WEBVTT

NOTE duration:"01:06:14"

NOTE recognizability:0.924

NOTE language:en-us

NOTE Confidence: 0.920505995555556

00:00:00.000 --> 00:00:01.474 Welcome everybody.

NOTE Confidence: 0.920505995555556

00:00:01.474 --> 00:00:06.633 This is Department of Pathology grant rounds.

NOTE Confidence: 0.920505995555556

00:00:06.640 --> 00:00:09.916 On behalf of the our Diversity,

NOTE Confidence: 0.920505995555556

00:00:09.920 --> 00:00:13.160 Inclusion, Climate and Equity Committee.

NOTE Confidence: 0.920505995555556

00:00:13.160 --> 00:00:14.840 I'm very pleased to welcome Doctor

NOTE Confidence: 0.920505995555556

00:00:14.840 --> 00:00:16.286 Alicia Ware from University of

NOTE Confidence: 0.920505995555556

00:00:16.286 --> 00:00:17.676 North Carolina as today's speaker.

NOTE Confidence: 0.950317

00:00:19.960 --> 00:00:20.440 She's

NOTE Confidence: 0.9452853

00:00:23.600 --> 00:00:26.312 one of The Pioneers in trying

NOTE Confidence: 0.9452853

00:00:26.312 --> 00:00:28.120 to increase diversity in.

NOTE Confidence: 0.9452853

00:00:28.120 --> 00:00:29.833 In pathology departments,

NOTE Confidence: 0.9452853

00:00:29.833 --> 00:00:32.850 starting with her role in training

NOTE Confidence: 0.9452853

00:00:32.850 --> 00:00:35.040 at Hopkins and now at UNC.

NOTE Confidence: 0.9452853

1

00:00:35.040 --> 00:00:36.772 If you guys recall,

NOTE Confidence: 0.9452853

00:00:36.772 --> 00:00:39.604 we had her partner in crime

NOTE Confidence: 0.9452853

00:00:39.604 --> 00:00:41.960 doctor Marissa White last year

NOTE Confidence: 0.9452853

00:00:41.960 --> 00:00:45.056 and together they pioneered some

NOTE Confidence: 0.9452853

00:00:45.056 --> 00:00:47.568 really innovative programs to

NOTE Confidence: 0.9452853

00:00:47.568 --> 00:00:51.984 bring in trainees within the

NOTE Confidence: 0.9452853

00:00:51.984 --> 00:00:54.267 Hopkins training environment that.

NOTE Confidence: 0.9452853

00:00:54.267 --> 00:00:56.976 Led directly to an increase in their,

NOTE Confidence: 0.945844321111111

00:00:59.420 --> 00:01:00.694 the amount of diversity they had in

NOTE Confidence: 0.945844321111111

00:01:00.694 --> 00:01:01.672 the department, which is something

NOTE Confidence: 0.945844321111111

00:01:01.672 --> 00:01:02.896 we're trying to do as well.

NOTE Confidence: 0.945844321111111

00:01:02.900 --> 00:01:06.715 So she's been here sharing her experience

NOTE Confidence: 0.945844321111111

00:01:06.715 --> 00:01:08.300 and the things that worked and

NOTE Confidence: 0.945844321111111

00:01:08.300 --> 00:01:09.780 things that didn't for our committee.

NOTE Confidence: 0.945844321111111

00:01:09.780 --> 00:01:12.580 So very pleased. Thank you for that.

NOTE Confidence: 0.945844321111111

00:01:12.580 --> 00:01:14.884 So a little bit of background at least.

NOTE Confidence: 0.945844321111111

00:01:14.884 --> 00:01:17.292 I got her bachelor's of science from

NOTE Confidence: 0.945844321111111

00:01:17.292 --> 00:01:19.548 Howard University and then her medical

NOTE Confidence: 0.945844321111111

00:01:19.548 --> 00:01:21.900 degree from the University of Virginia

NOTE Confidence: 0.945844321111111

00:01:21.900 --> 00:01:24.945 and then subsequently went to Hopkins for.

