTE Confidence: 0.8361951

00:07:20.230 --> 00:07:21.052 Hi Kim,
NOTE Confidence: 0.8361951

00:07:21.052 --> 00:07:22.696 but Community Health ambassadors
NOTE Confidence: 0.8361951

00:07:22.696 --> 00:07:24.900 are really the connectors between.

NOTE Confidence: 0.8361951

00:07:24.900 --> 00:07:26.900 Community, Ann and clinical services.

NOTE Confidence: 0.8361951

00:07:26.900 --> 00:07:29.020 So Community mental health Masters

NOTE Confidence: 0.8361951

00:07:29.020 --> 00:07:31.140 are mothers with similar cultural

NOTE Confidence: 0.8361951

00:07:31.210 --> 00:07:33.080 backgrounds as mothers that we're

NOTE Confidence: 0.8361951

00:07:33.080 --> 00:07:35.395 serving and really help to not

NOTE Confidence: 0.8361951

00:07:35.395 --> 00:07:37.265 only recruit and engage mothers,

NOTE Confidence: 0.8361951

00:07:37.270 --> 00:07:39.466 but also provide clinical services for

NOTE Confidence: 0.8361951

00:07:39.466 --> 00:07:41.435 mothers making the interventions that

NOTE Confidence: 0.8361951

00:07:41.435 --> 00:07:43.247 we're delivering culturally equivalent,

NOTE Confidence: 0.8361951

00:07:43.250 --> 00:07:44.750 culturally relevant and tailored.

NOTE Confidence: 0.8361951

00:07:44.750 --> 00:07:46.625 So in addition to placing

NOTE Confidence: 0.8361951

00:07:46.625 --> 00:07:48.334 services and community settings

NOTE Confidence: 0.8361951

00:07:48.334 --> 00:07:50.034 using Community Health Masters,

NOTE Confidence: 0.8361951

00:07:50.040 --> 00:07:52.826 the third feature is really around quality,

NOTE Confidence: 0.8361951

00:07:52.830 --> 00:07:55.080 so delivering high quality interventions

NOTE Confidence: 0.8361951

00:07:55.080 --> 00:07:57.330 with Fidelity and Community settings.
NOTE Confidence: 0.8361951

00:07:57.330 --> 00:07:59.260 So we are stress management.
NOTE Confidence: 0.8361951

00:07:59.260 --> 00:08:00.032 Intervention utilizes
NOTE Confidence: 0.8361951

00:08:00.032 --> 00:08:01.190 cognitive behavioral therapy,
NOTE Confidence: 0.8361951

00:08:01.190 --> 00:08:01.910 8 weeks,
NOTE Confidence: 0.8361951

00:08:01.910 --> 00:08:05.440 90 minute sessions a week in a group format,
NOTE Confidence: 0.8361951

00:08:05.440 --> 00:08:08.135 so about 68 women in a group.
NOTE Confidence: 0.8585274

00:08:08.140 --> 00:08:09.680 Really promoting social connections,
NOTE Confidence: 0.8585274

00:08:09.680 --> 00:08:11.170 social network, social capital.
NOTE Confidence: 0.8585274

00:08:11.170 --> 00:08:14.491 So this is all the work that we were
NOTE Confidence: 0.8585274

00:08:14.491 --> 00:08:17.011 doing in Kentucky and DC in Vermont
NOTE Confidence: 0.8585274

00:08:17.011 --> 00:08:19.496 and we were beginning this work
NOTE Confidence: 0.8585274

00:08:19.496 --> 00:08:22.416 in Bridgeport in New York City in
NOTE Confidence: 0.8585274

00:08:22.416 --> 00:08:24.346 conjunction with the cash assistance,
NOTE Confidence: 0.8585274

00:08:24.350 --> 00:08:26.305 the welfare program with the
NOTE Confidence: 0.8585274

00:08:26.305 --> 00:08:28.260 Car Soul system in Kentucky.

NOTE Confidence: 0.8585274

00:08:28.260 --> 00:08:29.730 With the Department of Homeless

NOTE Confidence: 0.8585274

00:08:29.730 --> 00:08:31.200 Services in New York City,

NOTE Confidence: 0.8585274

00:08:31.200 --> 00:08:33.216 we were doing all this work and

NOTE Confidence: 0.8585274

00:08:33.216 --> 00:08:35.018 then the pandemic hit and then

NOTE Confidence: 0.8585274

00:08:35.018 --> 00:08:36.483 the murder of George Floyd.

NOTE Confidence: 0.8585274

00:08:36.490 --> 00:08:38.938 And I think this is really a story about

NOTE Confidence: 0.8585274

00:08:38.938 --> 00:08:41.199 I'm going to share my screen again.

NOTE Confidence: 0.8585274

00:08:41.200 --> 00:08:44.920 A few. Well bear with me.

NOTE Confidence: 0.8585274

00:08:44.920 --> 00:08:48.313 Really, a story that I want to tell about.

NOTE Confidence: 0.8585274

00:08:48.320 --> 00:08:50.205 You know the resilience in

NOTE Confidence: 0.8585274

00:08:50.205 --> 00:08:51.713 this process of resilience.

NOTE Confidence: 0.8585274

00:08:51.720 --> 00:08:52.911 So number one,

NOTE Confidence: 0.8585274

00:08:52.911 --> 00:08:55.293 I can't say enough about the

NOTE Confidence: 0.8585274

00:08:55.293 --> 00:08:57.390 tremendous work of our team here.

NOTE Confidence: 0.8585274

00:08:57.390 --> 00:08:59.658 The Child Study Center and Elevate,

NOTE Confidence: 0.8585274

00:08:59.660 --> 00:09:01.172 directed by our Executive
NOTE Confidence: 0.8585274

00:09:01.172 --> 00:09:02.306 director Hilary Hahn,
NOTE Confidence: 0.8585274

00:09:02.310 --> 00:09:04.572 and the staff who are passionate
NOTE Confidence: 0.8585274

00:09:04.572 --> 00:09:05.703 experts and researchers,
NOTE Confidence: 0.8585274

00:09:05.710 --> 00:09:06.844 community ambassadors, statisticians,
NOTE Confidence: 0.8585274

00:09:06.844 --> 00:09:09.490 program specialist trainees who do this work.
NOTE Confidence: 0.8585274

00:09:09.490 --> 00:09:12.402 So I think pivot is off and maybe
NOTE Confidence: 0.8585274

00:09:12.402 --> 00:09:14.419 an overutilized word with covid
NOTE Confidence: 0.8585274

00:09:14.419 --> 00:09:16.843 so I'll use the word transformed.
NOTE Confidence: 0.8585274

00:09:16.850 --> 00:09:18.854 You know our staff at Elevate
NOTE Confidence: 0.8585274

00:09:18.854 --> 00:09:20.190 really transformed the services
NOTE Confidence: 0.8585274

00:09:20.253 --> 00:09:21.677 that were being delivered.
NOTE Confidence: 0.8585274

00:09:21.680 --> 00:09:23.636 Our clinical research from an in
NOTE Confidence: 0.8585274

00:09:23.636 --> 00:09:25.734 person group model to a virtual
NOTE Confidence: 0.8585274

00:09:25.734 --> 00:09:27.549 platform using zoom using Webex.
NOTE Confidence: 0.8585274

00:09:27.550 --> 00:09:29.958 So it meant redesigning all our manuals,

NOTE Confidence: 0.8585274

00:09:29.960 --> 00:09:31.695 redesigning all of our research

NOTE Confidence: 0.8585274

00:09:31.695 --> 00:09:34.166 systems with the help of Pam Hoffman

NOTE Confidence: 0.8585274

00:09:34.166 --> 00:09:36.164 here in the Child Study Center.

NOTE Confidence: 0.8585274

00:09:36.170 --> 00:09:40.175 This shift was made in a couple of weeks.

NOTE Confidence: 0.8585274

00:09:40.180 --> 00:09:42.231 This this is also really a story

NOTE Confidence: 0.8585274

00:09:42.231 --> 00:09:44.190 of the mothers that we're serving

NOTE Confidence: 0.8585274

00:09:44.190 --> 00:09:46.549 and that are involved in a research

NOTE Confidence: 0.8585274

00:09:46.616 --> 00:09:48.975 studies in the staff of the Moms

NOTE Confidence: 0.8585274

00:09:48.975 --> 00:09:50.316 partnership around in these

NOTE Confidence: 0.8585274

00:09:50.316 --> 00:09:51.946 different sites around the country.

NOTE Confidence: 0.8585274

00:09:51.950 --> 00:09:54.566 So I want you to meet Sabrina Tate,

NOTE Confidence: 0.8585274

00:09:54.570 --> 00:09:56.200 our Community master and DC

NOTE Confidence: 0.8585274

00:09:56.200 --> 00:09:57.504 Moms and Ashley White,

NOTE Confidence: 0.8585274

00:09:57.510 --> 00:10:00.130 a clinician in DC moms.

NOTE Confidence: 0.8585274

00:10:00.130 --> 00:10:01.834 Sabrina and Ashley and the rest

NOTE Confidence: 0.8585274

00:10:01.834 --> 00:10:04.090 of the DC Moms team worked with
NOTE Confidence: 0.8585274

00:10:04.090 --> 00:10:06.202 our elevate staff to continue to
NOTE Confidence: 0.8585274

00:10:06.202 --> 00:10:08.182 deliver services in person to
NOTE Confidence: 0.8585274

00:10:08.182 --> 00:10:10.137 mothers to continue their research.
NOTE Confidence: 0.8585274

00:10:10.140 --> 00:10:12.750 This is a picture in the middle of at
NOTE Confidence: 0.8585274

00:10:12.750 --> 00:10:15.310 the end of every moms intervention,
NOTE Confidence: 0.8585274

00:10:15.310 --> 00:10:17.011 so the end of the eight weeks
NOTE Confidence: 0.8585274

00:10:17.011 --> 00:10:18.929 there is a graduation ceremony and
NOTE Confidence: 0.8585274

00:10:18.929 --> 00:10:21.185 at the graduation ceremony it's a
NOTE Confidence: 0.8585274

00:10:21.185 --> 00:10:23.296 time for celebration of completion
NOTE Confidence: 0.8585274

00:10:23.296 --> 00:10:24.964 of the moms intervention.
NOTE Confidence: 0.8585274

00:10:24.970 --> 00:10:26.734 Usually time of gathering and fudan
NOTE Confidence: 0.8585274

00:10:26.734 --> 00:10:28.770 like so many school administrators.
NOTE Confidence: 0.8585274

00:10:28.770 --> 00:10:29.512 You know,
NOTE Confidence: 0.8585274

00:10:29.512 --> 00:10:31.738 Ashley and Sabrina were really tasks.
NOTE Confidence: 0.8585274

00:10:31.740 --> 00:10:34.676 So how do you do a virtual graduation?

NOTE Confidence: 0.8585274

00:10:34.680 --> 00:10:36.552 So one example was the theme

NOTE Confidence: 0.8585274

00:10:36.552 --> 00:10:39.176 that came up with a theme for

NOTE Confidence: 0.8585274

00:10:39.176 --> 00:10:40.920 graduation cloaked in confidence,

NOTE Confidence: 0.8585274

00:10:40.920 --> 00:10:42.755 which was really speaking to

NOTE Confidence: 0.8585274

00:10:42.755 --> 00:10:44.590 mother's persistence in the spite.

NOTE Confidence: 0.8585274

00:10:44.590 --> 00:10:44.956 Really,

NOTE Confidence: 0.8585274

00:10:44.956 --> 00:10:47.152 in the face of adversity and

NOTE Confidence: 0.8585274

00:10:47.152 --> 00:10:48.670 uncertainty persisting through the

NOTE Confidence: 0.8585274

00:10:48.670 --> 00:10:50.114 Moms partnership work persisting

NOTE Confidence: 0.8585274

00:10:50.114 --> 00:10:52.333 for their children and making their

NOTE Confidence: 0.8585274

00:10:52.333 --> 00:10:54.487 children proud and their families proud.

NOTE Confidence: 0.8585274

00:10:54.490 --> 00:10:56.814 So this seemed of cloaked in confidence

NOTE Confidence: 0.8585274

00:10:56.814 --> 00:10:59.628 was just a great example of what

NOTE Confidence: 0.8585274

00:10:59.628 --> 00:11:01.808 happened in this virtual environment.

NOTE Confidence: 0.8585274

00:11:01.810 --> 00:11:05.051 Other themes in the virtual setting were

NOTE Confidence: 0.8585274

00:11:05.051 --> 00:11:08.640 moxie moms was one theme for graduation.
NOTE Confidence: 0.8585274

00:11:08.640 --> 00:11:10.948 Maintaining safety, creating harmony,
NOTE Confidence: 0.8585274

00:11:10.948 --> 00:11:12.679 and experiencing growth.
NOTE Confidence: 0.82757884

00:11:12.680 --> 00:11:15.504 And then also the theme of sisterly love,
NOTE Confidence: 0.82757884

00:11:15.510 --> 00:11:17.652 and in each of those themes
NOTE Confidence: 0.82757884

00:11:17.652 --> 00:11:19.760 had a color attached to them.
NOTE Confidence: 0.82757884

00:11:19.760 --> 00:11:22.028 And so you know, this work continued
NOTE Confidence: 0.82757884

00:11:22.028 --> 00:11:24.795 in other sites and it presented really
NOTE Confidence: 0.82757884

00:11:24.795 --> 00:11:26.523 an interesting naturalistic experiment
NOTE Confidence: 0.82757884

00:11:26.523 --> 00:11:29.207 of we had data from our in person
NOTE Confidence: 0.82757884

00:11:29.207 --> 00:11:31.736 services an now we had data from our
NOTE Confidence: 0.82757884

00:11:31.736 --> 00:11:33.770 virtual services and actually in the
NOTE Confidence: 0.82757884

00:11:33.836 --> 00:11:36.206 literature there wasn't a lot around
NOTE Confidence: 0.82757884

00:11:36.206 --> 00:11:38.800 the delivery of Telemental health in a
NOTE Confidence: 0.82757884

00:11:38.800 --> 00:11:40.998 group format to mothers and using this
NOTE Confidence: 0.82757884

00:11:41.000 --> 00:11:43.250 position of the Community mental health.

NOTE Confidence: 0.82757884

00:11:43.250 --> 00:11:44.303 Pasador, and so.

NOTE Confidence: 0.82757884

00:11:44.303 --> 00:11:46.409 So what we were really interested

NOTE Confidence: 0.82757884

00:11:46.409 --> 00:11:48.696 in thinking about is, you know,

NOTE Confidence: 0.82757884

00:11:48.696 --> 00:11:50.386 how acceptable is this delivery

NOTE Confidence: 0.82757884

00:11:50.386 --> 00:11:52.788 in a in a virtual platform.

NOTE Confidence: 0.82757884

00:11:52.790 --> 00:11:54.986 And you know very preliminary results.

NOTE Confidence: 0.82757884

00:11:54.990 --> 00:11:56.830 So we have small numbers.

NOTE Confidence: 0.82757884

00:11:56.830 --> 00:11:59.550 We haven't done all of the analysis that

NOTE Confidence: 0.82757884

00:11:59.550 --> 00:12:02.697 we get need to to control for variables,

NOTE Confidence: 0.82757884

00:12:02.700 --> 00:12:04.961 But when we compared nine D1 mothers

NOTE Confidence: 0.82757884

00:12:04.961 --> 00:12:07.717 in person in DC who received our in

NOTE Confidence: 0.82757884

00:12:07.717 --> 00:12:09.977 person services to 51 mothers who

NOTE Confidence: 0.82757884

00:12:09.977 --> 00:12:11.877 received the services virtually,

NOTE Confidence: 0.82757884

00:12:11.880 --> 00:12:14.020 we did not see statistically

NOTE Confidence: 0.82757884

00:12:14.020 --> 00:12:15.304 significant differences in.

NOTE Confidence: 0.82757884

00:12:15.310 --> 00:12:16.960 And the reduction in depression.
NOTE Confidence: 0.82757884

00:12:16.960 --> 00:12:19.592 So we saw you know that we reduce
NOTE Confidence: 0.82757884

00:12:19.592 --> 00:12:21.250 depressive symptoms in both groups.
NOTE Confidence: 0.82757884

00:12:21.250 --> 00:12:23.693 We also saw almost equivalent attendance in
NOTE Confidence: 0.82757884

00:12:23.693 --> 00:12:26.197 both the virtual in the in person format,
NOTE Confidence: 0.82757884

00:12:26.200 --> 00:12:26.860 and importantly,
NOTE Confidence: 0.82757884

00:12:26.860 --> 00:12:28.180 we also saw satisfaction.
NOTE Confidence: 0.82757884

00:12:28.180 --> 00:12:29.930 There were no differences in
NOTE Confidence: 0.82757884

00:12:29.930 --> 00:12:31.330 participant satisfaction in the
NOTE Confidence: 0.82757884

00:12:31.330 --> 00:12:33.128 virtual and the in person delivery.
NOTE Confidence: 0.82757884

00:12:33.130 --> 00:12:35.110 So all of those you know,
NOTE Confidence: 0.82757884

00:12:35.110 --> 00:12:36.892 very preliminary data suggests to us
NOTE Confidence: 0.82757884

00:12:36.892 --> 00:12:39.399 that there is a real opportunity here.
NOTE Confidence: 0.82757884

00:12:39.400 --> 00:12:41.380 Moms is a very scalable approach.
NOTE Confidence: 0.82757884

00:12:41.380 --> 00:12:43.291 It's 8 weeks 90 minutes and we
NOTE Confidence: 0.82757884

00:12:43.291 --> 00:12:44.622 see differences in maternal

NOTE Confidence: 0.82757884

00:12:44.622 --> 00:12:46.446 depression reductions in stress.

NOTE Confidence: 0.82757884

00:12:46.450 --> 00:12:48.062 Increases in social support,

NOTE Confidence: 0.82757884

00:12:48.062 --> 00:12:50.480 so we're heartened to see about,

NOTE Confidence: 0.82757884

00:12:50.480 --> 00:12:52.898 you know the feasibility and acceptability

NOTE Confidence: 0.82757884

00:12:52.898 --> 00:12:57.030 of our virtual delivery, so that's done.

NOTE Confidence: 0.82757884

00:12:57.030 --> 00:12:58.104 Wonderful to see.

NOTE Confidence: 0.82757884

00:12:58.104 --> 00:13:00.610 We've also had a couple other learnings.

NOTE Confidence: 0.82757884

00:13:00.610 --> 00:13:01.284 Number one.

NOTE Confidence: 0.82757884

00:13:01.284 --> 00:13:03.306 The real importance of the Community

NOTE Confidence: 0.82757884

00:13:03.306 --> 00:13:04.909 Mental health ambassador role.

NOTE Confidence: 0.82757884

00:13:04.910 --> 00:13:06.470 So how important that connector

NOTE Confidence: 0.82757884

00:13:06.470 --> 00:13:09.199 is in the use of virtual services?

NOTE Confidence: 0.82757884

00:13:09.200 --> 00:13:11.588 So we've created an engagement session

NOTE Confidence: 0.82757884

00:13:11.588 --> 00:13:13.565 where the community Ambassador clinician

NOTE Confidence: 0.82757884

00:13:13.565 --> 00:13:15.826 is working one on one with mothers

NOTE Confidence: 0.82757884

00:13:15.826 --> 00:13:18.148 before they engage in the group setting.

NOTE Confidence: 0.82757884

00:13:18.150 --> 00:13:20.298 And that's been really critical to.

NOTE Confidence: 0.82757884

00:13:20.300 --> 00:13:22.806 We think the success of this platform.

NOTE Confidence: 0.82757884

00:13:22.810 --> 00:13:23.121 Additionally,

NOTE Confidence: 0.82757884

00:13:23.121 --> 00:13:25.298 you know what we're doing some work

NOTE Confidence: 0.82757884

00:13:25.298 --> 00:13:27.459 on is incorporating anti racism.

NOTE Confidence: 0.82757884

00:13:27.460 --> 00:13:29.720 Work into our training program.

