

WEBVTT

NOTE duration:"01:08:16"

NOTE recognizability:0.899

NOTE language:en-us

NOTE Confidence: 0.77161935

00:00:04.750 --> 00:00:05.560 Great team.

NOTE Confidence: 0.90193045

00:00:10.900 --> 00:00:14.754 Welcome everybody. To pathology

NOTE Confidence: 0.90193045

00:00:14.754 --> 00:00:17.976 grand rounds on behalf of the

NOTE Confidence: 0.887489306

00:00:17.980 --> 00:00:19.948 Department's Committee on Diversity,

NOTE Confidence: 0.887489306

00:00:19.948 --> 00:00:21.934 Inclusivity, equity and engagement.

NOTE Confidence: 0.887489306

00:00:21.934 --> 00:00:23.926 Otherwise known as DICE,

NOTE Confidence: 0.887489306

00:00:23.930 --> 00:00:26.478 I would like to welcome you all.

NOTE Confidence: 0.887489306

00:00:26.480 --> 00:00:31.338 We excited today to have a doctor.

NOTE Confidence: 0.887489306

00:00:31.340 --> 00:00:33.028 Antenor Hinton from Vanderbilt

NOTE Confidence: 0.887489306

00:00:33.028 --> 00:00:35.560 University he said he's an assistant

NOTE Confidence: 0.887489306

00:00:35.627 --> 00:00:37.972 professor in the Department of

NOTE Confidence: 0.887489306

00:00:37.972 --> 00:00:39.848 Molecular Physiology and Biophysics.

NOTE Confidence: 0.887489306

00:00:39.850 --> 00:00:43.986 Uhm, the committee has.

NOTE Confidence: 0.887489306

00:00:43.986 --> 00:00:47.130 Engaged with various aspects of the

NOTE Confidence: 0.887489306

00:00:47.130 --> 00:00:49.240 department and we were fortunate

NOTE Confidence: 0.887489306

00:00:49.313 --> 00:00:51.626 enough to receive the green light

NOTE Confidence: 0.887489306

00:00:51.626 --> 00:00:53.486 to invite speakers to ground

NOTE Confidence: 0.887489306

00:00:53.486 --> 00:00:55.629 rounds that would contribute to.

NOTE Confidence: 0.887489306

00:00:55.630 --> 00:00:57.886 The mission of the committee and

NOTE Confidence: 0.887489306

00:00:57.886 --> 00:01:00.209 today we're delighted to have our

NOTE Confidence: 0.887489306

00:01:00.209 --> 00:01:02.089 first ever grand round speaker

NOTE Confidence: 0.887489306

00:01:02.089 --> 00:01:04.010 that was actually an invitee.

NOTE Confidence: 0.887489306

00:01:04.010 --> 00:01:05.330 From the committee itself,

NOTE Confidence: 0.887489306

00:01:05.330 --> 00:01:07.718 and we're hoping that we can engage

NOTE Confidence: 0.887489306

00:01:07.718 --> 00:01:09.458 in discussions that will advance

NOTE Confidence: 0.887489306

00:01:09.458 --> 00:01:11.690 the mission of the committee and

NOTE Confidence: 0.887489306

00:01:11.690 --> 00:01:13.130 they align very well with the

NOTE Confidence: 0.887489306

00:01:13.130 --> 00:01:14.848 mission of the university as well.

NOTE Confidence: 0.887489306

00:01:14.850 --> 00:01:16.700 The Department of the University.

NOTE Confidence: 0.887489306

00:01:16.700 --> 00:01:19.760 So I want to thank the Chair and the

NOTE Confidence: 0.887489306

00:01:19.760 --> 00:01:22.967 grander organizers for giving us this forum.

NOTE Confidence: 0.887489306

00:01:22.970 --> 00:01:25.720 I think it's very valuable for us too.

NOTE Confidence: 0.36653978

00:01:27.800 --> 00:01:31.058 Hear from the experts and engage in

NOTE Confidence: 0.36653978

00:01:31.058 --> 00:01:32.670 discussion and conversation that

NOTE Confidence: 0.36653978

00:01:32.738 --> 00:01:34.929 will help us advance all the all

NOTE Confidence: 0.36653978

00:01:34.929 --> 00:01:36.900 the many aspects of our mission.

NOTE Confidence: 0.36653978

00:01:36.900 --> 00:01:39.630 Uhm, before I turn over the

NOTE Confidence: 0.36653978

00:01:39.630 --> 00:01:40.974 podium to Doctor Hinton,

NOTE Confidence: 0.36653978

00:01:40.974 --> 00:01:42.967 I would like to tell you a little bit

NOTE Confidence: 0.36653978

00:01:42.967 --> 00:01:45.740 more about him and his background.

NOTE Confidence: 0.36653978

00:01:45.740 --> 00:01:48.630 So I believe he received his

NOTE Confidence: 0.36653978

00:01:48.630 --> 00:01:50.800 undergraduate degree in biology from

NOTE Confidence: 0.36653978

00:01:50.870 --> 00:01:53.038 Winston Salem State University.

NOTE Confidence: 0.36653978

00:01:53.040 --> 00:01:56.556 Then he also did post patinage.

NOTE Confidence: 0.36653978

00:01:56.560 --> 00:01:59.878 And then receive this page D from
NOTE Confidence: 0.36653978

00:01:59.878 --> 00:02:02.161 Baylor University where he studied
NOTE Confidence: 0.36653978

00:02:02.161 --> 00:02:04.191 the molecular biomedical sciences.
NOTE Confidence: 0.36653978

00:02:04.191 --> 00:02:07.473 He also has extensive postdoctoral training,
NOTE Confidence: 0.36653978

00:02:07.480 --> 00:02:09.340 both at the University of Iowa
NOTE Confidence: 0.36653978

00:02:09.340 --> 00:02:10.580 at the Mayo Clinic.
NOTE Confidence: 0.36653978

00:02:10.580 --> 00:02:13.970 And he's been working on looking
NOTE Confidence: 0.36653978

00:02:13.970 --> 00:02:17.520 with really cutting edge microscopic
NOTE Confidence: 0.36653978

00:02:17.520 --> 00:02:20.081 techniques at the morphology
NOTE Confidence: 0.36653978

00:02:20.081 --> 00:02:22.549 and function of mitochondria.
NOTE Confidence: 0.36653978

00:02:22.550 --> 00:02:24.414 They are and so on in disease states
NOTE Confidence: 0.36653978

00:02:24.414 --> 00:02:26.837 such as diabetes and cardiovascular disease,
NOTE Confidence: 0.36653978

00:02:26.840 --> 00:02:28.425 so his research interests also
NOTE Confidence: 0.36653978

00:02:28.425 --> 00:02:30.530 align very well with our mission.
NOTE Confidence: 0.36653978

00:02:30.530 --> 00:02:34.610 Nevertheless, we were attracted to.
NOTE Confidence: 0.36653978

00:02:34.610 --> 00:02:36.464 All the activities that he has

NOTE Confidence: 0.36653978

00:02:36.464 --> 00:02:39.032 engaged in in terms of equity and

NOTE Confidence: 0.36653978

00:02:39.032 --> 00:02:40.724 diversity and advancing mentoring.

NOTE Confidence: 0.36653978

00:02:40.730 --> 00:02:42.920 And has received numerous awards and

NOTE Confidence: 0.36653978

00:02:42.920 --> 00:02:45.330 he's been very active in this space.

NOTE Confidence: 0.36653978

00:02:45.330 --> 00:02:46.710 So we come.

NOTE Confidence: 0.36653978

00:02:46.710 --> 00:02:50.630 I already met with him already and I was.

NOTE Confidence: 0.36653978

00:02:50.630 --> 00:02:53.042 100% impressed with the level of

NOTE Confidence: 0.36653978

00:02:53.042 --> 00:02:55.825 thought and care that he puts into

NOTE Confidence: 0.36653978

00:02:55.825 --> 00:02:58.680 these concepts in this in this issue so.

NOTE Confidence: 0.36653978

00:02:58.680 --> 00:02:59.478 Without further adieu,

NOTE Confidence: 0.36653978

00:02:59.478 --> 00:03:01.988 I would like to turn the podium over to him,

NOTE Confidence: 0.36653978

00:03:01.990 --> 00:03:04.006 and we really look forward to your

NOTE Confidence: 0.36653978

00:03:04.006 --> 00:03:05.650 presentation in a conversation.

NOTE Confidence: 0.36653978

00:03:05.650 --> 00:03:07.816 Thank you for accepting our limitation.

NOTE Confidence: 0.36653978

00:03:07.820 --> 00:03:08.708 The floor is yours.

NOTE Confidence: 0.889024391578947

00:03:09.720 --> 00:03:12.152 Thank you so very much and I look
NOTE Confidence: 0.889024391578947

00:03:12.152 --> 00:03:14.550 forward to every once I've bought
NOTE Confidence: 0.889024391578947

00:03:14.550 --> 00:03:16.700 and input after the presentation.
NOTE Confidence: 0.889024391578947

00:03:16.700 --> 00:03:19.034 So today we'll be talking about
NOTE Confidence: 0.889024391578947

00:03:19.034 --> 00:03:21.290 several different topics and how they
NOTE Confidence: 0.889024391578947

00:03:21.290 --> 00:03:23.509 merge together to be able to create
NOTE Confidence: 0.889024391578947

00:03:23.510 --> 00:03:25.274 what we're going to talk about today.
NOTE Confidence: 0.889024391578947

00:03:25.280 --> 00:03:27.668 So in brief, I'll be talking
NOTE Confidence: 0.889024391578947

00:03:27.668 --> 00:03:30.350 about why we need to mentor,
NOTE Confidence: 0.889024391578947

00:03:30.350 --> 00:03:31.886 why isn't important,
NOTE Confidence: 0.889024391578947

00:03:31.886 --> 00:03:36.580 and then why in the context of mentoring,
NOTE Confidence: 0.889024391578947

00:03:36.580 --> 00:03:38.344 why do we need to have this
NOTE Confidence: 0.889024391578947

00:03:38.344 --> 00:03:39.807 conversation today, so the conversation?
NOTE Confidence: 0.889024391578947

00:03:39.807 --> 00:03:41.402 That will be happening today
NOTE Confidence: 0.889024391578947

00:03:41.402 --> 00:03:43.039 is about unconscious bias,
NOTE Confidence: 0.889024391578947

00:03:43.040 --> 00:03:44.558 stereotypes and microaggressions,

NOTE Confidence: 0.889024391578947
00:03:44.558 --> 00:03:48.100 and how these things can be impactful
NOTE Confidence: 0.889024391578947
00:03:48.172 --> 00:03:50.400 and shaping our mentor ship with
NOTE Confidence: 0.889024391578947
00:03:50.400 --> 00:03:53.040 others and how we also can improve our
NOTE Confidence: 0.889024391578947
00:03:53.113 --> 00:03:55.143 mentorship through having mentoring dot
NOTE Confidence: 0.889024391578947
00:03:55.143 --> 00:03:58.620 of as a science and also good mentoring,
NOTE Confidence: 0.889024391578947
00:03:58.620 --> 00:03:59.224 negative Internet,
NOTE Confidence: 0.889024391578947
00:03:59.224 --> 00:04:00.130 intentional mentoring are
NOTE Confidence: 0.889024391578947
00:04:00.130 --> 00:04:01.338 topics that will cover.
NOTE Confidence: 0.889024391578947
00:04:01.340 --> 00:04:03.689 So before I start I just want everyone to
NOTE Confidence: 0.889024391578947
00:04:03.689 --> 00:04:06.096 say this is just what the data supports.
NOTE Confidence: 0.889024391578947
00:04:06.100 --> 00:04:07.588 I already believe that everyone on
NOTE Confidence: 0.889024391578947
00:04:07.588 --> 00:04:09.849 this line is a good individual already.
NOTE Confidence: 0.889024391578947
00:04:09.850 --> 00:04:11.494 Believe that you just a desire
NOTE Confidence: 0.889024391578947
00:04:11.494 --> 00:04:13.210 to have a positive workplace,
NOTE Confidence: 0.889024391578947
00:04:13.210 --> 00:04:15.118 and I assume that no one or very few
NOTE Confidence: 0.889024391578947

00:04:15.118 --> 00:04:16.968 of you are trying to intentionally
NOTE Confidence: 0.889024391578947

00:04:16.968 --> 00:04:18.228 harm anyone or hurt,
NOTE Confidence: 0.889024391578947

00:04:18.230 --> 00:04:20.156 or who could care less about
NOTE Confidence: 0.889024391578947

00:04:20.156 --> 00:04:21.119 other people's feelings.
NOTE Confidence: 0.889024391578947

00:04:21.120 --> 00:04:22.856 So everything that we're talking about is
NOTE Confidence: 0.889024391578947

00:04:22.856 --> 00:04:24.568 something that we all can contribute to.
NOTE Confidence: 0.889024391578947

00:04:24.570 --> 00:04:26.724 And yes, even me too, we're not.
NOTE Confidence: 0.889024391578947

00:04:26.724 --> 00:04:27.510 I'm not perfect,
NOTE Confidence: 0.889024391578947

00:04:27.510 --> 00:04:29.624 but I assume that each of you
NOTE Confidence: 0.889024391578947

00:04:29.624 --> 00:04:30.530 just like myself,
NOTE Confidence: 0.889024391578947

00:04:30.530 --> 00:04:32.240 all have challenges and things that
NOTE Confidence: 0.889024391578947

00:04:32.240 --> 00:04:33.849 we're working together to to learn.
NOTE Confidence: 0.889024391578947

00:04:33.850 --> 00:04:35.350 And so in this topic,
NOTE Confidence: 0.889024391578947

00:04:35.350 --> 00:04:36.334 we're learning together.
NOTE Confidence: 0.889024391578947

00:04:36.334 --> 00:04:39.349 So it's not me being only like the expert,
NOTE Confidence: 0.889024391578947

00:04:39.350 --> 00:04:40.374 it's you being there.

NOTE Confidence: 0.889024391578947
00:04:40.374 --> 00:04:42.650 Expert, in which sharpening each other.
NOTE Confidence: 0.889024391578947
00:04:42.650 --> 00:04:45.065 So in today's space will
NOTE Confidence: 0.889024391578947
00:04:45.065 --> 00:04:46.441 talk about multiple things.
NOTE Confidence: 0.889024391578947
00:04:46.441 --> 00:04:47.629 So let's get started.
NOTE Confidence: 0.889024391578947
00:04:47.630 --> 00:04:49.745 So first I want to give you a reason
NOTE Confidence: 0.889024391578947
00:04:49.745 --> 00:04:51.835 about why we should mentor and in the
NOTE Confidence: 0.889024391578947
00:04:51.835 --> 00:04:53.981 context of the spirit of this being
NOTE Confidence: 0.889024391578947
00:04:53.981 --> 00:04:55.626 a School of Medicine department,
NOTE Confidence: 0.889024391578947
00:04:55.630 --> 00:04:57.492 I wanted to talk about the context
NOTE Confidence: 0.889024391578947
00:04:57.492 --> 00:04:59.143 of how mentorship can actually
NOTE Confidence: 0.889024391578947
00:04:59.143 --> 00:04:59.937 shape individuals.
NOTE Confidence: 0.889024391578947
00:04:59.940 --> 00:05:02.829 So over on the right we have three different,
NOTE Confidence: 0.889024391578947
00:05:02.830 --> 00:05:04.450 you know, levels of mentorship.
NOTE Confidence: 0.889024391578947
00:05:04.450 --> 00:05:05.350 We have myself,
NOTE Confidence: 0.889024391578947
00:05:05.350 --> 00:05:06.850 Dr Kartman tours me and
NOTE Confidence: 0.889024391578947

00:05:06.850 --> 00:05:08.160 Doctor Ogan mentors Dr.
NOTE Confidence: 0.889024391578947

00:05:08.160 --> 00:05:08.454 Clark.
NOTE Confidence: 0.889024391578947

00:05:08.454 --> 00:05:10.806 So the point here is just to show
NOTE Confidence: 0.889024391578947

00:05:10.806 --> 00:05:12.809 that mentorship is a lineages.
NOTE Confidence: 0.889024391578947

00:05:12.810 --> 00:05:14.931 Who you mentor and how you mentor
NOTE Confidence: 0.889024391578947

00:05:14.931 --> 00:05:16.743 them impacts them as a human
NOTE Confidence: 0.889024391578947

00:05:16.743 --> 00:05:18.417 being and how successful they can
NOTE Confidence: 0.889024391578947

00:05:18.417 --> 00:05:20.428 be and how they see themselves.
NOTE Confidence: 0.889024391578947

00:05:20.430 --> 00:05:24.861 However, residents that are mentor nearly do.
NOTE Confidence: 0.889024391578947

00:05:24.861 --> 00:05:27.349 I guess twice as well as what the
NOTE Confidence: 0.889024391578947

00:05:27.349 --> 00:05:29.701 literature says as anyone else with
NOTE Confidence: 0.889024391578947

00:05:29.701 --> 00:05:31.676 the same excellent grip preparation.
NOTE Confidence: 0.889024391578947

00:05:31.680 --> 00:05:32.213 However,
NOTE Confidence: 0.889024391578947

00:05:32.213 --> 00:05:35.265 when you're looking at mentors that
NOTE Confidence: 0.889024391578947

00:05:35.265 --> 00:05:37.960 are lacking in the space of mentor,
NOTE Confidence: 0.889024391578947

00:05:37.960 --> 00:05:40.590 many minority students that are

NOTE Confidence: 0.889024391578947
00:05:40.590 --> 00:05:43.028 residents you do not see the same
NOTE Confidence: 0.889024391578947
00:05:43.028 --> 00:05:44.300 type of intentional mentorship.
NOTE Confidence: 0.889024391578947
00:05:44.300 --> 00:05:46.700 They actually are less likely to
NOTE Confidence: 0.889024391578947
00:05:46.700 --> 00:05:48.300 establish a mentorship relationship
NOTE Confidence: 0.889024391578947
00:05:48.359 --> 00:05:50.123 with their peers or individuals that
NOTE Confidence: 0.889024391578947
00:05:50.123 --> 00:05:52.359 are at a rank higher than them.
NOTE Confidence: 0.889024391578947
00:05:52.360 --> 00:05:55.400 So this begs the question about why then.
NOTE Confidence: 0.889024391578947
00:05:55.400 --> 00:05:55.816 Also,
NOTE Confidence: 0.889024391578947
00:05:55.816 --> 00:05:57.896 what's interesting is that mentoring
NOTE Confidence: 0.889024391578947
00:05:57.896 --> 00:06:00.356 plays an important role in the
NOTE Confidence: 0.889024391578947
00:06:00.356 --> 00:06:02.904 perceived outcome of all on career readiness.
NOTE Confidence: 0.93968939875
00:06:02.910 --> 00:06:04.836 So this would suggest that mentoring
NOTE Confidence: 0.93968939875
00:06:04.836 --> 00:06:06.535 is essential for the preparation
NOTE Confidence: 0.93968939875
00:06:06.535 --> 00:06:08.315 of preparing for a career.
NOTE Confidence: 0.93968939875
00:06:08.320 --> 00:06:10.595 However, it's very difficult for
NOTE Confidence: 0.93968939875

00:06:10.595 --> 00:06:11.960 underrepresented students and
NOTE Confidence: 0.93968939875

00:06:11.960 --> 00:06:14.646 also a residence as well to face.
NOTE Confidence: 0.93968939875

00:06:14.650 --> 00:06:16.505 The challenges that are going on in
NOTE Confidence: 0.93968939875

00:06:16.505 --> 00:06:18.399 their everyday life and actually develop
NOTE Confidence: 0.93968939875

00:06:18.399 --> 00:06:20.144 authentic relationship with a mentor.
NOTE Confidence: 0.93968939875

00:06:20.150 --> 00:06:21.844 So what we're trying to do today
NOTE Confidence: 0.93968939875

00:06:21.844 --> 00:06:23.448 is trying to under that standard
NOTE Confidence: 0.93968939875

00:06:23.448 --> 00:06:25.740 this space of how to mentor and how
NOTE Confidence: 0.93968939875

00:06:25.740 --> 00:06:27.310 to create positive role models.
NOTE Confidence: 0.93968939875

00:06:27.310 --> 00:06:29.410 So I have three examples of mentors
NOTE Confidence: 0.93968939875

00:06:29.410 --> 00:06:31.219 that I have encountered over
NOTE Confidence: 0.93968939875

00:06:31.219 --> 00:06:33.319 the years and various facets.
NOTE Confidence: 0.93968939875

00:06:33.320 --> 00:06:35.637 And if you notice there from each
NOTE Confidence: 0.93968939875

00:06:35.637 --> 00:06:36.968 individual minority group and
NOTE Confidence: 0.93968939875

00:06:36.968 --> 00:06:38.893 what I'm trying to say is that
NOTE Confidence: 0.93968939875

00:06:38.893 --> 00:06:40.289 mentorship can be for anyone.

NOTE Confidence: 0.93968939875

00:06:40.290 --> 00:06:42.670 I'm an African American and I'm mentored

NOTE Confidence: 0.93968939875

00:06:42.670 --> 00:06:44.658 by individuals that don't look like.

NOTE Confidence: 0.93968939875

00:06:44.660 --> 00:06:46.172 Me and that looked like me and

NOTE Confidence: 0.93968939875

00:06:46.172 --> 00:06:47.983 the point of this is to show that

NOTE Confidence: 0.93968939875

00:06:47.983 --> 00:06:49.700 everyone has a place in mentorship,

NOTE Confidence: 0.93968939875

00:06:49.700 --> 00:06:51.404 but it's up to you to decide what

NOTE Confidence: 0.93968939875

00:06:51.404 --> 00:06:53.222 type of mentor that you want to be

NOTE Confidence: 0.93968939875

00:06:53.222 --> 00:06:54.888 and what type of encouragement and

NOTE Confidence: 0.93968939875

00:06:54.888 --> 00:06:57.036 reward that you get from mentoring

NOTE Confidence: 0.93968939875

00:06:57.036 --> 00:06:58.930 just individuals in general and

NOTE Confidence: 0.93968939875

00:06:58.930 --> 00:07:00.100 also underrepresented mentors.

NOTE Confidence: 0.93968939875

00:07:00.100 --> 00:07:02.026 So let's look at another publication.

NOTE Confidence: 0.93968939875

00:07:02.030 --> 00:07:03.654 Let's look at a little bit of the

NOTE Confidence: 0.93968939875

00:07:03.654 --> 00:07:05.484 data so mentoring programs should

NOTE Confidence: 0.93968939875

00:07:05.484 --> 00:07:07.920 be tailored to to respect settings

NOTE Confidence: 0.93968939875

00:07:07.992 --> 00:07:09.090 and environments.
NOTE Confidence: 0.93968939875

00:07:09.090 --> 00:07:11.064 So that would suggest that mentors that
NOTE Confidence: 0.93968939875

00:07:11.064 --> 00:07:12.682 are mentoring minority groups have to
NOTE Confidence: 0.93968939875

00:07:12.682 --> 00:07:14.369 be a little bit more intentional about
NOTE Confidence: 0.93968939875

00:07:14.417 --> 00:07:15.917 the backgrounds that individuals.
NOTE Confidence: 0.93968939875

00:07:15.920 --> 00:07:17.760 Come from to be able to have them
NOTE Confidence: 0.93968939875

00:07:17.760 --> 00:07:19.086 a better cultural representation
NOTE Confidence: 0.93968939875

00:07:19.086 --> 00:07:21.492 and include the unique needs of
NOTE Confidence: 0.93968939875

00:07:21.492 --> 00:07:23.470 those individuals from the distinct
NOTE Confidence: 0.93968939875

00:07:23.470 --> 00:07:24.216 minority groups.
NOTE Confidence: 0.93968939875

00:07:24.220 --> 00:07:26.230 In addition to this meant Torrance
NOTE Confidence: 0.93968939875

00:07:26.230 --> 00:07:28.253 must be encouraged to be able
NOTE Confidence: 0.93968939875

00:07:28.253 --> 00:07:30.119 to put forth their best efforts
NOTE Confidence: 0.93968939875

00:07:30.119 --> 00:07:32.000 into helping minority said chief,
NOTE Confidence: 0.93968939875

00:07:32.000 --> 00:07:32.694 and then,
NOTE Confidence: 0.93968939875

00:07:32.694 --> 00:07:34.429 when you're given this positive

NOTE Confidence: 0.93968939875
00:07:34.429 --> 00:07:34.776 reinforcement,
NOTE Confidence: 0.93968939875
00:07:34.780 --> 00:07:36.400 this allows for an individuals
NOTE Confidence: 0.93968939875
00:07:36.400 --> 00:07:38.446 that are from minority groups to
NOTE Confidence: 0.93968939875
00:07:38.446 --> 00:07:39.910 maintain positions of influence
NOTE Confidence: 0.93968939875
00:07:39.910 --> 00:07:41.374 and leadership in academe.
NOTE Confidence: 0.93968939875
00:07:41.380 --> 00:07:43.256 So what's fascinating here is that as
NOTE Confidence: 0.93968939875
00:07:43.256 --> 00:07:46.117 we try to develop these mentoring strategies.
NOTE Confidence: 0.93968939875
00:07:46.120 --> 00:07:48.400 Today we also must think about
NOTE Confidence: 0.93968939875
00:07:48.400 --> 00:07:50.346 how there's a collective need
NOTE Confidence: 0.93968939875
00:07:50.346 --> 00:07:52.476 for more mentors in this space.
NOTE Confidence: 0.93968939875
00:07:52.480 --> 00:07:53.308 For example,
NOTE Confidence: 0.93968939875
00:07:53.308 --> 00:07:56.206 I've mentored lots of minorities in the
NOTE Confidence: 0.93968939875
00:07:56.206 --> 00:07:58.335 past and it's a pleasure to do that,
NOTE Confidence: 0.93968939875
00:07:58.340 --> 00:08:00.503 but it also takes a joint effort
NOTE Confidence: 0.93968939875
00:08:00.503 --> 00:08:02.536 because myself coming from the same
NOTE Confidence: 0.93968939875

00:08:02.536 --> 00:08:03.932 background as these individuals
NOTE Confidence: 0.93968939875

00:08:03.932 --> 00:08:05.839 pictured in the in this image,
NOTE Confidence: 0.93968939875

00:08:05.840 --> 00:08:08.017 you can see that we're all minorities.
NOTE Confidence: 0.93968939875

00:08:08.020 --> 00:08:10.558 However, we're all from different stages,
NOTE Confidence: 0.93968939875

00:08:10.560 --> 00:08:12.387 and so what's unique here is that
NOTE Confidence: 0.93968939875

00:08:12.387 --> 00:08:14.600 it takes the collective to be able
NOTE Confidence: 0.93968939875

00:08:14.600 --> 00:08:16.305 to actually really push forward.
NOTE Confidence: 0.93968939875

00:08:16.310 --> 00:08:18.235 Minorities to do well so that means
NOTE Confidence: 0.93968939875

00:08:18.235 --> 00:08:20.096 peer level and then also people
NOTE Confidence: 0.93968939875

00:08:20.096 --> 00:08:21.721 that are stratified in different
NOTE Confidence: 0.93968939875

00:08:21.721 --> 00:08:24.049 areas and so we have to have a
NOTE Confidence: 0.93968939875

00:08:24.049 --> 00:08:25.383 authentic camaraderie and so that
NOTE Confidence: 0.93968939875

00:08:25.383 --> 00:08:27.154 starts with you all as faculty to
NOTE Confidence: 0.93968939875

00:08:27.154 --> 00:08:28.759 be able to mentor students,
NOTE Confidence: 0.93968939875

00:08:28.760 --> 00:08:30.704 to be able to have an authentic environment
NOTE Confidence: 0.93968939875

00:08:30.704 --> 00:08:32.547 and will talk about what authentic

NOTE Confidence: 0.93968939875

00:08:32.547 --> 00:08:34.276 environment means today and then.

NOTE Confidence: 0.93968939875

00:08:34.276 --> 00:08:36.141 While gender and ethnic similarities

NOTE Confidence: 0.93968939875

00:08:36.141 --> 00:08:38.489 between mentor and mentee are important

NOTE Confidence: 0.93968939875

00:08:38.489 --> 00:08:40.429 factors for non minority mentors.

NOTE Confidence: 0.93968939875

00:08:40.430 --> 00:08:43.050 I want you to be aware that we have to

NOTE Confidence: 0.928571515833333

00:08:43.121 --> 00:08:45.980 dig deeper. So meaning that when you.

NOTE Confidence: 0.928571515833333

00:08:45.980 --> 00:08:47.660 Try to appreciate minority students.

NOTE Confidence: 0.928571515833333

00:08:47.660 --> 00:08:50.060 You have to see it from their perspective

NOTE Confidence: 0.928571515833333

00:08:50.060 --> 00:08:52.657 and that you also have to be able to

NOTE Confidence: 0.928571515833333

00:08:52.657 --> 00:08:54.785 volunteer to serve with that minty to

NOTE Confidence: 0.928571515833333

00:08:54.785 --> 00:08:57.465 really create a space of safeness and so.

NOTE Confidence: 0.928571515833333

00:08:57.470 --> 00:08:59.936 Now let's get into some of the practices of

NOTE Confidence: 0.928571515833333

00:08:59.936 --> 00:09:02.437 why we need to think about how we mentor.