NOTE Confidence: 0.945844321111111

00:01:24.950 --> 00:01:26.686 Residency and and fellowship

NOTE Confidence: 0.945844321111111

00:01:26.686 --> 00:01:27.988 training in Hemato

NOTE Confidence: 0.856779675

00:01:27.990 --> 00:01:29.390 pathology, is that correct?

NOTE Confidence: 0.941511525

00:01:30.110 --> 00:01:31.550 She was also for those who are residents,

NOTE Confidence: 0.941511525

00:01:31.550 --> 00:01:34.386 she was chief resident and then

NOTE Confidence: 0.941511525

00:01:34.386 --> 00:01:36.076 also we served that associate

NOTE Confidence: 0.941511525

00:01:36.076 --> 00:01:37.924 director for the residency program

NOTE Confidence: 0.941511525

00:01:37.924 --> 00:01:40.230 for two years and after that she

NOTE Confidence: 0.941092216666667

00:01:42.750 --> 00:01:44.878 maybe to 2022 you moved to UNC

NOTE Confidence: 0.941092216666667

00:01:44.878 --> 00:01:46.829 to University of North Carolina.

NOTE Confidence: 0.941092216666667

00:01:46.830 --> 00:01:48.270 That's right. Yeah.

NOTE Confidence: 0.941092216666667

00:01:48.270 --> 00:01:50.110 Where she's now assistant

00:01:50.110 --> 00:01:51.950 professor of pathology and.

00:01:51.950 --> 00:01:53.435 Trying to establish similar programs

00:01:53.435 --> 00:01:57.210 that she did at at at Hopkins.

00:01:57.210 --> 00:01:59.250 So I'm not going to monopolize

00:01:59.250 --> 00:02:00.430 any more of her time.

00:02:00.430 --> 00:02:01.966 She received numerous awards,

00:02:01.966 --> 00:02:03.438 published, etcetera, etcetera,

00:02:03.438 --> 00:02:06.002 like any good academic scientists.

00:02:06.002 --> 00:02:09.264 So she's on a great career path,

00:02:09.270 --> 00:02:11.692 but today she'll tell us more about

00:02:11.692 --> 00:02:13.920 her efforts in improving equity

00:02:13.920 --> 00:02:16.470 and and diversity in pathology.

00:02:16.470 --> 00:02:17.350 Thank you for being here.

00:02:20.430 --> 00:02:23.586 Thank you all for having me.

00:02:23.590 --> 00:02:24.670 Thanks so much for having me.

NOTE Confidence: 0.880739393333333

00:02:24.670 --> 00:02:26.847 I'm really honored to be here and

NOTE Confidence: 0.880739393333333

00:02:26.847 --> 00:02:28.443 I've enjoyed meeting everyone so

NOTE Confidence: 0.880739393333333

00:02:28.443 --> 00:02:30.550 far that I've spent some time with.

NOTE Confidence: 0.880739393333333

00:02:30.550 --> 00:02:32.503 Please feel free if you have questions

NOTE Confidence: 0.880739393333333

00:02:32.503 --> 00:02:34.681 to stop me or we have some time

NOTE Confidence: 0.880739393333333

00:02:34.681 --> 00:02:36.480 at the end for questions as well.

NOTE Confidence: 0.880739393333333

00:02:36.480 --> 00:02:39.072 So today I'll be focusing on

NOTE Confidence: 0.880739393333333

00:02:39.072 --> 00:02:40.800 holistic review for applicants,

NOTE Confidence: 0.880739393333333

00:02:40.800 --> 00:02:42.669 which is something that I focused on

NOTE Confidence: 0.880739393333333

00:02:42.669 --> 00:02:45.040 while I was Associate Program Director,

NOTE Confidence: 0.880739393333333

00:02:45.040 --> 00:02:47.173 but I will be talking about some of the

NOTE Confidence: 0.880739393333333

00:02:47.173 --> 00:02:49.046 other initiatives and some things that I

NOTE Confidence: 0.880739393333333

00:02:49.046 --> 00:02:51.319 hope to work on in the future as well.