NOTE Confidence: 0.82757884

00:13:29.720 --> 00:13:31.670 Kim's been working on that with

NOTE Confidence: 0.82757884

00:13:31.670 --> 00:13:33.747 our team and others and really

NOTE Confidence: 0.82757884

00:13:33.747 --> 00:13:35.883 working with the mom staff around

NOTE Confidence: 0.82757884

00:13:35.883 --> 00:13:38.068 the country to get their feedback.

NOTE Confidence: 0.82757884

00:13:38.070 --> 00:13:39.114 Doctor Ketra Thompson,

NOTE Confidence: 0.82757884

00:13:39.114 --> 00:13:41.550 who is a postdoc working with us,

NOTE Confidence: 0.82757884

00:13:41.550 --> 00:13:43.758 is doing a number of qualitative

NOTE Confidence: 0.82757884

00:13:43.758 --> 00:13:45.605 interviews to really understand the

NOTE Confidence: 0.82757884

00:13:45.605 --> 00:13:47.817 impact of covid on the service delivery.

NOTE Confidence: 0.82757884

00:13:47.820 --> 00:13:49.896 So I just wanted to end.

NOTE Confidence: 0.82757884

00:13:49.900 --> 00:13:51.640 There's obviously a lot more

NOTE Confidence: 0.82757884

00:13:51.640 --> 00:13:53.032 to say about this,

NOTE Confidence: 0.82757884

00:13:53.040 --> 00:13:55.236 but I one of the things we did in

NOTE Confidence: 0.82757884

00:13:55.236 --> 00:13:57.835 the Child study Center under Doctor

NOTE Confidence: 0.82757884

00:13:57.835 --> 00:13:59.659 Mays leadership and colleagues

NOTE Confidence: 0.82757884

00:13:59.659 --> 00:14:01.708 Andres Martin and Heather how?

NOTE Confidence: 0.82757884

00:14:01.710 --> 00:14:04.027 Was a compassionate care grand rounds and

NOTE Confidence: 0.82757884

00:14:04.027 --> 00:14:06.717 I read this poem at that grand rounds,

NOTE Confidence: 0.82757884

00:14:06.720 --> 00:14:08.981 but I wanted to just end with

NOTE Confidence: 0.82757884

00:14:08.981 --> 00:14:11.346 it today because I think it does

NOTE Confidence: 0.82757884

00:14:11.346 --> 00:14:13.326 not only speak to resilience in

NOTE Confidence: 0.8536609

00:14:13.403 --> 00:14:16.410 a time of darkness, you know a time of

NOTE Confidence: 0.8536609

00:14:16.410 --> 00:14:18.080 really collective trauma and isolation,

NOTE Confidence: 0.8536609

00:14:18.080 --> 00:14:19.994 but it really speaks to the

NOTE Confidence: 0.8536609

00:14:19.994 --> 00:14:21.636 importance of building the capacity
NOTE Confidence: 0.8536609

00:14:21.636 --> 00:14:23.785 of parents and caregivers as a way
NOTE Confidence: 0.8536609

00:14:23.785 --> 00:14:25.759 to usher children through this.
NOTE Confidence: 0.8536609

00:14:25.760 --> 00:14:27.758 So this is Lucille Clifton's poem,
NOTE Confidence: 0.8536609

00:14:27.760 --> 00:14:30.410 the blessing of the boats.
NOTE Confidence: 0.8536609

00:14:30.410 --> 00:14:33.050 May the tie that is entering even now
NOTE Confidence: 0.8536609

00:14:33.050 --> 00:14:35.344 the lip of our understanding carry
NOTE Confidence: 0.8536609

00:14:35.344 --> 00:14:38.120 you out beyond the face of fear.
NOTE Confidence: 0.8536609

00:14:38.120 --> 00:14:40.856 May you kiss the wind and then turn from
NOTE Confidence: 0.8536609

00:14:40.856 --> 00:14:43.774 it certain that it will love your back?
NOTE Confidence: 0.8536609

00:14:43.780 --> 00:14:46.104 May you open your eyes to water.
NOTE Confidence: 0.8536609

00:14:46.110 --> 00:14:48.350 What are waving forever and may you
NOTE Confidence: 0.8536609

00:14:48.350 --> 00:14:50.440 and your innocence sail through this.
NOTE Confidence: 0.8536609

00:14:50.440 --> 00:14:52.688 To that I think those last two lines
NOTE Confidence: 0.8536609

00:14:52.688 --> 00:14:54.972 are one of the pieces we want to
NOTE Confidence: 0.8536609

00:14:54.972 --> 00:14:56.997 foster in the Moms partnership work

NOTE Confidence: 0.8536609

00:14:56.997 --> 00:14:59.142 of helping parents help children

NOTE Confidence: 0.8536609

00:14:59.142 --> 00:15:01.762 sail through this to that and really

NOTE Confidence: 0.8536609

00:15:01.762 --> 00:15:03.760 be a stable a stable for.

NOTE Confidence: 0.8536609

00:15:03.760 --> 00:15:06.133 So we thank you all for your

NOTE Confidence: 0.8536609

00:15:06.133 --> 00:15:08.239 partnership in our work and were.

NOTE Confidence: 0.8536609

00:15:08.240 --> 00:15:10.460 Very much looking for opportunities

NOTE Confidence: 0.8536609

00:15:10.460 --> 00:15:12.680 to expand the moms partnership

NOTE Confidence: 0.8536609

00:15:12.751 --> 00:15:15.040 and see this opportunity to do so.

NOTE Confidence: 0.8536609

00:15:15.040 --> 00:15:17.450 For communities that are really

NOTE Confidence: 0.8536609

00:15:17.450 --> 00:15:19.378 disproportionately affected by covid.

NOTE Confidence: 0.8536609

00:15:19.380 --> 00:15:21.228 So I'll stop there and Terra

NOTE Confidence: 0.8536609

00:15:21.228 --> 00:15:23.040 I will turn it over to

NOTE Confidence: 0.76953846

00:15:23.040 --> 00:15:24.570 you. Thank you mega Terra.

NOTE Confidence: 0.8147961

00:15:26.040 --> 00:15:27.168 Hey, and thank

NOTE Confidence: 0.8147961

00:15:27.170 --> 00:15:29.025 you Megan would have beautiful

NOTE Confidence: 0.8147961

00:15:29.025 --> 00:15:31.290 image you left with that poem.

NOTE Confidence: 0.8147961

00:15:31.290 --> 00:15:32.793 I really appreciate that.

NOTE Confidence: 0.8147961

00:15:32.793 --> 00:15:35.415 So I'm so glad to be here

NOTE Confidence: 0.8147961

00:15:35.415 --> 00:15:37.290 with all of you today.

NOTE Confidence: 0.8147961

00:15:37.290 --> 00:15:39.900 My name is Terra dabula.

NOTE Confidence: 0.8147961

00:15:39.900 --> 00:15:41.860 And I am a licensed clinical social

NOTE Confidence: 0.8147961

00:15:41.860 --> 00:15:43.404 worker and assistant clinical professor

NOTE Confidence: 0.8147961

00:15:43.404 --> 00:15:45.354 of social work in the clinical

NOTE Confidence: 0.8147961

00:15:45.354 --> 00:15:47.258 coordinator for the outpatient services,

NOTE Confidence: 0.8147961

00:15:47.260 --> 00:15:49.213 where I've been for the last nine

NOTE Confidence: 0.8147961

00:15:49.213 --> 00:15:50.840 years nationally certified provider of

NOTE Confidence: 0.8147961

00:15:50.840 --> 00:15:52.700 trauma focused cognitive behavioral therapy,

NOTE Confidence: 0.8147961

00:15:52.700 --> 00:15:54.758 and a state trainer for the modular

NOTE Confidence: 0.8147961

00:15:54.758 --> 00:15:56.860 approach to treating children with anxiety,

NOTE Confidence: 0.8147961

00:15:56.860 --> 00:15:58.460 depression, trauma and conduct problems,

NOTE Confidence: 0.8147961

00:15:58.460 --> 00:16:01.480 which is also known as match.

NOTE Confidence: 0.8147961

00:16:01.480 --> 00:16:03.115 While providing clinical services and

NOTE Confidence: 0.8147961

00:16:03.115 --> 00:16:05.070 Spanish and English is a privilege

NOTE Confidence: 0.8147961

00:16:05.070 --> 00:16:07.142 that I hold very dear alarge part of

NOTE Confidence: 0.8147961

00:16:07.142 --> 00:16:09.410 my role at the center includes teaching,

NOTE Confidence: 0.8147961

00:16:09.410 --> 00:16:10.630 training and providing supervision.

NOTE Confidence: 0.8147961

00:16:10.630 --> 00:16:11.850 You can ask anyone,

NOTE Confidence: 0.8147961

00:16:11.850 --> 00:16:13.380 'cause I say it often.

NOTE Confidence: 0.8147961

00:16:13.380 --> 00:16:15.508 I love the work that I do.

NOTE Confidence: 0.8147961

00:16:15.510 --> 00:16:18.471 The people that I do it with

NOTE Confidence: 0.8147961

00:16:18.471 --> 00:16:21.019 and those that I do it for.

NOTE Confidence: 0.8147961

00:16:21.020 --> 00:16:22.388 Through these roles and

NOTE Confidence: 0.8147961

00:16:22.388 --> 00:16:23.756 responsibilities that I hold,

NOTE Confidence: 0.8147961

00:16:23.760 --> 00:16:25.405 I've worked hard to encourage

NOTE Confidence: 0.8147961

00:16:25.405 --> 00:16:27.050 and support approaches to the

NOTE Confidence: 0.8147961

00:16:27.106 --> 00:16:28.886 work that are culturally humble.

NOTE Confidence: 0.8147961

00:16:28.890 --> 00:16:30.936 Seek to notice our own biases,
NOTE Confidence: 0.8147961

00:16:30.940 --> 00:16:32.635 and consistently think about social
NOTE Confidence: 0.8147961

00:16:32.635 --> 00:16:34.728 justice and racial equity in every
NOTE Confidence: 0.8147961

00:16:34.728 --> 00:16:36.408 aspect of our clinic operations.
NOTE Confidence: 0.8147961

00:16:36.410 --> 00:16:39.146 These are values that have been my Northstar.
NOTE Confidence: 0.8147961

00:16:39.150 --> 00:16:41.878 They've led me to become a social worker,
NOTE Confidence: 0.8147961

00:16:41.880 --> 00:16:43.590 and have altered my trajectory
NOTE Confidence: 0.8147961

00:16:43.590 --> 00:16:45.286 at the Child Study Center.
NOTE Confidence: 0.8147961

00:16:45.286 --> 00:16:47.320 As I've also very recently added
NOTE Confidence: 0.8147961

00:16:47.387 --> 00:16:49.457 the role of the inaugural Chief
NOTE Confidence: 0.8147961

00:16:49.457 --> 00:16:51.330 Diversity Officer for the Center.
NOTE Confidence: 0.8147961

00:16:51.330 --> 00:16:53.794 To my efforts and before I share more
NOTE Confidence: 0.8147961

00:16:53.794 --> 00:16:56.125 with you about my vision for than
NOTE Confidence: 0.8147961

00:16:56.125 --> 00:16:58.580 you for this new portion of my work.
NOTE Confidence: 0.8147961

00:16:58.580 --> 00:17:00.020 I think it's important,
NOTE Confidence: 0.8147961

00:17:00.020 --> 00:17:00.380 first,

NOTE Confidence: 0.8147961

00:17:00.380 --> 00:17:04.052 to reflect a little bit on some of the

NOTE Confidence: 0.8147961

00:17:04.052 --> 00:17:07.725 events from earlier in this very odd year.

NOTE Confidence: 0.8147961

00:17:07.730 --> 00:17:10.229 In March we were all impacted by

NOTE Confidence: 0.8147961

00:17:10.229 --> 00:17:12.417 this global pandemic that we're all

NOTE Confidence: 0.8147961

00:17:12.417 --> 00:17:14.867 still in during so many months later,

NOTE Confidence: 0.8147961

00:17:14.870 --> 00:17:17.369 as schools closed in hospital beds filled,

NOTE Confidence: 0.8147961

00:17:17.370 --> 00:17:19.869 we were enveloped in anxiety and fear,

NOTE Confidence: 0.8147961

00:17:19.870 --> 00:17:21.808 uncertain of what to expect as

NOTE Confidence: 0.8147961

00:17:21.808 --> 00:17:23.800 individuals and as a community.

NOTE Confidence: 0.8147961

00:17:23.800 --> 00:17:25.893 And yet we remain determined to figure

NOTE Confidence: 0.8147961

00:17:25.893 --> 00:17:28.084 out how to completely transform the

NOTE Confidence: 0.8147961

00:17:28.084 --> 00:17:30.538 provision of many of our clinical

NOTE Confidence: 0.8147961

00:17:30.538 --> 00:17:32.359 services to Tele Health Center.

NOTE Confidence: 0.8147961

00:17:32.360 --> 00:17:34.325 Leadership began meeting at least

NOTE Confidence: 0.8147961

00:17:34.325 --> 00:17:37.421 daily to ensure that we can be safe

NOTE Confidence: 0.8147961

00:17:37.421 --> 00:17:39.181 and continue to provide services

NOTE Confidence: 0.8147961

00:17:39.181 --> 00:17:41.886 to the youth and families we serve.

NOTE Confidence: 0.8147961

00:17:41.890 --> 00:17:44.618 The work was great and many of our

NOTE Confidence: 0.8147961

00:17:44.618 --> 00:17:46.552 providers and staff just rolled

NOTE Confidence: 0.8147961

00:17:46.552 --> 00:17:48.898 up their sleeves and adapted to

NOTE Confidence: 0.8147961

00:17:48.898 --> 00:17:50.720 doing our work virtually.

NOTE Confidence: 0.8147961

00:17:50.720 --> 00:17:52.420 In the time of Covid,

NOTE Confidence: 0.8147961

00:17:52.420 --> 00:17:54.120 which has a trademark of

NOTE Confidence: 0.8147961

00:17:54.120 --> 00:17:55.140 uncertainty and despair,

NOTE Confidence: 0.8147961

00:17:55.140 --> 00:17:57.216 we were able to provide some

NOTE Confidence: 0.8147961

00:17:57.216 --> 00:17:58.993 continuity and support to many

NOTE Confidence: 0.8147961

00:17:58.993 --> 00:18:00.919 of the families that we serve.

NOTE Confidence: 0.8147961

00:18:00.920 --> 00:18:03.380 I'm still amazed by what we

NOTE Confidence: 0.8147961

00:18:03.380 --> 00:18:05.020 have accomplished while living

NOTE Confidence: 0.8147961

00:18:05.094 --> 00:18:06.648 through this pandemic.

NOTE Confidence: 0.8147961

00:18:06.650 --> 00:18:07.020 Successes,

NOTE Confidence: 0.8147961

00:18:07.020 --> 00:18:07.390 however,

NOTE Confidence: 0.8147961

00:18:07.390 --> 00:18:09.610 were also accompanied by new challenges.

NOTE Confidence: 0.8147961

00:18:09.610 --> 00:18:11.090 Existing inequities became more

NOTE Confidence: 0.8147961

00:18:11.090 --> 00:18:12.200 pronounced each day,

NOTE Confidence: 0.8147961

00:18:12.200 --> 00:18:14.420 although we figured out how to

NOTE Confidence: 0.8147961

00:18:14.420 --> 00:18:15.900 continue to provide services,

NOTE Confidence: 0.8147961

00:18:15.900 --> 00:18:18.665 many of our families could not access

NOTE Confidence: 0.8147961

00:18:18.665 --> 00:18:21.158 them because they didn't have a

NOTE Confidence: 0.8147961

00:18:21.158 --> 00:18:23.208 device or consistent and reliable

NOTE Confidence: 0.8147961

00:18:23.208 --> 00:18:25.740 access to the Internet which are

NOTE Confidence: 0.8147961

00:18:25.740 --> 00:18:28.200 required to engage in Tele health.

NOTE Confidence: 0.82255113

00:18:28.200 --> 00:18:30.066 Many of our families had to

NOTE Confidence: 0.82255113

00:18:30.066 --> 00:18:31.790 abruptly end treatment or engaged

NOTE Confidence: 0.82255113

00:18:31.790 --> 00:18:33.850 frantically due to these barriers.

NOTE Confidence: 0.82255113

00:18:33.850 --> 00:18:36.307 Some youth had parents were forced to

NOTE Confidence: 0.82255113

00:18:36.307 --> 00:18:39.022 risk infection in service jobs to be able
NOTE Confidence: 0.82255113

00:18:39.022 --> 00:18:41.260 to provide their for their families,
NOTE Confidence: 0.82255113

00:18:41.260 --> 00:18:44.740 many with access to little or no PP.
NOTE Confidence: 0.82255113

00:18:44.740 --> 00:18:47.668 The demand on food pantries and
NOTE Confidence: 0.82255113

00:18:47.668 --> 00:18:50.741 other providers of basic needs was
NOTE Confidence: 0.82255113

00:18:50.741 --> 00:18:53.813 immense and many families became ill.
NOTE Confidence: 0.82255113

00:18:53.820 --> 00:18:56.496 The trends we were seeing were
NOTE Confidence: 0.82255113

00:18:56.496 --> 00:18:58.280 occurring across the country.
NOTE Confidence: 0.82255113

00:18:58.280 --> 00:19:00.709 As we lived with the novel coronavirus,
NOTE Confidence: 0.82255113

00:19:00.710 --> 00:19:03.212 we became increasingly aware of the
NOTE Confidence: 0.82255113

00:19:03.212 --> 00:19:04.880 disproportionate effects of COVID-19
NOTE Confidence: 0.82255113

00:19:04.942 --> 00:19:06.752 on black and Brown communities
NOTE Confidence: 0.82255113

00:19:06.752 --> 00:19:07.838 across the country.
NOTE Confidence: 0.82255113

00:19:07.840 --> 00:19:10.248 People of color have been dying at
NOTE Confidence: 0.82255113

00:19:10.248 --> 00:19:12.277 rates higher than their proportion
NOTE Confidence: 0.82255113

00:19:12.277 --> 00:19:13.666 to the population.

NOTE Confidence: 0.82255113
00:19:13.670 --> 00:19:15.920 To quote, Doctor Marcella Nunez Smith,
NOTE Confidence: 0.82255113
00:19:15.920 --> 00:19:18.545 the director of the Equity Research and
NOTE Confidence: 0.82255113
00:19:18.545 --> 00:19:21.168 Innovation Center at the School of Medicine,
NOTE Confidence: 0.82255113
00:19:21.170 --> 00:19:24.117 we know that these racial and ethnic
NOTE Confidence: 0.82255113
00:19:24.117 --> 00:19:26.280 disparities in COVID-19 are the
NOTE Confidence: 0.82255113
00:19:26.280 --> 00:19:28.335 result of pre pandemic realities.
NOTE Confidence: 0.82255113
00:19:28.340 --> 00:19:30.566 It's a legacy of structural discrimination
NOTE Confidence: 0.82255113
00:19:30.566 --> 00:19:32.688 that has limited access to health
NOTE Confidence: 0.82255113
00:19:32.688 --> 00:19:34.416 and wealth for people of color.
NOTE Confidence: 0.8485834
00:19:36.640 --> 00:19:39.006 Covid and the resulting disparities were not
NOTE Confidence: 0.8485834
00:19:39.006 --> 00:19:41.860 all that was plaguing communities of color.
NOTE Confidence: 0.8485834
00:19:41.860 --> 00:19:44.320 There was also the conditions of
NOTE Confidence: 0.8485834
00:19:44.320 --> 00:19:46.890 structural and systemic racism taking a
NOTE Confidence: 0.8485834
00:19:46.890 --> 00:19:49.476 particularly egregious toll on black bodies.
NOTE Confidence: 0.8485834
00:19:49.480 --> 00:19:51.928 COVID-19 was ravaging communities of color.
NOTE Confidence: 0.8485834

00:19:51.930 --> 00:19:53.835 People were paying attention and
NOTE Confidence: 0.8485834

00:19:53.835 --> 00:19:56.252 being impacted by the ongoing violence
NOTE Confidence: 0.8485834

00:19:56.252 --> 00:19:58.457 being perpetrated on black people,
NOTE Confidence: 0.8485834

00:19:58.460 --> 00:20:01.420 and they were agreed.
NOTE Confidence: 0.8485834

00:20:01.420 --> 00:20:03.996 While we knew of the murders of Ahmad,
NOTE Confidence: 0.8485834

00:20:04.000 --> 00:20:05.824 Aubrey and Brianna Taylor that had
NOTE Confidence: 0.8485834

00:20:05.824 --> 00:20:07.858 occurred earlier in the pandemic and
NOTE Confidence: 0.8485834

00:20:07.858 --> 00:20:09.748 countless others that have occurred
NOTE Confidence: 0.8485834

00:20:09.748 --> 00:20:11.360 throughout our nation's history.
NOTE Confidence: 0.8485834

00:20:11.360 --> 00:20:13.946 It was the highly publicized in
NOTE Confidence: 0.8485834

00:20:13.946 --> 00:20:16.200 dehumanizing murder of George Floyd
NOTE Confidence: 0.8485834

00:20:16.200 --> 00:20:18.924 against the backdrop of the increasing,
NOTE Confidence: 0.8485834

00:20:18.930 --> 00:20:20.890 disproportionate and devastating effects
NOTE Confidence: 0.8485834

00:20:20.890 --> 00:20:24.283 of COVID-19 on communities of color that
NOTE Confidence: 0.8485834

00:20:24.283 --> 00:20:26.936 brought outrage to the Child study center,
NOTE Confidence: 0.8485834

00:20:26.940 --> 00:20:30.540 the nation and the world.