NOTE Confidence: 0.928571515833333

00:09:02.440 --> 00:09:05.296 So stereotypes exist all the time,

NOTE Confidence: 0.928571515833333

00:09:05.300 --> 00:09:07.330 and if anyone's not familiar

NOTE Confidence: 0.928571515833333

00:09:07.330 --> 00:09:08.548 with the stereotype,
NOTE Confidence: 0.928571515833333

00:09:08.550 --> 00:09:10.536 it is something that is attributed
NOTE Confidence: 0.928571515833333

00:09:10.536 --> 00:09:13.460 to a group of individuals based upon
NOTE Confidence: 0.928571515833333

00:09:13.460 --> 00:09:16.080 commonality's from that that set.
NOTE Confidence: 0.928571515833333

00:09:16.080 --> 00:09:17.304 Of worldly views,
NOTE Confidence: 0.928571515833333

00:09:17.304 --> 00:09:20.636 so a stereotype example could be a black
NOTE Confidence: 0.928571515833333

00:09:20.636 --> 00:09:23.772 person likes to eat chicken or a person
NOTE Confidence: 0.928571515833333

00:09:23.780 --> 00:09:27.287 from a gay background is always feminine.
NOTE Confidence: 0.928571515833333

00:09:27.290 --> 00:09:29.300 So these are examples of stereotypes
NOTE Confidence: 0.928571515833333

00:09:29.300 --> 00:09:31.160 that exist in today's culture.
NOTE Confidence: 0.928571515833333

00:09:31.160 --> 00:09:33.776 However, though both are not true,
NOTE Confidence: 0.928571515833333

00:09:33.780 --> 00:09:36.516 we also have to be aware that these lead
NOTE Confidence: 0.928571515833333

00:09:36.516 --> 00:09:39.136 to unconscious biases that shape how we
NOTE Confidence: 0.928571515833333

00:09:39.136 --> 00:09:42.619 think and how we potentially convince or so.
NOTE Confidence: 0.928571515833333

00:09:42.620 --> 00:09:44.408 Unconscious biases are also
NOTE Confidence: 0.928571515833333

00:09:44.408 --> 00:09:46.196 known as implicit biases.

NOTE Confidence: 0.928571515833333

00:09:46.200 --> 00:09:48.618 That are underlying attitudes or stereotypes

NOTE Confidence: 0.928571515833333

00:09:48.618 --> 00:09:51.150 that we just finished talking about,

NOTE Confidence: 0.928571515833333

00:09:51.150 --> 00:09:52.822 that people unconsciously attribute

NOTE Confidence: 0.928571515833333

00:09:52.822 --> 00:09:54.912 to another person or group.

NOTE Confidence: 0.928571515833333

00:09:54.920 --> 00:09:56.648 And this also can be used in the

NOTE Confidence: 0.928571515833333

00:09:56.648 --> 00:09:58.158 practice of when we're mentoring.

NOTE Confidence: 0.928571515833333

00:09:58.160 --> 00:10:00.014 Because if we have these unconscious

NOTE Confidence: 0.928571515833333

00:10:00.014 --> 00:10:02.090 biases that are shaped from the media,

NOTE Confidence: 0.928571515833333

00:10:02.090 --> 00:10:02.740 for example,

NOTE Confidence: 0.928571515833333

00:10:02.740 --> 00:10:05.786 when we all see that on the media there

NOTE Confidence: 0.928571515833333

00:10:05.786 --> 00:10:08.404 is patterns of portrayal of black men

NOTE Confidence: 0.928571515833333

00:10:08.404 --> 00:10:11.092 and black boys being antagonistic that

NOTE Confidence: 0.928571515833333

00:10:11.092 --> 00:10:13.010 they have things that are associated

NOTE Confidence: 0.928571515833333

00:10:13.010 --> 00:10:14.840 with crime or doing different things,

NOTE Confidence: 0.928571515833333

00:10:14.840 --> 00:10:16.580 it actually wants our view of.

NOTE Confidence: 0.928571515833333

00:10:16.580 --> 00:10:18.897 I would see individuals from that background.

NOTE Confidence: 0.928571515833333

00:10:18.900 --> 00:10:20.398 The same thing can be said for

NOTE Confidence: 0.928571515833333

00:10:20.398 --> 00:10:22.030 people that are Hispanic background.

NOTE Confidence: 0.928571515833333

00:10:22.030 --> 00:10:24.095 Usually it's been discussed previously

NOTE Confidence: 0.928571515833333

00:10:24.095 --> 00:10:26.575 in the literature that people that

NOTE Confidence: 0.928571515833333

00:10:26.575 --> 00:10:28.687 see individuals on the television and

NOTE Confidence: 0.928571515833333

00:10:28.687 --> 00:10:31.012 are only shaped by those experiences

NOTE Confidence: 0.928571515833333

00:10:31.012 --> 00:10:33.418 that are on the television associate

NOTE Confidence: 0.928571515833333

00:10:33.418 --> 00:10:34.940 negative outcomes with people that

NOTE Confidence: 0.928571515833333

00:10:34.940 --> 00:10:36.980 are Hispanic and also that are black.

NOTE Confidence: 0.928571515833333

00:10:36.980 --> 00:10:38.900 So we have to be aware to collect

NOTE Confidence: 0.928571515833333

00:10:38.900 --> 00:10:40.416 information not only from the media

NOTE Confidence: 0.928571515833333

00:10:40.416 --> 00:10:41.396 but also for myself.

NOTE Confidence: 0.928571515833333

00:10:41.400 --> 00:10:44.018 Experience is an example of how harsh

NOTE Confidence: 0.928571515833333

00:10:44.018 --> 00:10:46.610 the media has portrayed messages.

NOTE Confidence: 0.928571515833333

00:10:46.610 --> 00:10:48.680 Over the years and how subliminal

NOTE Confidence: 0.928571515833333

00:10:48.680 --> 00:10:51.195 some of these messages are or when

NOTE Confidence: 0.928571515833333

00:10:51.195 --> 00:10:52.970 we influence stereotypes to shape,

NOTE Confidence: 0.928571515833333

00:10:52.970 --> 00:10:55.658 our unconscious bias is an example of this.

NOTE Confidence: 0.928571515833333

00:10:55.660 --> 00:10:57.746 It's how the birth of the nation.

NOTE Confidence: 0.928571515833333

00:10:57.750 --> 00:11:00.686 Eventually a video that we will not discuss,

NOTE Confidence: 0.928571515833333

00:11:00.690 --> 00:11:03.042 but in this particular video there were

NOTE Confidence: 0.928571515833333

00:11:03.042 --> 00:11:04.704 stereotypes that were portrayed and

NOTE Confidence: 0.928571515833333

00:11:04.704 --> 00:11:07.080 shown that have led to the stereotype of

NOTE Confidence: 0.928571515833333

00:11:07.144 --> 00:11:09.239 actually African Americans in general.

NOTE Confidence: 0.928571515833333

00:11:09.240 --> 00:11:10.794 Looking at the context of how

NOTE Confidence: 0.928571515833333

00:11:10.794 --> 00:11:12.510 they love to eat watermelon,

NOTE Confidence: 0.928571515833333

00:11:12.510 --> 00:11:14.184 and the same thing for fried

NOTE Confidence: 0.928571515833333

00:11:14.184 --> 00:11:15.810 chicken or chicken in general.

NOTE Confidence: 0.928571515833333

00:11:15.810 --> 00:11:16.642 These actually.

NOTE Confidence: 0.928571515833333

00:11:16.642 --> 00:11:19.138 Are false because not every individual

NOTE Confidence: 0.928571515833333

00:11:19.138 --> 00:11:21.966 from this particular background does eat
NOTE Confidence: 0.928571515833333

00:11:21.966 --> 00:11:24.852 watermelon or attributes to liking chicken,
NOTE Confidence: 0.928571515833333

00:11:24.860 --> 00:11:27.289 and actually the largest group of individuals
NOTE Confidence: 0.928571515833333

00:11:27.289 --> 00:11:29.660 that actually eat watermelon and chicken.
NOTE Confidence: 0.928571515833333

00:11:29.660 --> 00:11:30.971 Per, you know,
NOTE Confidence: 0.928571515833333

00:11:30.971 --> 00:11:32.719 population would be China,
NOTE Confidence: 0.928571515833333

00:11:32.720 --> 00:11:35.296 so this is an example of how general
NOTE Confidence: 0.928571515833333

00:11:35.296 --> 00:11:37.580 associations are carried through the media,
NOTE Confidence: 0.928571515833333

00:11:37.580 --> 00:11:39.740 and then they become part of our biases.
NOTE Confidence: 0.928571515833333

00:11:39.740 --> 00:11:43.007 Now our brothers across the water and the UK.
NOTE Confidence: 0.935127126666667

00:11:43.010 --> 00:11:45.080 They shared the same type of,
NOTE Confidence: 0.935127126666667

00:11:45.080 --> 00:11:46.324 you know, stereotypical views.
NOTE Confidence: 0.935127126666667

00:11:46.324 --> 00:11:48.190 Which is OK because we are.
NOTE Confidence: 0.935127126666667

00:11:48.190 --> 00:11:50.550 Here to address these and we're here to
NOTE Confidence: 0.935127126666667

00:11:50.550 --> 00:11:52.760 work together as a team to overcome these.
NOTE Confidence: 0.935127126666667

00:11:52.760 --> 00:11:54.368 So what's an example of this?

NOTE Confidence: 0.935127126666667

00:11:54.370 --> 00:11:56.282 As the Home Office which is part of

NOTE Confidence: 0.935127126666667

00:11:56.282 --> 00:11:57.917 the government organization in the UK,

NOTE Confidence: 0.935127126666667

00:11:57.920 --> 00:12:01.286 they actually branded on boxes of

NOTE Confidence: 0.935127126666667

00:12:01.286 --> 00:12:05.090 chicken about how to be knife free,

NOTE Confidence: 0.935127126666667

00:12:05.090 --> 00:12:07.178 so these are attributed to individuals

NOTE Confidence: 0.935127126666667

00:12:07.178 --> 00:12:09.222 that that are minority or ethnic

NOTE Confidence: 0.935127126666667

00:12:09.222 --> 00:12:11.294 minorities as they discuss in UK that

NOTE Confidence: 0.935127126666667

00:12:11.294 --> 00:12:13.281 come from usually Africa or places

NOTE Confidence: 0.935127126666667

00:12:13.281 --> 00:12:15.578 that are from here speaking countries.

NOTE Confidence: 0.935127126666667

00:12:15.578 --> 00:12:18.250 They associated that stabbings.

NOTE Confidence: 0.935127126666667

00:12:18.250 --> 00:12:19.818 Our knives are being or having a

NOTE Confidence: 0.935127126666667

00:12:19.818 --> 00:12:21.710 knife will be associated with chicken,

NOTE Confidence: 0.935127126666667

00:12:21.710 --> 00:12:23.342 which means that these people would

NOTE Confidence: 0.935127126666667

00:12:23.342 --> 00:12:25.498 read these boxes and so these are the

NOTE Confidence: 0.935127126666667

00:12:25.498 --> 00:12:27.360 individuals that are doing the most crime.

NOTE Confidence: 0.935127126666667

00:12:27.360 --> 00:12:30.252 So these are false in accuracies
NOTE Confidence: 0.935127126666667

00:12:30.252 --> 00:12:32.642 that actually create a negative
NOTE Confidence: 0.935127126666667

00:12:32.642 --> 00:12:34.526 effect towards our mindset,
NOTE Confidence: 0.935127126666667

00:12:34.530 --> 00:12:35.890 which influences our biases.
NOTE Confidence: 0.935127126666667

00:12:35.890 --> 00:12:37.590 And so although they may
NOTE Confidence: 0.935127126666667

00:12:37.590 --> 00:12:39.270 be unconscious overtime,
NOTE Confidence: 0.935127126666667

00:12:39.270 --> 00:12:41.359 they can still be harmful now
NOTE Confidence: 0.935127126666667

00:12:41.359 --> 00:12:43.592 one now one modern example is the
NOTE Confidence: 0.935127126666667

00:12:43.592 --> 00:12:44.999 chair that's on Netflix.
NOTE Confidence: 0.935127126666667

00:12:45.000 --> 00:12:47.880 I find this to be very interesting, so this.
NOTE Confidence: 0.935127126666667

00:12:47.880 --> 00:12:50.640 Actually is kind of what happens.
NOTE Confidence: 0.935127126666667

00:12:50.640 --> 00:12:52.188 Mostly in most departments.
NOTE Confidence: 0.935127126666667

00:12:52.188 --> 00:12:55.130 How there may be one representative minority.
NOTE Confidence: 0.935127126666667

00:12:55.130 --> 00:12:56.576 There may be someone that also
NOTE Confidence: 0.935127126666667

00:12:56.576 --> 00:12:57.540 may be a minority,
NOTE Confidence: 0.935127126666667

00:12:57.540 --> 00:12:59.210 but it's considered the majority

NOTE Confidence: 0.935127126666667
00:12:59.210 --> 00:13:00.880 in the context of science,
NOTE Confidence: 0.935127126666667
00:13:00.880 --> 00:13:02.878 which would be the Asian background,
NOTE Confidence: 0.935127126666667
00:13:02.880 --> 00:13:04.278 and then there's usually a cast
NOTE Confidence: 0.935127126666667
00:13:04.278 --> 00:13:06.176 of a lot of individuals that come
NOTE Confidence: 0.935127126666667
00:13:06.176 --> 00:13:08.297 from across the world but are made
NOTE Confidence: 0.935127126666667
00:13:08.358 --> 00:13:10.038 from the Eurocentric viewpoint,
NOTE Confidence: 0.935127126666667
00:13:10.040 --> 00:13:13.197 and so the chair discusses these things,
NOTE Confidence: 0.935127126666667
00:13:13.200 --> 00:13:15.034 but not in the context of what
NOTE Confidence: 0.935127126666667
00:13:15.034 --> 00:13:15.820 really goes on.
NOTE Confidence: 0.935127126666667
00:13:15.820 --> 00:13:17.020 It's kind of a picture,
NOTE Confidence: 0.935127126666667
00:13:17.020 --> 00:13:18.970 but let's you know what's happening.
NOTE Confidence: 0.935127126666667
00:13:18.970 --> 00:13:21.730 But these things kind of can shape our
NOTE Confidence: 0.935127126666667
00:13:21.730 --> 00:13:24.248 unconscious bias of how a real department is.
NOTE Confidence: 0.935127126666667
00:13:24.250 --> 00:13:26.075 So of course all these
NOTE Confidence: 0.935127126666667
00:13:26.075 --> 00:13:27.170 take into consideration.
NOTE Confidence: 0.935127126666667

00:13:27.170 --> 00:13:28.550 We do all have biases,
NOTE Confidence: 0.935127126666667

00:13:28.550 --> 00:13:30.206 and so I do not want you to
NOTE Confidence: 0.935127126666667

00:13:30.206 --> 00:13:31.710 think that I'm without biases.
NOTE Confidence: 0.935127126666667

00:13:31.710 --> 00:13:33.957 But today we're trying to transform our
NOTE Confidence: 0.935127126666667

00:13:33.957 --> 00:13:36.623 biases to be able to actually look and
NOTE Confidence: 0.935127126666667

00:13:36.623 --> 00:13:38.760 unlock the potential of the matrix.
NOTE Confidence: 0.935127126666667

00:13:38.760 --> 00:13:40.292 So if you will,
NOTE Confidence: 0.935127126666667

00:13:40.292 --> 00:13:42.207 of course love the matrix,
NOTE Confidence: 0.935127126666667

00:13:42.210 --> 00:13:44.434 but the reason for this point is because
NOTE Confidence: 0.935127126666667

00:13:44.434 --> 00:13:46.947 we have to be able to take the wines and
NOTE Confidence: 0.935127126666667

00:13:46.947 --> 00:13:49.106 terms as you can see in this diagram.
NOTE Confidence: 0.935127126666667

00:13:49.110 --> 00:13:51.180 To the left about different types
NOTE Confidence: 0.935127126666667

00:13:51.180 --> 00:13:53.267 of microaggressions to be aware of
NOTE Confidence: 0.935127126666667

00:13:53.267 --> 00:13:55.199 how our implicit biases are shaped.
NOTE Confidence: 0.935127126666667

00:13:55.200 --> 00:13:57.630 So one thing to keep in mind is that
NOTE Confidence: 0.935127126666667

00:13:57.630 --> 00:14:00.417 when we're looking at our implicit biases,

NOTE Confidence: 0.935127126666667
00:14:00.420 --> 00:14:03.246 they can be implicit or explicit,
NOTE Confidence: 0.935127126666667
00:14:03.250 --> 00:14:05.590 and so we have to be aware that different
NOTE Confidence: 0.935127126666667
00:14:05.590 --> 00:14:07.349 types of microaggressions exist.
NOTE Confidence: 0.935127126666667
00:14:07.350 --> 00:14:09.365 Summer Micro insult micro assaults
NOTE Confidence: 0.935127126666667
00:14:09.365 --> 00:14:10.574 and micro invalidations,
NOTE Confidence: 0.935127126666667
00:14:10.580 --> 00:14:12.365 and then some armor on a universal
NOTE Confidence: 0.935127126666667
00:14:12.365 --> 00:14:14.153 level that are attributed to
NOTE Confidence: 0.935127126666667
00:14:14.153 --> 00:14:16.081 a certain environment called
NOTE Confidence: 0.935127126666667
00:14:16.081 --> 00:14:17.045 environmental microaggressions.
NOTE Confidence: 0.935127126666667
00:14:17.050 --> 00:14:19.216 However, after today's talk I believe.
NOTE Confidence: 0.935127126666667
00:14:19.220 --> 00:14:21.254 That you'll have a special type
NOTE Confidence: 0.935127126666667
00:14:21.254 --> 00:14:23.690 of mentorship skill set to combat
NOTE Confidence: 0.935127126666667
00:14:23.690 --> 00:14:25.208 microaggressions with allyship.
NOTE Confidence: 0.935127126666667
00:14:25.210 --> 00:14:27.826 We all could be allies in different examples.
NOTE Confidence: 0.935127126666667
00:14:27.830 --> 00:14:29.990 I want you all to be aware that
NOTE Confidence: 0.935127126666667

00:14:29.990 --> 00:14:31.819 conscious biases which are explicit
NOTE Confidence: 0.935127126666667

00:14:31.819 --> 00:14:33.459 and unconscious implicit biases,
NOTE Confidence: 0.950362943333333

00:14:33.460 --> 00:14:36.286 are influence about how people think,
NOTE Confidence: 0.950362943333333

00:14:36.290 --> 00:14:38.414 how people feel, and how people
NOTE Confidence: 0.950362943333333

00:14:38.414 --> 00:14:39.830 behave towards certain groups.
NOTE Confidence: 0.950362943333333

00:14:39.830 --> 00:14:42.526 So if we can debunk some of these
NOTE Confidence: 0.950362943333333

00:14:42.526 --> 00:14:45.159 on biases that exist in our minds,
NOTE Confidence: 0.950362943333333

00:14:45.160 --> 00:14:46.280 sorry, our unconscious biases
NOTE Confidence: 0.950362943333333

00:14:46.280 --> 00:14:47.680 that exist in our minds.
NOTE Confidence: 0.950362943333333

00:14:47.680 --> 00:14:49.164 We can actually further
NOTE Confidence: 0.950362943333333

00:14:49.164 --> 00:14:50.648 science to greater degree.
NOTE Confidence: 0.950362943333333

00:14:50.650 --> 00:14:53.142 It has been recently shown in a
NOTE Confidence: 0.950362943333333

00:14:53.142 --> 00:14:55.918 penis paper in 2020 that innovation.
NOTE Confidence: 0.950362943333333

00:14:55.920 --> 00:14:57.650 It's driven by having a
NOTE Confidence: 0.950362943333333

00:14:57.650 --> 00:14:58.688 more diverse workforce.
NOTE Confidence: 0.950362943333333

00:14:58.690 --> 00:15:00.560 Those publications also were backed.

NOTE Confidence: 0.950362943333333

00:15:00.560 --> 00:15:02.856 This publication was also backed up by

NOTE Confidence: 0.950362943333333

00:15:02.856 --> 00:15:04.572 various business models showing you

NOTE Confidence: 0.950362943333333

00:15:04.572 --> 00:15:06.600 know gender influenced on the overall

NOTE Confidence: 0.950362943333333

00:15:06.600 --> 00:15:08.448 landscape with diversity of thought.

NOTE Confidence: 0.950362943333333

00:15:08.450 --> 00:15:09.890 The same thing with minorities.

NOTE Confidence: 0.950362943333333

00:15:09.890 --> 00:15:11.186 So if you think about that,

NOTE Confidence: 0.950362943333333

00:15:11.190 --> 00:15:12.635 if we're thinking about ourselves

NOTE Confidence: 0.950362943333333

00:15:12.635 --> 00:15:14.790 as an enterprise and not just only

NOTE Confidence: 0.950362943333333

00:15:14.790 --> 00:15:16.430 thinking about the individual level,

NOTE Confidence: 0.950362943333333

00:15:16.430 --> 00:15:18.386 we want to create an environment

NOTE Confidence: 0.950362943333333

00:15:18.386 --> 00:15:19.690 that's more culturally rich,

NOTE Confidence: 0.950362943333333

00:15:19.690 --> 00:15:21.465 has an understanding of what

NOTE Confidence: 0.950362943333333

00:15:21.465 --> 00:15:24.191 unconscious biases are and how we can

NOTE Confidence: 0.950362943333333

00:15:24.191 --> 00:15:25.959 push forward beyond microaggressions.

NOTE Confidence: 0.950362943333333

00:15:25.960 --> 00:15:27.415 And address them why they're

NOTE Confidence: 0.950362943333333

00:15:27.415 --> 00:15:29.272 happening so that we can actually
NOTE Confidence: 0.9503629433333333

00:15:29.272 --> 00:15:31.002 be advocates and sponsors to
NOTE Confidence: 0.9503629433333333

00:15:31.002 --> 00:15:32.770 the individuals that face those.
NOTE Confidence: 0.9503629433333333

00:15:32.770 --> 00:15:35.610 So just remember we all have good intentions.
NOTE Confidence: 0.9503629433333333

00:15:35.610 --> 00:15:38.130 I'm not saying that you're bad or I'm bad.
NOTE Confidence: 0.9503629433333333

00:15:38.130 --> 00:15:38.820 We have these.
NOTE Confidence: 0.9503629433333333

00:15:38.820 --> 00:15:40.829 And the reason I say that is because
NOTE Confidence: 0.9503629433333333

00:15:40.829 --> 00:15:42.519 we have published data that's
NOTE Confidence: 0.9503629433333333

00:15:42.519 --> 00:15:44.312 demonstrated by a Harvard Medical
NOTE Confidence: 0.9503629433333333

00:15:44.312 --> 00:15:45.856 School psychologist that demonstrates
NOTE Confidence: 0.9503629433333333

00:15:45.856 --> 00:15:48.251 that everyone has the best intentions,
NOTE Confidence: 0.9503629433333333

00:15:48.251 --> 00:15:50.095 but can inadvertently commit
NOTE Confidence: 0.9503629433333333

00:15:50.095 --> 00:15:52.400 microaggressions due to the environment
NOTE Confidence: 0.9503629433333333

00:15:52.461 --> 00:15:54.939 that we experience everyday called society.
NOTE Confidence: 0.9503629433333333

00:15:54.940 --> 00:15:56.977 So that's why we have to attribute
NOTE Confidence: 0.9503629433333333

00:15:56.977 --> 00:15:58.840 to the information that we received

NOTE Confidence: 0.9503629433333333

00:15:58.840 --> 00:16:00.706 and how we shape that information.

NOTE Confidence: 0.9503629433333333

00:16:00.710 --> 00:16:02.200 Usually committing a microaggression is

NOTE Confidence: 0.9503629433333333

00:16:02.200 --> 00:16:04.906 not in. Taking up that were bad people.

NOTE Confidence: 0.9503629433333333

00:16:04.910 --> 00:16:07.020 As the doctor psychologist says,

NOTE Confidence: 0.9503629433333333

00:16:07.020 --> 00:16:08.007 Doctor Tarrant says,

NOTE Confidence: 0.9503629433333333

00:16:08.007 --> 00:16:09.981 but it's interesting because he says

NOTE Confidence: 0.9503629433333333

00:16:09.981 --> 00:16:11.769 it's more indicative of a society

NOTE Confidence: 0.9503629433333333

00:16:11.769 --> 00:16:14.058 that has a dominant view which is

NOTE Confidence: 0.9503629433333333

00:16:14.058 --> 00:16:16.128 based around Eurocentric or masculine

NOTE Confidence: 0.9503629433333333

00:16:16.128 --> 00:16:17.370 heterosexual thought processes.

NOTE Confidence: 0.9503629433333333

00:16:17.370 --> 00:16:19.477 So if you're part of these groups

NOTE Confidence: 0.9503629433333333

00:16:19.477 --> 00:16:20.680 I'm not attacking you.

NOTE Confidence: 0.9503629433333333

00:16:20.680 --> 00:16:22.208 If you're not a part of these groups.

NOTE Confidence: 0.9503629433333333

00:16:22.210 --> 00:16:24.196 I'm not only championing for you,

NOTE Confidence: 0.9503629433333333

00:16:24.200 --> 00:16:25.700 but I'm also camping for the

NOTE Confidence: 0.9503629433333333

00:16:25.700 --> 00:16:26.200 entire collective.
NOTE Confidence: 0.9503629433333333

00:16:26.200 --> 00:16:28.132 As a society we all have microaggressions
NOTE Confidence: 0.9503629433333333

00:16:28.132 --> 00:16:30.398 and we all have to face what that is.
NOTE Confidence: 0.9503629433333333

00:16:30.400 --> 00:16:32.206 So I've been talking a lot
NOTE Confidence: 0.9503629433333333

00:16:32.206 --> 00:16:32.808 about microaggressions.
NOTE Confidence: 0.9503629433333333

00:16:32.810 --> 00:16:34.330 I just want to be clear about what
NOTE Confidence: 0.9503629433333333

00:16:34.330 --> 00:16:35.958 that is so that we can kind of
NOTE Confidence: 0.9503629433333333

00:16:35.958 --> 00:16:37.027 move forward with our definitions
NOTE Confidence: 0.9503629433333333

00:16:37.027 --> 00:16:38.771 and get to the part of the talk
NOTE Confidence: 0.9503629433333333

00:16:38.771 --> 00:16:40.610 that talks about the mentorship.
NOTE Confidence: 0.9503629433333333

00:16:40.610 --> 00:16:43.040 So the definition of microaggression is
NOTE Confidence: 0.9503629433333333

00:16:43.107 --> 00:16:45.587 a comment or action that subtle or often,
NOTE Confidence: 0.9503629433333333

00:16:45.590 --> 00:16:47.402 unconscious or unintentional expresses
NOTE Confidence: 0.9503629433333333

00:16:47.402 --> 00:16:49.667 a prejudice attitudes toward a
NOTE Confidence: 0.9503629433333333

00:16:49.667 --> 00:16:51.608 member of a marginalized group.
NOTE Confidence: 0.9503629433333333

00:16:51.610 --> 00:16:53.320 This is the definition from

NOTE Confidence: 0.950362943333333

00:16:53.320 --> 00:16:54.004 Webster Dictionary.

NOTE Confidence: 0.950362943333333

00:16:54.010 --> 00:16:56.070 Common examples are you're black.

NOTE Confidence: 0.950362943333333

00:16:56.070 --> 00:16:57.850 You're tall, you play basketball,

NOTE Confidence: 0.950362943333333

00:16:57.850 --> 00:16:59.788 you're Asian, you're good at math.

NOTE Confidence: 0.950362943333333

00:16:59.790 --> 00:17:02.037 Women are not so smart and you

NOTE Confidence: 0.950362943333333

00:17:02.037 --> 00:17:03.000 don't look gay.

NOTE Confidence: 0.950362943333333

00:17:03.000 --> 00:17:04.288 'cause you're not feminine,

NOTE Confidence: 0.950362943333333

00:17:04.288 --> 00:17:05.898 so these are common things

NOTE Confidence: 0.950362943333333

00:17:05.898 --> 00:17:07.606 that are attributed to, UM,

NOTE Confidence: 0.950362943333333

00:17:07.606 --> 00:17:08.644 things in psychology.

NOTE Confidence: 0.950362943333333

00:17:08.644 --> 00:17:10.374 So this term was developed

NOTE Confidence: 0.950362943333333

00:17:10.374 --> 00:17:11.700 from Chester Pierce,

NOTE Confidence: 0.950362943333333

00:17:11.700 --> 00:17:13.700 a psychiatrist that received some

NOTE Confidence: 0.950362943333333

00:17:13.700 --> 00:17:15.700 recognition for doing the things

NOTE Confidence: 0.950362943333333

00:17:15.761 --> 00:17:18.083 that he was doing and understanding

NOTE Confidence: 0.950362943333333

00:17:18.083 --> 00:17:20.060 how thought processes around race
NOTE Confidence: 0.950362943333333

00:17:20.060 --> 00:17:21.740 and microaggressions work together
NOTE Confidence: 0.950362943333333

00:17:21.740 --> 00:17:23.840 or different subsets of ethnicity
NOTE Confidence: 0.919875736923077

00:17:23.900 --> 00:17:25.568 worked with microaggressions.
NOTE Confidence: 0.919875736923077

00:17:25.570 --> 00:17:27.388 However, he did not receive all
NOTE Confidence: 0.919875736923077

00:17:27.388 --> 00:17:29.293 the attention that he did because
NOTE Confidence: 0.919875736923077

00:17:29.293 --> 00:17:31.498 a lot of people thought that his
NOTE Confidence: 0.919875736923077

00:17:31.498 --> 00:17:33.130 particular focus on this was not.
NOTE Confidence: 0.919875736923077

00:17:33.130 --> 00:17:35.446 Right, they also thought that he
NOTE Confidence: 0.919875736923077

00:17:35.446 --> 00:17:38.450 was not a good psychologist. Steve
NOTE Confidence: 0.920377246428571

00:17:41.400 --> 00:17:43.680 so because of this he didn't get as
NOTE Confidence: 0.920377246428571

00:17:43.680 --> 00:17:45.299 much recognition as he should have.
NOTE Confidence: 0.920377246428571

00:17:45.300 --> 00:17:47.556 Also worked in the space of Child ISM,
NOTE Confidence: 0.920377246428571

00:17:47.560 --> 00:17:48.286 which distributes.
NOTE Confidence: 0.920377246428571

00:17:48.286 --> 00:17:49.738 Looking at children and
NOTE Confidence: 0.920377246428571

00:17:49.738 --> 00:17:51.190 certain practices of behavior,

NOTE Confidence: 0.920377246428571

00:17:51.190 --> 00:17:53.098 and then and one thing I want to tell

NOTE Confidence: 0.920377246428571

00:17:53.098 --> 00:17:55.020 you is that he was not a shabby guy.