NOTE Confidence: 0.880739393333333

00:02:51.320 --> 00:02:53.476 So here are objectives for the day.

NOTE Confidence: 0.880739393333333

00:02:53.480 --> 00:02:55.769 So we will discuss the importance of

NOTE Confidence: 0.880739393333333

00:02:55.769 --> 00:02:58.038 DEI within the field of pathology,

NOTE Confidence: 0.880739393333333

00:02:58.040 --> 00:03:01.400 discuss the impact briefly of DEI on

NOTE Confidence: 0.880739393333333

00:03:01.400 --> 00:03:05.360 overall well-being in the medical workforce.

NOTE Confidence: 0.880739393333333

00:03:05.360 --> 00:03:06.832 Discuss holistic applicant review

NOTE Confidence: 0.880739393333333

00:03:06.832 --> 00:03:09.040 and we'll spend a large portion

NOTE Confidence: 0.880739393333333

00:03:09.100 --> 00:03:11.370 of the of the discussion on this

NOTE Confidence: 0.880739393333333

00:03:11.370 --> 00:03:14.130 topic as a means to deliberately

NOTE Confidence: 0.880739393333333

00:03:14.130 --> 00:03:15.884 increase diversity in our field.

NOTE Confidence: 0.880739393333333

00:03:15.884 --> 00:03:17.760 And then discuss the ways that a

NOTE Confidence: 0.880739393333333

00:03:17.824 --> 00:03:20.029 dedicated task force or what we would

NOTE Confidence: 0.880739393333333

00:03:20.029 --> 00:03:22.474 call a diversity committee can help

NOTE Confidence: 0.880739393333333

00:03:22.474 --> 00:03:24.759 to promote equity and inclusion.

NOTE Confidence: 0.880739393333333

00:03:24.760 --> 00:03:27.600 So once you work toward and start to

NOTE Confidence: 0.880739393333333

00:03:27.600 --> 00:03:30.758 achieve the diversity within the department,

NOTE Confidence: 0.880739393333333

00:03:30.760 --> 00:03:32.867 how we can make people feel included

NOTE Confidence: 0.880739393333333

00:03:32.867 --> 00:03:35.349 and sort of level the playing field?

NOTE Confidence: 0.880739393333333

00:03:35.350 --> 00:03:37.840 I don't have any relevant disclosures

NOTE Confidence: 0.880739393333333

00:03:37.840 --> 00:03:40.548 for today. OK, so why am I here?

NOTE Confidence: 0.880739393333333

00:03:40.550 --> 00:03:41.794 Why does diversity matter?

NOTE Confidence: 0.880739393333333

00:03:41.794 --> 00:03:44.455 And I this part will be a little

NOTE Confidence: 0.880739393333333

00:03:44.455 --> 00:03:45.907 bit boring and historical,

NOTE Confidence: 0.880739393333333

00:03:45.910 --> 00:03:46.990 so I apologize,

NOTE Confidence: 0.880739393333333

00:03:46.990 --> 00:03:49.510 but this is really an issue in

NOTE Confidence: 0.880739393333333

00:03:49.591 --> 00:03:51.467 medicine and in general.

NOTE Confidence: 0.880739393333333

00:03:51.470 --> 00:03:55.160 So here I have the active MD graduates who

NOTE Confidence: 0.880739393333333

00:03:55.160 --> 00:03:59.088 are in ACG ME programs for 2021 to 2022.

NOTE Confidence: 0.880739393333333

00:03:59.088 --> 00:04:03.250 And here I just have the the ethnicity

NOTE Confidence: 0.880739393333333

00:04:03.250 --> 00:04:05.730 and racial background breakdown.