NOTE Confidence: 0.8485834

00:20:30.540 --> 00:20:32.598 I cannot talk about being appointed

NOTE Confidence: 0.8485834

00:20:32.598 --> 00:20:34.356 the inaugural Chief Diversity Officer

NOTE Confidence: 0.8485834

00:20:34.356 --> 00:20:36.318 of the Child Study Center without

NOTE Confidence: 0.8485834

00:20:36.318 --> 00:20:38.310 painting the picture of the conditions

NOTE Confidence: 0.8485834

00:20:38.310 --> 00:20:40.212 that made George Floyd's murder a

NOTE Confidence: 0.8485834

00:20:40.212 --> 00:20:43.098 catalyst for a global movement.

NOTE Confidence: 0.8485834

00:20:43.100 --> 00:20:44.945 Perhaps the shared experience of

NOTE Confidence: 0.8485834

00:20:44.945 --> 00:20:47.217 being in a global pandemic created

NOTE Confidence: 0.8485834

00:20:47.217 --> 00:20:49.716 a broader sense of community and as

NOTE Confidence: 0.8485834

00:20:49.716 --> 00:20:51.640 postulated by Haifa Staiti, Simon,

NOTE Confidence: 0.8485834

00:20:51.640 --> 00:20:52.300 Baron Cohen,

NOTE Confidence: 0.8485834

00:20:52.300 --> 00:20:54.280 an Monica Douglas in their empathy

NOTE Confidence: 0.8485834

00:20:54.280 --> 00:20:56.158 for Peace Conversation series.

NOTE Confidence: 0.8485834

00:20:56.160 --> 00:20:58.925 Perhaps it increased our sense of empathy

NOTE Confidence: 0.8485834

00:20:58.925 --> 00:21:01.702 by expanding our sense of connection

NOTE Confidence: 0.8485834

00:21:01.702 --> 00:21:03.726 through this common denominator.

NOTE Confidence: 0.8485834

00:21:03.730 --> 00:21:05.545 Perhaps it was this increased

NOTE Confidence: 0.8485834

00:21:05.545 --> 00:21:07.360 sense of empathy that propelled

NOTE Confidence: 0.8485834

00:21:07.428 --> 00:21:08.800 our center into action.

NOTE Confidence: 0.8485834

00:21:08.800 --> 00:21:10.605 Our community was paying attention

NOTE Confidence: 0.8485834

00:21:10.605 --> 00:21:13.302 and our black and Brown child study

NOTE Confidence: 0.8485834

00:21:13.302 --> 00:21:14.946 center community members bravely

NOTE Confidence: 0.8485834

00:21:14.946 --> 00:21:17.618 spoke out about their experiences of

NOTE Confidence: 0.8485834

00:21:17.618 --> 00:21:19.538 structural and institutional racism

NOTE Confidence: 0.8485834

00:21:19.538 --> 00:21:22.304 throughout their lives and at Yale,

NOTE Confidence: 0.8485834

00:21:22.304 --> 00:21:24.836 we not only heard these stories,

NOTE Confidence: 0.8485834

00:21:24.840 --> 00:21:27.540 but they were received with empathic

NOTE Confidence: 0.8485834

00:21:27.540 --> 00:21:30.060 hearts and guided by justice.

NOTE Confidence: 0.8485834

00:21:30.060 --> 00:21:32.349 And the plans to create the chief

NOTE Confidence: 0.8485834

00:21:32.349 --> 00:21:33.961 diversity Officer position at the

NOTE Confidence: 0.8485834

00:21:33.961 --> 00:21:35.381 Child Study Center was accelerated

NOTE Confidence: 0.8485834

00:21:35.381 --> 00:21:37.488 as part of the interview process.

NOTE Confidence: 0.8485834

00:21:37.490 --> 00:21:39.920 I was honored to be a part of a

NOTE Confidence: 0.8485834

00:21:39.920 --> 00:21:42.456 talented cohort of women of color who

NOTE Confidence: 0.8485834

00:21:42.456 --> 00:21:44.599 presented our visions for the role,

NOTE Confidence: 0.8485834

00:21:44.600 --> 00:21:49.262 and I'm pleased to share mine with you today.

NOTE Confidence: 0.8485834

00:21:49.270 --> 00:21:51.748 The vision I hold for diversity equity

NOTE Confidence: 0.8485834

00:21:51.748 --> 00:21:54.262 inclusion at the Department is a heavy

NOTE Confidence: 0.8485834

00:21:54.262 --> 00:21:56.344 lift made lighter by many hands.

NOTE Confidence: 0.8485834

00:21:56.350 --> 00:21:59.212 This is work that we all must do together

NOTE Confidence: 0.8485834

00:21:59.212 --> 00:22:02.280 and I see my role is the inaugural

NOTE Confidence: 0.8485834

00:22:02.280 --> 00:22:04.489 Chief Diversity Officer as a catalyst.

NOTE Confidence: 0.8485834

00:22:04.490 --> 00:22:05.902 Who can galvanized and

NOTE Confidence: 0.8485834

00:22:05.902 --> 00:22:07.314 support a collective effort.

NOTE Confidence: 0.8485834

00:22:07.320 --> 00:22:09.756 I intend to create trusting spaces

NOTE Confidence: 0.8485834

00:22:09.756 --> 00:22:12.545 where there's room for all at the

NOTE Confidence: 0.8485834

00:22:12.545 --> 00:22:14.723 table to support the beautiful and
NOTE Confidence: 0.8485834

00:22:14.723 --> 00:22:16.843 often messy work of dismantling
NOTE Confidence: 0.8485834

00:22:16.843 --> 00:22:19.363 racism at the House Study Center.
NOTE Confidence: 0.8485834

00:22:19.370 --> 00:22:20.996 To engage in this important work
NOTE Confidence: 0.8485834

00:22:20.996 --> 00:22:22.380 effectively and sustainably are first,
NOTE Confidence: 0.8485834

00:22:22.380 --> 00:22:24.627 so we focused on the internal work
NOTE Confidence: 0.8485834

00:22:24.627 --> 00:22:26.561 that is foundational in Paramount to
NOTE Confidence: 0.8485834

00:22:26.561 --> 00:22:28.682 the goals that we strive to achieve.
NOTE Confidence: 0.8485834

00:22:28.690 --> 00:22:30.652 I believe that leadership must be
NOTE Confidence: 0.8485834

00:22:30.652 --> 00:22:32.412 invested and committed to making
NOTE Confidence: 0.8485834

00:22:32.412 --> 00:22:33.190 these changes.
NOTE Confidence: 0.8485834

00:22:33.190 --> 00:22:35.065 I've had many conversations with
NOTE Confidence: 0.8485834

00:22:35.065 --> 00:22:37.684 Doctor Mays about my role and with
NOTE Confidence: 0.8485834

00:22:37.684 --> 00:22:39.364 each conversation I can honestly
NOTE Confidence: 0.8485834

00:22:39.364 --> 00:22:42.191 say that I leave with a new sense of
NOTE Confidence: 0.8485834

00:22:42.191 --> 00:22:45.060 excitement as it is clear to me that Linda,

NOTE Confidence: 0.8485834

00:22:45.060 --> 00:22:47.426 another leadership in the Child Study Center,

NOTE Confidence: 0.8485834

00:22:47.430 --> 00:22:49.015 are committed to supporting policies

NOTE Confidence: 0.8485834

00:22:49.015 --> 00:22:50.600 and practices that will not

NOTE Confidence: 0.8676304

00:22:50.651 --> 00:22:51.839 only increase diversity,

NOTE Confidence: 0.8676304

00:22:51.840 --> 00:22:52.854 equity and inclusion,

NOTE Confidence: 0.8676304

00:22:52.854 --> 00:22:54.544 but are also anti racist.

NOTE Confidence: 0.8676304

00:22:54.550 --> 00:22:56.452 We are aligned in efforts to

NOTE Confidence: 0.8676304

00:22:56.452 --> 00:22:58.573 center race while not ignoring the

NOTE Confidence: 0.8676304

00:22:58.573 --> 00:23:00.145 varying expressions of diversity

NOTE Confidence: 0.8676304

00:23:00.145 --> 00:23:02.420 and how they all intersect.

NOTE Confidence: 0.8676304

00:23:02.420 --> 00:23:04.394 I also am grateful for the mentorship

NOTE Confidence: 0.8676304

00:23:04.394 --> 00:23:06.059 and guidance from Dean Lattimore.

NOTE Confidence: 0.8676304

00:23:06.060 --> 00:23:06.966 Another diversity champions

NOTE Confidence: 0.8676304

00:23:06.966 --> 00:23:08.476 at the School of Medicine.

NOTE Confidence: 0.8676304

00:23:08.480 --> 00:23:10.573 He and I are working closely together

NOTE Confidence: 0.8676304

00:23:10.573 --> 00:23:12.432 and you'll hear more from him
NOTE Confidence: 0.8676304

00:23:12.432 --> 00:23:14.238 soon to ensure that our diversity,
NOTE Confidence: 0.8676304

00:23:14.240 --> 00:23:15.448 equity and inclusion efforts
NOTE Confidence: 0.8676304

00:23:15.448 --> 00:23:16.958 are aligned with his vision
NOTE Confidence: 0.8676304

00:23:16.958 --> 00:23:18.479 for the School of Medicine.
NOTE Confidence: 0.87090296

00:23:20.670 --> 00:23:23.406 I think that one of the most powerful
NOTE Confidence: 0.87090296

00:23:23.406 --> 00:23:26.002 statements that we can make in addition
NOTE Confidence: 0.87090296

00:23:26.002 --> 00:23:28.228 to the commitment that leadership has
NOTE Confidence: 0.87090296

00:23:28.228 --> 00:23:30.440 made by supporting this role is to
NOTE Confidence: 0.87090296

00:23:30.440 --> 00:23:32.424 expand our mission and values with
NOTE Confidence: 0.87090296

00:23:32.424 --> 00:23:34.104 language that reflects our pledge
NOTE Confidence: 0.87090296

00:23:34.104 --> 00:23:36.442 to increase diversity in all of its
NOTE Confidence: 0.87090296

00:23:36.442 --> 00:23:38.567 forms in our organization and develop
NOTE Confidence: 0.87090296

00:23:38.567 --> 00:23:40.448 practices that are equitable, inclusive.
NOTE Confidence: 0.87090296

00:23:40.448 --> 00:23:41.840 And then how racist.
NOTE Confidence: 0.87090296

00:23:41.840 --> 00:23:44.367 This will make a strong statement to

NOTE Confidence: 0.87090296

00:23:44.367 --> 00:23:46.405 current and potential stakeholders about

NOTE Confidence: 0.87090296

00:23:46.405 --> 00:23:49.506 our commitment to these values in perpetuity.

NOTE Confidence: 0.87090296

00:23:49.510 --> 00:23:51.687 This will be an important step to

NOTE Confidence: 0.87090296

00:23:51.687 --> 00:23:54.009 the culture shift that we seek and

NOTE Confidence: 0.87090296

00:23:54.009 --> 00:23:55.669 will have impact on recruitment.

NOTE Confidence: 0.87090296

00:23:55.670 --> 00:23:58.469 And retention efforts.

NOTE Confidence: 0.87090296

00:23:58.470 --> 00:24:00.504 To ensure that the varied voices

NOTE Confidence: 0.87090296

00:24:00.504 --> 00:24:02.550 across the center are reflected,

NOTE Confidence: 0.87090296

00:24:02.550 --> 00:24:05.310 I'm setting out on a mission to listen

NOTE Confidence: 0.87090296

00:24:05.310 --> 00:24:07.447 to understand I'll be conducting a

NOTE Confidence: 0.87090296

00:24:07.447 --> 00:24:10.010 listening tour to meet with all the

NOTE Confidence: 0.87090296

00:24:10.010 --> 00:24:12.566 constituencies who make up the education,

NOTE Confidence: 0.87090296

00:24:12.570 --> 00:24:14.425 research and clinical groups at

NOTE Confidence: 0.87090296

00:24:14.425 --> 00:24:15.909 the Child Study Center.

NOTE Confidence: 0.87090296

00:24:15.910 --> 00:24:17.745 I'm deeply committed to creating

NOTE Confidence: 0.87090296

00:24:17.745 --> 00:24:19.580 safe and inclusive spaces that
NOTE Confidence: 0.87090296

00:24:19.642 --> 00:24:21.098 will encourage our staff,
NOTE Confidence: 0.87090296

00:24:21.100 --> 00:24:22.955 faculty and students to speak
NOTE Confidence: 0.87090296

00:24:22.955 --> 00:24:24.439 openly about their priorities.
NOTE Confidence: 0.87090296

00:24:24.440 --> 00:24:25.556 Ideas about diversity,
NOTE Confidence: 0.87090296

00:24:25.556 --> 00:24:26.300 equity, inclusion,
NOTE Confidence: 0.87090296

00:24:26.300 --> 00:24:27.928 and their experiences at
NOTE Confidence: 0.87090296

00:24:27.928 --> 00:24:29.556 the Child Study Center.
NOTE Confidence: 0.87090296

00:24:29.560 --> 00:24:31.172 The positive and supportive,
NOTE Confidence: 0.87090296

00:24:31.172 --> 00:24:34.600 as well as the damaging and demoralizing.
NOTE Confidence: 0.87090296

00:24:34.600 --> 00:24:36.838 I'm beginning to rain small gatherings,
NOTE Confidence: 0.87090296

00:24:36.840 --> 00:24:38.700 individual meetings and anonymous platforms,
NOTE Confidence: 0.87090296

00:24:38.700 --> 00:24:41.346 which I hope will buoy our members
NOTE Confidence: 0.87090296

00:24:41.346 --> 00:24:44.836 to share in a way that feels safe and
NOTE Confidence: 0.87090296

00:24:44.836 --> 00:24:48.000 helps to advance our collective efforts.
NOTE Confidence: 0.87090296

00:24:48.000 --> 00:24:50.040 These conversations will help us

NOTE Confidence: 0.87090296

00:24:50.040 --> 00:24:52.080 determine center wide trainings and

NOTE Confidence: 0.87090296

00:24:52.140 --> 00:24:54.120 convenings with skilled and expert

NOTE Confidence: 0.87090296

00:24:54.120 --> 00:24:56.454 facilitators will support us in the

NOTE Confidence: 0.87090296

00:24:56.454 --> 00:24:59.100 internal work that each of us must embark on.

NOTE Confidence: 0.87090296

00:24:59.100 --> 00:25:01.256 It's only once we are more attuned

NOTE Confidence: 0.87090296

00:25:01.256 --> 00:25:03.773 with our own biases and willing to

NOTE Confidence: 0.87090296

00:25:03.773 --> 00:25:06.053 understand and accept her racist and

NOTE Confidence: 0.87090296

00:25:06.128 --> 00:25:08.163 exclusionary practices impact us and

NOTE Confidence: 0.87090296

00:25:08.163 --> 00:25:11.086 how we contribute to them that will

NOTE Confidence: 0.87090296

00:25:11.086 --> 00:25:13.744 be able to transform our system.

NOTE Confidence: 0.87090296

00:25:13.750 --> 00:25:15.680 Each of us must participate,

NOTE Confidence: 0.87090296

00:25:15.680 --> 00:25:18.528 and each of us must be held responsible

NOTE Confidence: 0.87090296

00:25:18.528 --> 00:25:20.961 to contribute to achieving a truly

NOTE Confidence: 0.87090296

00:25:20.961 --> 00:25:22.609 diverse and inclusive child.

NOTE Confidence: 0.87090296

00:25:22.610 --> 00:25:24.914 Study Center and education,

NOTE Confidence: 0.87090296

00:25:24.914 --> 00:25:27.218 research and clinical services.
NOTE Confidence: 0.87090296

00:25:27.220 --> 00:25:28.766 In the spirit of inclusion,
NOTE Confidence: 0.87090296

00:25:28.766 --> 00:25:30.620 and to gain a holistic perspective,
NOTE Confidence: 0.87090296

00:25:30.620 --> 00:25:32.716 I believe that we need to ensure that
NOTE Confidence: 0.87090296

00:25:32.716 --> 00:25:34.664 we are not only creating opportunities
NOTE Confidence: 0.87090296

00:25:34.664 --> 00:25:37.420 to hear from all parts of the center,
NOTE Confidence: 0.87090296

00:25:37.420 --> 00:25:38.520 including those we serve,
NOTE Confidence: 0.87090296

00:25:38.520 --> 00:25:40.914 but that what we learn from the unique
NOTE Confidence: 0.87090296

00:25:40.914 --> 00:25:42.978 experiences and perspectives of our child.
NOTE Confidence: 0.87090296

00:25:42.980 --> 00:25:44.216 Study center community members
NOTE Confidence: 0.87090296

00:25:44.216 --> 00:25:46.070 is used to inform our policies,
NOTE Confidence: 0.87090296

00:25:46.070 --> 00:25:47.090 practices and procedures.
NOTE Confidence: 0.87090296

00:25:47.090 --> 00:25:48.450 Our previous Diversity Committee
NOTE Confidence: 0.87090296

00:25:48.450 --> 00:25:50.015 engaged our community in climate
NOTE Confidence: 0.87090296

00:25:50.015 --> 00:25:51.007 studies over the summer.
NOTE Confidence: 0.87090296

00:25:51.010 --> 00:25:53.332 We gathered with the audacity to

NOTE Confidence: 0.87090296

00:25:53.332 --> 00:25:55.567 dream and generate some areas of

NOTE Confidence: 0.87090296

00:25:55.567 --> 00:25:57.097 focus for my new role.

NOTE Confidence: 0.87090296

00:25:57.100 --> 00:25:58.675 We also have important demographic

NOTE Confidence: 0.87090296

00:25:58.675 --> 00:26:01.174 data to sift through and I will review

NOTE Confidence: 0.87090296

00:26:01.174 --> 00:26:02.902 and analyze the information that we

NOTE Confidence: 0.87090296

00:26:02.902 --> 00:26:04.987 have to gain a better understanding

NOTE Confidence: 0.87090296

00:26:04.987 --> 00:26:06.375 of representation and diversity

NOTE Confidence: 0.87090296

00:26:06.375 --> 00:26:09.184 as it stands across the center and

NOTE Confidence: 0.87090296

00:26:09.184 --> 00:26:11.520 to help set our course.

NOTE Confidence: 0.87090296

00:26:11.520 --> 00:26:13.548 Just as we looked within for

NOTE Confidence: 0.87090296

00:26:13.548 --> 00:26:15.351 candidates for this position will

NOTE Confidence: 0.87090296

00:26:15.351 --> 00:26:17.667 look within to assess evaluation and

NOTE Confidence: 0.87090296

00:26:17.667 --> 00:26:19.480 promotion protocols and standards.