NOTE Confidence: 0.920377246428571

00:17:55.020 --> 00:17:56.056 He was very smart.

NOTE Confidence: 0.920377246428571

00:17:56.056 --> 00:17:57.351 He was also the National

NOTE Confidence: 0.920377246428571

00:17:57.351 --> 00:17:58.738 Academy of Arts and Sciences,

NOTE Confidence: 0.920377246428571

00:17:58.740 --> 00:17:59.980 also the National Academy of

NOTE Confidence: 0.920377246428571

00:17:59.980 --> 00:18:01.510 Medicine and then also he was

NOTE Confidence: 0.920377246428571

00:18:01.510 --> 00:18:02.725 the first African American to

NOTE Confidence: 0.920377246428571

00:18:02.725 --> 00:18:04.298 be a full professor at Mass Gen.

NOTE Confidence: 0.920377246428571

00:18:04.300 --> 00:18:05.805 So this should let you know the

NOTE Confidence: 0.920377246428571

00:18:05.805 --> 00:18:07.118 pedigree at which it comes from.

NOTE Confidence: 0.920377246428571

00:18:07.120 --> 00:18:09.521 So this in itself when people were

NOTE Confidence: 0.920377246428571

00:18:09.521 --> 00:18:11.450 suggesting that his practices of.

NOTE Confidence: 0.920377246428571

00:18:11.450 --> 00:18:12.412 Understanding microaggressions

NOTE Confidence: 0.920377246428571

00:18:12.412 --> 00:18:14.817 was not a real study.

NOTE Confidence: 0.920377246428571

00:18:14.820 --> 00:18:17.060 It was also shaped from his experience.

NOTE Confidence: 0.920377246428571

00:18:17.060 --> 00:18:19.112 If you remember from history he

NOTE Confidence: 0.920377246428571

00:18:19.112 --> 00:18:20.892 was actually the first African

NOTE Confidence: 0.920377246428571

00:18:20.892 --> 00:18:22.938 American to play on a football

NOTE Confidence: 0.920377246428571

00:18:22.938 --> 00:18:24.720 team below the Mason Dixon Line.

NOTE Confidence: 0.920377246428571

00:18:24.720 --> 00:18:27.439 He played at U VA so his experiences

NOTE Confidence: 0.920377246428571

00:18:27.439 --> 00:18:29.797 shaped some of the aggressions that

NOTE Confidence: 0.920377246428571

00:18:29.797 --> 00:18:32.195 he may have faced and at the time he

NOTE Confidence: 0.920377246428571

00:18:32.195 --> 00:18:33.620 may not have known what they are.

NOTE Confidence: 0.920377246428571

00:18:33.620 --> 00:18:35.881 But now since then he's coined it

NOTE Confidence: 0.920377246428571

00:18:35.881 --> 00:18:37.711 as microaggressions and so some of

NOTE Confidence: 0.920377246428571

00:18:37.711 --> 00:18:39.573 the positive things that he tried to

NOTE Confidence: 0.920377246428571

00:18:39.639 --> 00:18:42.075 give back was through media and television.

NOTE Confidence: 0.920377246428571

00:18:42.080 --> 00:18:45.006 He actually helped consult for Sesame Street.

NOTE Confidence: 0.920377246428571

00:18:45.010 --> 00:18:46.550 So This is why I Sesame Street,

NOTE Confidence: 0.920377246428571

00:18:46.550 --> 00:18:48.888 with such a broad impact and had

NOTE Confidence: 0.920377246428571
00:18:48.888 --> 00:18:51.628 such a great influence because of
NOTE Confidence: 0.920377246428571
00:18:51.628 --> 00:18:54.393 the actual modernization of multiple
NOTE Confidence: 0.920377246428571
00:18:54.393 --> 00:18:55.940 different players being there,
NOTE Confidence: 0.920377246428571
00:18:55.940 --> 00:18:58.250 such as people that were Hispanic people
NOTE Confidence: 0.920377246428571
00:18:58.305 --> 00:19:00.465 that were of other minority backgrounds,
NOTE Confidence: 0.920377246428571
00:19:00.470 --> 00:19:02.666 and so that is what we have to attribute
NOTE Confidence: 0.920377246428571
00:19:02.666 --> 00:19:04.907 to what a working society looks like.
NOTE Confidence: 0.920377246428571
00:19:04.910 --> 00:19:06.698 And for example microaggressions
NOTE Confidence: 0.920377246428571
00:19:06.698 --> 00:19:08.933 can be hard to digest.
NOTE Confidence: 0.920377246428571
00:19:08.940 --> 00:19:09.654 It took.
NOTE Confidence: 0.920377246428571
00:19:09.654 --> 00:19:12.153 It took Mississippi an additional 22 days
NOTE Confidence: 0.920377246428571
00:19:12.153 --> 00:19:15.277 to actually air the show they had actually.
NOTE Confidence: 0.920377246428571
00:19:15.280 --> 00:19:17.232 Tried to sue to block the case from
NOTE Confidence: 0.920377246428571
00:19:17.232 --> 00:19:18.990 actually being aired because it was
NOTE Confidence: 0.920377246428571
00:19:18.990 --> 00:19:20.202 such a multicultural environment
NOTE Confidence: 0.920377246428571

00:19:20.202 --> 00:19:22.039 and they were not ready for that.
NOTE Confidence: 0.920377246428571

00:19:22.040 --> 00:19:24.336 So this is not too long ago,
NOTE Confidence: 0.920377246428571

00:19:24.340 --> 00:19:26.156 but how do we move into the future?
NOTE Confidence: 0.920377246428571

00:19:26.160 --> 00:19:27.780 So now that we know what
NOTE Confidence: 0.920377246428571

00:19:27.780 --> 00:19:28.320 microaggressions are,
NOTE Confidence: 0.920377246428571

00:19:28.320 --> 00:19:30.266 we have to think about how we
NOTE Confidence: 0.920377246428571

00:19:30.266 --> 00:19:31.980 behave with verbal communication,
NOTE Confidence: 0.920377246428571

00:19:31.980 --> 00:19:33.336 nonverbal communication and the
NOTE Confidence: 0.920377246428571

00:19:33.336 --> 00:19:35.580 environment that we actually try to do.
NOTE Confidence: 0.920377246428571

00:19:35.580 --> 00:19:37.016 Intentional and unintentional acts.
NOTE Confidence: 0.920377246428571

00:19:37.016 --> 00:19:40.332 And we also have to be aware of how
NOTE Confidence: 0.920377246428571

00:19:40.332 --> 00:19:42.157 communicating certain things can be
NOTE Confidence: 0.920377246428571

00:19:42.157 --> 00:19:44.337 hostile or derogatory or negative
NOTE Confidence: 0.920377246428571

00:19:44.337 --> 00:19:46.177 to racial racial individuals.
NOTE Confidence: 0.920377246428571

00:19:46.180 --> 00:19:48.280 Or also just from people from other
NOTE Confidence: 0.920377246428571

00:19:48.280 --> 00:19:49.820 backgrounds that have less power.

NOTE Confidence: 0.920377246428571

00:19:49.820 --> 00:19:51.845 So one thing that I want you to be

NOTE Confidence: 0.920377246428571

00:19:51.845 --> 00:19:52.960 considered is that microaggressions

NOTE Confidence: 0.920377246428571

00:19:52.960 --> 00:19:55.220 can be faced by white people as well.

NOTE Confidence: 0.920377246428571

00:19:55.220 --> 00:19:56.718 So people of color be aware that

NOTE Confidence: 0.920377246428571

00:19:56.718 --> 00:19:58.064 you also can have microaggressions

NOTE Confidence: 0.920377246428571

00:19:58.064 --> 00:19:59.704 towards individuals that are maybe

NOTE Confidence: 0.920377246428571

00:19:59.704 --> 00:20:01.499 not from the same background.

NOTE Confidence: 0.920377246428571

00:20:01.500 --> 00:20:03.010 We all must work together,

NOTE Confidence: 0.920377246428571

00:20:03.010 --> 00:20:04.894 but also we have these unconscious

NOTE Confidence: 0.920377246428571

00:20:04.894 --> 00:20:06.799 biases shaped in us because of

NOTE Confidence: 0.920377246428571

00:20:06.799 --> 00:20:08.545 what's going on in the media.

NOTE Confidence: 0.920377246428571

00:20:08.550 --> 00:20:11.091 So let's talk about some of these

NOTE Confidence: 0.920377246428571

00:20:11.091 --> 00:20:13.609 types of microaggressions so we can

NOTE Confidence: 0.920377246428571

00:20:13.609 --> 00:20:15.429 transition quickly into understanding

NOTE Confidence: 0.920377246428571

00:20:15.429 --> 00:20:16.794 the overall communication.

NOTE Confidence: 0.920377246428571

00:20:16.800 --> 00:20:18.190 The rest of the talk,
NOTE Confidence: 0.920377246428571

00:20:18.190 --> 00:20:19.390 so verbal microaggressions or
NOTE Confidence: 0.920377246428571

00:20:19.390 --> 00:20:20.890 things that you can hear.
NOTE Confidence: 0.870371336923077

00:20:20.890 --> 00:20:22.815 We've already gone over some of those
NOTE Confidence: 0.870371336923077

00:20:22.815 --> 00:20:24.870 nonverbal would be clutching your purchase.
NOTE Confidence: 0.870371336923077

00:20:24.870 --> 00:20:27.300 You see someone that looks skeptical
NOTE Confidence: 0.870371336923077

00:20:27.300 --> 00:20:29.923 from what your viewpoint is or someone
NOTE Confidence: 0.870371336923077

00:20:29.923 --> 00:20:32.469 that is maybe a a young colleague and
NOTE Confidence: 0.870371336923077

00:20:32.469 --> 00:20:34.829 you don't think of them as a doctor.
NOTE Confidence: 0.870371336923077

00:20:34.830 --> 00:20:36.552 So you refer to them as you
NOTE Confidence: 0.870371336923077

00:20:36.552 --> 00:20:37.650 know such and such.
NOTE Confidence: 0.870371336923077

00:20:37.650 --> 00:20:39.306 This happens to females a lot,
NOTE Confidence: 0.870371336923077

00:20:39.310 --> 00:20:40.590 so it's important to
NOTE Confidence: 0.870371336923077

00:20:40.590 --> 00:20:41.870 address people as doctor.
NOTE Confidence: 0.870371336923077

00:20:41.870 --> 00:20:45.294 I think it's very important to do that.
NOTE Confidence: 0.870371336923077

00:20:45.300 --> 00:20:47.666 Or ask for the titles now.

NOTE Confidence: 0.870371336923077
00:20:47.666 --> 00:20:49.090 Earlier I mentioned different
NOTE Confidence: 0.870371336923077
00:20:49.090 --> 00:20:50.158 types of microaggressions,
NOTE Confidence: 0.870371336923077
00:20:50.160 --> 00:20:52.140 so there's examples of each.
NOTE Confidence: 0.870371336923077
00:20:52.140 --> 00:20:53.790 I encourage you to read my
NOTE Confidence: 0.870371336923077
00:20:53.790 --> 00:20:54.890 paper and other papers.
NOTE Confidence: 0.870371336923077
00:20:54.890 --> 00:20:57.538 There was actually a paper about micro
NOTE Confidence: 0.870371336923077
00:20:57.538 --> 00:21:00.286 affirmation coming into a space to
NOTE Confidence: 0.870371336923077
00:21:00.286 --> 00:21:02.037 diffuse microaggressions that nature
NOTE Confidence: 0.870371336923077
00:21:02.037 --> 00:21:04.764 just put out not too long ago. I would.
NOTE Confidence: 0.870371336923077
00:21:04.764 --> 00:21:06.576 I would recommend reading that one.
NOTE Confidence: 0.870371336923077
00:21:06.580 --> 00:21:07.688 Of course my paper,
NOTE Confidence: 0.870371336923077
00:21:07.688 --> 00:21:10.178 but others as well that are in the field.
NOTE Confidence: 0.870371336923077
00:21:10.180 --> 00:21:11.704 So Microsoft's are explicit
NOTE Confidence: 0.870371336923077
00:21:11.704 --> 00:21:12.847 intentional behaviors that
NOTE Confidence: 0.870371336923077
00:21:12.847 --> 00:21:15.186 intend to do harm to a person of.
NOTE Confidence: 0.870371336923077

00:21:15.190 --> 00:21:18.270 Color such as calling or a avoidance
NOTE Confidence: 0.870371336923077

00:21:18.270 --> 00:21:20.270 or discrimination name calling.
NOTE Confidence: 0.870371336923077

00:21:20.270 --> 00:21:22.106 Excuse me and then micro insults
NOTE Confidence: 0.870371336923077

00:21:22.106 --> 00:21:23.330 referred to communication of
NOTE Confidence: 0.870371336923077

00:21:23.384 --> 00:21:24.789 conveying and get an insult,
NOTE Confidence: 0.870371336923077

00:21:24.790 --> 00:21:27.820 demeaning or a person's racial heritage.
NOTE Confidence: 0.870371336923077

00:21:27.820 --> 00:21:29.355 And then lastly micro Invalidations
NOTE Confidence: 0.870371336923077

00:21:29.355 --> 00:21:32.041 which I think can be the most harmful in
NOTE Confidence: 0.870371336923077

00:21:32.041 --> 00:21:33.706 my opinion which is not supported by data.
NOTE Confidence: 0.870371336923077

00:21:33.710 --> 00:21:35.565 It's just by just something that I
NOTE Confidence: 0.870371336923077

00:21:35.565 --> 00:21:37.044 think that I've experienced mostly
NOTE Confidence: 0.870371336923077

00:21:37.044 --> 00:21:38.922 is that it's characterized by the
NOTE Confidence: 0.870371336923077

00:21:38.922 --> 00:21:40.558 now or exclusion or invisibility
NOTE Confidence: 0.870371336923077

00:21:40.558 --> 00:21:42.784 of a person of a colored thoughts,
NOTE Confidence: 0.870371336923077

00:21:42.790 --> 00:21:45.317 feelings or experiences as they relate to.
NOTE Confidence: 0.870371336923077

00:21:45.320 --> 00:21:46.560 His or her ethnic group,

NOTE Confidence: 0.870371336923077

00:21:46.560 --> 00:21:47.934 so meaning you're having to stand

NOTE Confidence: 0.870371336923077

00:21:47.934 --> 00:21:49.620 up for your whole entire evidence.

NOTE Confidence: 0.870371336923077

00:21:49.620 --> 00:21:51.324 I just don't think that's important

NOTE Confidence: 0.870371336923077

00:21:51.324 --> 00:21:53.530 because everyone has an individual viewpoint,

NOTE Confidence: 0.870371336923077

00:21:53.530 --> 00:21:55.618 and so we have to realize that one

NOTE Confidence: 0.870371336923077

00:21:55.620 --> 00:21:57.258 person's actions that you may come

NOTE Confidence: 0.870371336923077

00:21:57.258 --> 00:21:59.224 in contact with do not shape the

NOTE Confidence: 0.870371336923077

00:21:59.224 --> 00:22:00.862 entire outcome of how you should

NOTE Confidence: 0.870371336923077

00:22:00.862 --> 00:22:02.479 mentor those set of individuals,

NOTE Confidence: 0.870371336923077

00:22:02.480 --> 00:22:04.670 and the person that popularized

NOTE Confidence: 0.870371336923077

00:22:04.670 --> 00:22:05.984 microaggressions and actually

NOTE Confidence: 0.870371336923077

00:22:05.984 --> 00:22:08.036 remove the definition from being

NOTE Confidence: 0.870371336923077

00:22:08.036 --> 00:22:10.262 just a general thing to categorize

NOTE Confidence: 0.870371336923077

00:22:10.262 --> 00:22:12.337 into individual things with Sue.

NOTE Confidence: 0.870371336923077

00:22:12.340 --> 00:22:13.333 Who's at Columbia?

NOTE Confidence: 0.870371336923077

00:22:13.333 --> 00:22:14.988 Who's made a phenomenal career?
NOTE Confidence: 0.870371336923077

00:22:14.990 --> 00:22:15.702 And actually?
NOTE Confidence: 0.870371336923077

00:22:15.702 --> 00:22:16.414 Under him,
NOTE Confidence: 0.870371336923077

00:22:16.414 --> 00:22:18.954 the dogs come out a mouse color
NOTE Confidence: 0.870371336923077

00:22:18.954 --> 00:22:21.277 that looks at LGBT and and her
NOTE Confidence: 0.870371336923077

00:22:21.277 --> 00:22:22.011 racial microaggressions,
NOTE Confidence: 0.870371336923077

00:22:22.011 --> 00:22:24.213 but Sue has focused on actually
NOTE Confidence: 0.870371336923077

00:22:24.213 --> 00:22:25.864 identifying what types of microaggressions
NOTE Confidence: 0.870371336923077

00:22:25.864 --> 00:22:28.048 there are and how to actually start
NOTE Confidence: 0.870371336923077

00:22:28.048 --> 00:22:29.800 to counter some of these messages.
NOTE Confidence: 0.870371336923077

00:22:29.800 --> 00:22:32.600 So as we kind of transition into other
NOTE Confidence: 0.870371336923077

00:22:32.600 --> 00:22:35.607 types of things that impact mentorship,
NOTE Confidence: 0.870371336923077

00:22:35.610 --> 00:22:37.473 I want you also be aware there is a
NOTE Confidence: 0.870371336923077

00:22:37.473 --> 00:22:39.121 much larger scale of microaggressions
NOTE Confidence: 0.870371336923077

00:22:39.121 --> 00:22:40.856 that we don't commonly think
NOTE Confidence: 0.870371336923077

00:22:40.856 --> 00:22:42.826 about acts when we're thinking

NOTE Confidence: 0.870371336923077
00:22:42.826 --> 00:22:44.791 about sexual orientation or gender
NOTE Confidence: 0.870371336923077
00:22:44.791 --> 00:22:45.732 microaggressions or disability.
NOTE Confidence: 0.870371336923077
00:22:45.732 --> 00:22:47.629 But one thing that could be at
NOTE Confidence: 0.870371336923077
00:22:47.629 --> 00:22:49.946 a macro level that's still a
NOTE Confidence: 0.870371336923077
00:22:49.946 --> 00:22:51.534 microaggression is the environment.
NOTE Confidence: 0.870371336923077
00:22:51.540 --> 00:22:53.132 So a lot of times when you see
NOTE Confidence: 0.870371336923077
00:22:53.132 --> 00:22:55.159 in the media where you have like
NOTE Confidence: 0.870371336923077
00:22:55.159 --> 00:22:56.724 paintings up over certain people
NOTE Confidence: 0.870371336923077
00:22:56.782 --> 00:22:58.528 that were before or don't have
NOTE Confidence: 0.870371336923077
00:22:58.528 --> 00:23:00.390 individuals of you know people that
NOTE Confidence: 0.870371336923077
00:23:00.390 --> 00:23:02.805 may have been scholars too that are
NOTE Confidence: 0.870371336923077
00:23:02.805 --> 00:23:04.607 representative of other minority groups,
NOTE Confidence: 0.870371336923077
00:23:04.610 --> 00:23:06.500 so it's more thoughtful to be
NOTE Confidence: 0.870371336923077
00:23:06.500 --> 00:23:07.760 impactful by actually having
NOTE Confidence: 0.908571341818182
00:23:07.823 --> 00:23:08.640 representation.
NOTE Confidence: 0.908571341818182

00:23:08.640 --> 00:23:10.840 So microaggressions in general can
NOTE Confidence: 0.908571341818182

00:23:10.840 --> 00:23:13.040 be characterized as certain things,
NOTE Confidence: 0.908571341818182

00:23:13.040 --> 00:23:15.458 but there are very specific subtypes
NOTE Confidence: 0.908571341818182

00:23:15.458 --> 00:23:17.070 such as racial microaggressions.
NOTE Confidence: 0.908571341818182

00:23:17.070 --> 00:23:18.732 For example, if I ask someone
NOTE Confidence: 0.908571341818182

00:23:18.732 --> 00:23:20.749 you know I don't speak Mexican,
NOTE Confidence: 0.908571341818182

00:23:20.750 --> 00:23:22.766 but I just wanted to know who you are,
NOTE Confidence: 0.908571341818182

00:23:22.770 --> 00:23:24.708 you know instead of saying I'm
NOTE Confidence: 0.908571341818182

00:23:24.708 --> 00:23:26.000 not familiar with Spanish,
NOTE Confidence: 0.908571341818182

00:23:26.000 --> 00:23:28.000 is it possible that you may speak English?
NOTE Confidence: 0.908571341818182

00:23:28.000 --> 00:23:30.345 Also, could we discuss a dialogue about
NOTE Confidence: 0.908571341818182

00:23:30.345 --> 00:23:32.430 something that I found intriguing?
NOTE Confidence: 0.908571341818182

00:23:32.430 --> 00:23:33.530 What do you prefer?
NOTE Confidence: 0.908571341818182

00:23:33.530 --> 00:23:36.189 You know it's all in how you say things,
NOTE Confidence: 0.908571341818182

00:23:36.190 --> 00:23:38.409 and it's very important to be intentional.
NOTE Confidence: 0.908571341818182

00:23:38.410 --> 00:23:39.550 Or, for example,

NOTE Confidence: 0.908571341818182
00:23:39.550 --> 00:23:41.450 for an African American or
NOTE Confidence: 0.908571341818182
00:23:41.450 --> 00:23:42.990 African descent individual,
NOTE Confidence: 0.908571341818182
00:23:42.990 --> 00:23:43.881 you're saying, oh,
NOTE Confidence: 0.908571341818182
00:23:43.881 --> 00:23:45.366 I don't speak you bonics
NOTE Confidence: 0.908571341818182
00:23:45.366 --> 00:23:47.080 or I don't speak good.
NOTE Confidence: 0.908571341818182
00:23:47.080 --> 00:23:48.977 These things can be hurtful as well
NOTE Confidence: 0.908571341818182
00:23:48.977 --> 00:23:51.071 and we have to be careful about
NOTE Confidence: 0.908571341818182
00:23:51.071 --> 00:23:52.901 how we say certain things because
NOTE Confidence: 0.908571341818182
00:23:52.968 --> 00:23:54.468 these racial microaggressions can
NOTE Confidence: 0.908571341818182
00:23:54.468 --> 00:23:57.026 lead to adverse forms of racism that
NOTE Confidence: 0.908571341818182
00:23:57.026 --> 00:23:58.862 generally occur below the level of
NOTE Confidence: 0.908571341818182
00:23:58.862 --> 00:24:01.198 awareness of a well intentional person,
NOTE Confidence: 0.908571341818182
00:24:01.200 --> 00:24:03.097 and so when we're thinking about that,
NOTE Confidence: 0.908571341818182
00:24:03.100 --> 00:24:04.600 these things happen all the time
NOTE Confidence: 0.908571341818182
00:24:04.600 --> 00:24:06.651 and we also have to sit in the
NOTE Confidence: 0.908571341818182

00:24:06.651 --> 00:24:07.901 fact that not everybody agrees
NOTE Confidence: 0.908571341818182

00:24:07.901 --> 00:24:09.578 with it being a microaggression.
NOTE Confidence: 0.908571341818182

00:24:09.580 --> 00:24:11.305 But we must acknowledge when
NOTE Confidence: 0.908571341818182

00:24:11.305 --> 00:24:13.344 individual feels a certain way and
NOTE Confidence: 0.908571341818182

00:24:13.344 --> 00:24:15.352 we have to figure out how we can
NOTE Confidence: 0.908571341818182

00:24:15.352 --> 00:24:17.249 safely not dance around the issue.
NOTE Confidence: 0.908571341818182

00:24:17.250 --> 00:24:19.734 But need head off when the the time it
NOTE Confidence: 0.908571341818182

00:24:19.734 --> 00:24:22.165 builds itself to be able to work through.
NOTE Confidence: 0.908571341818182

00:24:22.170 --> 00:24:24.906 I say all these things because
NOTE Confidence: 0.908571341818182

00:24:24.906 --> 00:24:26.274 microaggressions sometimes stem
NOTE Confidence: 0.908571341818182

00:24:26.274 --> 00:24:28.779 from ourselves and our bias seats,
NOTE Confidence: 0.908571341818182

00:24:28.780 --> 00:24:31.195 so we have to think about in
NOTE Confidence: 0.908571341818182

00:24:31.195 --> 00:24:32.592 context of social parameters.
NOTE Confidence: 0.908571341818182

00:24:32.592 --> 00:24:35.126 It may not be a societal norm,
NOTE Confidence: 0.908571341818182

00:24:35.130 --> 00:24:37.254 and so we're not wanting to
NOTE Confidence: 0.908571341818182

00:24:37.254 --> 00:24:38.670 change that societal norms.

NOTE Confidence: 0.908571341818182
00:24:38.670 --> 00:24:40.370 And that's why there's these
NOTE Confidence: 0.908571341818182
00:24:40.370 --> 00:24:42.390 microaggressions that put people at ease,
NOTE Confidence: 0.908571341818182
00:24:42.390 --> 00:24:43.054 feel comfortable,
NOTE Confidence: 0.908571341818182
00:24:43.054 --> 00:24:45.378 then hit them over the head with
NOTE Confidence: 0.908571341818182
00:24:45.378 --> 00:24:47.260 something to make them feel not safe.
NOTE Confidence: 0.908571341818182
00:24:47.260 --> 00:24:49.028 And a lot of times there's a self
NOTE Confidence: 0.908571341818182
00:24:49.028 --> 00:24:50.382 esteem issue that we may have
NOTE Confidence: 0.908571341818182
00:24:50.382 --> 00:24:51.678 or we want to feel superior,
NOTE Confidence: 0.908571341818182
00:24:51.680 --> 00:24:52.989 and there's a myriad of other things
NOTE Confidence: 0.908571341818182
00:24:52.989 --> 00:24:54.549 as well that actually could see below,
NOTE Confidence: 0.908571341818182
00:24:54.550 --> 00:24:56.356 but a lot of these result
NOTE Confidence: 0.908571341818182
00:24:56.356 --> 00:24:57.259 into unconscious biases.
NOTE Confidence: 0.908571341818182
00:24:57.260 --> 00:24:57.572 Now,
NOTE Confidence: 0.908571341818182
00:24:57.572 --> 00:24:59.444 as we switch from micro aggressions
NOTE Confidence: 0.908571341818182
00:24:59.444 --> 00:25:00.380 to macro aggressions,
NOTE Confidence: 0.908571341818182

00:25:00.380 --> 00:25:03.095 macro aggressions are avert operations
NOTE Confidence: 0.908571341818182

00:25:03.095 --> 00:25:04.906 that encouraged intentional discrimination.
NOTE Confidence: 0.908571341818182

00:25:04.906 --> 00:25:06.594 I'm not giving examples.
NOTE Confidence: 0.908571341818182

00:25:06.600 --> 00:25:08.160 We all know what these are,
NOTE Confidence: 0.908571341818182

00:25:08.160 --> 00:25:10.446 so we have to be aware to stop these
NOTE Confidence: 0.908571341818182

00:25:10.446 --> 00:25:12.060 structural systematic arrangements.
NOTE Confidence: 0.908571341818182

00:25:12.060 --> 00:25:13.740 So how can we do that?
NOTE Confidence: 0.908571341818182

00:25:13.740 --> 00:25:15.576 There are ways to diffuse that,
NOTE Confidence: 0.908571341818182

00:25:15.580 --> 00:25:18.084 so the doll who was trained by Sue.
NOTE Confidence: 0.908571341818182

00:25:18.090 --> 00:25:19.374 Uhm has come up with different
NOTE Confidence: 0.908571341818182

00:25:19.374 --> 00:25:20.230 ways to do that.
NOTE Confidence: 0.908571341818182

00:25:20.230 --> 00:25:21.967 I'm not going to talk too much about that.
NOTE Confidence: 0.908571341818182

00:25:21.970 --> 00:25:23.405 'cause I want to get into the
NOTE Confidence: 0.908571341818182

00:25:23.405 --> 00:25:24.410 mentorship part of the top.
NOTE Confidence: 0.908571341818182

00:25:24.410 --> 00:25:26.192 But one thing that I just want you to
NOTE Confidence: 0.908571341818182

00:25:26.192 --> 00:25:27.917 focus on are several different things.