NOTE Confidence: 0.880739393333333

00:04:05.730 --> 00:04:08.130 So as we can see,

NOTE Confidence: 0.880739393333333

00:04:08.130 --> 00:04:12.050 residents who are Hispanic make up about

NOTE Confidence: 0.880739393333333

00:04:12.050 --> 00:04:14.740 8% or who self identifies Hispanic make

NOTE Confidence: 0.880739393333333

00:04:14.740 --> 00:04:18.210 up about 8% of all A/C GME residents.

NOTE Confidence: 0.880739393333333

00:04:18.210 --> 00:04:20.074 Black and African American

NOTE Confidence: 0.880739393333333

00:04:20.074 --> 00:04:22.404 residents make up about 6%,

NOTE Confidence: 0.880739393333333

00:04:22.410 --> 00:04:24.398 American Indian and Alaskan

NOTE Confidence: 0.880739393333333

00:04:24.398 --> 00:04:26.435 native residents about .6%.

NOTE Confidence: 0.880739393333333

00:04:26.435 --> 00:04:29.160 And then Native Hawaiian and

NOTE Confidence: 0.880739393333333

00:04:29.160 --> 00:04:30.942 Pacific Islanders, about .2%.

NOTE Confidence: 0.880739393333333

00:04:30.942 --> 00:04:34.144 And then I put the most recent census data

NOTE Confidence: 0.880739393333333

00:04:34.144 --> 00:04:36.968 here on the right just as a comparison.

NOTE Confidence: 0.880739393333333

00:04:36.970 --> 00:04:40.252 So for these these demographics,

NOTE Confidence: 0.880739393333333

00:04:40.252 --> 00:04:41.054 these groups,

NOTE Confidence: 0.880739393333333

00:04:41.054 --> 00:04:43.460 these are groups that have been

NOTE Confidence: 0.880739393333333

00:04:43.525 --> 00:04:46.437 identified as the AM C it's quote UN

NOTE Confidence: 0.880739393333333

00:04:46.437 --> 00:04:47.969 quote underrepresented in medicine.

NOTE Confidence: 0.880739393333333

00:04:47.970 --> 00:04:50.210 Historically that has been Blacks,

NOTE Confidence: 0.880739393333333

00:04:50.210 --> 00:04:52.610 Mexican Americans, Native Americans,

NOTE Confidence: 0.880739393333333

00:04:52.610 --> 00:04:54.410 including American Indians,

NOTE Confidence: 0.880739393333333

00:04:54.410 --> 00:04:56.940 Alaskan Natives and Native Hawaiians.

NOTE Confidence: 0.880739393333333

00:04:56.940 --> 00:05:01.364 And mainland Puerto Rican persons as well,

NOTE Confidence: 0.880739393333333

00:05:01.364 --> 00:05:05.340 but this is sort of an evolving

NOTE Confidence: 0.880739393333333

00:05:05.340 --> 00:05:08.140 definition as you can imagine.

NOTE Confidence: 0.880739393333333

00:05:08.140 --> 00:05:10.079 So the AM C also has recognized

NOTE Confidence: 0.880739393333333

00:05:10.079 --> 00:05:11.926 you know that diversity looks

NOTE Confidence: 0.880739393333333

00:05:11.926 --> 00:05:13.818 different in different places.

NOTE Confidence: 0.880739393333333

00:05:13.820 --> 00:05:16.214 So we need to approach it depending

NOTE Confidence: 0.880739393333333

00:05:16.214 --> 00:05:18.237 on our environment and just look

NOTE Confidence: 0.880739393333333

00:05:18.237 --> 00:05:20.739 at things through a whole lens,

NOTE Confidence: 0.880739393333333

00:05:20.740 --> 00:05:23.852 so we can sort of start to shift

NOTE Confidence: 0.880739393333333

00:05:23.852 --> 00:05:25.190 our focus from.