NOTE Confidence: 0.87090296

00:26:19.480 --> 00:26:21.370 Note where our thoughts about

NOTE Confidence: 0.87090296

00:26:21.370 --> 00:26:22.504 professionalism and merit,

NOTE Confidence: 0.87090296

00:26:22.510 --> 00:26:23.569 or colonized exclusive,
NOTE Confidence: 0.87090296

00:26:23.569 --> 00:26:26.040 an inequitable and worked to broaden our
NOTE Confidence: 0.85546005

00:26:26.101 --> 00:26:28.196 views and develop equitable practices.
NOTE Confidence: 0.85546005

00:26:28.200 --> 00:26:30.594 Our conversations around the center have
NOTE Confidence: 0.85546005

00:26:30.594 --> 00:26:33.435 highlighted that many of our colleagues of
NOTE Confidence: 0.85546005

00:26:33.435 --> 00:26:35.793 color and members of other marginalized
NOTE Confidence: 0.85546005

00:26:35.793 --> 00:26:38.237 groups feel that they have been passed
NOTE Confidence: 0.85546005

00:26:38.237 --> 00:26:40.602 up because the measure is narrow,
NOTE Confidence: 0.85546005

00:26:40.602 --> 00:26:42.150 privileged and inequitable.
NOTE Confidence: 0.85546005

00:26:42.150 --> 00:26:44.376 Examining this will be an important
NOTE Confidence: 0.85546005

00:26:44.376 --> 00:26:47.247 step to making changes to our promotion
NOTE Confidence: 0.85546005

00:26:47.247 --> 00:26:49.452 practices and to increase diverse
NOTE Confidence: 0.85546005

00:26:49.452 --> 00:26:51.900 representation and retention of talent.
NOTE Confidence: 0.85546005

00:26:51.900 --> 00:26:55.066 I believe that this process will also
NOTE Confidence: 0.85546005

00:26:55.066 --> 00:26:57.115 inform our recruitment practices and
NOTE Confidence: 0.85546005

00:26:57.115 --> 00:26:59.299 help inform the changes and efforts

NOTE Confidence: 0.85546005

00:26:59.299 --> 00:27:01.503 required to diversify our pools of

NOTE Confidence: 0.85546005

00:27:01.503 --> 00:27:03.253 candidates for any given position.

NOTE Confidence: 0.85546005

00:27:03.260 --> 00:27:05.577 There are many facets of recruitment and

NOTE Confidence: 0.85546005

00:27:05.577 --> 00:27:07.429 retention that factor into this work.

NOTE Confidence: 0.85546005

00:27:07.430 --> 00:27:07.903 Compensation,

NOTE Confidence: 0.85546005

00:27:07.903 --> 00:27:10.268 mentorship and support for higher

NOTE Confidence: 0.85546005

00:27:10.268 --> 00:27:13.107 education are just some of the areas

NOTE Confidence: 0.85546005

00:27:13.107 --> 00:27:15.760 that we can consider and try to address.

NOTE Confidence: 0.85546005

00:27:15.760 --> 00:27:17.691 We must hold ourselves accountable

NOTE Confidence: 0.85546005

00:27:17.691 --> 00:27:20.133 to use the ideas and information

NOTE Confidence: 0.85546005

00:27:20.133 --> 00:27:22.052 collected to help chart our course

NOTE Confidence: 0.85546005

00:27:22.052 --> 00:27:24.330 tore the change that we all envision.

NOTE Confidence: 0.85546005

00:27:24.330 --> 00:27:25.094 Taken together,

NOTE Confidence: 0.85546005

00:27:25.094 --> 00:27:27.004 these activities will help fine

NOTE Confidence: 0.85546005

00:27:27.004 --> 00:27:28.968 tune the work ahead of us.

NOTE Confidence: 0.85546005

00:27:28.970 --> 00:27:30.394 They'll help us determine
NOTE Confidence: 0.85546005

00:27:30.394 --> 00:27:31.106 training opportunities.
NOTE Confidence: 0.85546005

00:27:31.110 --> 00:27:33.609 The development and focus of our diversity,
NOTE Confidence: 0.85546005

00:27:33.610 --> 00:27:34.681 equity and Inclusion
NOTE Confidence: 0.85546005

00:27:34.681 --> 00:27:36.109 Committee to center race,
NOTE Confidence: 0.85546005

00:27:36.110 --> 00:27:38.318 while not ignoring or excluding other
NOTE Confidence: 0.85546005

00:27:38.318 --> 00:27:40.175 underrepresented groups and guide the
NOTE Confidence: 0.85546005

00:27:40.175 --> 00:27:41.815 creation of a multiyear diversity,
NOTE Confidence: 0.85546005

00:27:41.820 --> 00:27:43.440 equity and inclusion plan that
NOTE Confidence: 0.85546005

00:27:43.440 --> 00:27:45.978 meets our needs and is in alignment
NOTE Confidence: 0.85546005

00:27:45.978 --> 00:27:47.690 with Dean Lattimore strategy.
NOTE Confidence: 0.85546005

00:27:47.690 --> 00:27:49.560 For the School of Medicine.
NOTE Confidence: 0.85546005

00:27:49.560 --> 00:27:52.539 The work ahead of us is not mine alone,
NOTE Confidence: 0.85546005

00:27:52.540 --> 00:27:54.696 but his hours to embrace in shape
NOTE Confidence: 0.85546005

00:27:54.696 --> 00:27:57.095 as a center to create a culture
NOTE Confidence: 0.85546005

00:27:57.095 --> 00:27:58.499 that is so welcoming,

NOTE Confidence: 0.85546005

00:27:58.500 --> 00:27:58.812 inclusive,

NOTE Confidence: 0.85546005

00:27:58.812 --> 00:28:00.372 supportive and diverse that rivals

NOTE Confidence: 0.85546005

00:28:00.372 --> 00:28:02.140 our reputation of academic excellence.

NOTE Confidence: 0.85546005

00:28:02.140 --> 00:28:04.156 Our patients for this work will need

NOTE Confidence: 0.85546005

00:28:04.156 --> 00:28:06.438 to match our passion and commitment,

NOTE Confidence: 0.85546005

00:28:06.440 --> 00:28:08.474 and I firmly believe that together

NOTE Confidence: 0.85546005

00:28:08.474 --> 00:28:10.580 we will affect important change that

NOTE Confidence: 0.85546005

00:28:10.580 --> 00:28:12.305 will have lasting and significant

NOTE Confidence: 0.85546005

00:28:12.305 --> 00:28:14.717 impact on each of us in the Community.

NOTE Confidence: 0.85546005

00:28:14.720 --> 00:28:16.040 We seek to serve.

NOTE Confidence: 0.84331673

00:28:17.640 --> 00:28:19.830 Alright, thank you so much.

NOTE Confidence: 0.84331673

00:28:19.830 --> 00:28:21.906 Well, I think everyone listening can

NOTE Confidence: 0.84331673

00:28:21.906 --> 00:28:24.604 see why you are chief diversity Officer

NOTE Confidence: 0.84331673

00:28:24.604 --> 00:28:27.495 and we're just very very great before.

NOTE Confidence: 0.84331673

00:28:27.500 --> 00:28:31.448 So from terraville to demand more.

NOTE Confidence: 0.8572035

00:28:34.200 --> 00:28:37.850 So leave it to the Dean to break the rules.

NOTE Confidence: 0.8572035

00:28:37.850 --> 00:28:39.310 Unfortunately, I'm going to

NOTE Confidence: 0.8572035

00:28:39.310 --> 00:28:40.770 show a PowerPoint presentation,

NOTE Confidence: 0.8572035

00:28:40.770 --> 00:28:43.690 so let's see if we can get that.

NOTE Confidence: 0.8558965

00:28:45.420 --> 00:28:47.440 Let us know if you need help, Darren.

NOTE Confidence: 0.87063575

00:28:55.050 --> 00:28:57.978 Are you guys seeing my slides?

NOTE Confidence: 0.87063575

00:28:57.980 --> 00:29:00.236 So my name is Darrell Adam,

NOTE Confidence: 0.87063575

00:29:00.240 --> 00:29:02.490 where I'm the deputy Dean for

NOTE Confidence: 0.87063575

00:29:02.490 --> 00:29:03.615 diversity equity inclusion.

NOTE Confidence: 0.87063575

00:29:03.620 --> 00:29:05.495 I'm also an associate professor

NOTE Confidence: 0.87063575

00:29:05.495 --> 00:29:06.995 in general internal medicine.

NOTE Confidence: 0.87063575

00:29:07.000 --> 00:29:09.387 I became part of the yells family

NOTE Confidence: 0.87063575

00:29:09.387 --> 00:29:12.110 in 2017 after leaving the rest of

NOTE Confidence: 0.87063575

00:29:12.110 --> 00:29:14.546 California Davis at the beginning of

NOTE Confidence: 0.87063575

00:29:14.625 --> 00:29:17.529 this year with our new Dean Nancy Brown.

NOTE Confidence: 0.87063575

00:29:17.530 --> 00:29:20.482 One of her major goals for me was

NOTE Confidence: 0.87063575

00:29:20.482 --> 00:29:23.479 to develop a road map on how we were

NOTE Confidence: 0.87063575

00:29:23.479 --> 00:29:26.180 going to be better in diversity,

NOTE Confidence: 0.87063575

00:29:26.180 --> 00:29:27.173 equity and inclusion.

NOTE Confidence: 0.87063575

00:29:27.173 --> 00:29:30.410 And So what I'm going to show you today is,

NOTE Confidence: 0.87063575

00:29:30.410 --> 00:29:32.440 at least with, the draft is now,

NOTE Confidence: 0.87063575

00:29:32.440 --> 00:29:34.470 so I'll be very clear this is

NOTE Confidence: 0.87063575

00:29:34.470 --> 00:29:35.340 not been finalized.

NOTE Confidence: 0.87063575

00:29:35.340 --> 00:29:38.939 This is still a work in progress.

NOTE Confidence: 0.87063575

00:29:38.940 --> 00:29:41.052 Diversity is a fact.

NOTE Confidence: 0.87063575

00:29:41.052 --> 00:29:43.692 The numbers are the numbers.

NOTE Confidence: 0.87063575

00:29:43.700 --> 00:29:45.632 Equity is a choice,

NOTE Confidence: 0.87063575

00:29:45.632 --> 00:29:50.070 a choice we make on a daily basis.

NOTE Confidence: 0.87063575

00:29:50.070 --> 00:29:53.475 Inclusion is an active action

NOTE Confidence: 0.87063575

00:29:53.475 --> 00:29:56.880 and belonging is the outcome.

NOTE Confidence: 0.87063575

00:29:56.880 --> 00:29:58.990 The strategic plan is broken

NOTE Confidence: 0.87063575

00:29:58.990 --> 00:30:00.256 into these three.
NOTE Confidence: 0.87063575

00:30:00.260 --> 00:30:01.044 Sections recruitment,
NOTE Confidence: 0.87063575

00:30:01.044 --> 00:30:02.220 retention, an inclusion.
NOTE Confidence: 0.87063575

00:30:02.220 --> 00:30:04.915 I am going to walk us through
NOTE Confidence: 0.87063575

00:30:04.915 --> 00:30:06.520 what my goals are.
NOTE Confidence: 0.87063575

00:30:06.520 --> 00:30:08.878 Our goals are for each section
NOTE Confidence: 0.87063575

00:30:08.878 --> 00:30:10.820 and what the strategies are.
NOTE Confidence: 0.87063575

00:30:10.820 --> 00:30:13.340 I am not going to get down
NOTE Confidence: 0.87063575

00:30:13.340 --> 00:30:15.510 to the action item level.
NOTE Confidence: 0.87063575

00:30:15.510 --> 00:30:17.445 There are approximately 75 of
NOTE Confidence: 0.87063575

00:30:17.445 --> 00:30:19.810 those an for each action item,
NOTE Confidence: 0.87063575

00:30:19.810 --> 00:30:22.870 there is at least one metric
NOTE Confidence: 0.87063575

00:30:22.870 --> 00:30:25.340 by which to measure it.
NOTE Confidence: 0.87063575

00:30:25.340 --> 00:30:26.017 Recruitment.
NOTE Confidence: 0.87063575

00:30:26.017 --> 00:30:31.433 As my colleague just before me talked about,
NOTE Confidence: 0.87063575

00:30:31.440 --> 00:30:34.324 the goal is to make yellow School

NOTE Confidence: 0.87063575

00:30:34.324 --> 00:30:36.673 of Medicine a destination home

NOTE Confidence: 0.87063575

00:30:36.673 --> 00:30:39.727 for academics and to really truly

NOTE Confidence: 0.87063575

00:30:39.727 --> 00:30:43.381 make it very clear diversity is

NOTE Confidence: 0.87063575

00:30:43.381 --> 00:30:45.925 inextricably linked to excellence.

NOTE Confidence: 0.87063575

00:30:45.930 --> 00:30:48.670 Be outcome.

NOTE Confidence: 0.87063575

00:30:48.670 --> 00:30:52.094 When looking at the recruitment as a bucket,

NOTE Confidence: 0.87063575

00:30:52.100 --> 00:30:54.674 we have four areas that we're

NOTE Confidence: 0.87063575

00:30:54.674 --> 00:30:56.390 looking at immediate pipeline.

NOTE Confidence: 0.87063575

00:30:56.390 --> 00:30:58.958 Think of our post docs are

NOTE Confidence: 0.87063575

00:30:58.958 --> 00:31:00.242 residents are fellows.

NOTE Confidence: 0.87063575

00:31:00.250 --> 00:31:03.260 Think of the people whom we trade.

NOTE Confidence: 0.87063575

00:31:03.260 --> 00:31:07.112 If one was to be really think about it,

NOTE Confidence: 0.87063575

00:31:07.120 --> 00:31:09.568 the easiest way to diversify your

NOTE Confidence: 0.87063575

00:31:09.568 --> 00:31:12.176 faculty is to retain the diversity

NOTE Confidence: 0.87063575

00:31:12.176 --> 00:31:14.852 of your training needs and also

NOTE Confidence: 0.87063575

00:31:14.852 --> 00:31:16.669 quite frankly much cheapest
NOTE Confidence: 0.87063575

00:31:16.669 --> 00:31:18.774 way to turn your faculty.
NOTE Confidence: 0.87063575

00:31:18.780 --> 00:31:20.850 Is to retain your Chinese,
NOTE Confidence: 0.87063575

00:31:20.850 --> 00:31:23.349 and so this is very low hanging
NOTE Confidence: 0.87063575

00:31:23.349 --> 00:31:25.808 fruit that would just a few
NOTE Confidence: 0.87063575

00:31:25.808 --> 00:31:27.560 strategies implemented and creating
NOTE Confidence: 0.87063575

00:31:27.560 --> 00:31:30.370 a climate of which are trainees.
NOTE Confidence: 0.87063575

00:31:30.370 --> 00:31:31.364 Hilda thriving.
NOTE Confidence: 0.87063575

00:31:31.364 --> 00:31:33.849 We could easily and quickly
NOTE Confidence: 0.87063575

00:31:33.849 --> 00:31:36.389 begin to diversify our faculty.
NOTE Confidence: 0.87063575

00:31:36.390 --> 00:31:38.766 The second bucket is around the
NOTE Confidence: 0.87063575

00:31:38.766 --> 00:31:40.350 traditional thinking about diversifying
NOTE Confidence: 0.87063575

00:31:40.415 --> 00:31:41.979 faculty Ann really honestly,
NOTE Confidence: 0.87063575

00:31:41.980 --> 00:31:43.888 one of the things which Ontario
NOTE Confidence: 0.87063575

00:31:43.888 --> 00:31:45.812 talked about is just standardizing
NOTE Confidence: 0.87063575

00:31:45.812 --> 00:31:47.558 the recruitment process.

NOTE Confidence: 0.87063575

00:31:47.560 --> 00:31:49.088 This sounds so simple,

NOTE Confidence: 0.87063575

00:31:49.088 --> 00:31:51.380 but data really suggest if you

NOTE Confidence: 0.87063575

00:31:51.461 --> 00:31:53.801 have a true structure process to

NOTE Confidence: 0.87063575

00:31:53.801 --> 00:31:55.940 actually bring in new talent,

NOTE Confidence: 0.87063575

00:31:55.940 --> 00:31:58.505 you most likely will increase

NOTE Confidence: 0.87063575

00:31:58.505 --> 00:32:01.070 the diversity of that talent.

NOTE Confidence: 0.87063575

00:32:01.070 --> 00:32:03.646 The next one the University already has

NOTE Confidence: 0.87063575

00:32:03.646 --> 00:32:05.978 a faculty excellence and diversity fund.

NOTE Confidence: 0.87063575

00:32:05.980 --> 00:32:08.242 My goal is to reimagine how

NOTE Confidence: 0.87063575

00:32:08.242 --> 00:32:10.654 we're using that to be more

NOTE Confidence: 0.87063575

00:32:10.654 --> 00:32:13.108 strategic in how we're using it

NOTE Confidence: 0.87063575

00:32:13.108 --> 00:32:15.699 to actually accomplish our goals.

NOTE Confidence: 0.87063575

00:32:15.700 --> 00:32:17.182 And then Lastly,

NOTE Confidence: 0.87063575

00:32:17.182 --> 00:32:19.158 we bring extraordinary talent

NOTE Confidence: 0.87063575

00:32:19.158 --> 00:32:21.859 onto campus on a daily basis.

NOTE Confidence: 0.87063575

00:32:21.860 --> 00:32:23.756 Being a grand rounds,
NOTE Confidence: 0.87063575

00:32:23.756 --> 00:32:26.126 being a invited lecture series,
NOTE Confidence: 0.87063575

00:32:26.130 --> 00:32:28.602 I will tell you my experience
NOTE Confidence: 0.87063575

00:32:28.602 --> 00:32:31.820 when I go to other campuses,
NOTE Confidence: 0.87063575

00:32:31.820 --> 00:32:34.658 which is often at least 50%
NOTE Confidence: 0.85150236

00:32:34.660 --> 00:32:36.082 of the time.
NOTE Confidence: 0.85150236

00:32:36.082 --> 00:32:38.926 At some point during that visit,
NOTE Confidence: 0.85150236

00:32:38.930 --> 00:32:41.174 a conversation such as.
NOTE Confidence: 0.85150236

00:32:41.174 --> 00:32:43.979 Are you happy at year?
NOTE Confidence: 0.85150236

00:32:43.980 --> 00:32:47.466 Have you ever thought about leaving Yale?
NOTE Confidence: 0.85150236

00:32:47.470 --> 00:32:52.068 Are you moveable? At least 50% of
NOTE Confidence: 0.85150236

00:32:52.068 --> 00:32:54.553 my engagements on other campuses.
NOTE Confidence: 0.85150236

00:32:54.560 --> 00:32:56.785 I'm almost never privileged to
NOTE Confidence: 0.85150236

00:32:56.785 --> 00:32:58.565 us having similar conversations
NOTE Confidence: 0.85150236

00:32:58.565 --> 00:33:00.540 with extraordinary talents,
NOTE Confidence: 0.85150236

00:33:00.540 --> 00:33:03.030 we bring onto our campus.

NOTE Confidence: 0.85150236

00:33:03.030 --> 00:33:05.904 We need to start thinking about

NOTE Confidence: 0.85150236

00:33:05.904 --> 00:33:07.820 opportunities to start soft

NOTE Confidence: 0.85150236

00:33:07.910 --> 00:33:11.000 recruitment in much more diverse ways.

NOTE Confidence: 0.85150236

00:33:11.000 --> 00:33:13.624 Including anytime we bring

NOTE Confidence: 0.85150236

00:33:13.624 --> 00:33:16.248 talent onto our campus.

NOTE Confidence: 0.85150236

00:33:16.250 --> 00:33:19.418 Moving to retention.

NOTE Confidence: 0.85150236

00:33:19.420 --> 00:33:22.348 Our goal with retention is you

NOTE Confidence: 0.85150236

00:33:22.348 --> 00:33:24.300 create inclusive environment that

NOTE Confidence: 0.85150236

00:33:24.380 --> 00:33:26.392 provides sponsorship and the

NOTE Confidence: 0.85150236

00:33:26.392 --> 00:33:28.907 resources needed so that every

NOTE Confidence: 0.85150236

00:33:28.907 --> 00:33:31.400 member of our community thrives.

NOTE Confidence: 0.8939856

00:33:34.100 --> 00:33:35.936 The outcome that we're looking for.