NOTE Confidence: 0.908571341818182
00:25:27.920 --> 00:25:30.134 One is that we all have to be aware
NOTE Confidence: 0.908571341818182
00:25:30.134 --> 00:25:32.570 that microaggressions can impact how we
NOTE Confidence: 0.908571341818182
00:25:32.570 --> 00:25:35.249 mentor unconscious biases can also do that,
NOTE Confidence: 0.908571341818182
00:25:35.250 --> 00:25:36.874 as well as stereotyping.
NOTE Confidence: 0.908571341818182
00:25:36.874 --> 00:25:39.310 So we must reinforce and perpetuate
NOTE Confidence: 0.908571341818182
00:25:39.378 --> 00:25:41.070 non oppressive behaviors,
NOTE Confidence: 0.908571341818182
00:25:41.070 --> 00:25:42.670 meaning that we should
NOTE Confidence: 0.908571341818182
00:25:42.670 --> 00:25:43.870 not do marginalization.
NOTE Confidence: 0.908571341818182
00:25:43.870 --> 00:25:45.165 We should try to reflect
NOTE Confidence: 0.908571341818182
00:25:45.165 --> 00:25:46.460 on a daily basis of
NOTE Confidence: 0.907525898888889
00:25:46.523 --> 00:25:48.995 how we treat individuals we play our days.
NOTE Confidence: 0.907525898888889
00:25:49.000 --> 00:25:51.088 And we also should understand about
NOTE Confidence: 0.907525898888889
00:25:51.088 --> 00:25:52.480 how to diffuse microaggressions.
NOTE Confidence: 0.933255056
00:25:55.550 --> 00:25:57.760 Also, we necessarily don't have
NOTE Confidence: 0.933255056
00:25:57.760 --> 00:25:59.970 to confront it right away.
NOTE Confidence: 0.933255056

00:25:59.970 --> 00:26:02.346 We sometimes feel regret or remorse,
NOTE Confidence: 0.933255056

00:26:02.350 --> 00:26:03.730 or isolated or guilt,
NOTE Confidence: 0.933255056

00:26:03.730 --> 00:26:06.195 or feel ashamed or be ostracized because
NOTE Confidence: 0.933255056

00:26:06.195 --> 00:26:08.484 we don't know how to attack this.
NOTE Confidence: 0.933255056

00:26:08.490 --> 00:26:10.530 Sometimes it's best to get help
NOTE Confidence: 0.933255056

00:26:10.530 --> 00:26:11.890 by getting another individual
NOTE Confidence: 0.933255056

00:26:11.946 --> 00:26:13.950 involved as a mediator for when
NOTE Confidence: 0.933255056

00:26:13.950 --> 00:26:15.286 something like this happens.
NOTE Confidence: 0.933255056

00:26:15.290 --> 00:26:16.458 So potentially when this
NOTE Confidence: 0.933255056

00:26:16.458 --> 00:26:17.626 happens in the department,
NOTE Confidence: 0.933255056

00:26:17.630 --> 00:26:19.050 I would suggest a mediator.
NOTE Confidence: 0.933255056

00:26:19.050 --> 00:26:20.502 Maybe someone can actually
NOTE Confidence: 0.933255056

00:26:20.502 --> 00:26:21.954 have an anonymous box,
NOTE Confidence: 0.933255056

00:26:21.960 --> 00:26:24.590 and that that answer is, you know, read.
NOTE Confidence: 0.933255056

00:26:24.590 --> 00:26:28.640 And then we process it together in a group.
NOTE Confidence: 0.933255056

00:26:28.640 --> 00:26:29.352 So anyway,

NOTE Confidence: 0.933255056

00:26:29.352 --> 00:26:31.844 as we transition I just want you

NOTE Confidence: 0.933255056

00:26:31.844 --> 00:26:34.646 all to be aware that the impact of

NOTE Confidence: 0.933255056

00:26:34.646 --> 00:26:36.174 microaggressions are intact hacker

NOTE Confidence: 0.933255056

00:26:36.174 --> 00:26:37.730 stereotypes or unconscious biases.

NOTE Confidence: 0.933255056

00:26:37.730 --> 00:26:40.138 If you will have outcomes that are

NOTE Confidence: 0.933255056

00:26:40.138 --> 00:26:42.444 detrimental to the performance of a

NOTE Confidence: 0.933255056

00:26:42.444 --> 00:26:44.862 minority and someone that's in general.

NOTE Confidence: 0.933255056

00:26:44.870 --> 00:26:45.830 So, for example,

NOTE Confidence: 0.933255056

00:26:45.830 --> 00:26:48.070 if we continue to hear over and

NOTE Confidence: 0.933255056

00:26:48.143 --> 00:26:50.075 over and over and over again,

NOTE Confidence: 0.933255056

00:26:50.080 --> 00:26:51.905 microaggressions on a daily basis

NOTE Confidence: 0.933255056

00:26:51.905 --> 00:26:53.730 at the workplace while individuals

NOTE Confidence: 0.933255056

00:26:53.791 --> 00:26:55.619 are also feeling microaggressions.

NOTE Confidence: 0.933255056

00:26:55.620 --> 00:26:58.170 Outside of the form also of

NOTE Confidence: 0.933255056

00:26:58.170 --> 00:27:00.849 Yale or Vanderbilt or Harvard or

NOTE Confidence: 0.933255056

00:27:00.849 --> 00:27:03.079 MIT or any Indian school,
NOTE Confidence: 0.933255056

00:27:03.080 --> 00:27:05.384 you will start to see how
NOTE Confidence: 0.933255056

00:27:05.384 --> 00:27:06.920 that shapes your viewpoints.
NOTE Confidence: 0.933255056

00:27:06.920 --> 00:27:07.844 For example,
NOTE Confidence: 0.933255056

00:27:07.844 --> 00:27:10.616 it leads to overproduction of stress.
NOTE Confidence: 0.933255056

00:27:10.620 --> 00:27:13.132 So we call this the allostatic load and
NOTE Confidence: 0.933255056

00:27:13.132 --> 00:27:15.222 this keyboards of wear and tear on the
NOTE Confidence: 0.933255056

00:27:15.222 --> 00:27:17.320 body as a result of repeated stress.
NOTE Confidence: 0.933255056

00:27:17.320 --> 00:27:19.576 So hormones like cortisol and adrenaline,
NOTE Confidence: 0.933255056

00:27:19.580 --> 00:27:21.641 or secrete it and they respond to help to
NOTE Confidence: 0.933255056

00:27:21.641 --> 00:27:23.297 mitigate the body's response to stress.
NOTE Confidence: 0.933255056

00:27:23.300 --> 00:27:25.970 But what happens if they're called
NOTE Confidence: 0.933255056

00:27:25.970 --> 00:27:28.980 upon it under stress conditions and not
NOTE Confidence: 0.933255056

00:27:28.980 --> 00:27:32.030 very effective at regulating allosteric load?
NOTE Confidence: 0.933255056

00:27:32.030 --> 00:27:34.081 It can lead to adverse effects and
NOTE Confidence: 0.933255056

00:27:34.081 --> 00:27:36.219 one thing that we can see comments

NOTE Confidence: 0.933255056

00:27:36.219 --> 00:27:38.435 of commonly over and over from the

NOTE Confidence: 0.933255056

00:27:38.435 --> 00:27:40.230 literature is that blacks usually

NOTE Confidence: 0.933255056

00:27:40.230 --> 00:27:42.804 have 1.5 times to Alistair load of

NOTE Confidence: 0.933255056

00:27:42.804 --> 00:27:45.117 whites because of the stress that

NOTE Confidence: 0.933255056

00:27:45.117 --> 00:27:47.763 they deal with and that being poor.

NOTE Confidence: 0.933255056

00:27:47.770 --> 00:27:50.188 Well, I wanna say not uneducated.

NOTE Confidence: 0.933255056

00:27:50.190 --> 00:27:51.768 There are some people I wanted

NOTE Confidence: 0.933255056

00:27:51.768 --> 00:27:53.576 to find an educated so that you

NOTE Confidence: 0.933255056

00:27:53.576 --> 00:27:55.200 all can be aware and educate it.

NOTE Confidence: 0.933255056

00:27:55.200 --> 00:27:57.167 Maybe the context of someone having a

NOTE Confidence: 0.933255056

00:27:57.167 --> 00:27:59.066 high school diploma so they may have

NOTE Confidence: 0.933255056

00:27:59.066 --> 00:28:00.572 some level of education so they're

NOTE Confidence: 0.933255056

00:28:00.627 --> 00:28:02.649 referred to not having college education.

NOTE Confidence: 0.933255056

00:28:02.650 --> 00:28:05.290 And there may be individuals that may be

NOTE Confidence: 0.933255056

00:28:05.290 --> 00:28:07.230 educated with different types of skills,

NOTE Confidence: 0.933255056

00:28:07.230 --> 00:28:08.510 so they are educated.
NOTE Confidence: 0.933255056

00:28:08.510 --> 00:28:09.746 So I just want to clarify
NOTE Confidence: 0.933255056

00:28:09.746 --> 00:28:10.780 what the literature might say.
NOTE Confidence: 0.933255056

00:28:10.780 --> 00:28:11.638 But, you know,
NOTE Confidence: 0.933255056

00:28:11.638 --> 00:28:13.640 we also have to be careful about
NOTE Confidence: 0.933255056

00:28:13.704 --> 00:28:15.408 how we classify individuals.
NOTE Confidence: 0.933255056

00:28:15.410 --> 00:28:17.874 So anyway, if you're being poor on.
NOTE Confidence: 0.933255056

00:28:17.880 --> 00:28:18.861 They educate it,
NOTE Confidence: 0.933255056

00:28:18.861 --> 00:28:21.150 it's bad for your health because it's
NOTE Confidence: 0.933255056

00:28:21.218 --> 00:28:23.404 it's not as bad as being black, right?
NOTE Confidence: 0.933255056

00:28:23.404 --> 00:28:24.620 But it's still bad.
NOTE Confidence: 0.933255056

00:28:24.620 --> 00:28:26.660 So this is kind of give you an
NOTE Confidence: 0.933255056

00:28:26.660 --> 00:28:29.693 example of how the level of stress is
NOTE Confidence: 0.933255056

00:28:29.693 --> 00:28:31.333 accumulated to racial microaggressions.
NOTE Confidence: 0.933255056

00:28:31.340 --> 00:28:32.970 So when you have microaggressions
NOTE Confidence: 0.933255056

00:28:32.970 --> 00:28:35.130 you can lead to health decline.

NOTE Confidence: 0.933255056

00:28:35.130 --> 00:28:38.392 It's been shown in society that race

NOTE Confidence: 0.933255056

00:28:38.392 --> 00:28:40.300 conscious societies that attribute

NOTE Confidence: 0.933255056

00:28:40.300 --> 00:28:43.210 a lot of things to microaggressions

NOTE Confidence: 0.933255056

00:28:43.210 --> 00:28:46.055 and also have an impact on people's

NOTE Confidence: 0.933255056

00:28:46.055 --> 00:28:47.930 health outcomes continuously because of.

NOTE Confidence: 0.933255056

00:28:47.930 --> 00:28:49.860 Raise these children usually gets

NOTE Confidence: 0.933255056

00:28:49.860 --> 00:28:51.404 sicker at younger ages,

NOTE Confidence: 0.910220157142857

00:28:51.410 --> 00:28:53.328 meaning that they don't live as long.

NOTE Confidence: 0.910220157142857

00:28:53.330 --> 00:28:55.700 And it also means that they lead to some more

NOTE Confidence: 0.910220157142857

00:28:55.762 --> 00:28:57.930 severe illness and they have a life span.

NOTE Confidence: 0.910220157142857

00:28:57.930 --> 00:29:00.792 As I was saying earlier about 5.5 less

NOTE Confidence: 0.910220157142857

00:29:00.792 --> 00:29:03.039 years than the people that are educated

NOTE Confidence: 0.910220157142857

00:29:03.039 --> 00:29:05.281 or have control for social economic

NOTE Confidence: 0.910220157142857

00:29:05.281 --> 00:29:08.062 status and behaviors or or white or

NOTE Confidence: 0.910220157142857

00:29:08.062 --> 00:29:09.774 other individuals from backgrounds

NOTE Confidence: 0.910220157142857

00:29:09.774 --> 00:29:11.768 that are not necessarily black,
NOTE Confidence: 0.910220157142857

00:29:11.768 --> 00:29:13.992 'cause this will pull from a black study.
NOTE Confidence: 0.910220157142857

00:29:14.000 --> 00:29:15.314 And so one thing that can
NOTE Confidence: 0.910220157142857

00:29:15.314 --> 00:29:16.749 contribute to this is John Henry,
NOTE Confidence: 0.910220157142857

00:29:16.750 --> 00:29:17.938 ISM, John Henry ISM.
NOTE Confidence: 0.910220157142857

00:29:17.938 --> 00:29:20.038 Is where you have to continue to
NOTE Confidence: 0.910220157142857

00:29:20.038 --> 00:29:21.823 be twice as good or four times
NOTE Confidence: 0.910220157142857

00:29:21.823 --> 00:29:23.407 it's good just to be equal,
NOTE Confidence: 0.910220157142857

00:29:23.410 --> 00:29:26.364 so it's the overworking to be an
NOTE Confidence: 0.910220157142857

00:29:26.364 --> 00:29:28.514 established member of society and
NOTE Confidence: 0.910220157142857

00:29:28.514 --> 00:29:30.912 this has been shown to actually
NOTE Confidence: 0.910220157142857

00:29:30.912 --> 00:29:32.867 have an impact on performance.
NOTE Confidence: 0.910220157142857

00:29:32.870 --> 00:29:34.322 So this is another paper I
NOTE Confidence: 0.910220157142857

00:29:34.322 --> 00:29:35.290 published a lot of.
NOTE Confidence: 0.910220157142857

00:29:35.290 --> 00:29:37.280 These received papers are published
NOTE Confidence: 0.910220157142857

00:29:37.280 --> 00:29:39.270 and done commentaries or studies

NOTE Confidence: 0.910220157142857
00:29:39.333 --> 00:29:41.670 on this one was published in self
NOTE Confidence: 0.910220157142857
00:29:41.670 --> 00:29:43.588 describing the pipeline and how
NOTE Confidence: 0.910220157142857
00:29:43.588 --> 00:29:45.448 the pipeline is very important.
NOTE Confidence: 0.910220157142857
00:29:45.450 --> 00:29:47.179 A lot of times minorities leak out
NOTE Confidence: 0.910220157142857
00:29:47.179 --> 00:29:48.850 of the pipeline, meaning that they.
NOTE Confidence: 0.910220157142857
00:29:48.850 --> 00:29:50.710 We need the pipeline at the
NOTE Confidence: 0.910220157142857
00:29:50.710 --> 00:29:51.540 undergraduate postback,
NOTE Confidence: 0.910220157142857
00:29:51.540 --> 00:29:55.116 doctoral postdoctoral and the faculty stage.
NOTE Confidence: 0.910220157142857
00:29:55.120 --> 00:29:57.206 Because of the environment that they're in.
NOTE Confidence: 0.910220157142857
00:29:57.210 --> 00:30:00.418 So we have to be aware that these
NOTE Confidence: 0.910220157142857
00:30:00.418 --> 00:30:02.316 distinct parameters that contribute
NOTE Confidence: 0.910220157142857
00:30:02.316 --> 00:30:04.856 to how minorities move through.
NOTE Confidence: 0.910220157142857
00:30:04.860 --> 00:30:05.500 You know,
NOTE Confidence: 0.910220157142857
00:30:05.500 --> 00:30:07.420 academia is based around a sense
NOTE Confidence: 0.910220157142857
00:30:07.420 --> 00:30:08.060 of belonging,
NOTE Confidence: 0.910220157142857

00:30:08.060 --> 00:30:11.483 so if they're attributing to themselves a
NOTE Confidence: 0.910220157142857

00:30:11.483 --> 00:30:14.310 lot of microaggressions on a daily basis.
NOTE Confidence: 0.910220157142857

00:30:14.310 --> 00:30:16.249 They will feel less likely to perform.
NOTE Confidence: 0.903875168

00:30:18.910 --> 00:30:21.759 There is a psychological study that was
NOTE Confidence: 0.903875168

00:30:21.759 --> 00:30:24.649 done by Claude and Steel and and so.
NOTE Confidence: 0.903875168

00:30:24.650 --> 00:30:27.286 Sorry Costil and I think it was 1995.
NOTE Confidence: 0.903875168

00:30:27.286 --> 00:30:29.466 He demonstrated that sometimes people
NOTE Confidence: 0.903875168

00:30:29.466 --> 00:30:32.431 feel less likely to perform well on
NOTE Confidence: 0.903875168

00:30:32.431 --> 00:30:35.098 math based upon gender or their ability
NOTE Confidence: 0.903875168

00:30:35.172 --> 00:30:37.530 to feel like they're being judged,
NOTE Confidence: 0.903875168

00:30:37.530 --> 00:30:38.965 and so they don't do as well.
NOTE Confidence: 0.903875168

00:30:38.970 --> 00:30:40.594 So if someone says you're not going
NOTE Confidence: 0.903875168

00:30:40.594 --> 00:30:42.426 to do well, or they think these
NOTE Confidence: 0.903875168

00:30:42.426 --> 00:30:43.846 thoughts that they've heard before,
NOTE Confidence: 0.903875168

00:30:43.850 --> 00:30:45.290 they don't perform as well.
NOTE Confidence: 0.903875168

00:30:45.290 --> 00:30:48.106 But however, if you control for these biases,

NOTE Confidence: 0.903875168

00:30:48.110 --> 00:30:50.637 women do better in math than men

NOTE Confidence: 0.903875168

00:30:50.637 --> 00:30:52.562 and also minorities do better

NOTE Confidence: 0.903875168

00:30:52.562 --> 00:30:54.854 overall when they don't have that.

NOTE Confidence: 0.903875168

00:30:54.860 --> 00:30:56.565 Bias of feeling like they're

NOTE Confidence: 0.903875168

00:30:56.565 --> 00:30:58.270 not going to be successful.

NOTE Confidence: 0.903875168

00:30:58.270 --> 00:31:00.657 So if we translate that to skim,

NOTE Confidence: 0.903875168

00:31:00.660 --> 00:31:01.895 it actually could speak to

NOTE Confidence: 0.903875168

00:31:01.895 --> 00:31:03.380 the point of why they're not.

NOTE Confidence: 0.903875168

00:31:03.380 --> 00:31:05.444 There may not be as many

NOTE Confidence: 0.903875168

00:31:05.444 --> 00:31:06.820 individuals in STEM now,

NOTE Confidence: 0.903875168

00:31:06.820 --> 00:31:09.204 so also we may think about STEM as

NOTE Confidence: 0.903875168

00:31:09.204 --> 00:31:12.076 being a dominated society by white men.

NOTE Confidence: 0.903875168

00:31:12.080 --> 00:31:13.991 That is OK because it's changing and

NOTE Confidence: 0.903875168

00:31:13.991 --> 00:31:15.407 we're working to acknowledge that

NOTE Confidence: 0.903875168

00:31:15.407 --> 00:31:17.551 space and so one thing that we have

NOTE Confidence: 0.903875168

00:31:17.611 --> 00:31:19.063 to think about is the percentage
NOTE Confidence: 0.903875168

00:31:19.063 --> 00:31:20.754 of people in a certain department
NOTE Confidence: 0.903875168

00:31:20.754 --> 00:31:23.253 and how that has a bearing on
NOTE Confidence: 0.903875168

00:31:23.253 --> 00:31:25.110 individuals from a different gender.
NOTE Confidence: 0.903875168

00:31:25.110 --> 00:31:25.448 Uhm,
NOTE Confidence: 0.903875168

00:31:25.448 --> 00:31:27.814 meaning that they could be a woman
NOTE Confidence: 0.903875168

00:31:27.814 --> 00:31:29.856 or someone that is non binary
NOTE Confidence: 0.903875168

00:31:29.856 --> 00:31:31.800 or transgender and so we have
NOTE Confidence: 0.903875168

00:31:31.875 --> 00:31:34.040 to acknowledge all these spaces.
NOTE Confidence: 0.903875168

00:31:34.040 --> 00:31:36.472 But how do you keep all these spaces
NOTE Confidence: 0.903875168

00:31:36.472 --> 00:31:38.553 in regard to the science, right?
NOTE Confidence: 0.903875168

00:31:38.553 --> 00:31:40.618 Sometimes there's studies that have
NOTE Confidence: 0.903875168

00:31:40.618 --> 00:31:42.920 been demonstrating that you know well,
NOTE Confidence: 0.903875168

00:31:42.920 --> 00:31:43.766 if we include,
NOTE Confidence: 0.903875168

00:31:43.766 --> 00:31:45.458 you know diversity and the Department
NOTE Confidence: 0.903875168

00:31:45.458 --> 00:31:46.880 of Science will go down.

NOTE Confidence: 0.903875168

00:31:46.880 --> 00:31:48.028 This is a myth,

NOTE Confidence: 0.903875168

00:31:48.028 --> 00:31:49.463 because I've already said based

NOTE Confidence: 0.903875168

00:31:49.463 --> 00:31:50.918 upon a PNS paper in 2020,

NOTE Confidence: 0.903875168

00:31:50.920 --> 00:31:52.500 and there's been other studies.

NOTE Confidence: 0.903875168

00:31:52.500 --> 00:31:54.516 So what we have to do is correct for

NOTE Confidence: 0.903875168

00:31:54.516 --> 00:31:56.296 these biases and actually plug in.

NOTE Confidence: 0.903875168

00:31:56.300 --> 00:31:57.515 So, for example,

NOTE Confidence: 0.903875168

00:31:57.515 --> 00:31:59.540 26% of white respondents believe

NOTE Confidence: 0.903875168

00:31:59.540 --> 00:32:01.224 African Americans face obstacles

NOTE Confidence: 0.903875168

00:32:01.224 --> 00:32:02.836 and STEM pocket patients.

NOTE Confidence: 0.903875168

00:32:02.840 --> 00:32:05.773 So if we don't acknowledge that these

NOTE Confidence: 0.903875168

00:32:05.773 --> 00:32:07.430 African Americans actually have,

NOTE Confidence: 0.903875168

00:32:07.430 --> 00:32:09.428 you know some biases that they

NOTE Confidence: 0.903875168

00:32:09.428 --> 00:32:11.654 are have already on their plate

NOTE Confidence: 0.903875168

00:32:11.654 --> 00:32:13.298 before they even perform.

NOTE Confidence: 0.903875168

00:32:13.300 --> 00:32:14.764 Or these microaggressions that
NOTE Confidence: 0.903875168

00:32:14.764 --> 00:32:16.960 inhibit them from being able to
NOTE Confidence: 0.903875168

00:32:17.020 --> 00:32:18.910 move forward or other obstacles.
NOTE Confidence: 0.903875168

00:32:18.910 --> 00:32:20.344 We can't acknowledge how to give
NOTE Confidence: 0.903875168

00:32:20.344 --> 00:32:21.792 them the help that they need
NOTE Confidence: 0.903875168

00:32:21.792 --> 00:32:23.124 to be able to be successful.
NOTE Confidence: 0.903875168

00:32:23.130 --> 00:32:25.274 The same thing can be said for Latinos,
NOTE Confidence: 0.903875168

00:32:25.280 --> 00:32:27.640 and the same thing for women as well.
NOTE Confidence: 0.903875168

00:32:27.640 --> 00:32:30.167 About 50% of women feel that they
NOTE Confidence: 0.903875168

00:32:30.167 --> 00:32:32.103 have discrimination and have reported
NOTE Confidence: 0.903875168

00:32:32.103 --> 00:32:34.473 discrimination as well and the work.
NOTE Confidence: 0.903875168

00:32:34.480 --> 00:32:36.088 And so we have to be careful and
NOTE Confidence: 0.903875168

00:32:36.088 --> 00:32:37.803 a lot of individuals from the
NOTE Confidence: 0.903875168

00:32:37.803 --> 00:32:39.368 Foundation study showed that one
NOTE Confidence: 0.903875168

00:32:39.368 --> 00:32:41.118 in five stem individuals that work
NOTE Confidence: 0.903875168

00:32:41.118 --> 00:32:43.436 in a space and think about race.

NOTE Confidence: 0.903875168

00:32:43.436 --> 00:32:44.840 It has been.

NOTE Confidence: 0.903875168

00:32:44.840 --> 00:32:46.849 They think that their race is hampering

NOTE Confidence: 0.903875168

00:32:46.849 --> 00:32:48.877 their success and so we have to be

NOTE Confidence: 0.903875168

00:32:48.877 --> 00:32:50.433 really careful about how we think

NOTE Confidence: 0.903875168

00:32:50.433 --> 00:32:52.408 about microaggressions and the behaviors.

NOTE Confidence: 0.903875168

00:32:52.410 --> 00:32:53.620 So as we wrap up,

NOTE Confidence: 0.903875168

00:32:53.620 --> 00:32:56.148 I also wanted to say that you know

NOTE Confidence: 0.903875168

00:32:56.148 --> 00:32:57.735 mental cognitive functioning decline

NOTE Confidence: 0.903875168

00:32:57.735 --> 00:33:00.857 occurs when we are focused on these

NOTE Confidence: 0.903875168

00:33:00.857 --> 00:33:03.287 microaggressions and it also can lead

NOTE Confidence: 0.903875168

00:33:03.287 --> 00:33:05.207 to impostor syndrome academic challenges.

NOTE Confidence: 0.903969447272727

00:33:05.210 --> 00:33:06.794 This is something that was published

NOTE Confidence: 0.903969447272727

00:33:06.794 --> 00:33:08.130 in EMDR reports about this.

NOTE Confidence: 0.903969447272727

00:33:08.130 --> 00:33:10.398 So you can read more about these

NOTE Confidence: 0.903969447272727

00:33:10.398 --> 00:33:12.375 particular things and how to navigate

NOTE Confidence: 0.903969447272727

00:33:12.375 --> 00:33:13.930 these internal and external things
NOTE Confidence: 0.903969447272727

00:33:13.930 --> 00:33:16.250 that you can do with your mentee.
NOTE Confidence: 0.903969447272727

00:33:16.250 --> 00:33:18.758 So let's get into how microaggressions
NOTE Confidence: 0.903969447272727

00:33:18.758 --> 00:33:20.430 can also impact mentor.
NOTE Confidence: 0.903969447272727

00:33:20.430 --> 00:33:22.188 So, with all of this data,
NOTE Confidence: 0.903969447272727

00:33:22.190 --> 00:33:23.915 if you already have biases
NOTE Confidence: 0.903969447272727

00:33:23.915 --> 00:33:25.295 and don't address them,
NOTE Confidence: 0.903969447272727

00:33:25.300 --> 00:33:27.128 you'll lead to negative
NOTE Confidence: 0.903969447272727

00:33:27.128 --> 00:33:28.956 mentorship where you're focused
NOTE Confidence: 0.903969447272727

00:33:28.956 --> 00:33:31.129 on negatively mentoring a group.
NOTE Confidence: 0.903969447272727

00:33:31.130 --> 00:33:32.870 Because of the experiences that you've
NOTE Confidence: 0.903969447272727

00:33:32.870 --> 00:33:34.800 heard about or you won't receive.
NOTE Confidence: 0.903969447272727

00:33:34.800 --> 00:33:38.060 Really good mentorship at all and
NOTE Confidence: 0.903969447272727

00:33:38.060 --> 00:33:40.020 then you'll translate that to the next
NOTE Confidence: 0.903969447272727

00:33:40.020 --> 00:33:41.798 individual over and over and over again.
NOTE Confidence: 0.903969447272727

00:33:41.800 --> 00:33:43.893 So this is a negative mentoring space

NOTE Confidence: 0.903969447272727

00:33:43.893 --> 00:33:46.378 and so we have to be very careful.

NOTE Confidence: 0.903969447272727

00:33:46.380 --> 00:33:48.110 So just for everyone that

NOTE Confidence: 0.903969447272727

00:33:48.110 --> 00:33:49.494 doesn't know about mentorship,

NOTE Confidence: 0.903969447272727

00:33:49.500 --> 00:33:52.260 mentorship is already biased because in

NOTE Confidence: 0.903969447272727

00:33:52.260 --> 00:33:55.590 this story we attribute mentor as the

NOTE Confidence: 0.903969447272727

00:33:55.590 --> 00:33:58.000 mentor and he's mentoring Telemachus.

NOTE Confidence: 0.903969447272727

00:33:58.000 --> 00:33:59.040 Well, that is true,

NOTE Confidence: 0.903969447272727

00:33:59.040 --> 00:34:00.973 but there's also a woman in the

NOTE Confidence: 0.903969447272727

00:34:00.973 --> 00:34:02.523 story and the Greek mythology

NOTE Confidence: 0.903969447272727

00:34:02.523 --> 00:34:04.379 acting was the goddess of wisdom,

NOTE Confidence: 0.903969447272727

00:34:04.380 --> 00:34:06.522 and she actually would transform into

NOTE Confidence: 0.903969447272727

00:34:06.522 --> 00:34:09.002 Linda into a mentor and actually

NOTE Confidence: 0.903969447272727

00:34:09.002 --> 00:34:10.966 teach Telemachus different things.

NOTE Confidence: 0.903969447272727

00:34:10.970 --> 00:34:12.977 And so we have to be careful that we

NOTE Confidence: 0.903969447272727

00:34:12.977 --> 00:34:14.973 also have to think about not only

NOTE Confidence: 0.903969447272727

00:34:14.973 --> 00:34:16.703 men being mentors, but women being.

NOTE Confidence: 0.903969447272727

00:34:16.703 --> 00:34:18.449 Mentors there was a paper that

NOTE Confidence: 0.903969447272727

00:34:18.449 --> 00:34:20.316 was actually recently retracted,

NOTE Confidence: 0.903969447272727

00:34:20.316 --> 00:34:22.500 demonstrating that, you know,

NOTE Confidence: 0.903969447272727

00:34:22.500 --> 00:34:23.635 they said that women couldn't

NOTE Confidence: 0.903969447272727

00:34:23.635 --> 00:34:24.770 mentor as well as men.

NOTE Confidence: 0.903969447272727

00:34:24.770 --> 00:34:25.898 Basically the sum,

NOTE Confidence: 0.903969447272727

00:34:25.898 --> 00:34:27.026 the paper up,

NOTE Confidence: 0.903969447272727

00:34:27.030 --> 00:34:29.106 and so it was retracted because

NOTE Confidence: 0.903969447272727

00:34:29.106 --> 00:34:30.490 it was not true.

NOTE Confidence: 0.903969447272727

00:34:30.490 --> 00:34:32.695 And one thing that is not captured in a

NOTE Confidence: 0.903969447272727

00:34:32.695 --> 00:34:34.889 lot of mentoring is shadow mentoring.

NOTE Confidence: 0.903969447272727

00:34:34.890 --> 00:34:37.914 Women do a lot more shadow mentoring than

NOTE Confidence: 0.903969447272727

00:34:37.914 --> 00:34:41.295 men and and and men teams find themselves

NOTE Confidence: 0.903969447272727

00:34:41.300 --> 00:34:43.740 working with women a lot more than men,

NOTE Confidence: 0.903969447272727

00:34:43.740 --> 00:34:44.081 actually.

NOTE Confidence: 0.903969447272727

00:34:44.081 --> 00:34:45.786 But it's not reported because

NOTE Confidence: 0.903969447272727

00:34:45.786 --> 00:34:47.840 women do this behind the scenes.