NOTE Confidence: 0.880739393333333

00:05:25.190 --> 00:05:26.430 Saying we need, you know,

NOTE Confidence: 0.880739393333333

00:05:26.430 --> 00:05:28.656 this number of these types of people

NOTE Confidence: 0.880739393333333

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00:05:28.656 --> 00:05:30.715 versus those types of people and

NOTE Confidence: 0.880739393333333

00:05:30.715 --> 00:05:32.450 really just work on incorporating

NOTE Confidence: 0.880739393333333

00:05:32.450 --> 00:05:33.670 diversity of thought,

NOTE Confidence: 0.880739393333333

00:05:33.670 --> 00:05:36.150 diversity of backgrounds and just

NOTE Confidence: 0.880739393333333

00:05:36.150 --> 00:05:38.630 really evolving as time goes

NOTE Confidence: 0.933530632727273

00:05:38.710 --> 00:05:41.630 on. So this is really important

NOTE Confidence: 0.933530632727273

00:05:41.630 --> 00:05:43.262 when we're looking at the ways

NOTE Confidence: 0.933530632727273

00:05:43.262 --> 00:05:44.350 that we approach diversity,

NOTE Confidence: 0.933530632727273

00:05:44.350 --> 00:05:46.750 especially with some of the

NOTE Confidence: 0.933530632727273

00:05:46.750 --> 00:05:48.550 different climates that are evolving

NOTE Confidence: 0.933530632727273

00:05:48.550 --> 00:05:50.350 throughout our country as well.

NOTE Confidence: 0.89560461125

00:05:52.480 --> 00:05:56.600 So here I have just the number of US medical

NOTE Confidence: 0.89560461125

00:05:56.600 --> 00:05:58.880 graduates who are going into pathology.

NOTE Confidence: 0.89560461125

00:05:58.880 --> 00:06:01.247 So I think this chart gives me a little

NOTE Confidence: 0.89560461125

00:06:01.247 --> 00:06:03.520 bit of hope because as you can see,

NOTE Confidence: 0.89560461125

00:06:03.520 --> 00:06:06.992 back in 2018, we started to experience

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NOTE Confidence: 0.89560461125

00:06:06.992 --> 00:06:09.905 a steep decline in medical students

NOTE Confidence: 0.89560461125

00:06:09.905 --> 00:06:12.280 who were interested in pathology.

NOTE Confidence: 0.89560461125

00:06:12.280 --> 00:06:13.760 And then since the pandemic,

NOTE Confidence: 0.89560461125

00:06:13.760 --> 00:06:16.280 we've had some incremental improvements in

NOTE Confidence: 0.89560461125

00:06:16.280 --> 00:06:19.844 the number of resident of applicants who are

NOTE Confidence: 0.89560461125

00:06:19.844 --> 00:06:22.109 applying to pathology residency programs.

NOTE Confidence: 0.89560461125

00:06:22.110 --> 00:06:27.382 So we are now at about, so sorry,

NOTE Confidence: 0.89560461125

00:06:27.382 --> 00:06:31.350 we went from about like 500 a little almost

NOTE Confidence: 0.89560461125

00:06:31.350 --> 00:06:36.833 580 applicants in 2018 down to 500 in 2019.

NOTE Confidence: 0.89560461125

00:06:36.833 --> 00:06:39.360 So that's a pretty steep drop and

NOTE Confidence: 0.89560461125

00:06:39.447 --> 00:06:42.016 now we're about at like the 5:30

NOTE Confidence: 0.89560461125

00:06:42.016 --> 00:06:44.318 ish range for the last match.

NOTE Confidence: 0.89560461125

00:06:44.318 --> 00:06:45.886 So we're getting there,

NOTE Confidence: 0.89560461125

00:06:45.890 --> 00:06:47.650 but this also emphasizes an

NOTE Confidence: 0.89560461125

00:06:47.650 --> 00:06:49.880 opportunity for us to improve our

NOTE Confidence: 0.89560461125

00:06:49.880 --> 00:06:51.890 outreach to these medical students.