NOTE Confidence: 0.8926287

00:33:38.090 --> 00:33:41.474 As you can see I have many more strategies

NOTE Confidence: 0.8926287

00:33:41.474 --> 00:33:44.330 here and this is quite intentional.

NOTE Confidence: 0.8926287

00:33:44.330 --> 00:33:46.826 Most institutions spend a lot of

NOTE Confidence: 0.8926287

00:33:46.826 --> 00:33:48.490 time thinking about recruitment,
NOTE Confidence: 0.8926287

00:33:48.490 --> 00:33:52.011 bringing in new talent, and doing almost
NOTE Confidence: 0.8926287

00:33:52.011 --> 00:33:54.908 nothing to retain what they have.
NOTE Confidence: 0.8926287

00:33:54.910 --> 00:33:58.730 I have to be honest with you on my arrival,
NOTE Confidence: 0.8926287

00:33:58.730 --> 00:34:00.908 one of the first analysis idea
NOTE Confidence: 0.8926287

00:34:00.908 --> 00:34:03.310 was the turnover of our faculty.
NOTE Confidence: 0.8926287

00:34:03.310 --> 00:34:05.220 I won't give specific numbers,
NOTE Confidence: 0.8926287

00:34:05.220 --> 00:34:08.223 but I will say it left a
NOTE Confidence: 0.8926287

00:34:08.223 --> 00:34:10.869 great deal to be desired.
NOTE Confidence: 0.8926287

00:34:10.870 --> 00:34:15.217 We cannot recruit our way out of our problem
NOTE Confidence: 0.8926287

00:34:15.217 --> 00:34:19.298 if we do not somehow stop the losses.
NOTE Confidence: 0.8926287

00:34:19.300 --> 00:34:22.580 I also want to bomb points out in this slide.
NOTE Confidence: 0.8926287

00:34:22.580 --> 00:34:26.076 You see the word equity in equitable alot.
NOTE Confidence: 0.8926287

00:34:26.080 --> 00:34:29.300 I would be very clear Darren Lattimore
NOTE Confidence: 0.8926287

00:34:29.300 --> 00:34:32.617 is not trying to give women upper
NOTE Confidence: 0.8926287

00:34:32.617 --> 00:34:35.377 hand over men to give minorities

NOTE Confidence: 0.8926287

00:34:35.475 --> 00:34:37.971 in upper hand over majority to

NOTE Confidence: 0.8926287

00:34:37.971 --> 00:34:40.544 give the LGBTQ I community upper

NOTE Confidence: 0.8926287

00:34:40.544 --> 00:34:43.256 hand over head on normative people.

NOTE Confidence: 0.8926287

00:34:43.260 --> 00:34:45.520 That is not the goal.

NOTE Confidence: 0.8926287

00:34:45.520 --> 00:34:48.226 The goal is to actually give

NOTE Confidence: 0.8926287

00:34:48.226 --> 00:34:49.582 those minoritized, marginalized,

NOTE Confidence: 0.8926287

00:34:49.582 --> 00:34:50.938 and stigmatized communities

NOTE Confidence: 0.8926287

00:34:50.938 --> 00:34:52.746 equal access to sponsorship,

NOTE Confidence: 0.8926287

00:34:52.750 --> 00:34:56.075 equal access to resources so they haven't.

NOTE Confidence: 0.8926287

00:34:56.080 --> 00:34:57.712 Equitable Chance of actually

NOTE Confidence: 0.8926287

00:34:57.712 --> 00:34:59.344 accomplishing goals that they

NOTE Confidence: 0.8926287

00:34:59.344 --> 00:35:01.467 set out when coming to Yale.

NOTE Confidence: 0.8034211

00:35:06.690 --> 00:35:09.658 Having the last group is around inclusion.

NOTE Confidence: 0.8673939

00:35:13.510 --> 00:35:15.374 To create an environment

NOTE Confidence: 0.8673939

00:35:15.374 --> 00:35:17.238 where diversity I'm using,

NOTE Confidence: 0.8673939

00:35:17.240 --> 00:35:19.285 this very broadly thrives and
NOTE Confidence: 0.8673939

00:35:19.285 --> 00:35:21.991 there is a genuine commitment to
NOTE Confidence: 0.8673939

00:35:21.991 --> 00:35:23.758 continuously improve inclusion,
NOTE Confidence: 0.8673939

00:35:23.760 --> 00:35:26.568 and every member of the Yale
NOTE Confidence: 0.8673939

00:35:26.568 --> 00:35:28.440 School of Medicine Community
NOTE Confidence: 0.8673939

00:35:28.530 --> 00:35:30.750 feels a sense of belonging.
NOTE Confidence: 0.910723

00:35:33.080 --> 00:35:36.959 Again, the outcome.
NOTE Confidence: 0.910723

00:35:36.960 --> 00:35:39.375 Here I want to focus just predominately
NOTE Confidence: 0.910723

00:35:39.375 --> 00:35:42.262 on the kind of green bar in saying that
NOTE Confidence: 0.910723

00:35:42.262 --> 00:35:45.149 the goal here is about allowed education.
NOTE Confidence: 0.910723

00:35:45.150 --> 00:35:49.056 Tar spoke to this and I have.
NOTE Confidence: 0.910723

00:35:49.060 --> 00:35:52.240 Have harder with the Child study
NOTE Confidence: 0.910723

00:35:52.240 --> 00:35:54.360 center are multiple educational
NOTE Confidence: 0.910723

00:35:54.450 --> 00:35:57.850 opportunities since George Ford's murder.
NOTE Confidence: 0.910723

00:35:57.850 --> 00:36:00.850 Our goal is to have a menu of
NOTE Confidence: 0.910723

00:36:00.850 --> 00:36:02.399 opportunities realizing that each

NOTE Confidence: 0.910723

00:36:02.399 --> 00:36:04.926 member of our community is in a

NOTE Confidence: 0.910723

00:36:04.926 --> 00:36:06.847 different place for some of us,

NOTE Confidence: 0.910723

00:36:06.850 --> 00:36:08.926 we still need to understand the

NOTE Confidence: 0.910723

00:36:08.926 --> 00:36:11.169 implicit biases for some of us

NOTE Confidence: 0.910723

00:36:11.169 --> 00:36:12.753 are moved onto microaggression

NOTE Confidence: 0.910723

00:36:12.753 --> 00:36:14.769 bystander training for some of us,

NOTE Confidence: 0.910723

00:36:14.770 --> 00:36:16.930 we need to figure out what

NOTE Confidence: 0.910723

00:36:16.930 --> 00:36:18.370 that crucial conversation is,

NOTE Confidence: 0.910723

00:36:18.370 --> 00:36:20.986 and for others of us we are ready

NOTE Confidence: 0.910723

00:36:20.986 --> 00:36:23.738 to have a Frank conversation about

NOTE Confidence: 0.910723

00:36:23.738 --> 00:36:26.756 racism in America and in healthcare.

NOTE Confidence: 0.910723

00:36:26.760 --> 00:36:29.392 And so my office is really trying

NOTE Confidence: 0.910723

00:36:29.392 --> 00:36:32.478 to stand up a menu of educational

NOTE Confidence: 0.910723

00:36:32.478 --> 00:36:35.286 opportunities and the goal here is

NOTE Confidence: 0.910723

00:36:35.371 --> 00:36:38.115 very simple for us to actually get

NOTE Confidence: 0.910723

00:36:38.115 --> 00:36:41.799 to learn and understand each other.
NOTE Confidence: 0.910723

00:36:41.800 --> 00:36:44.632 For each of us to see the humanity
NOTE Confidence: 0.910723

00:36:44.632 --> 00:36:46.120 in one another.
NOTE Confidence: 0.910723

00:36:46.120 --> 00:36:49.760 And hopefully to respect with each and
NOTE Confidence: 0.910723

00:36:49.760 --> 00:36:53.378 everyone of us brings to the table.
NOTE Confidence: 0.910723

00:36:53.380 --> 00:36:53.771 Then,
NOTE Confidence: 0.910723

00:36:53.771 --> 00:36:56.899 and only then do I believe each member
NOTE Confidence: 0.910723

00:36:56.899 --> 00:37:00.710 of our community can feel like they belong.
NOTE Confidence: 0.81668246

00:37:03.870 --> 00:37:07.742 My last slide that I have is to
NOTE Confidence: 0.81668246

00:37:07.742 --> 00:37:10.553 acknowledge and remind myself every
NOTE Confidence: 0.81668246

00:37:10.553 --> 00:37:14.592 time you heard Dean Lattimore say I.
NOTE Confidence: 0.81668246

00:37:14.600 --> 00:37:16.628 Please, please search the truth that
NOTE Confidence: 0.81668246

00:37:16.628 --> 00:37:19.278 with we this is my incredible team.
NOTE Confidence: 0.81668246

00:37:19.280 --> 00:37:21.308 Each and every person is extraordinary
NOTE Confidence: 0.81668246

00:37:21.308 --> 00:37:23.978 in their own right and we would not
NOTE Confidence: 0.81668246

00:37:23.978 --> 00:37:25.862 have accomplished or I wouldn't have

NOTE Confidence: 0.81668246

00:37:25.926 --> 00:37:28.001 accomplished all that this office

NOTE Confidence: 0.81668246

00:37:28.001 --> 00:37:30.076 has accomplished without the support

NOTE Confidence: 0.81668246

00:37:30.080 --> 00:37:31.988 and extremely hard work of each

NOTE Confidence: 0.81668246

00:37:31.988 --> 00:37:34.040 and everyone of these individuals.

NOTE Confidence: 0.81668246

00:37:34.040 --> 00:37:37.856 So in their absence, I say thank you.

NOTE Confidence: 0.81668246

00:37:37.860 --> 00:37:40.756 And with that I will stop sharing and

NOTE Confidence: 0.81668246

00:37:40.756 --> 00:37:43.799 hopefully we can have a robust conversation.

NOTE Confidence: 0.8016791

00:37:46.140 --> 00:37:49.196 So Megan, Terra and there are many,

NOTE Confidence: 0.8016791

00:37:49.200 --> 00:37:51.292 Many thanks. There's two

NOTE Confidence: 0.8016791

00:37:51.292 --> 00:37:53.907 questions already in the chat.

NOTE Confidence: 0.8016791

00:37:53.910 --> 00:37:55.860 So one eyes, both from Lynn

NOTE Confidence: 0.8016791

00:37:55.860 --> 00:37:57.919 Red Leaf on one is Megan.

NOTE Confidence: 0.8016791

00:37:57.920 --> 00:37:59.590 I believe it's about moms.

NOTE Confidence: 0.8016791

00:37:59.590 --> 00:38:01.468 Any plans to expand the geographic

NOTE Confidence: 0.8016791

00:38:01.468 --> 00:38:03.260 reach given the virtual platform.

NOTE Confidence: 0.8149034

00:38:05.790 --> 00:38:08.240 Absolutely thanks, Lynn Lynn. You absolutely.

NOTE Confidence: 0.8149034

00:38:08.240 --> 00:38:10.814 I think the virtual platform does

NOTE Confidence: 0.8149034

00:38:10.814 --> 00:38:12.972 open up tremendous potential for

NOTE Confidence: 0.8149034

00:38:12.972 --> 00:38:15.168 us to think about that expansion.

NOTE Confidence: 0.8149034

00:38:15.170 --> 00:38:18.089 You know, with elevator work is really

NOTE Confidence: 0.8149034

00:38:18.089 --> 00:38:20.288 with government partners and systems

NOTE Confidence: 0.8149034

00:38:20.288 --> 00:38:23.347 because we see philanthropic dollars as an

NOTE Confidence: 0.8149034

00:38:23.347 --> 00:38:25.777 opportunity to catalyze some of the work.

NOTE Confidence: 0.8149034

00:38:25.780 --> 00:38:28.114 And but we really need government

NOTE Confidence: 0.8149034

00:38:28.114 --> 00:38:30.166 systems and structures to sustain

NOTE Confidence: 0.8149034

00:38:30.166 --> 00:38:32.306 it and to institutionalized it.

NOTE Confidence: 0.8149034

00:38:32.310 --> 00:38:34.760 So we very much think that

NOTE Confidence: 0.8149034

00:38:34.760 --> 00:38:35.816 virtual landscape now.

NOTE Confidence: 0.8149034

00:38:35.816 --> 00:38:37.431 And hopefully as we continue

NOTE Confidence: 0.8149034

00:38:37.431 --> 00:38:39.451 to get additional data on the

NOTE Confidence: 0.8149034

00:38:39.451 --> 00:38:41.106 effectiveness of the virtual platform,

NOTE Confidence: 0.8149034

00:38:41.110 --> 00:38:43.049 we can certainly look to expansion some

NOTE Confidence: 0.8149034

00:38:43.049 --> 00:38:45.537 of our work that we're beginning in New

NOTE Confidence: 0.8149034

00:38:45.537 --> 00:38:47.753 York City because we're working with, you.

NOTE Confidence: 0.8149034

00:38:47.753 --> 00:38:48.602 Know, for example,

NOTE Confidence: 0.8149034

00:38:48.602 --> 00:38:49.734 populations that are involved

NOTE Confidence: 0.8149034

00:38:49.734 --> 00:38:51.110 in the carceral system.

NOTE Confidence: 0.8149034

00:38:51.110 --> 00:38:53.526 We may even do some of that work.

NOTE Confidence: 0.8149034

00:38:53.530 --> 00:38:53.833 Virtually.

NOTE Confidence: 0.8149034

00:38:53.833 --> 00:38:55.954 We're just we're still waiting to speak,

NOTE Confidence: 0.8149034

00:38:55.960 --> 00:38:57.960 but please do get in touch with me

NOTE Confidence: 0.8149034

00:38:57.960 --> 00:38:59.938 if people have ideas for additional

NOTE Confidence: 0.8149034

00:38:59.938 --> 00:39:01.708 expansion of the virtual work.

NOTE Confidence: 0.83426493

00:39:03.120 --> 00:39:05.430 And then Terrell, the next one would

NOTE Confidence: 0.83426493

00:39:05.430 --> 00:39:08.153 be for you is also from Lynn and

NOTE Confidence: 0.83426493

00:39:08.153 --> 00:39:10.404 it's about, as Lynn points out,

NOTE Confidence: 0.83426493

00:39:10.404 --> 00:39:12.384 she is from Minneapolis on
NOTE Confidence: 0.83426493

00:39:12.384 --> 00:39:14.840 the home of George Floyd and.
NOTE Confidence: 0.83426493

00:39:14.840 --> 00:39:16.610 How could we maybe think about
NOTE Confidence: 0.83426493

00:39:16.610 --> 00:39:18.779 how we could help in Minneapolis?
NOTE Confidence: 0.83426493

00:39:18.780 --> 00:39:20.410 So replicate what you're starting
NOTE Confidence: 0.83426493

00:39:20.410 --> 00:39:22.417 to do in Minneapolis just to
NOTE Confidence: 0.83426493

00:39:22.417 --> 00:39:23.697 open up that conversation.
NOTE Confidence: 0.8450492

00:39:26.050 --> 00:39:29.810 Well, I think one of the most important
NOTE Confidence: 0.8450492

00:39:29.810 --> 00:39:33.556 things to recognize is that we have a
NOTE Confidence: 0.8450492

00:39:33.556 --> 00:39:37.090 number of what Dean Lattimore refers.
NOTE Confidence: 0.8450492

00:39:37.090 --> 00:39:38.986 His diversity champions across
NOTE Confidence: 0.8450492

00:39:38.986 --> 00:39:42.454 the University an and in all the
NOTE Confidence: 0.8450492

00:39:42.454 --> 00:39:45.144 institutions of higher education with
NOTE Confidence: 0.8450492

00:39:45.144 --> 00:39:48.270 this highly televised and publicized.
NOTE Confidence: 0.8450492

00:39:48.270 --> 00:39:50.490 Event of George Floyd's murder.
NOTE Confidence: 0.8450492

00:39:50.490 --> 00:39:53.290 There has been a number of efforts

NOTE Confidence: 0.8450492

00:39:53.290 --> 00:39:56.238 here at the Child Study Center,

NOTE Confidence: 0.8450492

00:39:56.240 --> 00:39:58.505 but across the nation to

NOTE Confidence: 0.8450492

00:39:58.505 --> 00:40:00.317 increase the support for.

NOTE Confidence: 0.8450492

00:40:00.320 --> 00:40:01.940 Money and efforts to support a

NOTE Confidence: 0.8450492

00:40:01.940 --> 00:40:03.405 change to make these changes

NOTE Confidence: 0.8450492

00:40:03.405 --> 00:40:05.040 to really focus on diversity,

NOTE Confidence: 0.8450492

00:40:05.040 --> 00:40:05.811 equity and inclusion.

NOTE Confidence: 0.8450492

00:40:05.811 --> 00:40:08.022 So I think that there's a number of

NOTE Confidence: 0.8450492

00:40:08.022 --> 00:40:09.470 different opportunities to partner.

NOTE Confidence: 0.8450492

00:40:09.470 --> 00:40:11.710 I think that as we learn more and

NOTE Confidence: 0.8450492

00:40:11.710 --> 00:40:13.651 learn about how what we need here

NOTE Confidence: 0.8450492

00:40:13.651 --> 00:40:15.960 and what some of the changes aren't,

NOTE Confidence: 0.8450492

00:40:15.960 --> 00:40:18.018 what some of the successes look like,

NOTE Confidence: 0.8450492

00:40:18.020 --> 00:40:20.085 we'll be able to work with others,

NOTE Confidence: 0.8450492

00:40:20.090 --> 00:40:22.148 as we often do to replicate outcomes,

NOTE Confidence: 0.8450492

00:40:22.150 --> 00:40:24.214 and so I don't know if that get

NOTE Confidence: 0.8450492

00:40:24.214 --> 00:40:25.689 to the whole answer.

NOTE Confidence: 0.8450492

00:40:25.690 --> 00:40:27.556 And I'm sure perhaps seeing Lattimore

NOTE Confidence: 0.8450492

00:40:27.556 --> 00:40:29.230 has some other things to add,

NOTE Confidence: 0.8450492

00:40:29.230 --> 00:40:30.322 or Megan, but.

NOTE Confidence: 0.8450492

00:40:30.322 --> 00:40:32.506 Certainly I think about the very

NOTE Confidence: 0.8450492

00:40:32.506 --> 00:40:34.725 many opportunities to collaborate

NOTE Confidence: 0.8450492

00:40:34.725 --> 00:40:36.510 and share information.

NOTE Confidence: 0.8450492

00:40:37.080 --> 00:40:37.800 Then Darren.

NOTE Confidence: 0.84898794

00:40:39.250 --> 00:40:40.898 To your specific question,

NOTE Confidence: 0.84898794

00:40:40.898 --> 00:40:44.523 but I will say that in the plan

NOTE Confidence: 0.84898794

00:40:44.523 --> 00:40:46.643 and actually starting information

NOTE Confidence: 0.84898794

00:40:46.643 --> 00:40:50.068 already is to really start to think

NOTE Confidence: 0.84898794

00:40:50.068 --> 00:40:52.896 about how to yield as a resource,

NOTE Confidence: 0.84898794

00:40:52.900 --> 00:40:53.758 relatively speaking,

NOTE Confidence: 0.84898794

00:40:53.758 --> 00:40:56.332 wealthy institution how we could be

NOTE Confidence: 0.84898794

00:40:56.332 --> 00:40:58.819 much more helpful to institutions,

NOTE Confidence: 0.84898794

00:40:58.820 --> 00:40:59.274 neighborhoods,

NOTE Confidence: 0.84898794

00:40:59.274 --> 00:41:01.998 communities that are not as resourced,

NOTE Confidence: 0.84898794

00:41:02.000 --> 00:41:04.280 and we've already started working,

NOTE Confidence: 0.84898794

00:41:04.280 --> 00:41:06.148 reaching out to historically

NOTE Confidence: 0.84898794

00:41:06.148 --> 00:41:07.549 black universities and

NOTE Confidence: 0.84898794

00:41:07.549 --> 00:41:09.830 colleges to start doing those.

NOTE Confidence: 0.84898794

00:41:09.830 --> 00:41:11.930 Partnerships the University of Puerto Rico

NOTE Confidence: 0.84898794

00:41:11.930 --> 00:41:14.608 system to start some of those partnerships.