NOTE Confidence: 0.903969447272727

00:34:47.840 --> 00:34:50.094 So one thing that I would suggest

NOTE Confidence: 0.903969447272727

00:34:50.094 --> 00:34:52.140 you know for faculty actual,

NOTE Confidence: 0.903969447272727

00:34:52.140 --> 00:34:53.700 UM, you know?

NOTE Confidence: 0.903969447272727

00:34:53.700 --> 00:34:54.740 Like promotion,

NOTE Confidence: 0.903969447272727

00:34:54.740 --> 00:34:56.570 it's actually making a mentoring contract.

NOTE Confidence: 0.903969447272727

00:34:56.570 --> 00:34:58.424 That's something that will come out

NOTE Confidence: 0.903969447272727

00:34:58.424 --> 00:35:00.293 in another paper really soon about

NOTE Confidence: 0.903969447272727

00:35:00.293 --> 00:35:01.733 how we can actually categorize

NOTE Confidence: 0.903969447272727

00:35:01.733 --> 00:35:03.595 the shadow of mentoring so that

NOTE Confidence: 0.903969447272727

00:35:03.595 --> 00:35:05.479 people can actually see how much

NOTE Confidence: 0.903969447272727

00:35:05.479 --> 00:35:06.862 mentoring people are doing,

NOTE Confidence: 0.903969447272727

00:35:06.862 --> 00:35:08.986 because that actually effects how much

NOTE Confidence: 0.903969447272727

00:35:08.986 --> 00:35:11.800 work people can get done on a daily basis.

NOTE Confidence: 0.903969447272727

00:35:11.800 --> 00:35:13.102 So we have to be aware I'm
NOTE Confidence: 0.903969447272727

00:35:13.102 --> 00:35:14.160 not gonna play the video,
NOTE Confidence: 0.903969447272727

00:35:14.160 --> 00:35:15.381 but this is my mentor, doctor,
NOTE Confidence: 0.903969447272727

00:35:15.381 --> 00:35:17.910 either label and one thing I want you to.
NOTE Confidence: 0.903969447272727

00:35:17.910 --> 00:35:19.486 Be aware of is that he's in the
NOTE Confidence: 0.903969447272727

00:35:19.486 --> 00:35:20.379 National Academy of Science.
NOTE Confidence: 0.903969447272727

00:35:20.380 --> 00:35:21.390 He's done well for himself.
NOTE Confidence: 0.903969447272727

00:35:21.390 --> 00:35:22.010 Multiple R1.
NOTE Confidence: 0.903969447272727

00:35:22.010 --> 00:35:24.180 Lot of other funding and has a
NOTE Confidence: 0.903969447272727

00:35:24.180 --> 00:35:25.430 double endowed chair.
NOTE Confidence: 0.903969447272727

00:35:25.430 --> 00:35:26.490 One of the diabetes center,
NOTE Confidence: 0.903969447272727

00:35:26.490 --> 00:35:28.704 one in the the the internal
NOTE Confidence: 0.903969447272727

00:35:28.704 --> 00:35:31.009 medicine needs to use the video.
NOTE Confidence: 0.903969447272727

00:35:31.010 --> 00:35:32.576 I have mentioned all these things
NOTE Confidence: 0.903969447272727

00:35:32.576 --> 00:35:34.489 because this is a rare occurrence.
NOTE Confidence: 0.903969447272727

00:35:34.490 --> 00:35:36.555 This is not something that happens all

NOTE Confidence: 0.903969447272727

00:35:36.555 --> 00:35:39.187 the time and a lot of times it's actually.

NOTE Confidence: 0.903969447272727

00:35:39.190 --> 00:35:41.404 Stop because of the microaggressions or

NOTE Confidence: 0.903969447272727

00:35:41.404 --> 00:35:43.749 other things that happen along the way,

NOTE Confidence: 0.903969447272727

00:35:43.750 --> 00:35:45.280 and mentorship and the video

NOTE Confidence: 0.903969447272727

00:35:45.280 --> 00:35:47.168 basically talks about how he had

NOTE Confidence: 0.903969447272727

00:35:47.168 --> 00:35:48.688 a myriad of different mentors.

NOTE Confidence: 0.943170738947369

00:35:48.690 --> 00:35:51.020 And So what? I want you to think about is

NOTE Confidence: 0.943170738947369

00:35:51.080 --> 00:35:53.465 how what type of mentors are you you know?

NOTE Confidence: 0.943170738947369

00:35:53.470 --> 00:35:55.255 Are you a multifaceted mentor

NOTE Confidence: 0.943170738947369

00:35:55.255 --> 00:35:57.950 or do you have certain subset of

NOTE Confidence: 0.943170738947369

00:35:57.950 --> 00:36:00.055 skills that are very intentional?

NOTE Confidence: 0.943170738947369

00:36:00.060 --> 00:36:02.136 Things that you desire to achieve

NOTE Confidence: 0.943170738947369

00:36:02.136 --> 00:36:03.174 when you're mentoring.

NOTE Confidence: 0.943170738947369

00:36:03.180 --> 00:36:04.937 Do you have the ability to ask

NOTE Confidence: 0.943170738947369

00:36:04.937 --> 00:36:06.270 multiple types of questions?

NOTE Confidence: 0.943170738947369

00:36:06.270 --> 00:36:07.985 Do you have the resolve or the
NOTE Confidence: 0.943170738947369

00:36:07.985 --> 00:36:09.303 perseverance to stick out when
NOTE Confidence: 0.943170738947369

00:36:09.303 --> 00:36:10.623 you have an individual that's
NOTE Confidence: 0.943170738947369

00:36:10.623 --> 00:36:12.230 very difficult to work with and
NOTE Confidence: 0.943170738947369

00:36:12.230 --> 00:36:13.500 can you unlock the potential?
NOTE Confidence: 0.943170738947369

00:36:13.500 --> 00:36:15.258 These are certain things that I
NOTE Confidence: 0.943170738947369

00:36:15.258 --> 00:36:16.740 think every mentor should have.
NOTE Confidence: 0.943170738947369

00:36:16.740 --> 00:36:18.876 However, we have to be realistic.
NOTE Confidence: 0.943170738947369

00:36:18.880 --> 00:36:21.176 There's different types of roles for mentors,
NOTE Confidence: 0.943170738947369

00:36:21.180 --> 00:36:22.556 and so I want you all to be
NOTE Confidence: 0.943170738947369

00:36:22.556 --> 00:36:24.134 aware that you don't have to be
NOTE Confidence: 0.943170738947369

00:36:24.134 --> 00:36:25.314 a mentor that knows everything.
NOTE Confidence: 0.943170738947369

00:36:25.320 --> 00:36:27.872 That's why we have mentoring maps that was
NOTE Confidence: 0.943170738947369

00:36:27.872 --> 00:36:30.197 first talked about by Varanda Montgomery.
NOTE Confidence: 0.943170738947369

00:36:30.200 --> 00:36:32.198 And she described how sometimes one
NOTE Confidence: 0.943170738947369

00:36:32.198 --> 00:36:34.478 or one minute one is not enough.

NOTE Confidence: 0.943170738947369
00:36:34.480 --> 00:36:36.573 Sometimes you have to form a dyad
NOTE Confidence: 0.943170738947369
00:36:36.573 --> 00:36:38.496 where you have maybe two mentors
NOTE Confidence: 0.943170738947369
00:36:38.496 --> 00:36:40.410 and one student or a fellow,
NOTE Confidence: 0.943170738947369
00:36:40.410 --> 00:36:42.666 or you have two fellows in
NOTE Confidence: 0.943170738947369
00:36:42.666 --> 00:36:44.010 one mentee or mentor.
NOTE Confidence: 0.943170738947369
00:36:44.010 --> 00:36:46.075 And then you may have multiple different
NOTE Confidence: 0.943170738947369
00:36:46.075 --> 00:36:47.870 occurrences where you have a multi network.
NOTE Confidence: 0.943170738947369
00:36:47.870 --> 00:36:49.778 She also invented the thing that's
NOTE Confidence: 0.943170738947369
00:36:49.778 --> 00:36:51.850 called the the actual mentoring map
NOTE Confidence: 0.943170738947369
00:36:51.850 --> 00:36:54.064 where you actually describe all the
NOTE Confidence: 0.943170738947369
00:36:54.064 --> 00:36:55.957 different types of mentors that you
NOTE Confidence: 0.943170738947369
00:36:55.957 --> 00:36:57.938 have and where they specifically
NOTE Confidence: 0.943170738947369
00:36:57.938 --> 00:37:00.073 fit for certain skill sets.
NOTE Confidence: 0.943170738947369
00:37:00.080 --> 00:37:02.492 So introducing this type of mentoring
NOTE Confidence: 0.943170738947369
00:37:02.492 --> 00:37:04.453 map and mentoring contract together
NOTE Confidence: 0.943170738947369

00:37:04.453 --> 00:37:06.717 with the IDP will help to be able
NOTE Confidence: 0.943170738947369

00:37:06.717 --> 00:37:08.573 to sharpen everyones mentorship and
NOTE Confidence: 0.943170738947369

00:37:08.573 --> 00:37:11.199 also I would suggest you do these
NOTE Confidence: 0.943170738947369

00:37:11.199 --> 00:37:13.353 things yourself so that you're aware
NOTE Confidence: 0.943170738947369

00:37:13.353 --> 00:37:15.682 as mentors what skill sets you are
NOTE Confidence: 0.943170738947369

00:37:15.682 --> 00:37:18.111 really good at and which ones are not
NOTE Confidence: 0.943170738947369

00:37:18.111 --> 00:37:20.148 good at because it will hamper the
NOTE Confidence: 0.943170738947369

00:37:20.148 --> 00:37:22.834 type of mentor that you're able to have.
NOTE Confidence: 0.943170738947369

00:37:22.840 --> 00:37:25.283 One thing about being a champion is
NOTE Confidence: 0.943170738947369

00:37:25.283 --> 00:37:27.689 knowing how to fall and one thing
NOTE Confidence: 0.943170738947369

00:37:27.689 --> 00:37:30.109 is learning how to get back up so.
NOTE Confidence: 0.943170738947369

00:37:30.110 --> 00:37:31.230 Where are you still at?
NOTE Confidence: 0.943170738947369

00:37:31.230 --> 00:37:34.212 Is where you should know who to
NOTE Confidence: 0.943170738947369

00:37:34.212 --> 00:37:36.608 assign a different person to to
NOTE Confidence: 0.943170738947369

00:37:36.608 --> 00:37:38.672 that mente so that they can do well
NOTE Confidence: 0.943170738947369

00:37:38.672 --> 00:37:40.498 because you may be just an advisor.

NOTE Confidence: 0.943170738947369
00:37:40.500 --> 00:37:42.908 You maybe just a coach or a listener.
NOTE Confidence: 0.943170738947369
00:37:42.910 --> 00:37:44.110 You may be an encourager,
NOTE Confidence: 0.943170738947369
00:37:44.110 --> 00:37:46.207 motivator and you may not be a role model.
NOTE Confidence: 0.943170738947369
00:37:46.210 --> 00:37:47.968 Or you may have emotional support.
NOTE Confidence: 0.943170738947369
00:37:47.970 --> 00:37:49.482 These are general things,
NOTE Confidence: 0.943170738947369
00:37:49.482 --> 00:37:51.750 I think that mentors should have,
NOTE Confidence: 0.943170738947369
00:37:51.750 --> 00:37:53.143 but what I'm here to tell you
NOTE Confidence: 0.943170738947369
00:37:53.143 --> 00:37:54.547 today is about the different types
NOTE Confidence: 0.943170738947369
00:37:54.547 --> 00:37:56.065 of mentorship so you can decide
NOTE Confidence: 0.943170738947369
00:37:56.065 --> 00:37:57.409 what type of mentor you are.
NOTE Confidence: 0.943170738947369
00:37:57.410 --> 00:38:00.158 So we're moving into a phase.
NOTE Confidence: 0.943170738947369
00:38:00.160 --> 00:38:01.816 Where we should recap so that you can
NOTE Confidence: 0.943170738947369
00:38:01.816 --> 00:38:03.620 kind of keep up with what's going on.
NOTE Confidence: 0.943170738947369
00:38:03.620 --> 00:38:06.189 So first we talked about the stereotypes
NOTE Confidence: 0.943170738947369
00:38:06.189 --> 00:38:08.579 and the unconscious biases that we face.
NOTE Confidence: 0.943170738947369

00:38:08.580 --> 00:38:11.142 And we also talked about how these
NOTE Confidence: 0.943170738947369

00:38:11.142 --> 00:38:13.439 can impact health and performance.
NOTE Confidence: 0.943170738947369

00:38:13.440 --> 00:38:15.120 But now we're talking about the
NOTE Confidence: 0.943170738947369

00:38:15.120 --> 00:38:16.240 different types of mentors.
NOTE Confidence: 0.943170738947369

00:38:16.240 --> 00:38:17.969 And when we talk about these different
NOTE Confidence: 0.943170738947369

00:38:17.969 --> 00:38:19.840 types of mentors will be able to decide
NOTE Confidence: 0.943170738947369

00:38:19.840 --> 00:38:21.640 for yourself what type of mentor you are.
NOTE Confidence: 0.943170738947369

00:38:21.640 --> 00:38:23.110 And then we'll wrap up with
NOTE Confidence: 0.943170738947369

00:38:23.110 --> 00:38:24.090 looking at intentional mentor.
NOTE Confidence: 0.88530885

00:38:26.320 --> 00:38:28.624 So in that particular one 'cause I'm not sure
NOTE Confidence: 0.88530885

00:38:28.624 --> 00:38:30.915 if the volume is gonna play Doctor Abel.
NOTE Confidence: 0.88530885

00:38:30.920 --> 00:38:33.746 I reported him for this talk he I gave
NOTE Confidence: 0.88530885

00:38:33.746 --> 00:38:35.690 advice about how there's different
NOTE Confidence: 0.88530885

00:38:35.690 --> 00:38:38.490 types of mentors and that in order
NOTE Confidence: 0.88530885

00:38:38.490 --> 00:38:40.823 to achieve where he's going beyond,
NOTE Confidence: 0.88530885

00:38:40.823 --> 00:38:43.841 you know, just a deam, not I'm sorry,

NOTE Confidence: 0.88530885

00:38:43.841 --> 00:38:45.743 a chair position and getting into

NOTE Confidence: 0.88530885

00:38:45.743 --> 00:38:47.327 these higher level positions

NOTE Confidence: 0.88530885

00:38:47.327 --> 00:38:48.935 like jeans or presidency.

NOTE Confidence: 0.88530885

00:38:48.940 --> 00:38:51.667 He has to be able to have a mentoring

NOTE Confidence: 0.88530885

00:38:51.667 --> 00:38:54.389 team and so just imagine if a

NOTE Confidence: 0.88530885

00:38:54.389 --> 00:38:56.460 mentoring team was advocating for a.

NOTE Confidence: 0.88530885

00:38:56.460 --> 00:38:59.320 Fellow or student or postdoc?

NOTE Confidence: 0.88530885

00:38:59.320 --> 00:39:01.196 How much stronger than they will be?

NOTE Confidence: 0.88530885

00:39:01.200 --> 00:39:02.390 So this is another suggestion

NOTE Confidence: 0.88530885

00:39:02.390 --> 00:39:03.580 that you can take in.

NOTE Confidence: 0.88530885

00:39:03.580 --> 00:39:05.184 Mentorship is tailor made,

NOTE Confidence: 0.88530885

00:39:05.184 --> 00:39:07.189 meaning that traditional mentorship is

NOTE Confidence: 0.88530885

00:39:07.189 --> 00:39:09.706 more like an advising role or apprentice.

NOTE Confidence: 0.88530885

00:39:09.710 --> 00:39:11.334 Is this good practice?

NOTE Confidence: 0.88530885

00:39:11.334 --> 00:39:13.995 You can give some psychological report to

NOTE Confidence: 0.88530885

00:39:13.995 --> 00:39:15.795 individual and say you need to do this.

NOTE Confidence: 0.88530885

00:39:15.800 --> 00:39:17.840 We need to do this and you get the support.

NOTE Confidence: 0.88530885

00:39:17.840 --> 00:39:19.460 But also you can provide some

NOTE Confidence: 0.88530885

00:39:19.460 --> 00:39:20.000 great development.

NOTE Confidence: 0.88530885

00:39:20.000 --> 00:39:22.478 However, to be a better mental you

NOTE Confidence: 0.88530885

00:39:22.478 --> 00:39:25.079 wanna add a level of education.

NOTE Confidence: 0.88530885

00:39:25.080 --> 00:39:26.898 Sometimes mentors say oh look at.

NOTE Confidence: 0.88530885

00:39:26.900 --> 00:39:27.680 These particular,

NOTE Confidence: 0.88530885

00:39:27.680 --> 00:39:28.850 you know papers.

NOTE Confidence: 0.88530885

00:39:28.850 --> 00:39:30.434 This will answer back,

NOTE Confidence: 0.88530885

00:39:30.434 --> 00:39:32.414 but sometimes menses need more.

NOTE Confidence: 0.88530885

00:39:32.420 --> 00:39:34.265 So we have to be able to assess where

NOTE Confidence: 0.88530885

00:39:34.265 --> 00:39:36.327 I mentioned there at what types of

NOTE Confidence: 0.88530885

00:39:36.327 --> 00:39:38.110 backgrounds with type of languages.

NOTE Confidence: 0.88530885

00:39:38.110 --> 00:39:40.382 These things that we want to be able

NOTE Confidence: 0.88530885

00:39:40.382 --> 00:39:42.713 to include and when we're teaching and

NOTE Confidence: 0.88530885

00:39:42.713 --> 00:39:45.440 see an educator assesses all of these things.

NOTE Confidence: 0.88530885

00:39:45.440 --> 00:39:47.150 They do not care about age,

NOTE Confidence: 0.88530885

00:39:47.150 --> 00:39:47.698 language, ethnicity,

NOTE Confidence: 0.88530885

00:39:47.698 --> 00:39:49.890 they know that they have a skill set

NOTE Confidence: 0.88530885

00:39:49.947 --> 00:39:51.489 that they can impart in someone.

NOTE Confidence: 0.88530885

00:39:51.490 --> 00:39:54.362 So we have to be enthusiastic about no

NOTE Confidence: 0.88530885

00:39:54.362 --> 00:39:57.888 matter who the individual is and how we can.

NOTE Confidence: 0.88530885

00:39:57.888 --> 00:39:59.748 Communicate these things to people.

NOTE Confidence: 0.88530885

00:39:59.750 --> 00:40:02.990 So one other thing here.

NOTE Confidence: 0.88530885

00:40:02.990 --> 00:40:04.670 This is Stephanie dance barn spider,

NOTE Confidence: 0.88530885

00:40:04.670 --> 00:40:05.591 Stephanie dance bars.

NOTE Confidence: 0.88530885

00:40:05.591 --> 00:40:08.065 She was the chair of at Winston Salem

NOTE Confidence: 0.88530885

00:40:08.065 --> 00:40:10.193 State and now she's the Dean at the

NOTE Confidence: 0.88530885

00:40:10.193 --> 00:40:12.545 pool and she left for a better position,

NOTE Confidence: 0.88530885

00:40:12.550 --> 00:40:13.351 which is great.

NOTE Confidence: 0.88530885

00:40:13.351 --> 00:40:15.600 But the thing that I'm trying to capture
NOTE Confidence: 0.88530885

00:40:15.600 --> 00:40:18.128 in this picture is she would train anybody.
NOTE Confidence: 0.88530885

00:40:18.130 --> 00:40:20.027 She would take the time to actually
NOTE Confidence: 0.88530885

00:40:20.027 --> 00:40:22.076 she would have a full classroom and
NOTE Confidence: 0.88530885

00:40:22.076 --> 00:40:23.834 then afterwards she would stay to
NOTE Confidence: 0.88530885

00:40:23.895 --> 00:40:26.067 create intentionality and she would say,
NOTE Confidence: 0.88530885

00:40:26.070 --> 00:40:28.068 you know, hey, I'll be happy to mentor you.
NOTE Confidence: 0.88530885

00:40:28.070 --> 00:40:29.854 I would be happy to pay to go
NOTE Confidence: 0.88530885

00:40:29.854 --> 00:40:31.210 back through the experiments.
NOTE Confidence: 0.88530885

00:40:31.210 --> 00:40:32.995 My time to you and so on.
NOTE Confidence: 0.88530885

00:40:33.000 --> 00:40:33.430 Educators,
NOTE Confidence: 0.88530885

00:40:33.430 --> 00:40:35.580 someone that's always worried about
NOTE Confidence: 0.88530885

00:40:35.580 --> 00:40:37.300 improvement of scientific knowledge.
NOTE Confidence: 0.88530885

00:40:37.300 --> 00:40:39.232 Training one person of technical skills
NOTE Confidence: 0.88530885

00:40:39.232 --> 00:40:41.533 and figuring out ways that they can
NOTE Confidence: 0.88530885

00:40:41.533 --> 00:40:43.435 be creative and identifying their gifts.

NOTE Confidence: 0.88530885

00:40:43.440 --> 00:40:43.954 And remember,

NOTE Confidence: 0.88530885

00:40:43.954 --> 00:40:45.496 we have to have that attitude

NOTE Confidence: 0.88530885

00:40:45.496 --> 00:40:47.350 that you are a winner and that

NOTE Confidence: 0.88530885

00:40:47.350 --> 00:40:48.635 regardless of what's going on,

NOTE Confidence: 0.88530885

00:40:48.640 --> 00:40:50.608 you can do the right thing

NOTE Confidence: 0.88530885

00:40:50.608 --> 00:40:52.370 and so that being said,

NOTE Confidence: 0.88530885

00:40:52.370 --> 00:40:54.380 you may not be a mentor.

NOTE Confidence: 0.88530885

00:40:54.380 --> 00:40:55.796 That looks to be an educator.

NOTE Confidence: 0.88530885

00:40:55.800 --> 00:40:57.282 You may give resources and have

NOTE Confidence: 0.88530885

00:40:57.282 --> 00:40:58.819 someone do that on their own.

NOTE Confidence: 0.88530885

00:40:58.820 --> 00:41:01.004 You may just be a supervisor or

NOTE Confidence: 0.88530885

00:41:01.004 --> 00:41:01.940 you maintain performance.

NOTE Confidence: 0.88530885

00:41:01.940 --> 00:41:03.870 You rectify behavior and encourage.

NOTE Confidence: 0.88530885

00:41:03.870 --> 00:41:06.246 Positive behavior and you and you

NOTE Confidence: 0.88530885

00:41:06.246 --> 00:41:07.830 focus on increasing productivity.

NOTE Confidence: 0.92161858

00:41:07.830 --> 00:41:09.166 We all have to be aware of that.
NOTE Confidence: 0.92161858

00:41:09.170 --> 00:41:11.018 Sometimes that is not
NOTE Confidence: 0.92161858

00:41:11.018 --> 00:41:12.404 sufficient and mentorship.
NOTE Confidence: 0.92161858

00:41:12.410 --> 00:41:14.410 Maybe you have to be a coach where
NOTE Confidence: 0.92161858

00:41:14.410 --> 00:41:15.819 you're actually pushing somebody.
NOTE Confidence: 0.92161858

00:41:15.820 --> 00:41:16.894 You're motivating them.
NOTE Confidence: 0.92161858

00:41:16.894 --> 00:41:19.400 Or maybe you have to combine multiple
NOTE Confidence: 0.92161858

00:41:19.466 --> 00:41:21.758 aspects of mentorship to be successful.
NOTE Confidence: 0.92161858

00:41:21.760 --> 00:41:24.392 So this is a picture of me with
NOTE Confidence: 0.92161858

00:41:24.392 --> 00:41:26.778 a mentor that I had that runs the
NOTE Confidence: 0.92161858

00:41:26.778 --> 00:41:28.237 graduate program at University of
NOTE Confidence: 0.92161858

00:41:28.237 --> 00:41:30.205 Maryland and she was at Duke and that's
NOTE Confidence: 0.92161858

00:41:30.205 --> 00:41:32.136 when I met her in my summer program.
NOTE Confidence: 0.92161858

00:41:32.140 --> 00:41:33.764 And remember there's mentors.
NOTE Confidence: 0.92161858

00:41:33.764 --> 00:41:35.388 For lifetimes and there's
NOTE Confidence: 0.92161858

00:41:35.388 --> 00:41:36.750 mentors for seasons,

NOTE Confidence: 0.92161858

00:41:36.750 --> 00:41:38.332 so you also have to be aware

NOTE Confidence: 0.92161858

00:41:38.332 --> 00:41:39.819 about the context of each type

NOTE Confidence: 0.92161858

00:41:39.819 --> 00:41:41.079 of mentorship that you have.

NOTE Confidence: 0.92161858

00:41:41.080 --> 00:41:43.384 That's to the point over here on the left.

NOTE Confidence: 0.92161858

00:41:43.390 --> 00:41:44.725 So basically what I'm saying

NOTE Confidence: 0.92161858

00:41:44.725 --> 00:41:46.060 is that from this mentorship

NOTE Confidence: 0.92161858

00:41:46.115 --> 00:41:47.430 I learned how to mentorship,

NOTE Confidence: 0.92161858

00:41:47.430 --> 00:41:49.746 how to have mentorship with everyone

NOTE Confidence: 0.92161858

00:41:49.750 --> 00:41:51.297 so one other thing I want you

NOTE Confidence: 0.92161858

00:41:51.297 --> 00:41:53.050 to tell you about is a sponsor.

NOTE Confidence: 0.92161858

00:41:53.050 --> 00:41:55.102 We have got to be able to work together

NOTE Confidence: 0.92161858

00:41:55.102 --> 00:41:56.939 to really push the sponsorship role

NOTE Confidence: 0.92161858

00:41:56.939 --> 00:41:59.129 when we see someone that is brilliant

NOTE Confidence: 0.92161858

00:41:59.129 --> 00:42:00.887 when we see somebody that might

NOTE Confidence: 0.92161858

00:42:00.887 --> 00:42:02.560 have that 3/5 or we have someone

NOTE Confidence: 0.92161858

00:42:02.560 --> 00:42:04.139 that you know may not have the.
NOTE Confidence: 0.92161858

00:42:04.140 --> 00:42:05.736 Perfect impact score but has the
NOTE Confidence: 0.92161858

00:42:05.736 --> 00:42:07.514 potential to be MD, PhD or MD.
NOTE Confidence: 0.92161858

00:42:07.514 --> 00:42:09.918 We need to push that and we have to
NOTE Confidence: 0.92161858

00:42:09.918 --> 00:42:12.284 believe in them so they are career
NOTE Confidence: 0.92161858

00:42:12.284 --> 00:42:14.439 championing that you're pushing forward.
NOTE Confidence: 0.92161858

00:42:14.440 --> 00:42:16.250 Accomplishments of individuals that are
NOTE Confidence: 0.92161858

00:42:16.250 --> 00:42:19.425 doing well so we have to be able to do that.
NOTE Confidence: 0.92161858

00:42:19.430 --> 00:42:21.250 And then also with sponsorship,
NOTE Confidence: 0.92161858

00:42:21.250 --> 00:42:23.150 it does sometimes involve funds,
NOTE Confidence: 0.92161858

00:42:23.150 --> 00:42:25.250 but it usually is a symbiotic relationship,
NOTE Confidence: 0.92161858

00:42:25.250 --> 00:42:26.880 meaning that you know, hey,
NOTE Confidence: 0.92161858

00:42:26.880 --> 00:42:28.312 if you're doing something,
NOTE Confidence: 0.92161858

00:42:28.312 --> 00:42:30.020 I'm doing something, I'm winning.
NOTE Confidence: 0.92161858

00:42:30.020 --> 00:42:30.650 You're winning.
NOTE Confidence: 0.92161858

00:42:30.650 --> 00:42:32.225 So remember that mentorship at

NOTE Confidence: 0.92161858
00:42:32.225 --> 00:42:34.088 the peer level is when we all win,
NOTE Confidence: 0.92161858
00:42:34.090 --> 00:42:34.993 so as appear,
NOTE Confidence: 0.92161858
00:42:34.993 --> 00:42:36.498 if you see something wrong
NOTE Confidence: 0.92161858
00:42:36.498 --> 00:42:37.840 with the individual,
NOTE Confidence: 0.92161858
00:42:37.840 --> 00:42:40.430 help them sharpen themselves and vice versa.
NOTE Confidence: 0.92161858
00:42:40.430 --> 00:42:43.040 But do not think it's the AJ show or do
NOTE Confidence: 0.92161858
00:42:43.108 --> 00:42:45.934 not think it's you know the the cell phone
NOTE Confidence: 0.92161858
00:42:45.934 --> 00:42:48.800 show 'cause I can't think of another name.
NOTE Confidence: 0.92161858
00:42:48.800 --> 00:42:49.096 Well,
NOTE Confidence: 0.92161858
00:42:49.096 --> 00:42:51.464 as we kind of transition into this lab
NOTE Confidence: 0.92161858
00:42:51.464 --> 00:42:54.010 space before we wrap up and take questions,
NOTE Confidence: 0.92161858
00:42:54.010 --> 00:42:56.360 I just want you all to be aware of that.
NOTE Confidence: 0.92161858
00:42:56.360 --> 00:42:57.884 Good mentorship is something
NOTE Confidence: 0.92161858
00:42:57.884 --> 00:42:59.789 that's tailor made and designed.
NOTE Confidence: 0.92161858
00:42:59.790 --> 00:43:01.344 There's another level to this seminar
NOTE Confidence: 0.92161858

00:43:01.344 --> 00:43:03.757 and I love to come back and talk to you.

NOTE Confidence: 0.92161858

00:43:03.760 --> 00:43:05.398 I'm not really cared about the

NOTE Confidence: 0.92161858

00:43:05.398 --> 00:43:06.989 honorarium or care about everyone

NOTE Confidence: 0.92161858

00:43:06.989 --> 00:43:08.330 practicing good mentorship,

NOTE Confidence: 0.92161858

00:43:08.330 --> 00:43:10.710 so if you invite me back at the end of,

NOTE Confidence: 0.92161858

00:43:10.710 --> 00:43:12.180 you know we can talk about this

NOTE Confidence: 0.92161858

00:43:12.180 --> 00:43:13.110 at a later date.