NOTE Confidence: 0.89560461125

00:06:51.890 --> 00:06:53.990 And so if there is maybe an

NOTE Confidence: 0.89560461125

00:06:53.990 --> 00:06:55.570 increased interest in pathology,

NOTE Confidence: 0.89560461125

00:06:55.570 --> 00:06:58.160 we can start to really invest some

NOTE Confidence: 0.89560461125

00:06:58.160 --> 00:07:00.189 time and strategies and recruiting

NOTE Confidence: 0.89560461125

00:07:00.189 --> 00:07:02.294 these students to our field.

NOTE Confidence: 0.89560461125

00:07:02.300 --> 00:07:04.220 But this also emphasizes, like,

NOTE Confidence: 0.89560461125

00:07:04.220 --> 00:07:05.816 even though this is an improvement,

NOTE Confidence: 0.89560461125

00:07:05.820 --> 00:07:07.392 these are pretty small numbers compared

NOTE Confidence: 0.89560461125

00:07:07.392 --> 00:07:09.420 to a lot of other specialties.

NOTE Confidence: 0.89560461125

00:07:09.420 --> 00:07:11.620 So a lot of the information that I'll

NOTE Confidence: 0.89560461125

00:07:11.620 --> 00:07:13.340 present today is actually extrapolated

NOTE Confidence: 0.89560461125

00:07:13.340 --> 00:07:15.572 from other specialties because we just

NOTE Confidence: 0.89560461125

00:07:15.572 --> 00:07:17.812 don't have the research behind a lot

NOTE Confidence: 0.89560461125

00:07:17.812 --> 00:07:21.740 of the pathology training programs.

NOTE Confidence: 0.89560461125

00:07:21.740 --> 00:07:24.220 And then just to bring it all together,

NOTE Confidence: 0.89560461125

00:07:24.220 --> 00:07:26.716 So I put the data from the pie

NOTE Confidence: 0.89560461125

00:07:26.716 --> 00:07:28.300 chart in light blue.

NOTE Confidence: 0.89560461125

00:07:28.300 --> 00:07:31.186 And then the data from our pathology

NOTE Confidence: 0.89560461125

00:07:31.186 --> 00:07:33.616 training programs in dark blue.

NOTE Confidence: 0.89560461125

00:07:33.620 --> 00:07:34.340 So as you can see,

NOTE Confidence: 0.89560461125

00:07:34.340 --> 00:07:36.020 I won't go number by number here,

NOTE Confidence: 0.89560461125

00:07:36.020 --> 00:07:40.401 but essentially most demographics are

NOTE Confidence: 0.89560461125

00:07:40.401 --> 00:07:42.836 less represented in pathology than

NOTE Confidence: 0.89560461125

00:07:42.836 --> 00:07:46.188 they are in the general A/C GME pool.

NOTE Confidence: 0.89560461125

00:07:46.188 --> 00:07:49.100 There is, as you can see on the far right,

NOTE Confidence: 0.89560461125

00:07:49.100 --> 00:07:50.372 the residents who are.

NOTE Confidence: 0.89560461125

00:07:50.372 --> 00:07:52.280 Falling into the quote UN quote,

NOTE Confidence: 0.89560461125

00:07:52.280 --> 00:07:56.732 other or unknown category are increased

NOTE Confidence: 0.89560461125

00:07:56.732 --> 00:07:59.372 comparatively compared to other A/C,

NOTE Confidence: 0.89560461125

00:07:59.372 --> 00:08:00.318 GME specialties.

NOTE Confidence: 0.89560461125

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00:08:00.320 --> 00:08:02.368 Part of this is due to the fact

NOTE Confidence: 0.89560461125

00:08:02.368 --> 00:08:04.440 that a lot of pathology residents

NOTE Confidence: 0.89560461125

00:08:04.440 --> 00:08:06.600 are graduating from international

NOTE Confidence: 0.89560461125

00:08:06.600 --> 00:08:07.680 medical schools,

NOTE Confidence: 0.89560461125

00:08:07.680 --> 00:08:09.448 which is great because that gives us a

NOTE Confidence: 0.89560461125

00:08:09.448 --> 00:08:11.716 lot of diversity of thought and background.