NOTE Confidence: 0.84898794

00:41:14.610 --> 00:41:17.109 So again, it's not specifically to the

NOTE Confidence: 0.84898794

00:41:17.109 --> 00:41:19.029 neighborhood that you're talking about.

NOTE Confidence: 0.84898794

00:41:19.030 --> 00:41:21.354 With that concept of how can we

NOTE Confidence: 0.84898794

00:41:21.354 --> 00:41:23.618 help utilize our resources to make

NOTE Confidence: 0.84898794

00:41:23.618 --> 00:41:26.012 this an entire world better place?

NOTE Confidence: 0.84898794

00:41:26.020 --> 00:41:28.228 I think it's extraordinarily good question.

NOTE Confidence: 0.80167264

00:41:30.120 --> 00:41:31.101 Thank you Darren.
NOTE Confidence: 0.80167264

00:41:31.101 --> 00:41:32.736 Thank you Tara so Debbie,
NOTE Confidence: 0.80167264

00:41:32.740 --> 00:41:33.805 from Debbie Hillebrand.
NOTE Confidence: 0.80167264

00:41:33.805 --> 00:41:35.935 Biden has recruited a faculty member
NOTE Confidence: 0.80167264

00:41:35.935 --> 00:41:37.823 from Yale who is a background
NOTE Confidence: 0.80167264

00:41:37.823 --> 00:41:39.298 in racial equity in medicine.
NOTE Confidence: 0.80167264

00:41:39.300 --> 00:41:41.568 What role will ethnicity play in the
NOTE Confidence: 0.80167264

00:41:41.568 --> 00:41:43.247 distribution of vaccines and discuss
NOTE Confidence: 0.80167264

00:41:43.247 --> 00:41:44.877 equity with covid medical care?
NOTE Confidence: 0.80167264

00:41:44.880 --> 00:41:47.184 And I would just say before I turn
NOTE Confidence: 0.80167264

00:41:47.184 --> 00:41:49.668 to anyone to Darren or Terror or
NOTE Confidence: 0.80167264

00:41:49.668 --> 00:41:51.770 Megan that we're incredibly proud of.
NOTE Confidence: 0.80167264

00:41:51.770 --> 00:41:53.630 Marcella and the fact that she
NOTE Confidence: 0.80167264

00:41:53.630 --> 00:41:56.030 is a part of the Biden team,
NOTE Confidence: 0.80167264

00:41:56.030 --> 00:41:58.326 but maybe let me turn it to
NOTE Confidence: 0.80167264

00:41:58.326 --> 00:41:59.310 my three colleagues.

NOTE Confidence: 0.7672294

00:42:05.200 --> 00:42:06.028 There, and so

NOTE Confidence: 0.7672294

00:42:06.030 --> 00:42:07.738 Darren is purely postulating

NOTE Confidence: 0.7672294

00:42:07.738 --> 00:42:10.760 'cause Darren is not on the team.

NOTE Confidence: 0.7672294

00:42:10.760 --> 00:42:13.718 But I will say this can

NOTE Confidence: 0.7672294

00:42:13.718 --> 00:42:16.370 play out in multiple ways.

NOTE Confidence: 0.7672294

00:42:16.370 --> 00:42:17.894 In all honesty,

NOTE Confidence: 0.7672294

00:42:17.894 --> 00:42:20.434 one could be unfortunately our

NOTE Confidence: 0.7672294

00:42:20.434 --> 00:42:23.156 historical and healthcare in America

NOTE Confidence: 0.7672294

00:42:23.156 --> 00:42:26.402 is minorities and other poor folks

NOTE Confidence: 0.7672294

00:42:26.402 --> 00:42:29.859 actually having access lasts quite frankly.

NOTE Confidence: 0.7672294

00:42:29.860 --> 00:42:32.786 Um, so that would be the historical,

NOTE Confidence: 0.7672294

00:42:32.790 --> 00:42:35.878 but it also could play out as African

NOTE Confidence: 0.7672294

00:42:35.878 --> 00:42:38.070 Americans and other Brown people

NOTE Confidence: 0.7672294

00:42:38.070 --> 00:42:40.746 have been used as our experiments.

NOTE Confidence: 0.7672294

00:42:40.750 --> 00:42:41.674 Quite frankly,

NOTE Confidence: 0.7672294

00:42:41.674 --> 00:42:44.908 throughout history and fear by so many
NOTE Confidence: 0.7672294

00:42:44.908 --> 00:42:47.902 people in the community that the vaccine
NOTE Confidence: 0.7672294

00:42:47.902 --> 00:42:50.728 has been rushed and therefore I'm not
NOTE Confidence: 0.7672294

00:42:50.728 --> 00:42:53.713 gonna be the first one to sign up.
NOTE Confidence: 0.7672294

00:42:53.713 --> 00:42:56.464 So even if it is dispensed equitably
NOTE Confidence: 0.7672294

00:42:56.464 --> 00:42:59.556 without some serious work in the Community,
NOTE Confidence: 0.7672294

00:42:59.560 --> 00:43:01.252 actually communities most affected
NOTE Confidence: 0.7672294

00:43:01.252 --> 00:43:04.495 may not be the first ones to sign
NOTE Confidence: 0.7672294

00:43:04.495 --> 00:43:06.714 up because they don't want to be
NOTE Confidence: 0.7672294

00:43:06.714 --> 00:43:08.865 part of another ski experiment or
NOTE Confidence: 0.7672294

00:43:08.865 --> 00:43:11.410 A and there's a whole long list
NOTE Confidence: 0.7672294

00:43:11.410 --> 00:43:13.360 of these experiments that have
NOTE Confidence: 0.7672294

00:43:13.360 --> 00:43:15.731 happened in this country that have
NOTE Confidence: 0.7672294

00:43:15.731 --> 00:43:17.987 given black and Brown people pause
NOTE Confidence: 0.7672294

00:43:17.987 --> 00:43:20.215 to be the first ones in line.
NOTE Confidence: 0.7672294

00:43:20.220 --> 00:43:22.070 So again, this is gearlds.

NOTE Confidence: 0.7672294

00:43:22.070 --> 00:43:23.578 Hypothesising is not based

NOTE Confidence: 0.7672294

00:43:23.578 --> 00:43:25.463 on being part of the.

NOTE Confidence: 0.7672294

00:43:25.470 --> 00:43:26.780 Decision making.

NOTE Confidence: 0.81176084

00:43:27.940 --> 00:43:30.724 And then I I was going to, just,

NOTE Confidence: 0.81176084

00:43:30.724 --> 00:43:32.488 you know, amplified Elon Mars Point

NOTE Confidence: 0.81176084

00:43:32.488 --> 00:43:34.734 there about the necessity for Community

NOTE Confidence: 0.81176084

00:43:34.734 --> 00:43:36.474 partner community based approaches.

NOTE Confidence: 0.81176084

00:43:36.480 --> 00:43:38.472 There were just beginning some work

NOTE Confidence: 0.81176084

00:43:38.472 --> 00:43:40.876 with Elevate and the Tobin Center for

NOTE Confidence: 0.81176084

00:43:40.876 --> 00:43:42.904 Economic Policy through a grant from

NOTE Confidence: 0.81176084

00:43:42.904 --> 00:43:45.228 the Rockefeller Foundation to work on

NOTE Confidence: 0.81176084

00:43:45.228 --> 00:43:47.516 the contact tracing efforts and thinking

NOTE Confidence: 0.81176084

00:43:47.516 --> 00:43:49.296 about equity with contact tracing.

NOTE Confidence: 0.81176084

00:43:49.300 --> 00:43:51.743 And really, how you know the contact

NOTE Confidence: 0.81176084

00:43:51.743 --> 00:43:53.531 tracers similar to Community health

NOTE Confidence: 0.81176084

00:43:53.531 --> 00:43:56.219 workers a bit similar to our role is
NOTE Confidence: 0.81176084

00:43:56.292 --> 00:43:58.580 Community mental health ambassadors.
NOTE Confidence: 0.81176084

00:43:58.580 --> 00:44:00.860 How contact tracers can really be
NOTE Confidence: 0.81176084

00:44:00.860 --> 00:44:03.187 utilized to participate in some of
NOTE Confidence: 0.81176084

00:44:03.187 --> 00:44:05.419 those community approaches so you know,
NOTE Confidence: 0.81176084

00:44:05.420 --> 00:44:07.996 I think those are some promising strategies
NOTE Confidence: 0.81176084

00:44:07.996 --> 00:44:10.739 that we do have in that community.
NOTE Confidence: 0.8474578

00:44:10.740 --> 00:44:11.889 Partner approach Terra.
NOTE Confidence: 0.8474578

00:44:11.889 --> 00:44:15.007 Another part of that question was to discuss
NOTE Confidence: 0.8474578

00:44:15.007 --> 00:44:17.959 equity with Koben medical care in New Haven.
NOTE Confidence: 0.8474578

00:44:17.960 --> 00:44:20.615 We are a sanctuary city and so we have
NOTE Confidence: 0.8474578

00:44:20.615 --> 00:44:23.455 a number of undocumented families who
NOTE Confidence: 0.8474578

00:44:23.455 --> 00:44:26.345 don't have health insurance and so
NOTE Confidence: 0.8474578

00:44:26.345 --> 00:44:29.097 just by the virtue of that they're not.
NOTE Confidence: 0.8474578

00:44:29.100 --> 00:44:32.313 Able to access care and they end up suffering
NOTE Confidence: 0.8474578

00:44:32.313 --> 00:44:34.798 longer and making it to the hospital.

NOTE Confidence: 0.8474578

00:44:34.800 --> 00:44:37.082 And it has progressed rather far so

NOTE Confidence: 0.8474578

00:44:37.082 --> 00:44:39.643 we don't have an equitable way for

NOTE Confidence: 0.8474578

00:44:39.643 --> 00:44:41.917 that for folks to receive treatment.

NOTE Confidence: 0.8474578

00:44:41.920 --> 00:44:43.072 Who are undocumented?

NOTE Confidence: 0.8474578

00:44:43.072 --> 00:44:46.178 I think another element to build off of

NOTE Confidence: 0.8474578

00:44:46.178 --> 00:44:48.242 what Dean Lattimore was talking about

NOTE Confidence: 0.8474578

00:44:48.242 --> 00:44:50.975 in terms of the fear that black and

NOTE Confidence: 0.8474578

00:44:50.975 --> 00:44:53.546 Brown people tend to feel with relation

NOTE Confidence: 0.8474578

00:44:53.546 --> 00:44:56.384 to medical procedures is that there's

NOTE Confidence: 0.8474578

00:44:56.384 --> 00:44:59.778 a number of studies that indicate that.

NOTE Confidence: 0.8474578

00:44:59.780 --> 00:45:01.748 Folks of color an women their

NOTE Confidence: 0.8474578

00:45:01.748 --> 00:45:03.878 experiences of pain that are dismissed

NOTE Confidence: 0.8474578

00:45:03.878 --> 00:45:05.378 and sort of downplayed.

NOTE Confidence: 0.8474578

00:45:05.380 --> 00:45:07.865 And they're not paid attention to in

NOTE Confidence: 0.8474578

00:45:07.865 --> 00:45:10.277 in the hospitals to the same levels,

NOTE Confidence: 0.8474578

00:45:10.280 --> 00:45:12.380 and so I would imagine again,
NOTE Confidence: 0.8474578

00:45:12.380 --> 00:45:13.385 like Dean Lattimore.
NOTE Confidence: 0.8474578

00:45:13.385 --> 00:45:16.230 I don't this is my area of study,
NOTE Confidence: 0.8474578

00:45:16.230 --> 00:45:18.911 but I would imagine that that would
NOTE Confidence: 0.8474578

00:45:18.911 --> 00:45:20.394 influence somebody's decision to
NOTE Confidence: 0.8474578

00:45:20.394 --> 00:45:21.478 go and receive care.
NOTE Confidence: 0.83121485

00:45:22.710 --> 00:45:25.345 Thank you a follow up as a file question
NOTE Confidence: 0.83121485

00:45:25.345 --> 00:45:27.199 about the state of Connecticut.
NOTE Confidence: 0.83121485

00:45:27.200 --> 00:45:29.115 This conversation has been, uh, uh,
NOTE Confidence: 0.83121485

00:45:29.115 --> 00:45:30.640 a forefront conversation since the
NOTE Confidence: 0.83121485

00:45:30.640 --> 00:45:32.660 beginning in the state of Connecticut,
NOTE Confidence: 0.83121485

00:45:32.660 --> 00:45:34.830 Yale, New Haven Hospital and I can
NOTE Confidence: 0.83121485

00:45:34.830 --> 00:45:37.479 say at least in our system with those,
NOTE Confidence: 0.83121485

00:45:37.480 --> 00:45:39.594 and I will be very clear who
NOTE Confidence: 0.83121485

00:45:39.594 --> 00:45:41.648 actually make it into our system.
NOTE Confidence: 0.83121485

00:45:41.650 --> 00:45:43.855 We are actually not seeing just proportional

NOTE Confidence: 0.83121485

00:45:43.855 --> 00:45:45.820 outcomes based on race and ethnicity,

NOTE Confidence: 0.83121485

00:45:45.820 --> 00:45:47.997 but again, those are the ones who

NOTE Confidence: 0.83121485

00:45:47.997 --> 00:45:49.998 actually make it into the system.

NOTE Confidence: 0.8716869

00:45:52.080 --> 00:45:54.036 Tara, would it be appropriate to

NOTE Confidence: 0.8716869

00:45:54.036 --> 00:45:55.797 comment on what we've experienced

NOTE Confidence: 0.8716869

00:45:55.797 --> 00:45:58.119 in the outpatient clinic in terms

NOTE Confidence: 0.8716869

00:45:58.119 --> 00:45:59.889 of families coming for care?

NOTE Confidence: 0.8716869

00:45:59.890 --> 00:46:01.310 Not necessarily specifically related

NOTE Confidence: 0.8716869

00:46:01.310 --> 00:46:03.440 to Covid, but you mentioned New

NOTE Confidence: 0.8716869

00:46:03.440 --> 00:46:05.570 Haven is a sanctuary city and.

NOTE Confidence: 0.8533198

00:46:06.940 --> 00:46:09.740 I store. I mean, I am incredibly

NOTE Confidence: 0.8533198

00:46:09.740 --> 00:46:12.353 proud that the outpatient clinic has

NOTE Confidence: 0.8533198

00:46:12.353 --> 00:46:16.170 that we will see who needs our help

NOTE Confidence: 0.8533198

00:46:16.170 --> 00:46:18.690 regardless of their citizenship.

NOTE Confidence: 0.8533198

00:46:18.690 --> 00:46:21.812 And we have worked to create processes

NOTE Confidence: 0.8533198

00:46:21.812 --> 00:46:25.182 and policies to make that a discreet
NOTE Confidence: 0.8533198

00:46:25.182 --> 00:46:27.612 and welcoming process for folks.
NOTE Confidence: 0.8533198

00:46:27.620 --> 00:46:31.284 And so we're very fortunate that in the
NOTE Confidence: 0.8533198

00:46:31.284 --> 00:46:34.651 outpatient clinic we have a number of
NOTE Confidence: 0.8533198

00:46:34.651 --> 00:46:37.228 bilingual Spanish speaking folks, many of.
NOTE Confidence: 0.8533198

00:46:37.228 --> 00:46:40.488 Our people are are the folks that we serve
NOTE Confidence: 0.8533198

00:46:40.488 --> 00:46:43.326 in the community are Spanish speaking,
NOTE Confidence: 0.8533198

00:46:43.330 --> 00:46:45.340 but we also through the hospital
NOTE Confidence: 0.8533198

00:46:45.340 --> 00:46:47.250 have access to interpreter services,
NOTE Confidence: 0.8533198

00:46:47.250 --> 00:46:49.798 so we're also able to serve the
NOTE Confidence: 0.8533198

00:46:49.798 --> 00:46:51.643 population from the Middle East
NOTE Confidence: 0.8533198

00:46:51.643 --> 00:46:53.677 that we have here as well.
NOTE Confidence: 0.8533198

00:46:53.680 --> 00:46:55.780 And we've been able to provide
NOTE Confidence: 0.8533198

00:46:55.780 --> 00:46:57.610 those services as I said,
NOTE Confidence: 0.8533198

00:46:57.610 --> 00:46:59.390 without regard to citizenship or,
NOTE Confidence: 0.8533198

00:46:59.390 --> 00:47:01.664 and we can provide them without

NOTE Confidence: 0.8533198

00:47:01.664 --> 00:47:03.670 consideration for their ability to pay.

NOTE Confidence: 0.8533198

00:47:03.670 --> 00:47:06.526 So people who need services can get them,

NOTE Confidence: 0.8533198

00:47:06.530 --> 00:47:08.320 and that's that's really important.

NOTE Confidence: 0.8533198

00:47:08.320 --> 00:47:11.099 And that's an important point of access.

NOTE Confidence: 0.8533198

00:47:11.100 --> 00:47:12.352 And so it's it's.

NOTE Confidence: 0.8533198

00:47:12.352 --> 00:47:14.632 It's a really lovely feeling to not

NOTE Confidence: 0.8533198

00:47:14.632 --> 00:47:16.998 have to turn people away because we

NOTE Confidence: 0.8533198

00:47:16.998 --> 00:47:19.224 can't because they can't pay your

NOTE Confidence: 0.8533198

00:47:19.224 --> 00:47:21.444 because we don't speak their language.

NOTE Confidence: 0.8533198

00:47:21.450 --> 00:47:22.488 So we're very,

NOTE Confidence: 0.8533198

00:47:22.488 --> 00:47:23.180 very fortunate.

NOTE Confidence: 0.8533198

00:47:23.180 --> 00:47:25.492 And that is a service that is very

NOTE Confidence: 0.8533198

00:47:25.492 --> 00:47:28.107 unique to our child study Center an

NOTE Confidence: 0.8533198

00:47:28.107 --> 00:47:30.077 our services through the hospital.

NOTE Confidence: 0.8533198

00:47:30.080 --> 00:47:32.600 I think some of the other points of

NOTE Confidence: 0.8533198

00:47:32.600 --> 00:47:35.116 access that we've seen an that's been

NOTE Confidence: 0.8533198

00:47:35.116 --> 00:47:37.686 talked about a little before is that

NOTE Confidence: 0.8533198

00:47:37.686 --> 00:47:39.738 there's the divide of resources and

NOTE Confidence: 0.8533198

00:47:39.738 --> 00:47:42.590 so many of our families as I said.

NOTE Confidence: 0.8533198

00:47:42.590 --> 00:47:45.038 Earlier didn't have access to devices

NOTE Confidence: 0.8533198

00:47:45.038 --> 00:47:48.350 to be able or they had one device

NOTE Confidence: 0.8533198

00:47:48.350 --> 00:47:51.278 among the whole family and the idea

NOTE Confidence: 0.8533198

00:47:51.278 --> 00:47:53.518 of dedicating that device weekly

NOTE Confidence: 0.8533198

00:47:53.518 --> 00:47:56.158 for 45 minutes was either challenge

NOTE Confidence: 0.8533198

00:47:56.158 --> 00:47:58.278 or impossible for some families,

NOTE Confidence: 0.8533198

00:47:58.280 --> 00:48:00.898 and so we did have some families

NOTE Confidence: 0.8533198

00:48:00.898 --> 00:48:03.047 that weren't able to participate

NOTE Confidence: 0.8533198

00:48:03.047 --> 00:48:05.903 right after how the pandemic struck.

NOTE Confidence: 0.8533198

00:48:05.910 --> 00:48:06.279 However,

NOTE Confidence: 0.8533198

00:48:06.279 --> 00:48:08.493 when the schools receive money to

NOTE Confidence: 0.8533198

00:48:08.493 --> 00:48:11.419 be able to disseminate more devices,

NOTE Confidence: 0.8533198

00:48:11.420 --> 00:48:12.563 we saw and.

NOTE Confidence: 0.8533198

00:48:12.563 --> 00:48:15.230 An increase in intakes at that time

NOTE Confidence: 0.8533198

00:48:15.320 --> 00:48:18.440 and so that is another way I think

NOTE Confidence: 0.8533198

00:48:18.440 --> 00:48:21.166 we've learned a lot from Tele Health.