NOTE Confidence: 0.92161858

00:43:13.110 --> 00:43:15.455 But there's other things that go into

NOTE Confidence: 0.92161858

00:43:15.455 --> 00:43:17.130 intentionality and good mentorship.

NOTE Confidence: 0.92161858

00:43:17.130 --> 00:43:19.000 It's about motivation to support.

NOTE Confidence: 0.92161858

00:43:19.000 --> 00:43:20.990 Providing support and empathy that

NOTE Confidence: 0.92161858

00:43:20.990 --> 00:43:22.980 involves Intel intelligence of the

NOTE Confidence: 0.92161858

00:43:23.042 --> 00:43:24.770 different type we normally think of

NOTE Confidence: 0.92161858

00:43:24.770 --> 00:43:27.199 IQ as the only type of intelligence.

NOTE Confidence: 0.92161858

00:43:27.200 --> 00:43:28.208 But there's others.

NOTE Confidence: 0.92161858

00:43:28.208 --> 00:43:30.138 There's emotional intelligence, which is EQ.

NOTE Confidence: 0.92161858

00:43:30.138 --> 00:43:32.640 And there's spans of different gamut as well.

NOTE Confidence: 0.92161858

00:43:32.640 --> 00:43:34.788 And sometimes mentors don't unlock those

NOTE Confidence: 0.92161858

00:43:34.788 --> 00:43:36.920 other potentials inside of individuals.

NOTE Confidence: 0.92161858

00:43:36.920 --> 00:43:38.775 Sometime individuals that come from

NOTE Confidence: 0.92161858

00:43:38.775 --> 00:43:40.630 you know tougher backgrounds may

NOTE Confidence: 0.893342210833333

00:43:40.692 --> 00:43:43.895 have a QR SQ. Social quoting or

NOTE Confidence: 0.893342210833333

00:43:43.895 --> 00:43:46.195 adaptability or adverse quote.

NOTE Confidence: 0.893342210833333

00:43:46.200 --> 00:43:48.335 These can be things that

NOTE Confidence: 0.893342210833333

00:43:48.335 --> 00:43:49.189 measure perseverance.

NOTE Confidence: 0.893342210833333

00:43:49.190 --> 00:43:51.224 And resolve which is actually much

NOTE Confidence: 0.893342210833333

00:43:51.224 --> 00:43:52.912 more important than when obtaining

NOTE Confidence: 0.893342210833333

00:43:52.912 --> 00:43:54.802 a PhD or envy that someone that

NOTE Confidence: 0.893342210833333

00:43:54.802 --> 00:43:56.900 is IQ based alone and emotional.

NOTE Confidence: 0.893342210833333

00:43:56.900 --> 00:43:58.436 Intelligence is important because

NOTE Confidence: 0.893342210833333

00:43:58.436 --> 00:44:00.210 we need empathy and supporting

NOTE Confidence: 0.893342210833333

00:44:00.210 --> 00:44:01.760 of individuals as they go
NOTE Confidence: 0.893342210833333

00:44:01.760 --> 00:44:02.690 through tough illnesses.
NOTE Confidence: 0.893342210833333

00:44:02.690 --> 00:44:04.325 All these things can actually
NOTE Confidence: 0.893342210833333

00:44:04.325 --> 00:44:07.139 benefit a mentor to be able to look
NOTE Confidence: 0.893342210833333

00:44:07.139 --> 00:44:08.989 for when they're choosing mentees,
NOTE Confidence: 0.893342210833333

00:44:08.990 --> 00:44:09.953 because sometimes potential
NOTE Confidence: 0.893342210833333

00:44:09.953 --> 00:44:11.879 is not just based on IQ.
NOTE Confidence: 0.893342210833333

00:44:11.880 --> 00:44:13.464 So This is why we need to talk
NOTE Confidence: 0.893342210833333

00:44:13.464 --> 00:44:14.687 about this at a later date.
NOTE Confidence: 0.893342210833333

00:44:14.690 --> 00:44:15.530 And then lastly,
NOTE Confidence: 0.893342210833333

00:44:15.530 --> 00:44:17.490 I'm putting a plug in for cultural
NOTE Confidence: 0.893342210833333

00:44:17.547 --> 00:44:19.907 competency training and cultural awareness.
NOTE Confidence: 0.893342210833333

00:44:19.910 --> 00:44:20.610 I think you should have,
NOTE Confidence: 0.893342210833333

00:44:20.610 --> 00:44:21.878 by Angela Byars Winston,
NOTE Confidence: 0.893342210833333

00:44:21.878 --> 00:44:23.146 for that particular point.
NOTE Confidence: 0.893342210833333

00:44:23.150 --> 00:44:25.075 She is someone that does

NOTE Confidence: 0.893342210833333

00:44:25.075 --> 00:44:27.000 outstanding work in the literature,

NOTE Confidence: 0.893342210833333

00:44:27.000 --> 00:44:29.156 and the reason I say that is

NOTE Confidence: 0.893342210833333

00:44:29.156 --> 00:44:31.089 because she's teaching step by step

NOTE Confidence: 0.893342210833333

00:44:31.089 --> 00:44:32.659 how to have cultural competency

NOTE Confidence: 0.893342210833333

00:44:32.659 --> 00:44:35.064 and how to train your staff on

NOTE Confidence: 0.893342210833333

00:44:35.064 --> 00:44:36.432 being more culturally aware.

NOTE Confidence: 0.893342210833333

00:44:36.440 --> 00:44:38.113 So one thing that we all must

NOTE Confidence: 0.893342210833333

00:44:38.113 --> 00:44:40.053 think about is that good mentoring

NOTE Confidence: 0.893342210833333

00:44:40.053 --> 00:44:41.605 and negative mentoring exists.

NOTE Confidence: 0.893342210833333

00:44:41.610 --> 00:44:43.416 It's not inclusive or exclusive and

NOTE Confidence: 0.893342210833333

00:44:43.416 --> 00:44:44.990 remember every month it's mentoring

NOTE Confidence: 0.893342210833333

00:44:44.990 --> 00:44:46.590 month and remember that mentoring

NOTE Confidence: 0.893342210833333

00:44:46.590 --> 00:44:48.470 matters even when you fail at it,

NOTE Confidence: 0.893342210833333

00:44:48.470 --> 00:44:50.353 you get up and you try again

NOTE Confidence: 0.893342210833333

00:44:50.353 --> 00:44:51.160 and support again.

NOTE Confidence: 0.893342210833333

00:44:51.160 --> 00:44:53.295 And we also must realize that sometimes,
NOTE Confidence: 0.893342210833333

00:44:53.300 --> 00:44:56.030 with this negative mentoring does occur.
NOTE Confidence: 0.893342210833333

00:44:56.030 --> 00:44:56.481 Well,
NOTE Confidence: 0.893342210833333

00:44:56.481 --> 00:44:58.736 sometimes negative mentoring is also
NOTE Confidence: 0.893342210833333

00:44:58.736 --> 00:45:00.540 referred as ineffective mentoring,
NOTE Confidence: 0.893342210833333

00:45:00.540 --> 00:45:02.286 and it's due to poor communication,
NOTE Confidence: 0.893342210833333

00:45:02.290 --> 00:45:04.620 lack of commitment or personality
NOTE Confidence: 0.893342210833333

00:45:04.620 --> 00:45:05.086 differences,
NOTE Confidence: 0.893342210833333

00:45:05.090 --> 00:45:06.594 and so we all may have these things,
NOTE Confidence: 0.893342210833333

00:45:06.600 --> 00:45:08.840 but sometimes we have to put in the
NOTE Confidence: 0.893342210833333

00:45:08.840 --> 00:45:11.745 the grid to be able to move past that
NOTE Confidence: 0.893342210833333

00:45:11.750 --> 00:45:13.759 and also another thing is that we
NOTE Confidence: 0.893342210833333

00:45:13.759 --> 00:45:16.617 have to be aware when we have good
NOTE Confidence: 0.893342210833333

00:45:16.617 --> 00:45:18.542 mentorship and leads to altruistic.
NOTE Confidence: 0.893342210833333

00:45:18.550 --> 00:45:19.030 Honestly,
NOTE Confidence: 0.893342210833333

00:45:19.030 --> 00:45:20.470 trustworthy environments where

NOTE Confidence: 0.893342210833333
00:45:20.470 --> 00:45:22.870 individuals are motivated to have
NOTE Confidence: 0.893342210833333
00:45:22.870 --> 00:45:25.309 mutual respect for one another and
NOTE Confidence: 0.893342210833333
00:45:25.309 --> 00:45:27.204 they can give constructive feedback.
NOTE Confidence: 0.893342210833333
00:45:27.210 --> 00:45:28.986 And one thing that we all need to
NOTE Confidence: 0.893342210833333
00:45:28.986 --> 00:45:30.524 think about our different types
NOTE Confidence: 0.893342210833333
00:45:30.524 --> 00:45:31.908 of good mentoring strategies.
NOTE Confidence: 0.893342210833333
00:45:31.910 --> 00:45:34.502 So today I only have time for one strategy.
NOTE Confidence: 0.893342210833333
00:45:34.510 --> 00:45:36.448 There are myriad of different strategies.
NOTE Confidence: 0.893342210833333
00:45:36.450 --> 00:45:37.614 Is like motivational?
NOTE Confidence: 0.893342210833333
00:45:37.614 --> 00:45:38.390 There's intentional.
NOTE Confidence: 0.893342210833333
00:45:38.390 --> 00:45:40.040 That's holistic mentorship.
NOTE Confidence: 0.893342210833333
00:45:40.040 --> 00:45:43.052 There is reversal of dark mentorship.
NOTE Confidence: 0.893342210833333
00:45:43.052 --> 00:45:44.393 There's shadowing, mentoring.
NOTE Confidence: 0.893342210833333
00:45:44.393 --> 00:45:46.308 There's all types of things.
NOTE Confidence: 0.893342210833333
00:45:46.310 --> 00:45:48.656 And there's things that we do
NOTE Confidence: 0.893342210833333

00:45:48.656 --> 00:45:50.220 naturally like casual mentoring
NOTE Confidence: 0.893342210833333

00:45:50.292 --> 00:45:52.086 that were not very aware of.
NOTE Confidence: 0.893342210833333

00:45:52.090 --> 00:45:53.230 These are all concepts that
NOTE Confidence: 0.893342210833333

00:45:53.230 --> 00:45:54.661 could be talked about in the
NOTE Confidence: 0.893342210833333

00:45:54.661 --> 00:45:55.866 mentorship space for the day.
NOTE Confidence: 0.893342210833333

00:45:55.870 --> 00:45:57.640 I wanted to talk about motivation.
NOTE Confidence: 0.893342210833333

00:45:57.640 --> 00:45:59.784 I think this is really kind of specific
NOTE Confidence: 0.893342210833333

00:45:59.784 --> 00:46:02.359 to the department because you're at Yale.
NOTE Confidence: 0.893342210833333

00:46:02.360 --> 00:46:03.344 There's already expectation
NOTE Confidence: 0.893342210833333

00:46:03.344 --> 00:46:05.312 that you're at an Ivy League,
NOTE Confidence: 0.893342210833333

00:46:05.320 --> 00:46:06.740 that everyone must do well
NOTE Confidence: 0.893342210833333

00:46:06.740 --> 00:46:08.160 that everyone must be smart,
NOTE Confidence: 0.893342210833333

00:46:08.160 --> 00:46:10.509 and so a lot of times we get trapped
NOTE Confidence: 0.893342210833333

00:46:10.509 --> 00:46:13.189 in that mindset that we are excellent,
NOTE Confidence: 0.893342210833333

00:46:13.190 --> 00:46:15.368 and sometimes we lose the in
NOTE Confidence: 0.893342210833333

00:46:15.368 --> 00:46:18.081 touch with the reality of how to

NOTE Confidence: 0.893342210833333

00:46:18.081 --> 00:46:19.665 motivate students or fellows.

NOTE Confidence: 0.893342210833333

00:46:19.670 --> 00:46:21.308 And so we have to be aware that we

NOTE Confidence: 0.893342210833333

00:46:21.308 --> 00:46:22.799 have to create that inner drive.

NOTE Confidence: 0.893342210833333

00:46:22.800 --> 00:46:24.675 So motivation is defined as

NOTE Confidence: 0.893342210833333

00:46:24.675 --> 00:46:26.175 inner drive to excel.

NOTE Confidence: 0.88332229

00:46:26.180 --> 00:46:27.680 This inner drive is about.

NOTE Confidence: 0.88332229

00:46:27.680 --> 00:46:29.834 Important for creating a condition that

NOTE Confidence: 0.88332229

00:46:29.834 --> 00:46:32.290 wishes or desires or ultimates goals,

NOTE Confidence: 0.88332229

00:46:32.290 --> 00:46:35.307 and so you publish this through plans

NOTE Confidence: 0.88332229

00:46:35.310 --> 00:46:38.502 and so giving people set goals and

NOTE Confidence: 0.88332229

00:46:38.502 --> 00:46:41.380 plans and modify it plans by meeting

NOTE Confidence: 0.88332229

00:46:41.380 --> 00:46:43.960 constantly to adjust the IDP based

NOTE Confidence: 0.88332229

00:46:43.960 --> 00:46:46.372 upon the skill level is important

NOTE Confidence: 0.88332229

00:46:46.372 --> 00:46:48.358 and then also setting goals that

NOTE Confidence: 0.88332229

00:46:48.358 --> 00:46:50.044 necessarily that people have to

NOTE Confidence: 0.88332229

00:46:50.044 --> 00:46:51.649 motivate themselves to get there.

NOTE Confidence: 0.88332229

00:46:51.650 --> 00:46:52.970 Even that you, the mentor,

NOTE Confidence: 0.88332229

00:46:52.970 --> 00:46:54.434 have to be involved in doing

NOTE Confidence: 0.88332229

00:46:54.434 --> 00:46:56.305 that and you have to motivate to

NOTE Confidence: 0.88332229

00:46:56.305 --> 00:46:57.700 be able to change internal.

NOTE Confidence: 0.88332229

00:46:57.700 --> 00:46:58.844 Conflict there external conflict.

NOTE Confidence: 0.88332229

00:46:58.844 --> 00:47:00.880 So it takes a lot of work,

NOTE Confidence: 0.88332229

00:47:00.880 --> 00:47:02.945 but it's very important to be in

NOTE Confidence: 0.88332229

00:47:02.945 --> 00:47:04.711 touch with everything as a mentor

NOTE Confidence: 0.88332229

00:47:04.711 --> 00:47:06.076 because then this allows for

NOTE Confidence: 0.88332229

00:47:06.076 --> 00:47:07.780 people to be better organized,

NOTE Confidence: 0.88332229

00:47:07.780 --> 00:47:09.624 had better sleeping habits,

NOTE Confidence: 0.88332229

00:47:09.624 --> 00:47:11.468 thinking and resting habits

NOTE Confidence: 0.88332229

00:47:11.468 --> 00:47:13.300 and better performance.

NOTE Confidence: 0.88332229

00:47:13.300 --> 00:47:15.570 Also, when we're training students,

NOTE Confidence: 0.88332229

00:47:15.570 --> 00:47:17.052 we have to think about things

NOTE Confidence: 0.88332229

00:47:17.052 --> 00:47:18.584 in the space of psychological

NOTE Confidence: 0.88332229

00:47:18.584 --> 00:47:20.520 forces that governs direction.

NOTE Confidence: 0.88332229

00:47:20.520 --> 00:47:22.240 And so when you're mentoring,

NOTE Confidence: 0.88332229

00:47:22.240 --> 00:47:24.648 you want to mentor on an individual level

NOTE Confidence: 0.88332229

00:47:24.648 --> 00:47:27.140 of effort and level of grit and attitude.

NOTE Confidence: 0.88332229

00:47:27.140 --> 00:47:29.291 You don't want to push them to a space

NOTE Confidence: 0.88332229

00:47:29.291 --> 00:47:31.715 where you know that they haven't reached yet,

NOTE Confidence: 0.88332229

00:47:31.720 --> 00:47:32.971 or that milestone.

NOTE Confidence: 0.88332229

00:47:32.971 --> 00:47:35.056 So motivation is really important,

NOTE Confidence: 0.88332229

00:47:35.060 --> 00:47:37.960 as we do progressional mentorship,

NOTE Confidence: 0.88332229

00:47:37.960 --> 00:47:39.976 so it's one step and then the next step,

NOTE Confidence: 0.88332229

00:47:39.980 --> 00:47:41.738 and you're imbuing them with confidence

NOTE Confidence: 0.88332229

00:47:41.738 --> 00:47:43.590 over and over to create more.

NOTE Confidence: 0.88332229

00:47:43.590 --> 00:47:46.012 So this is much more healthier than

NOTE Confidence: 0.88332229

00:47:46.012 --> 00:47:47.690 actually reinforcing negative mentorship,

NOTE Confidence: 0.88332229

00:47:47.690 --> 00:47:48.898 where your constant telling
NOTE Confidence: 0.88332229

00:47:48.898 --> 00:47:50.408 individuals that they're doing wrong.
NOTE Confidence: 0.88332229

00:47:50.410 --> 00:47:52.410 So in other words, let's give an example.
NOTE Confidence: 0.88332229

00:47:52.410 --> 00:47:52.779 Lastly,
NOTE Confidence: 0.88332229

00:47:52.779 --> 00:47:54.993 if you would focus on motivational
NOTE Confidence: 0.88332229

00:47:54.993 --> 00:47:57.410 mentorship from the training perspective,
NOTE Confidence: 0.88332229

00:47:57.410 --> 00:48:00.870 we could say, well.
NOTE Confidence: 0.88332229

00:48:00.870 --> 00:48:03.534 I'm focused on this today and
NOTE Confidence: 0.88332229

00:48:03.534 --> 00:48:05.102 I notice that you did XY and
NOTE Confidence: 0.88332229

00:48:05.102 --> 00:48:06.509 see these things were good,
NOTE Confidence: 0.88332229

00:48:06.510 --> 00:48:07.560 but see I think you could
NOTE Confidence: 0.88332229

00:48:07.560 --> 00:48:08.610 do a little bit better.
NOTE Confidence: 0.88332229

00:48:08.610 --> 00:48:10.410 Let's talk about some strategies to do that.
NOTE Confidence: 0.88332229

00:48:10.410 --> 00:48:11.550 Sometimes people do that,
NOTE Confidence: 0.88332229

00:48:11.550 --> 00:48:13.564 but a lot of times people will
NOTE Confidence: 0.88332229

00:48:13.564 --> 00:48:15.046 say well XY or doing well.

NOTE Confidence: 0.88332229

00:48:15.050 --> 00:48:16.410 Why can't you do that?

NOTE Confidence: 0.88332229

00:48:16.410 --> 00:48:18.759 So it's all about the word choice that you

NOTE Confidence: 0.88332229

00:48:18.759 --> 00:48:21.404 do and how you modify the ID plan together.

NOTE Confidence: 0.88332229

00:48:21.410 --> 00:48:22.256 And then lastly,

NOTE Confidence: 0.88332229

00:48:22.256 --> 00:48:23.384 when you're doing this,

NOTE Confidence: 0.88332229

00:48:23.390 --> 00:48:24.791 inspirational motivational talk

NOTE Confidence: 0.88332229

00:48:24.791 --> 00:48:28.060 do not shy away from using things

NOTE Confidence: 0.88332229

00:48:28.141 --> 00:48:30.295 that are going to be positive.

NOTE Confidence: 0.88332229

00:48:30.300 --> 00:48:32.316 But be realistic with your motivation,

NOTE Confidence: 0.88332229

00:48:32.320 --> 00:48:34.273 because too much motivation can give a

NOTE Confidence: 0.88332229

00:48:34.273 --> 00:48:36.699 big head and you know everyone when they

NOTE Confidence: 0.88332229

00:48:36.699 --> 00:48:38.840 fall over their bubble would be popped.

NOTE Confidence: 0.88332229

00:48:38.840 --> 00:48:41.318 So how can one be more inspirational?

NOTE Confidence: 0.88332229

00:48:41.320 --> 00:48:43.637 It's just simple as just being kind

NOTE Confidence: 0.88332229

00:48:43.637 --> 00:48:45.728 and being thoughtful in the process

NOTE Confidence: 0.88332229

00:48:45.728 --> 00:48:47.786 of having quality mentorship in the
NOTE Confidence: 0.88332229

00:48:47.786 --> 00:48:49.688 context of not attributing everything
NOTE Confidence: 0.88332229

00:48:49.688 --> 00:48:52.330 that goes wrong in the laboratory to
NOTE Confidence: 0.88332229

00:48:52.330 --> 00:48:53.930 a microaggression unconscious bias
NOTE Confidence: 0.88332229

00:48:53.930 --> 00:48:56.292 behavior or a stereotype giving someone
NOTE Confidence: 0.88332229

00:48:56.292 --> 00:48:58.399 the benefit of the doubt when they
NOTE Confidence: 0.88332229

00:48:58.399 --> 00:49:00.398 come from a different background.
NOTE Confidence: 0.88332229

00:49:00.400 --> 00:49:02.232 Are cultivating an environment
NOTE Confidence: 0.88332229

00:49:02.232 --> 00:49:04.949 for them to excel so the last
NOTE Confidence: 0.88332229

00:49:04.949 --> 00:49:07.000 thing is we all can be inspiring.
NOTE Confidence: 0.88332229

00:49:07.000 --> 00:49:09.224 We all can be motivating mentors and we
NOTE Confidence: 0.88332229

00:49:09.224 --> 00:49:11.680 have to think about how to stay humble,
NOTE Confidence: 0.88332229

00:49:11.680 --> 00:49:13.630 listen and serve other people.
NOTE Confidence: 0.88332229

00:49:13.630 --> 00:49:14.905 These are the things that
NOTE Confidence: 0.88332229

00:49:14.905 --> 00:49:16.180 we sometimes forget as we
NOTE Confidence: 0.921322176153846

00:49:16.238 --> 00:49:17.039 climb the chain.

NOTE Confidence: 0.921322176153846
00:49:17.040 --> 00:49:18.720 We think ourselves more as the
NOTE Confidence: 0.921322176153846
00:49:18.720 --> 00:49:20.150 person that's running the show,
NOTE Confidence: 0.921322176153846
00:49:20.150 --> 00:49:22.579 but actually sometimes it's good to do
NOTE Confidence: 0.921322176153846
00:49:22.579 --> 00:49:24.428 this reverse mentorship where you're
NOTE Confidence: 0.921322176153846
00:49:24.428 --> 00:49:26.654 actually learning from the actual mente.
NOTE Confidence: 0.921322176153846
00:49:26.660 --> 00:49:28.718 Or you're putting them in a position
NOTE Confidence: 0.921322176153846
00:49:28.718 --> 00:49:30.389 to actually control the situation.
NOTE Confidence: 0.921322176153846
00:49:30.390 --> 00:49:32.021 So there's a lot of different techniques
NOTE Confidence: 0.921322176153846
00:49:32.021 --> 00:49:33.348 and things that could be used,
NOTE Confidence: 0.921322176153846
00:49:33.350 --> 00:49:36.077 but sometimes we have to just be aware that
NOTE Confidence: 0.921322176153846
00:49:36.077 --> 00:49:39.213 it takes a lot of hard work to do mentorship.
NOTE Confidence: 0.921322176153846
00:49:39.220 --> 00:49:41.812 So the reason I focus on these slides today,
NOTE Confidence: 0.921322176153846
00:49:41.820 --> 00:49:42.444 I'm done.
NOTE Confidence: 0.921322176153846
00:49:42.444 --> 00:49:44.628 The reason I focus on these particular
NOTE Confidence: 0.921322176153846
00:49:44.628 --> 00:49:46.692 sets of things today is so that you
NOTE Confidence: 0.921322176153846

00:49:46.692 --> 00:49:48.503 all can be aware that mentorship
NOTE Confidence: 0.921322176153846

00:49:48.503 --> 00:49:50.543 is a step by step progression.
NOTE Confidence: 0.921322176153846

00:49:50.550 --> 00:49:53.376 We first need to be aware of the stereotypes
NOTE Confidence: 0.921322176153846

00:49:53.376 --> 00:49:54.879 unconscious biases that we face.
NOTE Confidence: 0.921322176153846

00:49:54.880 --> 00:49:56.416 We need to address them and
NOTE Confidence: 0.921322176153846

00:49:56.416 --> 00:49:57.184 continually address them.
NOTE Confidence: 0.921322176153846

00:49:57.190 --> 00:49:59.053 Then we need to figure out what type of
NOTE Confidence: 0.921322176153846

00:49:59.053 --> 00:50:00.469 mentorship that we need to do and then.
NOTE Confidence: 0.921322176153846

00:50:00.470 --> 00:50:01.646 Once we figure out what type
NOTE Confidence: 0.921322176153846

00:50:01.646 --> 00:50:02.590 of mentorship we can do,
NOTE Confidence: 0.921322176153846

00:50:02.590 --> 00:50:04.105 we can improve but motivational
NOTE Confidence: 0.921322176153846

00:50:04.105 --> 00:50:06.289 mentorship as a tool to start with.
NOTE Confidence: 0.921322176153846

00:50:06.290 --> 00:50:08.488 And then as you continue to push
NOTE Confidence: 0.921322176153846

00:50:08.488 --> 00:50:10.170 and cultivate your mentorship,
NOTE Confidence: 0.921322176153846

00:50:10.170 --> 00:50:11.670 you can get into cultural competency,
NOTE Confidence: 0.921322176153846

00:50:11.670 --> 00:50:12.960 understanding the different

NOTE Confidence: 0.921322176153846

00:50:12.960 --> 00:50:15.110 types of IQ versus EQ.

NOTE Confidence: 0.921322176153846

00:50:15.110 --> 00:50:17.096 AQ the quotes if you will,

NOTE Confidence: 0.921322176153846

00:50:17.100 --> 00:50:18.556 and then also moving

NOTE Confidence: 0.921322176153846

00:50:18.556 --> 00:50:19.648 into cultural competency.

NOTE Confidence: 0.921322176153846

00:50:19.650 --> 00:50:21.358 These are all topics that I'm willing

NOTE Confidence: 0.921322176153846

00:50:21.358 --> 00:50:22.987 to discuss and talk to you about.

NOTE Confidence: 0.921322176153846

00:50:22.990 --> 00:50:24.442 I just think that mentorship is

NOTE Confidence: 0.921322176153846

00:50:24.442 --> 00:50:25.815 so important and then we have

NOTE Confidence: 0.921322176153846

00:50:25.815 --> 00:50:27.239 to have a desire to do this and

NOTE Confidence: 0.921322176153846

00:50:27.287 --> 00:50:28.427 a willingness to do this.

NOTE Confidence: 0.921322176153846

00:50:28.430 --> 00:50:29.907 And I would say if you don't

NOTE Confidence: 0.921322176153846

00:50:29.907 --> 00:50:31.078 have a willingness to do this.

NOTE Confidence: 0.921322176153846

00:50:31.080 --> 00:50:32.030 But she wants to learn.

NOTE Confidence: 0.921322176153846

00:50:32.030 --> 00:50:33.710 There's always space for you to grow,

NOTE Confidence: 0.921322176153846

00:50:33.710 --> 00:50:36.005 but if you don't take a step back and

NOTE Confidence: 0.921322176153846

00:50:36.005 --> 00:50:37.979 guide that person to someone else,
NOTE Confidence: 0.921322176153846

00:50:37.980 --> 00:50:39.780 even if you're a famous individual,
NOTE Confidence: 0.921322176153846

00:50:39.780 --> 00:50:41.454 because we want everyone to have
NOTE Confidence: 0.921322176153846

00:50:41.454 --> 00:50:43.180 a positive impact with mentorship.
NOTE Confidence: 0.921322176153846

00:50:43.180 --> 00:50:44.190 So thank you for today.
NOTE Confidence: 0.896226024

00:50:50.180 --> 00:50:53.380 Excellent, thank you so much.
NOTE Confidence: 0.896226024

00:50:53.380 --> 00:50:56.158 Fantastic, the comments are coming in.
NOTE Confidence: 0.896226024

00:50:56.160 --> 00:50:59.610 I'm going to turn over the.
NOTE Confidence: 0.896226024

00:50:59.610 --> 00:51:01.884 Q&A to Eileen, who's also a
NOTE Confidence: 0.896226024

00:51:01.884 --> 00:51:04.310 member of the DICE Committee,
NOTE Confidence: 0.896226024

00:51:04.310 --> 00:51:08.495 and she will come try to run this smoothly.
NOTE Confidence: 0.896226024

00:51:08.500 --> 00:51:10.128 I thank you again.
NOTE Confidence: 0.896226024

00:51:10.128 --> 00:51:11.349 Very thought provoking.
NOTE Confidence: 0.896226024

00:51:11.350 --> 00:51:14.698 And I will I have a question, but I wait.
NOTE Confidence: 0.896226024

00:51:14.698 --> 00:51:16.360 I want to give the floor tile in first.
NOTE Confidence: 0.915222552

00:51:17.000 --> 00:51:18.320 Hi, thank you so much,

NOTE Confidence: 0.915222552

00:51:18.320 --> 00:51:19.875 that was incredible Doctor Hinton.

NOTE Confidence: 0.915222552

00:51:19.875 --> 00:51:21.472 Every time I get to hear you

NOTE Confidence: 0.915222552

00:51:21.472 --> 00:51:23.918 speak it's just if floors me

NOTE Confidence: 0.915222552

00:51:23.920 --> 00:51:25.327 so I do want to Brianna Davis.

NOTE Confidence: 0.915222552

00:51:25.330 --> 00:51:27.360 Reyes said that she loved her last

NOTE Confidence: 0.915222552

00:51:27.360 --> 00:51:29.230 slide and there's thank you in

NOTE Confidence: 0.915222552

00:51:29.230 --> 00:51:30.800 there and some phenomenal talks.