NOTE Confidence: 0.89560461125

00:08:11.720 --> 00:08:13.764 But it's also something just to keep

NOTE Confidence: 0.89560461125

00:08:13.764 --> 00:08:16.153 in mind as we're going through these

NOTE Confidence: 0.89560461125

00:08:16.153 --> 00:08:18.319 numbers and the diversity is not

NOTE Confidence: 0.89560461125

00:08:18.384 --> 00:08:20.505 necessarily A1 size fits all. OK.

NOTE Confidence: 0.89560461125

00:08:20.505 --> 00:08:23.025 So now we'll go way back into history.

NOTE Confidence: 0.89560461125

00:08:23.030 --> 00:08:26.027 So one of the reasons why this is really

NOTE Confidence: 0.89560461125

00:08:26.027 --> 00:08:27.978 important and where these strategies

NOTE Confidence: 0.89560461125

00:08:27.978 --> 00:08:30.822 and projects really are coming from

NOTE Confidence: 0.89560461125

00:08:30.822 --> 00:08:34.417 is that the US healthcare system really

NOTE Confidence: 0.89560461125

00:08:34.417 --> 00:08:36.982 was built on segregation tactics.

NOTE Confidence: 0.89560461125

00:08:36.990 --> 00:08:39.828 So this is a picture from

NOTE Confidence: 0.89560461125

00:08:39.830 --> 00:08:44.520 1963 of members of the NAACP.

NOTE Confidence: 0.89560461125

00:08:44.520 --> 00:08:46.520 Protesting at the American

NOTE Confidence: 0.89560461125

00:08:46.520 --> 00:08:47.520 Medical Association.

NOTE Confidence: 0.89560461125

00:08:47.520 --> 00:08:49.640 And if you look back at the history of a

NOTE Confidence: 0.89560461125

00:08:49.700 --> 00:08:51.878 lot of these larger medical institutions,

NOTE Confidence: 0.89560461125

00:08:51.880 --> 00:08:55.024 you'll see that they didn't necessarily

NOTE Confidence: 0.89560461125

00:08:55.024 --> 00:08:57.601 have the entire populations while

NOTE Confidence: 0.89560461125

00:08:57.601 --> 00:08:59.995 being in mind when they were

NOTE Confidence: 0.89560461125

00:08:59.995 --> 00:09:01.820 developing a lot of the.

NOTE Confidence: 0.89560461125

00:09:01.820 --> 00:09:03.380 Rules with healthcare.

NOTE Confidence: 0.89560461125

00:09:03.380 --> 00:09:05.460 Who can receive healthcare,

NOTE Confidence: 0.89560461125

00:09:05.460 --> 00:09:07.860 where you can receive healthcare

NOTE Confidence: 0.89560461125

00:09:07.860 --> 00:09:10.177 and I also included in the very

NOTE Confidence: 0.89560461125

00:09:10.180 --> 00:09:13.295 bottom corner just an image from the

NOTE Confidence: 0.928652476190476

00:09:13.300 --> 00:09:16.457 1619 podcast. So this is a project

NOTE Confidence: 0.928652476190476

00:09:16.457 --> 00:09:19.172 that was established by Doctor Nicole

NOTE Confidence: 0.928652476190476

00:09:19.172 --> 00:09:22.570 Hannah Jones who was a Professor at UNC.

NOTE Confidence: 0.928652476190476

00:09:22.570 --> 00:09:25.606 Our diversity committee at UNC actually

NOTE Confidence: 0.928652476190476

00:09:25.606 --> 00:09:29.070 listened to a an episode of her podcast

NOTE Confidence: 0.928652476190476

00:09:29.070 --> 00:09:32.073 that goes over sort of the history

NOTE Confidence: 0.928652476190476

00:09:32.073 --> 00:09:34.989 of segregation in the medical field.