NOTE Confidence: 0.8533198

00:48:21.170 --> 00:48:23.348 We've been able to serve folks

NOTE Confidence: 0.8533198

00:48:23.348 --> 00:48:24.437 with wonderful outcomes.

NOTE Confidence: 0.8533198

00:48:24.440 --> 00:48:27.032 There are some populations in some

NOTE Confidence: 0.8533198

00:48:27.032 --> 00:48:29.660 situations that are tricky to do at

NOTE Confidence: 0.8533198

00:48:29.660 --> 00:48:32.090 where in person makes a lot of sense,

NOTE Confidence: 0.8533198

00:48:32.090 --> 00:48:34.298 and I know also throughout this

NOTE Confidence: 0.8533198

00:48:34.298 --> 00:48:36.540 pandemic we've been able now that

NOTE Confidence: 0.8533198

00:48:36.540 --> 00:48:38.280 we have the appropriate PPE,

NOTE Confidence: 0.8533198

00:48:38.280 --> 00:48:41.052 we've been able to put policies and

NOTE Confidence: 0.8533198

00:48:41.052 --> 00:48:43.444 procedures in place that ensure the

NOTE Confidence: 0.8533198

00:48:43.444 --> 00:48:46.069 safety of our faculty and our staff.

NOTE Confidence: 0.8533198

00:48:46.070 --> 00:48:49.289 And our our.
NOTE Confidence: 0.8533198

00:48:49.290 --> 00:48:50.238 Clients are patients,
NOTE Confidence: 0.8533198

00:48:50.238 --> 00:48:52.870 and so we've been able to safely provide
NOTE Confidence: 0.8533198

00:48:52.870 --> 00:48:54.982 some in person services for those
NOTE Confidence: 0.8533198

00:48:54.982 --> 00:48:57.330 who have struggled with the Tele Health.
NOTE Confidence: 0.8533198

00:48:57.330 --> 00:48:59.549 So I think we've we've seen we've
NOTE Confidence: 0.8533198

00:48:59.549 --> 00:49:01.888 learned a lot about the what the
NOTE Confidence: 0.8533198

00:49:01.888 --> 00:49:03.868 some of the barriers to access
NOTE Confidence: 0.8533198

00:49:03.940 --> 00:49:06.004 our an we've learned more about
NOTE Confidence: 0.8533198

00:49:06.004 --> 00:49:07.702 how we can overcome them,
NOTE Confidence: 0.8533198

00:49:07.702 --> 00:49:11.070 and so that I think that makes for a nice,
NOTE Confidence: 0.8533198

00:49:11.070 --> 00:49:12.410 exciting future moving forward.
NOTE Confidence: 0.9338097

00:49:14.120 --> 00:49:18.395 Thank you. So let's see a question
NOTE Confidence: 0.9338097

00:49:18.395 --> 00:49:21.271 from Doctor Landero's and let me let
NOTE Confidence: 0.9338097

00:49:21.271 --> 00:49:23.527 me try to rephrase the question.
NOTE Confidence: 0.9338097

00:49:23.530 --> 00:49:26.176 So Angie, I believe that you're asking

NOTE Confidence: 0.9338097

00:49:26.176 --> 00:49:28.758 a very important question of how do

NOTE Confidence: 0.9338097

00:49:28.758 --> 00:49:31.351 we provide mentorship to all of our

NOTE Confidence: 0.9338097

00:49:31.351 --> 00:49:34.111 colleagues who were taking on these

NOTE Confidence: 0.9338097

00:49:34.111 --> 00:49:35.855 tasks without overburdening them?

NOTE Confidence: 0.9338097

00:49:35.855 --> 00:49:37.985 And especially our black and Brown

NOTE Confidence: 0.9338097

00:49:37.985 --> 00:49:40.503 colleagues who are helping us move

NOTE Confidence: 0.9338097

00:49:40.503 --> 00:49:41.889 forward without overburdening?

NOTE Confidence: 0.9338097

00:49:41.890 --> 00:49:43.880 Is that your question, Angie?

NOTE Confidence: 0.8084186

00:49:48.180 --> 00:49:49.755 Our let's let's assume that's

NOTE Confidence: 0.8084186

00:49:49.755 --> 00:49:51.625 the phrasing and who would like

NOTE Confidence: 0.8084186

00:49:51.625 --> 00:49:53.473 to who would like to go with it?

NOTE Confidence: 0.8084186

00:49:53.480 --> 00:49:55.982 I'll start, you know. This can jump in I,

NOTE Confidence: 0.8084186

00:49:55.990 --> 00:49:59.020 I think about this a lot.

NOTE Confidence: 0.8084186

00:49:59.020 --> 00:50:00.157 As I'm terribly.

NOTE Confidence: 0.8084186

00:50:00.157 --> 00:50:01.673 Is actually mentioning earlier

NOTE Confidence: 0.8084186

00:50:01.673 --> 00:50:04.100 that we recogn diversity champions,
NOTE Confidence: 0.8084186

00:50:04.100 --> 00:50:06.858 so I'm actually hoping that there is
NOTE Confidence: 0.8084186

00:50:06.858 --> 00:50:09.450 a person identified in each Department.
NOTE Confidence: 0.8084186

00:50:09.450 --> 00:50:11.525 We've already come together how
NOTE Confidence: 0.8084186

00:50:11.525 --> 00:50:13.990 we had two meetings as far,
NOTE Confidence: 0.8084186

00:50:13.990 --> 00:50:16.654 but we're planning to have monthly
NOTE Confidence: 0.8084186

00:50:16.654 --> 00:50:19.607 meetings to support one another to have
NOTE Confidence: 0.8084186

00:50:19.607 --> 00:50:22.640 formal training in how to do DEI work,
NOTE Confidence: 0.8084186

00:50:22.640 --> 00:50:24.038 and more importantly,
NOTE Confidence: 0.8084186

00:50:24.038 --> 00:50:28.150 also to be a resource to one another.
NOTE Confidence: 0.8084186

00:50:28.150 --> 00:50:30.490 What I think is equally important
NOTE Confidence: 0.8084186

00:50:30.490 --> 00:50:32.795 this question ears if we feel
NOTE Confidence: 0.8084186

00:50:32.795 --> 00:50:34.465 that this is a important.
NOTE Confidence: 0.8084186

00:50:34.470 --> 00:50:37.462 If we feel that somebody will need to
NOTE Confidence: 0.8084186

00:50:37.462 --> 00:50:40.048 dedicate part of their career to this.
NOTE Confidence: 0.8084186

00:50:40.050 --> 00:50:41.910 Are we standing this up

NOTE Confidence: 0.8084186

00:50:41.910 --> 00:50:43.398 in our promotions process?

NOTE Confidence: 0.8084186

00:50:43.400 --> 00:50:45.787 Are we standing this up and we're

NOTE Confidence: 0.8084186

00:50:45.787 --> 00:50:48.590 looking at who future leaders are, etc.

NOTE Confidence: 0.8084186

00:50:48.590 --> 00:50:51.740 So I think it's a very good question and

NOTE Confidence: 0.8084186

00:50:51.818 --> 00:50:54.930 we need to be very intentional about it.

NOTE Confidence: 0.8084186

00:50:54.930 --> 00:50:57.054 Or quite frankly we will be

NOTE Confidence: 0.8084186

00:50:57.054 --> 00:50:58.998 burning burning this the people

NOTE Confidence: 0.8084186

00:50:58.998 --> 00:51:00.798 who have been traumatized.

NOTE Confidence: 0.8084186

00:51:00.800 --> 00:51:02.192 And hurting their careers.

NOTE Confidence: 0.8084186

00:51:02.192 --> 00:51:04.627 If we are not very intentional about

NOTE Confidence: 0.8084186

00:51:04.627 --> 00:51:06.875 this work and what it will mean in

NOTE Confidence: 0.8084186

00:51:06.875 --> 00:51:08.869 their advancement moving forward.

NOTE Confidence: 0.8084186

00:51:08.870 --> 00:51:10.976 So thank you for the question.

NOTE Confidence: 0.7891855

00:51:12.660 --> 00:51:15.620 Terra, Megan. Any additional comments?

NOTE Confidence: 0.88530743

00:51:22.350 --> 00:51:25.080 So let me open again the virtual

NOTE Confidence: 0.88530743

00:51:25.080 --> 00:51:27.907 floor to anyone in the audience
NOTE Confidence: 0.88530743

00:51:27.907 --> 00:51:29.999 with additional questions or.
NOTE Confidence: 0.88530743

00:51:30.000 --> 00:51:32.205 But you'd like to hear
NOTE Confidence: 0.88530743

00:51:32.205 --> 00:51:33.969 our R33 speakers address.
NOTE Confidence: 0.8495343

00:51:36.210 --> 00:51:37.410 After all, one out,
NOTE Confidence: 0.8495343

00:51:37.410 --> 00:51:40.394 I mean I was in the middle of typing it,
NOTE Confidence: 0.8495343

00:51:40.394 --> 00:51:42.788 but it's much easier to talk than to
NOTE Confidence: 0.8495343

00:51:42.788 --> 00:51:45.480 type the same time I and this goes back
NOTE Confidence: 0.8495343

00:51:45.480 --> 00:51:47.870 to a comment that you made in Lattimore,
NOTE Confidence: 0.8495343

00:51:47.870 --> 00:51:49.370 which I think is crucial,
NOTE Confidence: 0.8495343

00:51:49.370 --> 00:51:51.760 which is in need to increase understanding of
NOTE Confidence: 0.8495343

00:51:51.760 --> 00:51:53.850 the lived experiences of a diverse community.
NOTE Confidence: 0.8495343

00:51:53.850 --> 00:51:56.082 An I think that while we have so many
NOTE Confidence: 0.8495343

00:51:56.082 --> 00:51:57.975 ideas about the solutions of helping
NOTE Confidence: 0.8495343

00:51:57.975 --> 00:52:00.430 with the health and well being clearly,
NOTE Confidence: 0.8495343

00:52:00.430 --> 00:52:02.306 the people who are living these lives

NOTE Confidence: 0.8495343

00:52:02.306 --> 00:52:04.619 have a lot of really great solutions.

NOTE Confidence: 0.8495343

00:52:04.620 --> 00:52:06.164 And you had mentioned doing

NOTE Confidence: 0.8495343

00:52:06.164 --> 00:52:07.226 workshops and training.

NOTE Confidence: 0.8495343

00:52:07.226 --> 00:52:09.185 And I was hoping you could

NOTE Confidence: 0.8495343

00:52:09.185 --> 00:52:10.476 speak more about that.

NOTE Confidence: 0.8495343

00:52:10.476 --> 00:52:12.410 Anan also asked whether there might

NOTE Confidence: 0.8495343

00:52:12.410 --> 00:52:14.020 be other opportunities to expand

NOTE Confidence: 0.8495343

00:52:14.020 --> 00:52:15.950 on the space for that discourse.

NOTE Confidence: 0.8423346

00:52:19.780 --> 00:52:22.398 So I want to be very honest.

NOTE Confidence: 0.8423346

00:52:22.400 --> 00:52:24.440 This part is early because we

NOTE Confidence: 0.8423346

00:52:24.440 --> 00:52:26.278 have not hired the individuals

NOTE Confidence: 0.8423346

00:52:26.278 --> 00:52:29.127 who are going to help expand this.

NOTE Confidence: 0.8423346

00:52:29.130 --> 00:52:31.092 So currently is myself and Roshel

NOTE Confidence: 0.8423346

00:52:31.092 --> 00:52:33.682 Smith on the team doing most of

NOTE Confidence: 0.8423346

00:52:33.682 --> 00:52:35.298 this educational workshops we

NOTE Confidence: 0.8423346

00:52:35.298 --> 00:52:37.712 trying and actually figure out the

NOTE Confidence: 0.8423346

00:52:37.712 --> 00:52:39.597 needs of that local environment.

NOTE Confidence: 0.8423346

00:52:39.600 --> 00:52:41.844 So like when we worked with

NOTE Confidence: 0.8423346

00:52:41.844 --> 00:52:43.340 the Child Study Center,

NOTE Confidence: 0.8423346

00:52:43.340 --> 00:52:44.840 we have multiple conversations

NOTE Confidence: 0.8423346

00:52:44.840 --> 00:52:47.090 with your leadership about what you

NOTE Confidence: 0.8423346

00:52:47.152 --> 00:52:49.202 actually needed and created the

NOTE Confidence: 0.8423346

00:52:49.202 --> 00:52:50.842 conversations around those needs.

NOTE Confidence: 0.8423346

00:52:50.850 --> 00:52:52.902 So that's our approach is just

NOTE Confidence: 0.8423346

00:52:52.902 --> 00:52:53.928 coming in with.

NOTE Confidence: 0.8423346

00:52:53.930 --> 00:52:56.090 This is our little cookie cutter

NOTE Confidence: 0.8423346

00:52:56.090 --> 00:52:58.224 blah blah blah and we're going

NOTE Confidence: 0.8423346

00:52:58.224 --> 00:53:00.078 to just give it to you,

NOTE Confidence: 0.8423346

00:53:00.080 --> 00:53:02.474 whether that's what you need or not.

NOTE Confidence: 0.8423346

00:53:02.480 --> 00:53:04.526 But the expansion to be truthful,

NOTE Confidence: 0.8423346

00:53:04.530 --> 00:53:06.318 I need another one body who's

NOTE Confidence: 0.8423346

00:53:06.318 --> 00:53:08.290 who actually the job description.

NOTE Confidence: 0.8423346

00:53:08.290 --> 00:53:10.537 This will be the job is literally

NOTE Confidence: 0.8423346

00:53:10.537 --> 00:53:12.288 helping departments move forward in

NOTE Confidence: 0.8423346

00:53:12.288 --> 00:53:14.108 their understanding in these areas.

NOTE Confidence: 0.8454138

00:53:15.450 --> 00:53:17.360 This is something like creating a

NOTE Confidence: 0.8454138

00:53:17.360 --> 00:53:19.920 board of advisors from the community to serve

NOTE Confidence: 0.8454138

00:53:19.920 --> 00:53:21.192 the Child Study Center.

NOTE Confidence: 0.8454138

00:53:21.192 --> 00:53:22.464 Is that something that

NOTE Confidence: 0.8454138

00:53:22.470 --> 00:53:23.742 might be of interest?

NOTE Confidence: 0.8454138

00:53:23.742 --> 00:53:26.300 I know that in talking with some of

NOTE Confidence: 0.8454138

00:53:26.300 --> 00:53:28.526 the Community folks that I work with

NOTE Confidence: 0.8454138

00:53:28.530 --> 00:53:30.438 there, they would be very interested

NOTE Confidence: 0.8454138

00:53:30.440 --> 00:53:33.302 in serving in some type of role like that.

NOTE Confidence: 0.8454138

00:53:33.310 --> 00:53:35.140 I will let Tara speak specifically

NOTE Confidence: 0.8454138

00:53:35.140 --> 00:53:36.820 to the Child study Center.

NOTE Confidence: 0.8454138

00:53:36.820 --> 00:53:39.316 I have toyed with but have not figure
NOTE Confidence: 0.8454138

00:53:39.316 --> 00:53:41.608 out exactly what it should look like.
NOTE Confidence: 0.8454138

00:53:41.610 --> 00:53:42.882 Having won a community
NOTE Confidence: 0.8454138

00:53:42.882 --> 00:53:44.472 Advisory Board to my office,
NOTE Confidence: 0.8454138

00:53:44.480 --> 00:53:46.496 which would give more larger picture?
NOTE Confidence: 0.8454138

00:53:46.500 --> 00:53:49.216 Then just a Sinner, but I'll let
NOTE Confidence: 0.84338033

00:53:49.220 --> 00:53:51.536 Tara talk specifically about the center
NOTE Confidence: 0.84338033

00:53:51.540 --> 00:53:52.719 Terra through work.
NOTE Confidence: 0.84338033

00:53:52.719 --> 00:53:55.979 I know within the center one of the
NOTE Confidence: 0.84338033

00:53:55.979 --> 00:53:58.565 responsibilities or one of the tasks
NOTE Confidence: 0.84338033

00:53:58.565 --> 00:54:01.880 that they would like me to help take on
NOTE Confidence: 0.84338033

00:54:01.880 --> 00:54:04.728 is creating and an having a board here.
NOTE Confidence: 0.84338033

00:54:04.728 --> 00:54:07.839 A committee really to think about that work?
NOTE Confidence: 0.84338033

00:54:07.840 --> 00:54:09.780 And I think I've thought
NOTE Confidence: 0.84338033

00:54:09.780 --> 00:54:11.720 about it in two ways.
NOTE Confidence: 0.84338033

00:54:11.720 --> 00:54:16.004 I thought about it in terms of.

NOTE Confidence: 0.84338033

00:54:16.010 --> 00:54:18.215 Getting the information from all of us

NOTE Confidence: 0.84338033

00:54:18.215 --> 00:54:20.236 within the center who are working so

NOTE Confidence: 0.84338033

00:54:20.236 --> 00:54:22.528 that we can make sure that we're not

NOTE Confidence: 0.84338033

00:54:22.528 --> 00:54:24.658 only considering the experiences of all

NOTE Confidence: 0.84338033

00:54:24.658 --> 00:54:26.930 the different folks that come to us.

NOTE Confidence: 0.84338033

00:54:26.930 --> 00:54:28.435 All the different disciplines and

NOTE Confidence: 0.84338033

00:54:28.435 --> 00:54:30.312 sort of that we're pulling from

NOTE Confidence: 0.84338033

00:54:30.312 --> 00:54:31.872 research that we're pulling from

NOTE Confidence: 0.84338033

00:54:31.872 --> 00:54:33.794 clinical work that we're pulling from

NOTE Confidence: 0.84338033

00:54:33.794 --> 00:54:35.666 education to inform and really know

NOTE Confidence: 0.84338033

00:54:35.666 --> 00:54:37.850 the direction that we're going to go.

NOTE Confidence: 0.84338033

00:54:37.850 --> 00:54:40.083 But that would be informed by this

NOTE Confidence: 0.84338033

00:54:40.083 --> 00:54:42.376 listening tour that I was talking bout

NOTE Confidence: 0.84338033

00:54:42.376 --> 00:54:44.290 to really understand where the need

NOTE Confidence: 0.84338033

00:54:44.351 --> 00:54:46.360 is and to look at the information.

NOTE Confidence: 0.84338033

00:54:46.360 --> 00:54:48.916 That was has already been gathered.
NOTE Confidence: 0.84338033

00:54:48.920 --> 00:54:52.184 That's kind of around the center so we
NOTE Confidence: 0.84338033

00:54:52.184 --> 00:54:55.307 can understand that and understand the need.
NOTE Confidence: 0.84338033

00:54:55.310 --> 00:54:56.456 I also have,
NOTE Confidence: 0.84338033

00:54:56.456 --> 00:54:59.130 and this is well before taking on
NOTE Confidence: 0.84338033

00:54:59.213 --> 00:55:02.117 this role as the diversity officer.
NOTE Confidence: 0.84338033

00:55:02.120 --> 00:55:04.706 But I've always thought that having
NOTE Confidence: 0.84338033

00:55:04.706 --> 00:55:06.920 some kind of community committee
NOTE Confidence: 0.84338033

00:55:06.920 --> 00:55:09.416 or panel that calls the families
NOTE Confidence: 0.84338033

00:55:09.416 --> 00:55:12.819 that we serve on one level to talk
NOTE Confidence: 0.84338033

00:55:12.819 --> 00:55:14.899 and to understand their experience.
NOTE Confidence: 0.84338033

00:55:14.900 --> 00:55:18.057 I I struggle a lot with deciding
NOTE Confidence: 0.84338033

00:55:18.057 --> 00:55:20.350 for communities what they need.
NOTE Confidence: 0.84338033

00:55:20.350 --> 00:55:22.380 A man really think it's important that
NOTE Confidence: 0.84338033

00:55:22.380 --> 00:55:24.866 we invite the community to help us
NOTE Confidence: 0.84338033

00:55:24.866 --> 00:55:26.426 understand their lived experiences.