NOTE Confidence: 0.915222552

00:51:30.800 --> 00:51:32.350 If anyone has questions please

NOTE Confidence: 0.915222552

00:51:32.350 --> 00:51:33.900 feel free to enter them.

NOTE Confidence: 0.915222552

00:51:33.900 --> 00:51:35.478 I also have a question but

NOTE Confidence: 0.915222552

00:51:35.478 --> 00:51:37.060 I'll I'll hold off as well.

NOTE Confidence: 0.915222552

00:51:37.060 --> 00:51:38.527 Then if you want to go ahead and ask

NOTE Confidence: 0.876266903

00:51:39.150 --> 00:51:40.490 sure. And we talked about

NOTE Confidence: 0.876266903

00:51:40.490 --> 00:51:41.830 this a little bit earlier.

NOTE Confidence: 0.876266903

00:51:41.830 --> 00:51:45.058 You brought up a number of.

NOTE Confidence: 0.876266903

00:51:45.060 --> 00:51:46.707 Challenges for mentors.
NOTE Confidence: 0.876266903

00:51:46.707 --> 00:51:51.419 We especially a lot of the people in this.
NOTE Confidence: 0.876266903

00:51:51.420 --> 00:51:53.700 In this grand rounds today are
NOTE Confidence: 0.876266903

00:51:53.700 --> 00:51:56.409 in position to to mentor people,
NOTE Confidence: 0.876266903

00:51:56.410 --> 00:51:58.582 and it made appear almost overwhelming
NOTE Confidence: 0.876266903

00:51:58.582 --> 00:52:01.122 to try to fulfill all these roles
NOTE Confidence: 0.876266903

00:52:01.122 --> 00:52:03.174 and to be an effective mentor
NOTE Confidence: 0.876266903

00:52:03.174 --> 00:52:05.269 between being an advisor or coach.
NOTE Confidence: 0.876266903

00:52:05.270 --> 00:52:06.914 Allison Aeromodels, you know,
NOTE Confidence: 0.876266903

00:52:06.914 --> 00:52:08.969 so you know etc etc.
NOTE Confidence: 0.876266903

00:52:08.970 --> 00:52:10.923 And I'm wondering in your studies and
NOTE Confidence: 0.876266903

00:52:10.923 --> 00:52:13.388 in your as you're thinking about this,
NOTE Confidence: 0.876266903

00:52:13.390 --> 00:52:17.530 is there room for either departmental
NOTE Confidence: 0.876266903

00:52:17.530 --> 00:52:19.330 institutional sort of engagement
NOTE Confidence: 0.876266903

00:52:19.330 --> 00:52:21.920 here where some of this can be.
NOTE Confidence: 0.876266903

00:52:21.920 --> 00:52:23.960 Taken care off in emerging Eric.

NOTE Confidence: 0.876266903

00:52:23.960 --> 00:52:24.728 Sort of way

NOTE Confidence: 0.894851677

00:52:25.100 --> 00:52:27.920 that it can be so you have to hire it.

NOTE Confidence: 0.894851677

00:52:27.920 --> 00:52:30.908 So what I do for mentorship?

NOTE Confidence: 0.894851677

00:52:30.910 --> 00:52:32.644 A lot of the things that

NOTE Confidence: 0.894851677

00:52:32.644 --> 00:52:34.270 I do are psychology based.

NOTE Confidence: 0.894851677

00:52:34.270 --> 00:52:36.090 So I actually work with a psychologist

NOTE Confidence: 0.894851677

00:52:36.090 --> 00:52:37.801 and a psychiatrist to be able to form

NOTE Confidence: 0.894851677

00:52:37.801 --> 00:52:39.520 some of my ideas and states it does

NOTE Confidence: 0.894851677

00:52:39.520 --> 00:52:41.080 require a little bit of consulting

NOTE Confidence: 0.894851677

00:52:41.080 --> 00:52:42.859 because I do pay them from one of

NOTE Confidence: 0.894851677

00:52:42.859 --> 00:52:44.709 my grants that allows me to do that,

NOTE Confidence: 0.894851677

00:52:44.710 --> 00:52:46.594 but it creates a better environment

NOTE Confidence: 0.894851677

00:52:46.594 --> 00:52:48.453 for my undergraduates and also my

NOTE Confidence: 0.894851677

00:52:48.453 --> 00:52:50.364 graduate students in my IT staff and

NOTE Confidence: 0.894851677

00:52:50.364 --> 00:52:51.928 postdocs in this particular case.

NOTE Confidence: 0.894851677

00:52:51.930 --> 00:52:54.130 Now, but what you can do is there
NOTE Confidence: 0.894851677

00:52:54.130 --> 00:52:56.299 is some general guidelines that I
NOTE Confidence: 0.894851677

00:52:56.299 --> 00:52:59.314 go by for mentoring. So one is that.
NOTE Confidence: 0.894851677

00:52:59.314 --> 00:53:01.144 Getting a general assessment of
NOTE Confidence: 0.894851677

00:53:01.144 --> 00:53:02.658 individuals personality test is
NOTE Confidence: 0.894851677

00:53:02.658 --> 00:53:04.818 important and make them take more
NOTE Confidence: 0.894851677

00:53:04.818 --> 00:53:07.015 than one personality test or
NOTE Confidence: 0.894851677

00:53:07.015 --> 00:53:08.680 recommendations like Myer, Briggs,
NOTE Confidence: 0.894851677

00:53:08.680 --> 00:53:10.330 speak, five personality tests so
NOTE Confidence: 0.894851677

00:53:10.330 --> 00:53:12.720 that they can have two ideas of what
NOTE Confidence: 0.894851677

00:53:12.720 --> 00:53:14.570 that maybe they can also do this.
NOTE Confidence: 0.894851677

00:53:14.570 --> 00:53:17.540 XYY based personality test two.
NOTE Confidence: 0.894851677

00:53:17.540 --> 00:53:19.234 So just to give some variety and
NOTE Confidence: 0.894851677

00:53:19.234 --> 00:53:20.931 they can have discussion around that
NOTE Confidence: 0.894851677

00:53:20.931 --> 00:53:23.066 you need an IDP plan and individual
NOTE Confidence: 0.894851677

00:53:23.125 --> 00:53:25.389 development plan and a good place to start.

NOTE Confidence: 0.894851677

00:53:25.390 --> 00:53:27.544 There's one that's in molecular cell

NOTE Confidence: 0.894851677

00:53:27.544 --> 00:53:30.118 that was done I think in 2015 or.

NOTE Confidence: 0.894851677

00:53:30.118 --> 00:53:32.150 16 UM and you can just type in

NOTE Confidence: 0.894851677

00:53:32.220 --> 00:53:33.916 individual development plan molecular

NOTE Confidence: 0.894851677

00:53:33.916 --> 00:53:36.460 cell and it should come up,

NOTE Confidence: 0.894851677

00:53:36.460 --> 00:53:38.182 and so that can tell you how

NOTE Confidence: 0.894851677

00:53:38.182 --> 00:53:39.479 to formulate an IDP plan.

NOTE Confidence: 0.894851677

00:53:39.480 --> 00:53:41.800 But the key thing on the ID plan is also

NOTE Confidence: 0.894851677

00:53:41.867 --> 00:53:44.077 include your strengths and weaknesses,

NOTE Confidence: 0.894851677

00:53:44.080 --> 00:53:45.748 and then also include where you

NOTE Confidence: 0.894851677

00:53:45.748 --> 00:53:48.160 want to go in your personal goals,

NOTE Confidence: 0.894851677

00:53:48.160 --> 00:53:49.868 but briefly not too much 'cause it's

NOTE Confidence: 0.894851677

00:53:49.868 --> 00:53:51.988 supposed to be a professional relationship,

NOTE Confidence: 0.894851677

00:53:51.990 --> 00:53:53.412 but it also gives you something

NOTE Confidence: 0.894851677

00:53:53.412 --> 00:53:54.977 to start with when you're talking

NOTE Confidence: 0.894851677

00:53:54.977 --> 00:53:56.681 to individuals for the first five
NOTE Confidence: 0.894851677

00:53:56.681 --> 00:53:58.570 minutes and then the other parts
NOTE Confidence: 0.894851677

00:53:58.570 --> 00:53:59.838 of conversations for individual
NOTE Confidence: 0.894851677

00:53:59.838 --> 00:54:01.068 mentors should be 45.
NOTE Confidence: 0.894851677

00:54:01.068 --> 00:54:03.126 Now, getting back to our department level,
NOTE Confidence: 0.894851677

00:54:03.130 --> 00:54:04.786 these things can be done and
NOTE Confidence: 0.894851677

00:54:04.786 --> 00:54:05.890 these can be reviewed,
NOTE Confidence: 0.894851677

00:54:05.890 --> 00:54:07.535 but other things that should be done
NOTE Confidence: 0.894851677

00:54:07.535 --> 00:54:09.554 in the context of training is actually
NOTE Confidence: 0.894851677

00:54:09.554 --> 00:54:11.139 cultural competency training so that
NOTE Confidence: 0.894851677

00:54:11.139 --> 00:54:13.167 everyone is aware of other people's cultures.
NOTE Confidence: 0.894851677

00:54:13.170 --> 00:54:15.046 If you don't want to do cultural
NOTE Confidence: 0.894851677

00:54:15.046 --> 00:54:16.395 competency training and you want to
NOTE Confidence: 0.894851677

00:54:16.395 --> 00:54:18.210 kind of do it on a one on one basis,
NOTE Confidence: 0.894851677

00:54:18.210 --> 00:54:19.350 I would recommend,
NOTE Confidence: 0.894851677

00:54:19.350 --> 00:54:20.490 like you know,

NOTE Confidence: 0.894851677

00:54:20.490 --> 00:54:23.076 certain nursing or psychology books that

NOTE Confidence: 0.894851677

00:54:23.076 --> 00:54:25.575 talk about different related to like

NOTE Confidence: 0.894851677

00:54:25.575 --> 00:54:27.530 different people's paths or careers,

NOTE Confidence: 0.894851677

00:54:27.530 --> 00:54:29.530 individuality because they can give

NOTE Confidence: 0.894851677

00:54:29.530 --> 00:54:31.870 you a lot of insight and then I.

NOTE Confidence: 0.894851677

00:54:31.870 --> 00:54:33.670 Also, would recommend implicit bias training.

NOTE Confidence: 0.894851677

00:54:33.670 --> 00:54:35.870 There is one that's free that's on on

NOTE Confidence: 0.894851677

00:54:35.870 --> 00:54:37.950 Harvard and they have different types,

NOTE Confidence: 0.894851677

00:54:37.950 --> 00:54:39.650 so there's racial implicit bias.

NOTE Confidence: 0.894851677

00:54:39.650 --> 00:54:41.010 Their gender, implicit bias.

NOTE Confidence: 0.894851677

00:54:41.010 --> 00:54:42.710 There's so many different things

NOTE Confidence: 0.894851677

00:54:42.710 --> 00:54:44.387 that were not really aware of,

NOTE Confidence: 0.894851677

00:54:44.390 --> 00:54:45.500 and based upon what's usually

NOTE Confidence: 0.894851677

00:54:45.500 --> 00:54:46.610 going on in the media,

NOTE Confidence: 0.894851677

00:54:46.610 --> 00:54:47.874 I actually take implicit

NOTE Confidence: 0.894851677

00:54:47.874 --> 00:54:49.770 bias is to make sure that,
NOTE Confidence: 0.894851677

00:54:49.770 --> 00:54:51.996 like I'm not being like implicit
NOTE Confidence: 0.894851677

00:54:51.996 --> 00:54:53.823 towards certain things that I
NOTE Confidence: 0.894851677

00:54:53.823 --> 00:54:55.467 didn't know that I was being.
NOTE Confidence: 0.894851677

00:54:55.470 --> 00:54:57.269 You know, that had a bias towards,
NOTE Confidence: 0.894851677

00:54:57.270 --> 00:55:00.080 so you just have to be aware of these things
NOTE Confidence: 0.907061748666667

00:55:00.146 --> 00:55:01.676 and and biases do exist.
NOTE Confidence: 0.907061748666667

00:55:01.680 --> 00:55:04.004 I have a slight bias and I'm
NOTE Confidence: 0.907061748666667

00:55:04.004 --> 00:55:06.103 always trying to re address that
NOTE Confidence: 0.907061748666667

00:55:06.103 --> 00:55:08.483 to make sure that I'm aware of
NOTE Confidence: 0.907061748666667

00:55:08.560 --> 00:55:10.960 what's going on so that I can help,
NOTE Confidence: 0.907061748666667

00:55:10.960 --> 00:55:12.574 and then also other things that
NOTE Confidence: 0.907061748666667

00:55:12.574 --> 00:55:14.069 I would suggest that you do.
NOTE Confidence: 0.907061748666667

00:55:14.070 --> 00:55:15.996 These are more unique training sessions,
NOTE Confidence: 0.907061748666667

00:55:16.000 --> 00:55:17.944 but having someone where they work
NOTE Confidence: 0.907061748666667

00:55:17.944 --> 00:55:20.489 with your team so having a consultant

NOTE Confidence: 0.907061748666667
00:55:20.489 --> 00:55:22.847 for the department would be amazing
NOTE Confidence: 0.907061748666667
00:55:22.847 --> 00:55:24.966 because then she or he can or they
NOTE Confidence: 0.907061748666667
00:55:24.966 --> 00:55:27.080 can be able to assess the entire
NOTE Confidence: 0.907061748666667
00:55:27.080 --> 00:55:29.588 departments trainees on a one to one
NOTE Confidence: 0.907061748666667
00:55:29.588 --> 00:55:31.954 basis and build a plan that involves.
NOTE Confidence: 0.907061748666667
00:55:31.960 --> 00:55:32.908 Individual development plan,
NOTE Confidence: 0.907061748666667
00:55:32.908 --> 00:55:35.679 but then also sort of more or less like
NOTE Confidence: 0.907061748666667
00:55:35.679 --> 00:55:38.069 well what is it that you really want to do?
NOTE Confidence: 0.907061748666667
00:55:38.070 --> 00:55:39.764 How do we kind of capsule ate?
NOTE Confidence: 0.907061748666667
00:55:39.770 --> 00:55:40.516 You know,
NOTE Confidence: 0.907061748666667
00:55:40.516 --> 00:55:42.381 those particular thoughts and you
NOTE Confidence: 0.907061748666667
00:55:42.381 --> 00:55:44.610 know sentences and then at the
NOTE Confidence: 0.907061748666667
00:55:44.610 --> 00:55:46.704 individual level things you match that
NOTE Confidence: 0.907061748666667
00:55:46.704 --> 00:55:48.860 meeting with a mentor and that minty.
NOTE Confidence: 0.907061748666667
00:55:48.860 --> 00:55:50.846 And then we've worked together with
NOTE Confidence: 0.907061748666667

00:55:50.846 --> 00:55:52.610 that individual to create a plan.
NOTE Confidence: 0.907061748666667

00:55:52.610 --> 00:55:53.690 And it's really.
NOTE Confidence: 0.907486064285714

00:55:56.650 --> 00:55:58.225 Oh OK, I'll get to that tip,
NOTE Confidence: 0.907486064285714

00:55:58.230 --> 00:55:59.914 and it's really important.
NOTE Confidence: 0.907486064285714

00:55:59.914 --> 00:56:02.614 It's really focused on understanding how we
NOTE Confidence: 0.907486064285714

00:56:02.614 --> 00:56:05.540 work together to be able to create a space.
NOTE Confidence: 0.907486064285714

00:56:05.540 --> 00:56:07.588 And so if you do this general practice
NOTE Confidence: 0.907486064285714

00:56:07.588 --> 00:56:09.648 that could help you to develop something
NOTE Confidence: 0.907486064285714

00:56:09.648 --> 00:56:11.979 that's you know blanket for the department,
NOTE Confidence: 0.907486064285714

00:56:11.980 --> 00:56:13.916 and at least there's some things in place
NOTE Confidence: 0.907486064285714

00:56:13.916 --> 00:56:16.096 that you would check off that everyone has,
NOTE Confidence: 0.907486064285714

00:56:16.100 --> 00:56:17.180 and then you were reviewed.
NOTE Confidence: 0.907486064285714

00:56:17.180 --> 00:56:19.120 This maybe every six months,
NOTE Confidence: 0.907486064285714

00:56:19.120 --> 00:56:21.276 or at least on a yearly basis.
NOTE Confidence: 0.907486064285714

00:56:21.280 --> 00:56:22.996 And then there should be certain
NOTE Confidence: 0.907486064285714

00:56:22.996 --> 00:56:25.112 things that are involved in like making

NOTE Confidence: 0.907486064285714
00:56:25.112 --> 00:56:26.647 sure that the diversity statement.
NOTE Confidence: 0.907486064285714
00:56:26.650 --> 00:56:28.468 And the mentoring statement that for
NOTE Confidence: 0.907486064285714
00:56:28.468 --> 00:56:30.550 faculty or address so that they can
NOTE Confidence: 0.907486064285714
00:56:30.550 --> 00:56:32.182 continue to grow in those spaces,
NOTE Confidence: 0.907486064285714
00:56:32.190 --> 00:56:33.958 not only in their scholarship that we called,
NOTE Confidence: 0.907486064285714
00:56:33.960 --> 00:56:35.690 you know, the the sciences.
NOTE Confidence: 0.907486064285714
00:56:35.690 --> 00:56:37.594 So then you can make sure that
NOTE Confidence: 0.907486064285714
00:56:37.594 --> 00:56:39.289 everyone is practicing good mentorship.
NOTE Confidence: 0.907486064285714
00:56:39.290 --> 00:56:41.420 So these things could be done
NOTE Confidence: 0.907486064285714
00:56:41.420 --> 00:56:42.840 at the high level.
NOTE Confidence: 0.907486064285714
00:56:42.840 --> 00:56:44.835 And then I think there's a question.
NOTE Confidence: 0.907486064285714
00:56:44.840 --> 00:56:45.506 I saw it.
NOTE Confidence: 0.907486064285714
00:56:45.506 --> 00:56:45.728 Thank
NOTE Confidence: 0.8214469475
00:56:45.740 --> 00:56:47.484 you so much. This a question from Vijay.
NOTE Confidence: 0.851798234444444
00:56:49.170 --> 00:56:50.438 There's a few questions,
NOTE Confidence: 0.851798234444444

00:56:50.438 --> 00:56:52.325 so Joanna asked the question how
NOTE Confidence: 0.851798234444444

00:56:52.325 --> 00:56:53.800 can mentors become better slash?
NOTE Confidence: 0.851798234444444

00:56:53.800 --> 00:56:55.560 More aware of styles etc.
NOTE Confidence: 0.851798234444444

00:56:55.560 --> 00:56:57.256 And are there programs that can be accessed?
NOTE Confidence: 0.851798234444444

00:56:57.260 --> 00:56:58.961 And then there's a Vijay has a
NOTE Confidence: 0.851798234444444

00:56:58.961 --> 00:57:02.510 question and also David Rib. OK, so.
NOTE Confidence: 0.851798234444444

00:57:02.510 --> 00:57:04.310 There are multiple styles, of course,
NOTE Confidence: 0.851798234444444

00:57:04.310 --> 00:57:06.575 but The thing is that there's
NOTE Confidence: 0.851798234444444

00:57:06.575 --> 00:57:08.615 things that you can do to pick what
NOTE Confidence: 0.851798234444444

00:57:08.615 --> 00:57:10.469 type of mentor you are based upon.
NOTE Confidence: 0.851798234444444

00:57:10.470 --> 00:57:12.582 Understanding who you are.
NOTE Confidence: 0.851798234444444

00:57:12.582 --> 00:57:15.575 So if you can understand how
NOTE Confidence: 0.851798234444444

00:57:15.575 --> 00:57:17.645 people learn and how you learn,
NOTE Confidence: 0.851798234444444

00:57:17.650 --> 00:57:19.170 that's a good starting place,
NOTE Confidence: 0.851798234444444

00:57:19.170 --> 00:57:21.322 because then you can see the differences and
NOTE Confidence: 0.851798234444444

00:57:21.322 --> 00:57:23.805 so it starts to get you more aware about.

NOTE Confidence: 0.851798234444444

00:57:23.810 --> 00:57:25.875 OK, I may not think the same

NOTE Confidence: 0.851798234444444

00:57:25.875 --> 00:57:27.160 way someone else does,

NOTE Confidence: 0.851798234444444

00:57:27.160 --> 00:57:29.630 so it gets you out of the norm of ibutton

NOTE Confidence: 0.851798234444444

00:57:29.697 --> 00:57:31.745 to weave and so that can help you.

NOTE Confidence: 0.851798234444444

00:57:31.750 --> 00:57:32.606 And then it didn't.

NOTE Confidence: 0.851798234444444

00:57:32.606 --> 00:57:33.676 Find what you're good at.

NOTE Confidence: 0.851798234444444

00:57:33.680 --> 00:57:34.982 Comes with doing some of the

NOTE Confidence: 0.851798234444444

00:57:34.982 --> 00:57:36.160 same things we talked about,

NOTE Confidence: 0.851798234444444

00:57:36.160 --> 00:57:38.326 but just for yourself and personal

NOTE Confidence: 0.851798234444444

00:57:38.326 --> 00:57:40.110 sharpening happens through reading some

NOTE Confidence: 0.851798234444444

00:57:40.110 --> 00:57:42.119 of the literature and and then the

NOTE Confidence: 0.851798234444444

00:57:42.119 --> 00:57:43.800 different types of mentoring styles.

NOTE Confidence: 0.851798234444444

00:57:43.800 --> 00:57:45.100 Not everything is always

NOTE Confidence: 0.851798234444444

00:57:45.100 --> 00:57:46.075 effective right away.

NOTE Confidence: 0.851798234444444

00:57:46.080 --> 00:57:48.640 I would suggest not doing some of the

NOTE Confidence: 0.851798234444444

00:57:48.640 --> 00:57:50.205 psychological things until you like
NOTE Confidence: 0.851798234444444

00:57:50.205 --> 00:57:52.214 really work with somebody to do that,
NOTE Confidence: 0.851798234444444

00:57:52.220 --> 00:57:54.746 but the basic mentoring styles like
NOTE Confidence: 0.851798234444444

00:57:54.746 --> 00:57:56.853 inspirational mentoring that those things
NOTE Confidence: 0.851798234444444

00:57:56.853 --> 00:57:59.380 can be practiced in a controlled setting.
NOTE Confidence: 0.851798234444444

00:57:59.380 --> 00:58:01.297 So do you usually would go to your pre
NOTE Confidence: 0.851798234444444

00:58:01.297 --> 00:58:02.709 development office to kind of help you.
NOTE Confidence: 0.851798234444444

00:58:02.710 --> 00:58:04.825 To be able to address some of those other
NOTE Confidence: 0.851798234444444

00:58:04.825 --> 00:58:06.995 new mentoring styles that are out there.
NOTE Confidence: 0.8507108975

00:58:09.210 --> 00:58:12.758 And the next question.
NOTE Confidence: 0.8507108975

00:58:12.760 --> 00:58:15.948 His explanation I can so let me redo
NOTE Confidence: 0.8507108975

00:58:15.948 --> 00:58:17.532 VJ's from the Q&A so it says thank
NOTE Confidence: 0.8507108975

00:58:17.532 --> 00:58:19.460 you Doctor Hinton for your talk.
NOTE Confidence: 0.8507108975

00:58:19.460 --> 00:58:20.410 It's provided me with a
NOTE Confidence: 0.8507108975

00:58:20.410 --> 00:58:21.360 lot of food for thought.
NOTE Confidence: 0.8507108975

00:58:21.360 --> 00:58:23.022 Your highlight the role of positive

NOTE Confidence: 0.8507108975

00:58:23.022 --> 00:58:24.570 ITI and the mentorship process.

NOTE Confidence: 0.8507108975

00:58:24.570 --> 00:58:25.706 Well in your opinion,

NOTE Confidence: 0.8507108975

00:58:25.706 --> 00:58:27.900 in your opinion is positive ITI and how,

NOTE Confidence: 0.8507108975

00:58:27.900 --> 00:58:29.826 if at all has the meaning of this term

NOTE Confidence: 0.8507108975

00:58:29.826 --> 00:58:31.774 evolved overtime and been informed by

NOTE Confidence: 0.8507108975

00:58:31.774 --> 00:58:36.070 your own mentorship experience. OK, so.

NOTE Confidence: 0.8507108975

00:58:36.070 --> 00:58:40.880 Yes, so I would just say yes, uhm so.

NOTE Confidence: 0.8507108975

00:58:40.880 --> 00:58:42.888 I think that, UM.

NOTE Confidence: 0.8507108975

00:58:42.888 --> 00:58:45.398 Mentorship has been very positive,

NOTE Confidence: 0.8507108975

00:58:45.400 --> 00:58:46.930 but there have been places where

NOTE Confidence: 0.8507108975

00:58:46.930 --> 00:58:48.779 things have not been always positive,

NOTE Confidence: 0.8507108975

00:58:48.780 --> 00:58:50.970 and so that is something that

NOTE Confidence: 0.8507108975

00:58:50.970 --> 00:58:52.880 I've learned how to take.

NOTE Confidence: 0.8507108975

00:58:52.880 --> 00:58:55.337 Some of those things where things can

NOTE Confidence: 0.8507108975

00:58:55.337 --> 00:58:58.329 be negative come and help me to be able

NOTE Confidence: 0.8507108975

00:58:58.329 --> 00:59:01.597 to do things to be better at mentorship,
NOTE Confidence: 0.8507108975

00:59:01.600 --> 00:59:03.032 and no one's perfect.
NOTE Confidence: 0.8507108975

00:59:03.032 --> 00:59:04.822 And it's something that you
NOTE Confidence: 0.8507108975

00:59:04.822 --> 00:59:06.906 know you learn to do overtime,
NOTE Confidence: 0.8507108975

00:59:06.910 --> 00:59:09.598 and that's something that we can focus on,
NOTE Confidence: 0.8507108975

00:59:09.600 --> 00:59:12.456 you know, so I'm really excited about that.
NOTE Confidence: 0.8507108975

00:59:12.460 --> 00:59:13.610 So thanks for asking that.
NOTE Confidence: 0.8507108975

00:59:13.610 --> 00:59:14.034 Question,
NOTE Confidence: 0.8507108975

00:59:14.034 --> 00:59:16.578 because mentorship is positive and it's
NOTE Confidence: 0.8507108975

00:59:16.578 --> 00:59:18.837 something that that helps me a lot.
NOTE Confidence: 0.8507108975

00:59:18.840 --> 00:59:21.168 OK, and the final questions in the chat,
NOTE Confidence: 0.8507108975

00:59:21.170 --> 00:59:21.846 David Remez.
NOTE Confidence: 0.8507108975

00:59:21.846 --> 00:59:23.536 He said I'm somewhat confused
NOTE Confidence: 0.8507108975

00:59:23.536 --> 00:59:24.890 about interpretations.
NOTE Confidence: 0.8507108975

00:59:24.890 --> 00:59:25.444 Sorry,
NOTE Confidence: 0.8507108975

00:59:25.444 --> 00:59:27.660 I just went up.

NOTE Confidence: 0.8507108975

00:59:27.660 --> 00:59:28.812 Interpretations around microaggressions

NOTE Confidence: 0.8507108975

00:59:28.812 --> 00:59:31.871 I notice that in one of your slides

NOTE Confidence: 0.8507108975

00:59:31.871 --> 00:59:33.755 you had your arm around inventi.

NOTE Confidence: 0.8507108975

00:59:33.760 --> 00:59:35.578 So first the person that you're

NOTE Confidence: 0.8507108975

00:59:35.578 --> 00:59:37.570 talking about is it this person?

NOTE Confidence: 0.9019876333333333

00:59:41.910 --> 00:59:43.428 If it's if it's this person,

NOTE Confidence: 0.9019876333333333

00:59:43.430 --> 00:59:45.190 this is actually my mentor.

NOTE Confidence: 0.9019876333333333

00:59:45.190 --> 00:59:46.350 For more than ten years,

NOTE Confidence: 0.9019876333333333

00:59:46.350 --> 00:59:48.275 so we've developed a relationship

NOTE Confidence: 0.9019876333333333

00:59:48.275 --> 00:59:50.969 to where in a picture I can say.

NOTE Confidence: 0.9019876333333333

00:59:50.970 --> 00:59:52.190 Is it OK, you know,

NOTE Confidence: 0.9019876333333333

00:59:52.190 --> 00:59:54.914 to be able to like, hug you, you know?

NOTE Confidence: 0.9019876333333333

00:59:54.914 --> 00:59:57.794 Or is it OK to give a hug so generally

NOTE Confidence: 0.9019876333333333

00:59:57.794 --> 00:59:59.942 when you're trying to create boundaries,

NOTE Confidence: 0.9019876333333333

00:59:59.950 --> 01:00:00.684 that's great.