NOTE Confidence: 0.84338033

00:55:26.430 --> 00:55:28.120 As Darren had said earlier,

NOTE Confidence: 0.84338033

00:55:28.120 --> 00:55:30.896 but also to be able to truly inform

NOTE Confidence: 0.84338033

00:55:30.896 --> 00:55:33.222 the directions that we have to take

NOTE Confidence: 0.84338033

00:55:33.222 --> 00:55:35.537 so that what we're doing is actually

NOTE Confidence: 0.84338033

00:55:35.537 --> 00:55:37.917 meeting the need and not our own

NOTE Confidence: 0.84338033

00:55:37.917 --> 00:55:39.950 sort of desire to feel useful,

NOTE Confidence: 0.84338033

00:55:39.950 --> 00:55:42.316 and so that is yet another level.

NOTE Confidence: 0.84338033

00:55:42.320 --> 00:55:44.174 And I would imagine that there

NOTE Confidence: 0.84338033

00:55:44.174 --> 00:55:46.140 is opportunity or there will be

NOTE Confidence: 0.84338033

00:55:46.140 --> 00:55:48.132 opportunity to think about how we

NOTE Confidence: 0.84338033

00:55:48.132 --> 00:55:49.739 collaborate with other providers

NOTE Confidence: 0.84338033

00:55:49.739 --> 00:55:51.495 and other Community resources.

NOTE Confidence: 0.84338033

00:55:51.500 --> 00:55:53.596 To think about the ways that we can

NOTE Confidence: 0.84338033

00:55:53.596 --> 00:55:55.457 partner to think about the ways

NOTE Confidence: 0.84338033

00:55:55.457 --> 00:55:57.371 that we can strengthen our approach

NOTE Confidence: 0.84338033

00:55:57.432 --> 00:55:58.629 within our community.
NOTE Confidence: 0.84209406

00:56:00.730 --> 00:56:03.706 Megan, do you want to comment it too?
NOTE Confidence: 0.84209406

00:56:03.710 --> 00:56:05.852 I was just thinking that you
NOTE Confidence: 0.84209406

00:56:05.852 --> 00:56:07.800 know it's just going under.
NOTE Confidence: 0.84209406

00:56:07.800 --> 00:56:10.576 They think TB you last time to really
NOTE Confidence: 0.84209406

00:56:10.576 --> 00:56:13.007 resonates in terms of thinking about,
NOTE Confidence: 0.84209406

00:56:13.010 --> 00:56:14.835 you know absolutely the patients
NOTE Confidence: 0.84209406

00:56:14.835 --> 00:56:17.100 and their families that we serve.
NOTE Confidence: 0.84209406

00:56:17.100 --> 00:56:19.182 I think that's critical and also
NOTE Confidence: 0.84209406

00:56:19.182 --> 00:56:20.997 adding another layer of providers
NOTE Confidence: 0.84209406

00:56:20.997 --> 00:56:23.187 that are providing not only health
NOTE Confidence: 0.84209406

00:56:23.187 --> 00:56:25.280 care but basic needs services.
NOTE Confidence: 0.84209406

00:56:25.280 --> 00:56:27.242 You know, we know that that
NOTE Confidence: 0.84209406

00:56:27.242 --> 00:56:29.370 layer is just so essential.
NOTE Confidence: 0.84209406

00:56:29.370 --> 00:56:30.986 So providers are providing
NOTE Confidence: 0.84209406

00:56:30.986 --> 00:56:33.006 food and housing and diapers.

NOTE Confidence: 0.84209406

00:56:33.010 --> 00:56:34.963 Really need to be at the table as well.

NOTE Confidence: 0.84209406

00:56:34.970 --> 00:56:36.496 I think in this kind of board,

NOTE Confidence: 0.84209406

00:56:36.500 --> 00:56:37.200 so that would be,

NOTE Confidence: 0.84209406

00:56:37.200 --> 00:56:38.588 you know if we're thinking about really

NOTE Confidence: 0.84209406

00:56:38.588 --> 00:56:39.768 addressing the social determinants,

NOTE Confidence: 0.84209406

00:56:39.770 --> 00:56:41.290 I think that would be really important.

NOTE Confidence: 0.85325724

00:56:43.840 --> 00:56:45.898 We have a couple more minutes.

NOTE Confidence: 0.85325724

00:56:45.900 --> 00:56:47.268 Are there other questions

NOTE Confidence: 0.85325724

00:56:47.268 --> 00:56:48.990 from from the audience? Have

NOTE Confidence: 0.85325724

00:56:48.990 --> 00:56:50.700 a question for Dean Lattimore?

NOTE Confidence: 0.8275269

00:56:51.710 --> 00:56:54.310 Certainly. Then you

NOTE Confidence: 0.8685234

00:56:54.310 --> 00:56:58.854 said that once folks get into the system.

NOTE Confidence: 0.8685234

00:56:58.860 --> 00:57:01.646 But big provider, but once they

NOTE Confidence: 0.8685234

00:57:01.646 --> 00:57:04.426 get into the system the results

NOTE Confidence: 0.8685234

00:57:04.426 --> 00:57:06.745 are equitable and I'm wondering

NOTE Confidence: 0.8685234

00:57:06.745 --> 00:57:10.000 if you can provide more context to
NOTE Confidence: 0.8371536

00:57:10.000 --> 00:57:12.320 that. To what do you
NOTE Confidence: 0.8371536

00:57:12.320 --> 00:57:14.635 attribute that? How recent and
NOTE Confidence: 0.8371536

00:57:14.635 --> 00:57:17.452 how unusual? And more weather,
NOTE Confidence: 0.8371536

00:57:17.452 --> 00:57:19.060 if unusual experience. Actually
NOTE Confidence: 0.85710675

00:57:19.060 --> 00:57:22.236 what I meant to say if is that
NOTE Confidence: 0.85710675

00:57:22.236 --> 00:57:23.505 unfortunately currently when
NOTE Confidence: 0.85710675

00:57:23.505 --> 00:57:25.470 people get into the system,
NOTE Confidence: 0.85710675

00:57:25.470 --> 00:57:26.938 results are not equitable.
NOTE Confidence: 0.85710675

00:57:26.938 --> 00:57:29.669 That is the goal of the retention
NOTE Confidence: 0.85710675

00:57:29.669 --> 00:57:32.195 part of the strategic plan.
NOTE Confidence: 0.85710675

00:57:32.195 --> 00:57:35.644 If we is that more in line with?
NOTE Confidence: 0.8135925

00:57:37.730 --> 00:57:39.984 Andy, were you asking about the health
NOTE Confidence: 0.8135925

00:57:39.984 --> 00:57:41.798 care outcomes that the matter was
NOTE Confidence: 0.8135925

00:57:41.800 --> 00:57:43.990 asking about the health care outcomes? Oh,
NOTE Confidence: 0.8135925

00:57:43.990 --> 00:57:46.374 I'm sorry, the code, and I'm so the

NOTE Confidence: 0.8135925

00:57:46.374 --> 00:57:49.305 and I don't have them in front of me,

NOTE Confidence: 0.8135925

00:57:49.310 --> 00:57:51.431 but actually the data that I've sent

NOTE Confidence: 0.8135925

00:57:51.431 --> 00:57:53.311 through from the Yale New Haven

NOTE Confidence: 0.8135925

00:57:53.311 --> 00:57:55.129 health system that actually in once

NOTE Confidence: 0.8135925

00:57:55.129 --> 00:57:57.734 in the system we did not seeing more

NOTE Confidence: 0.8135925

00:57:57.734 --> 00:57:59.326 mortality or morbidity amongst people

NOTE Confidence: 0.8135925

00:57:59.326 --> 00:58:01.830 of color for the same level of disease.

NOTE Confidence: 0.8135925

00:58:01.830 --> 00:58:04.647 I don't have it right in front of me.

NOTE Confidence: 0.8135925

00:58:04.650 --> 00:58:06.564 I apologize, but at least that

NOTE Confidence: 0.8135925

00:58:06.564 --> 00:58:07.840 is what they have.

NOTE Confidence: 0.8135925

00:58:07.840 --> 00:58:08.586 Published again,

NOTE Confidence: 0.8135925

00:58:08.586 --> 00:58:11.197 I'm gonna be very clear that is

NOTE Confidence: 0.8135925

00:58:11.197 --> 00:58:13.616 for the few people not to feed

NOTE Confidence: 0.8135925

00:58:13.616 --> 00:58:15.300 with the people who make

NOTE Confidence: 0.86299103

00:58:15.300 --> 00:58:17.780 it into the system, right? And that's

NOTE Confidence: 0.86299103

00:58:17.780 --> 00:58:19.909 an important proviso, but do you
NOTE Confidence: 0.86299103

00:58:19.910 --> 00:58:21.686 think even even with that
NOTE Confidence: 0.86299103

00:58:21.686 --> 00:58:23.460 limitation, that Yale New Haven
NOTE Confidence: 0.86299103

00:58:23.460 --> 00:58:25.240 is unusual in that respect?
NOTE Confidence: 0.86299103

00:58:25.240 --> 00:58:27.718 And if so, from a national perspective,
NOTE Confidence: 0.86299103

00:58:27.720 --> 00:58:30.205 yes, other data from other places would
NOTE Confidence: 0.86299103

00:58:30.205 --> 00:58:32.721 suggest even within the system you see
NOTE Confidence: 0.86299103

00:58:32.721 --> 00:58:34.465 desperate outcomes by race, ethnicity.
NOTE Confidence: 0.86299103

00:58:34.465 --> 00:58:37.660 And sorry for this and any ideas as to
NOTE Confidence: 0.79122401

00:58:37.660 --> 00:58:40.397 why. You Haven is doing better then
NOTE Confidence: 0.77926284

00:58:40.400 --> 00:58:42.392 also too. I do not have
NOTE Confidence: 0.77926284

00:58:42.392 --> 00:58:43.720 that conversation in gaps.
NOTE Confidence: 0.87684864

00:58:47.910 --> 00:58:49.866 And thank you for the question,
NOTE Confidence: 0.87684864

00:58:49.870 --> 00:58:51.354 though we can certainly,
NOTE Confidence: 0.87684864

00:58:51.354 --> 00:58:53.209 we can certainly have that
NOTE Confidence: 0.87684864

00:58:53.209 --> 00:58:54.798 conversation with our colleagues.

NOTE Confidence: 0.87684864

00:58:54.800 --> 00:58:57.180 There and would you agree absolutely.

NOTE Confidence: 0.87684864

00:58:57.180 --> 00:59:00.070 Yep. Other questions.

NOTE Confidence: 0.9143462

00:59:03.370 --> 00:59:06.093 Linda, I wanted to quickly circle back

NOTE Confidence: 0.9143462

00:59:06.093 --> 00:59:08.929 to the question that was raised about.

NOTE Confidence: 0.85802644

00:59:11.130 --> 00:59:12.868 Being thoughtful and careful not

NOTE Confidence: 0.85802644

00:59:12.868 --> 00:59:14.568 to overburden mentors. Yes please.

NOTE Confidence: 0.85802644

00:59:14.568 --> 00:59:16.871 And this is attention that I think

NOTE Confidence: 0.85802644

00:59:16.871 --> 00:59:19.107 has existed for quite some time.

NOTE Confidence: 0.85802644

00:59:19.110 --> 00:59:20.815 That there are folks would

NOTE Confidence: 0.85802644

00:59:20.815 --> 00:59:22.930 like to engage in mentor ship.

NOTE Confidence: 0.85802644

00:59:22.930 --> 00:59:25.198 There are folks were very interested in

NOTE Confidence: 0.85802644

00:59:25.198 --> 00:59:27.788 mentor ship with want to support mentorship.

NOTE Confidence: 0.85802644

00:59:27.790 --> 00:59:30.028 And there's a tension between finding

NOTE Confidence: 0.85802644

00:59:30.028 --> 00:59:33.100 the time to do that and some of some

NOTE Confidence: 0.85802644

00:59:33.100 --> 00:59:36.086 of the things that I think we need to

NOTE Confidence: 0.85802644

00:59:36.086 --> 00:59:38.936 think creatively about or how to be able
NOTE Confidence: 0.85802644

00:59:38.936 --> 00:59:41.144 to alleviate some of the expectation.
NOTE Confidence: 0.85802644

00:59:41.150 --> 00:59:44.374 Of some of their core job description or
NOTE Confidence: 0.85802644

00:59:44.374 --> 00:59:47.141 their productivity to be able to make time
NOTE Confidence: 0.85802644

00:59:47.141 --> 00:59:49.499 and protected time and space for that.
NOTE Confidence: 0.85802644

00:59:49.500 --> 00:59:51.705 And I think that's a conundrum that
NOTE Confidence: 0.85802644

00:59:51.705 --> 00:59:54.578 we we find ourselves up against often,
NOTE Confidence: 0.85802644

00:59:54.580 --> 00:59:57.401 but it is something that worthy of
NOTE Confidence: 0.85802644

00:59:57.401 --> 00:59:58.973 consideration and creative thinking
NOTE Confidence: 0.85802644

00:59:58.973 --> 01:00:00.458 so that we can do.
NOTE Confidence: 0.85802644

01:00:00.460 --> 01:00:02.756 That if this is a value that we
NOTE Confidence: 0.85802644

01:00:02.756 --> 01:00:03.930 want to uphold,
NOTE Confidence: 0.85802644

01:00:03.930 --> 01:00:05.186 mentorship has been mentioned
NOTE Confidence: 0.85802644

01:00:05.186 --> 01:00:06.128 across the board.
NOTE Confidence: 0.85802644

01:00:06.130 --> 01:00:08.335 I think in each of our presentations,
NOTE Confidence: 0.85802644

01:00:08.340 --> 01:00:10.338 so clearly something that we feel

NOTE Confidence: 0.85802644

01:00:10.338 --> 01:00:12.514 is important to have as part of

NOTE Confidence: 0.85802644

01:00:12.514 --> 01:00:14.327 our center and we would need to

NOTE Confidence: 0.85802644

01:00:14.393 --> 01:00:16.427 think creatively to find ways to

NOTE Confidence: 0.85802644

01:00:16.427 --> 01:00:18.104 alleviate some of that tension.

NOTE Confidence: 0.85802644

01:00:18.104 --> 01:00:20.616 An allow folks the space to do it.

NOTE Confidence: 0.8672863

01:00:21.830 --> 01:00:23.350 Couldn't agree more. Actually,

NOTE Confidence: 0.8672863

01:00:23.350 --> 01:00:27.320 on an I would look to all of you to comment,

NOTE Confidence: 0.8672863

01:00:27.320 --> 01:00:30.758 but it's in part almost like.

NOTE Confidence: 0.8672863

01:00:30.760 --> 01:00:34.240 I think this is not a perfect analogy,

NOTE Confidence: 0.8672863

01:00:34.240 --> 01:00:36.850 but it's like in a research

NOTE Confidence: 0.8672863

01:00:36.850 --> 01:00:37.720 teaching University.

NOTE Confidence: 0.8672863

01:00:37.720 --> 01:00:39.472 Oftentimes, teaching is even

NOTE Confidence: 0.8672863

01:00:39.472 --> 01:00:41.662 though its University is rewarded

NOTE Confidence: 0.8672863

01:00:41.662 --> 01:00:43.939 less than research productivity.

NOTE Confidence: 0.8672863

01:00:43.940 --> 01:00:44.758 Or scholarship.

NOTE Confidence: 0.8672863

01:00:44.758 --> 01:00:46.394 Whereas in some universities
NOTE Confidence: 0.8672863

01:00:46.394 --> 01:00:48.360 teaching is at the top,
NOTE Confidence: 0.8672863

01:00:48.360 --> 01:00:50.370 teaching is how people are
NOTE Confidence: 0.8672863

01:00:50.370 --> 01:00:51.576 promoted and rewarded.
NOTE Confidence: 0.8672863

01:00:51.580 --> 01:00:54.348 So how do you in a mini wise
NOTE Confidence: 0.8672863

01:00:54.348 --> 01:00:56.000 change that structure?
NOTE Confidence: 0.8672863

01:00:56.000 --> 01:00:58.968 That value structure and put all of
NOTE Confidence: 0.8672863

01:00:58.968 --> 01:01:02.001 those activities on an equal par
NOTE Confidence: 0.8672863

01:01:02.001 --> 01:01:04.245 mentorships scholarship clinical work?
NOTE Confidence: 0.8672863

01:01:04.250 --> 01:01:05.270 With any of you,
NOTE Confidence: 0.8672863

01:01:05.270 --> 01:01:06.035 add to that.
NOTE Confidence: 0.7236231

01:01:10.580 --> 01:01:12.897 I mean, just want I think that's
NOTE Confidence: 0.7236231

01:01:12.897 --> 01:01:15.170 the crux of it is really how
NOTE Confidence: 0.7236231

01:01:15.170 --> 01:01:17.333 to figure out how to do that
NOTE Confidence: 0.7236231

01:01:17.333 --> 01:01:19.110 and reward that right right
NOTE Confidence: 0.7236231

01:01:19.110 --> 01:01:22.218 will end on a very talkative.

NOTE Confidence: 0.7236231
01:01:22.220 --> 01:01:25.600 I'm sorry there is going to be provocative,
NOTE Confidence: 0.7236231
01:01:25.600 --> 01:01:27.720 least Aaron. It's our system.
NOTE Confidence: 0.7236231
01:01:27.720 --> 01:01:31.096 There is no higher being that has touched,
NOTE Confidence: 0.7236231
01:01:31.100 --> 01:01:34.040 Yellen said academic crowd is somehow
NOTE Confidence: 0.7236231
01:01:34.040 --> 01:01:37.309 worth more than mentorship versus clinical.
NOTE Confidence: 0.7236231
01:01:37.310 --> 01:01:40.285 So the question is when are we?
NOTE Confidence: 0.7236231
01:01:40.290 --> 01:01:42.908 The color now I'm still waiting to come to
NOTE Confidence: 0.7236231
01:01:42.908 --> 01:01:45.040 the conclusion that it's time for change.
NOTE Confidence: 0.8876404
01:01:46.020 --> 01:01:47.124 Absolutely no. I couldn't
NOTE Confidence: 0.8876404
01:01:47.124 --> 01:01:48.504 agree with you more there,
NOTE Confidence: 0.8876404
01:01:48.510 --> 01:01:49.894 and I couldn't agree more.
NOTE Confidence: 0.8876404
01:01:49.894 --> 01:01:51.006 Absolutely, I don't think
NOTE Confidence: 0.8876404
01:01:51.006 --> 01:01:51.840 it's that provocative.
NOTE Confidence: 0.7692013
01:01:55.310 --> 01:01:58.274 But appropriate. Other
NOTE Confidence: 0.7692013
01:01:58.274 --> 01:01:59.570 questions from the audience.
NOTE Confidence: 0.8797282

01:02:02.170 --> 01:02:04.645 We were again as in the other two sessions.

NOTE Confidence: 0.8797282

01:02:04.650 --> 01:02:06.687 We want to be respectful of everyone's

NOTE Confidence: 0.8797282

01:02:06.687 --> 01:02:09.067 time and you're taking the time to join us.

NOTE Confidence: 0.8797282

01:02:09.070 --> 01:02:11.286 And I'm just so grateful to Megan and

NOTE Confidence: 0.8797282

01:02:11.286 --> 01:02:13.708 Tara and Erin for helping us kick off

NOTE Confidence: 0.8797282

01:02:13.708 --> 01:02:16.058 this session and such a good discussion.

NOTE Confidence: 0.8797282

01:02:16.060 --> 01:02:17.790 So thanks everyone tomorrow afternoon.

NOTE Confidence: 0.8797282

01:02:17.790 --> 01:02:20.193 Join us for the data blitz and then for

NOTE Confidence: 0.8797282

01:02:20.193 --> 01:02:22.765 our panel discussion will have a full

NOTE Confidence: 0.8797282

01:02:22.765 --> 01:02:25.380 afternoon starting at 3:00 o'clock tomorrow.

NOTE Confidence: 0.8797282

01:02:25.380 --> 01:02:28.200 And don't forget the poster sessions

NOTE Confidence: 0.8797282

01:02:28.200 --> 01:02:30.400 if you haven't clicked on.

NOTE Confidence: 0.8797282

01:02:30.400 --> 01:02:34.176 But thanks everybody. Thanks.