NOTE Confidence: 0.9019876333333333

01:00:00.684 --> 01:00:02.519 These boundaries have already been
NOTE Confidence: 0.9019876333333333

01:00:02.519 --> 01:00:04.810 established in this type of relationship,
NOTE Confidence: 0.9019876333333333

01:00:04.810 --> 01:00:07.002 so my mentor I'm able to, you know,
NOTE Confidence: 0.9019876333333333

01:00:07.002 --> 01:00:09.190 hug I'm able to tell her about, you know,
NOTE Confidence: 0.9019876333333333

01:00:09.190 --> 01:00:11.030 the things that are going on and and
NOTE Confidence: 0.9019876333333333

01:00:11.080 --> 01:00:13.024 then also in the context it would work.
NOTE Confidence: 0.9019876333333333

01:00:13.030 --> 01:00:15.557 Same way for same sex because I'm
NOTE Confidence: 0.9019876333333333

01:00:15.557 --> 01:00:18.420 actually gay so I I don't kind of like,
NOTE Confidence: 0.9019876333333333

01:00:18.420 --> 01:00:18.996 you know,
NOTE Confidence: 0.9019876333333333

01:00:18.996 --> 01:00:21.012 feel like anything to plug in anybody.
NOTE Confidence: 0.9019876333333333

01:00:21.020 --> 01:00:23.085 But I always ask so I'm generally
NOTE Confidence: 0.9019876333333333

01:00:23.085 --> 01:00:25.209 more of a hug rible person.
NOTE Confidence: 0.9019876333333333

01:00:25.210 --> 01:00:28.042 So in my laboratory there's boundaries
NOTE Confidence: 0.9019876333333333

01:00:28.042 --> 01:00:29.930 that are already established.
NOTE Confidence: 0.9019876333333333

01:00:29.930 --> 01:00:31.526 There's actually a video that you
NOTE Confidence: 0.9019876333333333

01:00:31.526 --> 01:00:33.526 can watch on YouTube about how there

NOTE Confidence: 0.9019876333333333
01:00:33.526 --> 01:00:35.001 are certain teachers that actually
NOTE Confidence: 0.9019876333333333
01:00:35.001 --> 01:00:37.244 have this sheet that are on the wall
NOTE Confidence: 0.9019876333333333
01:00:37.244 --> 01:00:38.978 that gives different things that you
NOTE Confidence: 0.9019876333333333
01:00:38.978 --> 01:00:40.982 know children that are in school
NOTE Confidence: 0.9019876333333333
01:00:40.982 --> 01:00:43.227 age would like to do for the day.
NOTE Confidence: 0.9019876333333333
01:00:43.230 --> 01:00:45.015 So sometimes people tap on it and
NOTE Confidence: 0.9019876333333333
01:00:45.015 --> 01:00:46.580 say they would like to dance.
NOTE Confidence: 0.9019876333333333
01:00:46.580 --> 01:00:48.008 Some people say that they you
NOTE Confidence: 0.9019876333333333
01:00:48.008 --> 01:00:49.350 know that they want to hug.
NOTE Confidence: 0.9019876333333333
01:00:49.350 --> 01:00:51.044 Some people say they wanna high five.
NOTE Confidence: 0.9019876333333333
01:00:51.050 --> 01:00:52.550 So those same type of boundaries
NOTE Confidence: 0.9019876333333333
01:00:52.550 --> 01:00:53.903 are established in a mentoring
NOTE Confidence: 0.9019876333333333
01:00:53.903 --> 01:00:55.691 type of relationship and so that's
NOTE Confidence: 0.9019876333333333
01:00:55.691 --> 01:00:56.870 something that you know.
NOTE Confidence: 0.9019876333333333
01:00:56.870 --> 01:00:59.762 I think that is important for
NOTE Confidence: 0.9019876333333333

01:00:59.762 --> 01:01:01.836 the context of any relationship.
NOTE Confidence: 0.9019876333333333

01:01:01.836 --> 01:01:04.027 So this is how we establish those
NOTE Confidence: 0.9019876333333333

01:01:04.027 --> 01:01:05.528 boundaries so it doesn't cross
NOTE Confidence: 0.9019876333333333

01:01:05.528 --> 01:01:06.943 any boundaries when those things
NOTE Confidence: 0.9019876333333333

01:01:06.943 --> 01:01:08.289 are already established.
NOTE Confidence: 0.9019876333333333

01:01:08.290 --> 01:01:09.970 And then when you re ask
NOTE Confidence: 0.9019876333333333

01:01:09.970 --> 01:01:11.090 those questions each time,
NOTE Confidence: 0.9019876333333333

01:01:11.090 --> 01:01:12.302 that's something that should
NOTE Confidence: 0.9019876333333333

01:01:12.302 --> 01:01:13.514 always be discussed too.
NOTE Confidence: 0.9019876333333333

01:01:13.520 --> 01:01:14.410 It was a great question.
NOTE Confidence: 0.95196509

01:01:18.770 --> 01:01:21.346 There's a few more coming through the chat,
NOTE Confidence: 0.95196509

01:01:21.350 --> 01:01:23.398 so Gilbert I don't see the last name.
NOTE Confidence: 0.95196509

01:01:23.400 --> 01:01:25.572 It says. How do you overcome
NOTE Confidence: 0.95196509

01:01:25.572 --> 01:01:26.658 resistance to mentoring?
NOTE Confidence: 0.95196509

01:01:26.660 --> 01:01:28.125 Someone may feel uncomfortable to
NOTE Confidence: 0.95196509

01:01:28.125 --> 01:01:29.819 discuss issues such as what do

NOTE Confidence: 0.95196509

01:01:29.819 --> 01:01:31.920 you dream to achieve in your life?

NOTE Confidence: 0.95196509

01:01:31.920 --> 01:01:32.952 That's a good one.

NOTE Confidence: 0.95196509

01:01:32.952 --> 01:01:35.280 So when I start to do mentorship,

NOTE Confidence: 0.95196509

01:01:35.280 --> 01:01:36.799 I actually take people at the coffee.

NOTE Confidence: 0.95196509

01:01:36.800 --> 01:01:37.403 I asked people,

NOTE Confidence: 0.95196509

01:01:37.403 --> 01:01:39.374 do you wanna do coffee now that it's so

NOTE Confidence: 0.95196509

01:01:39.374 --> 01:01:40.916 presumed like for new graduate students?

NOTE Confidence: 0.95196509

01:01:40.920 --> 01:01:42.684 I meet them over coffee or zoom,

NOTE Confidence: 0.95196509

01:01:42.690 --> 01:01:44.400 not send of like you know,

NOTE Confidence: 0.95196509

01:01:44.400 --> 01:01:46.824 like a little like gift cards so that

NOTE Confidence: 0.95196509

01:01:46.824 --> 01:01:49.418 they can buy coffee and so we'll talk.

NOTE Confidence: 0.95196509

01:01:49.420 --> 01:01:51.932 And I try to make things in general

NOTE Confidence: 0.95196509

01:01:51.932 --> 01:01:54.496 so I just, you know, say hey.

NOTE Confidence: 0.95196509

01:01:54.496 --> 01:01:56.316 Tell me about your life.

NOTE Confidence: 0.95196509

01:01:56.320 --> 01:01:57.420 Tell me about your background,

NOTE Confidence: 0.95196509

01:01:57.420 --> 01:01:59.160 what you want me to know.
NOTE Confidence: 0.95196509

01:01:59.160 --> 01:02:00.425 So if you're meeting someone
NOTE Confidence: 0.95196509

01:02:00.425 --> 01:02:01.437 for the first time,
NOTE Confidence: 0.95196509

01:02:01.440 --> 01:02:03.798 that is what you say and you let the
NOTE Confidence: 0.95196509

01:02:03.798 --> 01:02:05.355 person develop their relationship
NOTE Confidence: 0.95196509

01:02:05.355 --> 01:02:07.400 and you meet several different
NOTE Confidence: 0.95196509

01:02:07.400 --> 01:02:09.223 times and sometimes relationships
NOTE Confidence: 0.95196509

01:02:09.223 --> 01:02:11.578 work and sometimes they don't,
NOTE Confidence: 0.95196509

01:02:11.580 --> 01:02:13.830 and it's OK if you can't get to an
NOTE Confidence: 0.95196509

01:02:13.830 --> 01:02:15.418 individual through the individual,
NOTE Confidence: 0.95196509

01:02:15.420 --> 01:02:17.106 but you can train that individual.
NOTE Confidence: 0.95196509

01:02:17.110 --> 01:02:18.542 That's where team performance
NOTE Confidence: 0.95196509

01:02:18.542 --> 01:02:19.616 comes into play.
NOTE Confidence: 0.95196509

01:02:19.620 --> 01:02:21.532 So if you identify that but you know
NOTE Confidence: 0.95196509

01:02:21.532 --> 01:02:23.253 there are phenomenal scientists but you
NOTE Confidence: 0.95196509

01:02:23.253 --> 01:02:25.819 want them to have some type of mentorship,

NOTE Confidence: 0.95196509

01:02:25.820 --> 01:02:27.310 maybe pairing them with a

NOTE Confidence: 0.95196509

01:02:27.310 --> 01:02:29.140 different type of mentor may help.

NOTE Confidence: 0.95196509

01:02:29.140 --> 01:02:30.610 In their relationship

NOTE Confidence: 0.95196509

01:02:30.610 --> 01:02:32.080 mentor training process.

NOTE Confidence: 0.95196509

01:02:32.080 --> 01:02:33.830 So that's something that I would suggest,

NOTE Confidence: 0.95196509

01:02:33.830 --> 01:02:34.940 and if they're still resistant,

NOTE Confidence: 0.95196509

01:02:34.940 --> 01:02:37.140 there's some underlying problem there,

NOTE Confidence: 0.95196509

01:02:37.140 --> 01:02:38.920 and so actually having some

NOTE Confidence: 0.95196509

01:02:38.920 --> 01:02:41.114 psychologists as a consultant in the

NOTE Confidence: 0.95196509

01:02:41.114 --> 01:02:43.214 and the like overall workspace for

NOTE Confidence: 0.95196509

01:02:43.214 --> 01:02:45.220 the department could help with that.

NOTE Confidence: 0.95196509

01:02:45.220 --> 01:02:47.460 And addressing those type of things I mean,

NOTE Confidence: 0.95196509

01:02:47.460 --> 01:02:50.060 then they may be more amendable

NOTE Confidence: 0.95196509

01:02:50.060 --> 01:02:52.760 today to you helping each other

NOTE Confidence: 0.95196509

01:02:52.760 --> 01:02:54.440 and being able to share those.

NOTE Confidence: 0.95196509

01:02:54.440 --> 01:02:55.791 You know things that may be a
NOTE Confidence: 0.95196509

01:02:55.791 --> 01:02:57.230 little bit more difficult to share.
NOTE Confidence: 0.95196509

01:02:57.230 --> 01:02:59.186 Remember that people are real people.
NOTE Confidence: 0.95196509

01:02:59.190 --> 01:03:00.102 Uhm, for example,
NOTE Confidence: 0.95196509

01:03:00.102 --> 01:03:01.926 in my ladders group at Vanderbilt,
NOTE Confidence: 0.95196509

01:03:01.930 --> 01:03:04.450 we have a way that we meet with postdocs,
NOTE Confidence: 0.95196509

01:03:04.450 --> 01:03:05.254 graduate students,
NOTE Confidence: 0.95196509

01:03:05.254 --> 01:03:07.264 undergrads that are of different
NOTE Confidence: 0.95196509

01:03:07.264 --> 01:03:08.068 minority backgrounds,
NOTE Confidence: 0.95196509

01:03:08.070 --> 01:03:09.810 and one individual was having
NOTE Confidence: 0.95196509

01:03:09.810 --> 01:03:11.202 a very hard time.
NOTE Confidence: 0.95196509

01:03:11.210 --> 01:03:12.638 I knew he was not going to
NOTE Confidence: 0.95196509

01:03:12.638 --> 01:03:14.300 come to my my particular lab,
NOTE Confidence: 0.95196509

01:03:14.300 --> 01:03:15.916 but the idea of saying, you know,
NOTE Confidence: 0.95196509

01:03:15.916 --> 01:03:18.100 you always have a place in my laboratory.
NOTE Confidence: 0.95196509

01:03:18.100 --> 01:03:19.948 If it gets too difficult, you know,

NOTE Confidence: 0.95196509

01:03:19.948 --> 01:03:21.866 just giving that that opinion to say,

NOTE Confidence: 0.95196509

01:03:21.870 --> 01:03:22.246 you know,

NOTE Confidence: 0.95196509

01:03:22.246 --> 01:03:23.750 I see you in that space and I'm

NOTE Confidence: 0.95196509

01:03:23.801 --> 01:03:25.409 here to sit with you in that space.

NOTE Confidence: 0.95196509

01:03:25.410 --> 01:03:27.020 I'm just acknowledging sometimes what

NOTE Confidence: 0.95196509

01:03:27.020 --> 01:03:29.370 someone is going through and then later on.

NOTE Confidence: 0.95196509

01:03:29.370 --> 01:03:31.120 We find out that his dad died,

NOTE Confidence: 0.95196509

01:03:31.120 --> 01:03:31.570 you know.

NOTE Confidence: 0.95196509

01:03:31.570 --> 01:03:33.370 So there was some things and I could

NOTE Confidence: 0.95196509

01:03:33.423 --> 01:03:35.037 share that 'cause he's my mentee.

NOTE Confidence: 0.95196509

01:03:35.040 --> 01:03:36.306 And so that's also something that

NOTE Confidence: 0.95196509

01:03:36.306 --> 01:03:38.079 you have to be able to be aware of.

NOTE Confidence: 0.95196509

01:03:38.080 --> 01:03:40.726 But those things were really sad and

NOTE Confidence: 0.95196509

01:03:40.726 --> 01:03:43.736 it made me realize that, you know,

NOTE Confidence: 0.95196509

01:03:43.736 --> 01:03:45.974 having a talk with the mentor.

NOTE Confidence: 0.95196509

01:03:45.980 --> 01:03:47.452 Allow for those situations
NOTE Confidence: 0.95196509

01:03:47.452 --> 01:03:49.660 to occur and allow for that
NOTE Confidence: 0.902544039375

01:03:49.735 --> 01:03:51.505 to be able to be resolved.
NOTE Confidence: 0.902544039375

01:03:51.510 --> 01:03:54.336 And now I'm telling you he's doing real well,
NOTE Confidence: 0.902544039375

01:03:54.340 --> 01:03:55.848 like he's doing phenomenal.
NOTE Confidence: 0.902544039375

01:03:55.848 --> 01:03:57.733 He joined another lab he's,
NOTE Confidence: 0.902544039375

01:03:57.740 --> 01:03:58.796 I mean he's already.
NOTE Confidence: 0.902544039375

01:03:58.796 --> 01:04:00.380 He was already asking me about
NOTE Confidence: 0.902544039375

01:04:00.439 --> 01:04:02.095 doing a fellowship and you know,
NOTE Confidence: 0.902544039375

01:04:02.100 --> 01:04:03.980 like how can I do this or how can I
NOTE Confidence: 0.902544039375

01:04:04.036 --> 01:04:05.872 do that and I'm so proud of him and
NOTE Confidence: 0.902544039375

01:04:05.872 --> 01:04:07.743 so sometimes it's just giving that
NOTE Confidence: 0.902544039375

01:04:07.743 --> 01:04:09.648 extra care and realized that sometimes
NOTE Confidence: 0.902544039375

01:04:09.648 --> 01:04:11.088 when people are being difficult
NOTE Confidence: 0.902544039375

01:04:11.088 --> 01:04:12.579 they're not being difficult at all.
NOTE Confidence: 0.902544039375

01:04:12.580 --> 01:04:14.470 They're actually just letting you

NOTE Confidence: 0.902544039375

01:04:14.470 --> 01:04:16.360 know their boundaries and sometimes.

NOTE Confidence: 0.902544039375

01:04:16.360 --> 01:04:17.878 Their boundaries may be very large

NOTE Confidence: 0.902544039375

01:04:17.878 --> 01:04:19.406 because of the things that are

NOTE Confidence: 0.902544039375

01:04:19.406 --> 01:04:20.798 going on in their personal life.

NOTE Confidence: 0.902544039375

01:04:20.800 --> 01:04:22.552 So we have to give people more credit

NOTE Confidence: 0.902544039375

01:04:22.552 --> 01:04:24.399 and the benefit of the doubt because

NOTE Confidence: 0.902544039375

01:04:24.399 --> 01:04:26.290 you never know what's going on in

NOTE Confidence: 0.902544039375

01:04:26.290 --> 01:04:27.956 a person's life and how that could

NOTE Confidence: 0.902544039375

01:04:27.956 --> 01:04:29.844 actually help them to be able to

NOTE Confidence: 0.902544039375

01:04:29.844 --> 01:04:32.012 be better if we actually take the

NOTE Confidence: 0.902544039375

01:04:32.012 --> 01:04:33.958 time to care so that Gilbert you're

NOTE Confidence: 0.902544039375

01:04:33.958 --> 01:04:35.194 already taking the time to care.

NOTE Confidence: 0.902544039375

01:04:35.200 --> 01:04:36.196 If you have that question so

NOTE Confidence: 0.902544039375

01:04:36.196 --> 01:04:37.269 you're already on the right path.

NOTE Confidence: 0.910893655625

01:04:40.310 --> 01:04:42.155 OK, and I know where overtime so if we

NOTE Confidence: 0.910893655625

01:04:42.155 --> 01:04:43.858 could just do this one last question,
NOTE Confidence: 0.910893655625

01:04:43.860 --> 01:04:46.500 to what extent is the bias bidirectional
NOTE Confidence: 0.910893655625

01:04:46.500 --> 01:04:49.628 and also from trainees to mentors and do
NOTE Confidence: 0.910893655625

01:04:49.628 --> 01:04:51.679 current strategies also address this?
NOTE Confidence: 0.910893655625

01:04:51.680 --> 01:04:54.480 Yes it does. So one thing that we
NOTE Confidence: 0.910893655625

01:04:54.480 --> 01:04:57.414 all have to be aware of is that
NOTE Confidence: 0.910893655625

01:04:57.414 --> 01:05:00.529 sometimes we have to be objective and
NOTE Confidence: 0.910893655625

01:05:00.529 --> 01:05:03.184 minty sometimes are not objective.
NOTE Confidence: 0.910893655625

01:05:03.190 --> 01:05:05.458 So what we have to do is I would
NOTE Confidence: 0.910893655625

01:05:05.458 --> 01:05:07.222 encourage you sometimes in your
NOTE Confidence: 0.910893655625

01:05:07.222 --> 01:05:09.388 laboratory to not necessarily have it.
NOTE Confidence: 0.910893655625

01:05:09.390 --> 01:05:10.806 I have a regular lab meeting.
NOTE Confidence: 0.910893655625

01:05:10.810 --> 01:05:11.800 Staying on Fridays.
NOTE Confidence: 0.910893655625

01:05:11.800 --> 01:05:14.346 I have a DI Friday DI Fridays to bring
NOTE Confidence: 0.910893655625

01:05:14.346 --> 01:05:15.970 a topic or something that they think
NOTE Confidence: 0.910893655625

01:05:15.970 --> 01:05:17.368 may have happened in the laboratory

NOTE Confidence: 0.910893655625

01:05:17.368 --> 01:05:19.009 so I could tell you about this.

NOTE Confidence: 0.910893655625

01:05:19.010 --> 01:05:19.940 On my staff,

NOTE Confidence: 0.910893655625

01:05:19.940 --> 01:05:21.800 scientists thought I was pushing her

NOTE Confidence: 0.910893655625

01:05:21.800 --> 01:05:24.614 a little bit too hard and I said,

NOTE Confidence: 0.910893655625

01:05:24.614 --> 01:05:27.145 well, I mean, I expect more.

NOTE Confidence: 0.910893655625

01:05:27.145 --> 01:05:28.390 Your staff scientist.

NOTE Confidence: 0.910893655625

01:05:28.390 --> 01:05:29.810 You're more senior than everybody

NOTE Confidence: 0.910893655625

01:05:29.810 --> 01:05:30.946 else in the laboratory,

NOTE Confidence: 0.910893655625

01:05:30.950 --> 01:05:31.835 but she's like,

NOTE Confidence: 0.910893655625

01:05:31.835 --> 01:05:33.900 but there are other things that I

NOTE Confidence: 0.910893655625

01:05:33.963 --> 01:05:37.630 have going on and I was like OK.

NOTE Confidence: 0.910893655625

01:05:37.630 --> 01:05:39.169 I still don't think that's you know the case,

NOTE Confidence: 0.910893655625

01:05:39.170 --> 01:05:42.240 but then when she told me I was like well,

NOTE Confidence: 0.910893655625

01:05:42.240 --> 01:05:44.186 I'm being a little biased in this

NOTE Confidence: 0.910893655625

01:05:44.186 --> 01:05:44.742 particular situation.

NOTE Confidence: 0.910893655625

01:05:44.750 --> 01:05:46.080 I thought she could handle this more,
NOTE Confidence: 0.910893655625

01:05:46.080 --> 01:05:48.204 but I wasn't aware of what's going on now.
NOTE Confidence: 0.910893655625

01:05:48.210 --> 01:05:50.996 Let's flip the situation in another way.
NOTE Confidence: 0.910893655625

01:05:51.000 --> 01:05:52.752 Now the staff scientist is coaching
NOTE Confidence: 0.910893655625

01:05:52.752 --> 01:05:55.189 one of the post docs to do something,
NOTE Confidence: 0.910893655625

01:05:55.190 --> 01:05:56.894 and I was telling her I was like,
NOTE Confidence: 0.910893655625

01:05:56.900 --> 01:05:58.772 don't you think that you might be in
NOTE Confidence: 0.910893655625

01:05:58.772 --> 01:06:00.739 a little biased about what she can do
NOTE Confidence: 0.910893655625

01:06:00.739 --> 01:06:02.686 and she's like Oh no and I was like,
NOTE Confidence: 0.910893655625

01:06:02.690 --> 01:06:04.166 I think it's the same situation
NOTE Confidence: 0.910893655625

01:06:04.166 --> 01:06:05.385 we faced last week, right?
NOTE Confidence: 0.910893655625

01:06:05.385 --> 01:06:07.770 And So what I'm trying to say is that yes.
NOTE Confidence: 0.910893655625

01:06:07.770 --> 01:06:10.002 The men cheese can also be bias and we
NOTE Confidence: 0.910893655625

01:06:10.002 --> 01:06:12.381 have to be aware that we have these
NOTE Confidence: 0.910893655625

01:06:12.381 --> 01:06:14.019 already exist simply in our mind,
NOTE Confidence: 0.910893655625

01:06:14.020 --> 01:06:16.211 so This is why we review and

NOTE Confidence: 0.910893655625

01:06:16.211 --> 01:06:17.969 practice over and over again.

NOTE Confidence: 0.910893655625

01:06:17.970 --> 01:06:20.652 So we're not perfect and I had to learn

NOTE Confidence: 0.910893655625

01:06:20.652 --> 01:06:23.007 about like 'cause I don't have kids.

NOTE Confidence: 0.910893655625

01:06:23.010 --> 01:06:26.130 I have plenty of nieces and nephews though,

NOTE Confidence: 0.910893655625

01:06:26.130 --> 01:06:28.489 but I send them back so I had no clue about

NOTE Confidence: 0.910893655625

01:06:28.489 --> 01:06:30.769 some of the things that women go through.

NOTE Confidence: 0.910893655625

01:06:30.770 --> 01:06:33.330 I kind of understood that because in Dr.

NOTE Confidence: 0.910893655625

01:06:33.330 --> 01:06:33.868 Abel's lab,

NOTE Confidence: 0.910893655625

01:06:33.868 --> 01:06:35.482 the head person that's in the

NOTE Confidence: 0.910893655625

01:06:35.482 --> 01:06:36.513 laboratory that's in charge

NOTE Confidence: 0.910893655625

01:06:36.513 --> 01:06:37.845 is Hinata Pereira and so she.

NOTE Confidence: 0.910893655625

01:06:37.850 --> 01:06:38.890 Taught me a lot about,

NOTE Confidence: 0.910893655625

01:06:38.890 --> 01:06:40.384 you know the things that women

NOTE Confidence: 0.910893655625

01:06:40.384 --> 01:06:42.222 have to balance and it was really

NOTE Confidence: 0.910893655625

01:06:42.222 --> 01:06:44.070 incredible 'cause she had a narrow one.

NOTE Confidence: 0.910893655625

01:06:44.070 --> 01:06:44.958 She adds, you know,
NOTE Confidence: 0.910893655625

01:06:44.958 --> 01:06:46.290 nice public patients all of that.
NOTE Confidence: 0.910893655625

01:06:46.290 --> 01:06:47.866 So then when I get to my lab,
NOTE Confidence: 0.910893655625

01:06:47.870 --> 01:06:49.520 it took me a second to catch on 'cause I
NOTE Confidence: 0.910893655625

01:06:49.562 --> 01:06:51.130 was just like oh they can handle this.
NOTE Confidence: 0.910893655625

01:06:51.130 --> 01:06:52.138 I'm here, you know,
NOTE Confidence: 0.910893655625

01:06:52.138 --> 01:06:53.650 seven or eight o'clock at night.
NOTE Confidence: 0.910893655625

01:06:53.650 --> 01:06:53.936 You know,
NOTE Confidence: 0.910893655625

01:06:53.936 --> 01:06:55.080 if we start at 7:00 o'clock in the
NOTE Confidence: 0.910893655625

01:06:55.118 --> 01:06:56.258 morning we are opening their lives.
NOTE Confidence: 0.910893655625

01:06:56.260 --> 01:06:57.440 We gotta do these things.
NOTE Confidence: 0.910893655625

01:06:57.440 --> 01:06:58.568 And then I'm like oh wait,
NOTE Confidence: 0.910893655625

01:06:58.570 --> 01:06:59.710 a minute they have kids.
NOTE Confidence: 0.918384262

01:06:59.710 --> 01:07:00.810 Wait a minute. I can't.
NOTE Confidence: 0.918384262

01:07:00.810 --> 01:07:02.586 I can't do that type of thing right?
NOTE Confidence: 0.918384262

01:07:02.590 --> 01:07:05.089 But these are things that we sometimes,

NOTE Confidence: 0.918384262
01:07:05.090 --> 01:07:06.074 you know, have challenges
NOTE Confidence: 0.918384262
01:07:06.074 --> 01:07:07.550 that we have to work on.
NOTE Confidence: 0.918384262
01:07:07.550 --> 01:07:09.300 So it works. Both ways,
NOTE Confidence: 0.918384262
01:07:09.300 --> 01:07:11.028 and the mentorship is that reverse
NOTE Confidence: 0.918384262
01:07:11.028 --> 01:07:12.490 mentorship that I talked about
NOTE Confidence: 0.918384262
01:07:12.490 --> 01:07:14.038 the kind of nailing your point.
NOTE Confidence: 0.918384262
01:07:14.040 --> 01:07:14.988 I just wanted to tell you
NOTE Confidence: 0.918384262
01:07:14.988 --> 01:07:15.620 that you're not alone.
NOTE Confidence: 0.918384262
01:07:15.620 --> 01:07:17.300 If you're experiencing those things,
NOTE Confidence: 0.918384262
01:07:17.300 --> 01:07:19.260 but the reverse mentor is very important,
NOTE Confidence: 0.918384262
01:07:19.260 --> 01:07:21.212 so maybe on a Friday when you're having
NOTE Confidence: 0.918384262
01:07:21.212 --> 01:07:22.837 journal Club afterwards you can say,
NOTE Confidence: 0.918384262
01:07:22.840 --> 01:07:24.766 hey, let's do some reverse mentoring.
NOTE Confidence: 0.918384262
01:07:24.770 --> 01:07:26.205 Let's talk about the things
NOTE Confidence: 0.918384262
01:07:26.205 --> 01:07:28.040 that you think I'm bias about,
NOTE Confidence: 0.918384262

01:07:28.040 --> 01:07:29.372 and then I can flip back
NOTE Confidence: 0.918384262

01:07:29.372 --> 01:07:30.260 and talk about things.
NOTE Confidence: 0.918384262

01:07:30.260 --> 01:07:32.340 I think you're being bias about and we
NOTE Confidence: 0.918384262

01:07:32.340 --> 01:07:34.636 can have a topic you know to talk about.
NOTE Confidence: 0.918384262

01:07:34.640 --> 01:07:36.579 And maybe you pick one that week,
NOTE Confidence: 0.918384262

01:07:36.580 --> 01:07:37.660 and then you come back another
NOTE Confidence: 0.918384262

01:07:37.660 --> 01:07:38.380 week and talk about.
NOTE Confidence: 0.918384262

01:07:38.380 --> 01:07:39.420 Something else 'cause these
NOTE Confidence: 0.918384262

01:07:39.420 --> 01:07:40.460 numbers could be heavy,
NOTE Confidence: 0.918384262

01:07:40.460 --> 01:07:42.512 so reverse mentoring is a very
NOTE Confidence: 0.918384262

01:07:42.512 --> 01:07:44.198 good strategy that allows for
NOTE Confidence: 0.918384262

01:07:44.198 --> 01:07:45.948 people to be in the the shoes
NOTE Confidence: 0.918384262

01:07:45.948 --> 01:07:47.619 and and the talking shoes.
NOTE Confidence: 0.918384262

01:07:47.620 --> 01:07:49.126 And you can explore those options.
NOTE Confidence: 0.918384262

01:07:49.130 --> 01:07:50.294 So I think this really good
NOTE Confidence: 0.918384262

01:07:50.294 --> 01:07:51.070 question that you asked.

NOTE Confidence: 0.90845478875
01:07:54.250 --> 01:07:54.798 Thank you so much.
NOTE Confidence: 0.90845478875
01:07:54.798 --> 01:07:56.166 There's a lot of thank yous coming
NOTE Confidence: 0.90845478875
01:07:56.166 --> 01:07:57.302 through for answering questions
NOTE Confidence: 0.90845478875
01:07:57.302 --> 01:07:59.374 and just for the talk in general.
NOTE Confidence: 0.90845478875
01:07:59.380 --> 01:08:00.302 Thank you so much.
NOTE Confidence: 0.90845478875
01:08:00.302 --> 01:08:01.859 Doctor Hinton just was incredible.
NOTE Confidence: 0.872550890769231
01:08:03.670 --> 01:08:05.070 Thank you very much in a very
NOTE Confidence: 0.872550890769231
01:08:05.070 --> 01:08:06.438 nice to meet you and Tanner.
NOTE Confidence: 0.912127593333333
01:08:06.730 --> 01:08:07.768 Nice to meet you as well.
NOTE Confidence: 0.912127593333333
01:08:07.770 --> 01:08:09.276 Everybody. Thank you all for the
NOTE Confidence: 0.912127593333333
01:08:09.276 --> 01:08:11.020 time that I had a great time.
NOTE Confidence: 0.912127593333333
01:08:11.020 --> 01:08:12.676 Great. Thank you. Thanks again
NOTE Confidence: 0.912127593333333
01:08:12.676 --> 01:08:16.000 thank you everyone for attending.