NOTE Confidence: 0.928652476190476

00:09:34.990 --> 00:09:37.685 And we found it very useful for

NOTE Confidence: 0.928652476190476

00:09:37.685 --> 00:09:40.021 stimulating discussion as just part of

NOTE Confidence: 0.928652476190476

00:09:40.021 --> 00:09:42.618 our efforts to open discussion around some

NOTE Confidence: 0.928652476190476

00:09:42.691 --> 00:09:45.190 of these harder topics to talk about.

NOTE Confidence: 0.928652476190476

00:09:45.190 --> 00:09:47.115 So I just wanted to include this

NOTE Confidence: 0.928652476190476

00:09:47.115 --> 00:09:49.051 because it this is something that has

NOTE Confidence: 0.928652476190476

00:09:49.051 --> 00:09:51.391 been going on for a long time and

NOTE Confidence: 0.928652476190476

00:09:51.391 --> 00:09:53.485 while we don't necessarily have overt

NOTE Confidence: 0.928652476190476

00:09:53.485 --> 00:09:55.408 segregation in our wards anymore,

NOTE Confidence: 0.928652476190476

00:09:55.408 --> 00:09:56.626 there is still,

NOTE Confidence: 0.928652476190476

00:09:56.630 --> 00:09:59.384 there are still the remnants of

NOTE Confidence: 0.928652476190476

00:09:59.384 --> 00:10:01.950 these sort of established medical,

NOTE Confidence: 0.928652476190476

00:10:01.950 --> 00:10:05.530 medical practices, yes. Documentary.

NOTE Confidence: 0.928652476190476

00:10:05.530 --> 00:10:08.600 It's also Netflix. Yes, it is.

NOTE Confidence: 0.928652476190476

00:10:08.600 --> 00:10:10.080 It's Hulu. Yes, it is.

NOTE Confidence: 0.93723458

00:10:13.000 --> 00:10:14.160 Yes, I haven't had an

NOTE Confidence: 0.93723458

00:10:14.160 --> 00:10:15.320 opportunity to watch it yet,

NOTE Confidence: 0.93723458

00:10:15.320 --> 00:10:17.875 but it's on my 2 watch list.

NOTE Confidence: 0.93723458

00:10:17.880 --> 00:10:20.420 Thank you for adding that.

NOTE Confidence: 0.93723458

00:10:20.420 --> 00:10:22.652 OK, so now we're going fast

NOTE Confidence: 0.93723458

00:10:22.652 --> 00:10:25.019 forwarding a little bit in history.

NOTE Confidence: 0.93723458

00:10:25.020 --> 00:10:27.379 So now we're dealing with these recent

NOTE Confidence: 0.93723458

00:10:27.379 --> 00:10:29.800 events that are sort of emphasizing

NOTE Confidence: 0.93723458

00:10:29.800 --> 00:10:31.912 and highlighting some of the

NOTE Confidence: 0.93723458

00:10:31.912 --> 00:10:34.336 inequalities that exist in our society.

NOTE Confidence: 0.93723458

00:10:34.340 --> 00:10:37.032 So this is a photo from Johns Hopkins.

NOTE Confidence: 0.93723458

00:10:37.032 --> 00:10:38.825 We have our Dome, which.

NOTE Confidence: 0.93723458

00:10:38.825 --> 00:10:40.775 Like way in the back here,

NOTE Confidence: 0.93723458

00:10:40.780 --> 00:10:42.340 I don't know if you guys can see my arrow,

NOTE Confidence: 0.93723458

00:10:42.340 --> 00:10:45.292 but it's it's sort of at the middle center

NOTE Confidence: 0.93723458

00:10:45.300 --> 00:10:47.797 which is one of the original buildings

NOTE Confidence: 0.93723458

00:10:47.797 --> 00:10:51.019 of the Johns Hopkins Medical Center.

NOTE Confidence: 0.93723458

00:10:51.020 --> 00:10:54.894 And here we have our our physicians,

NOTE Confidence: 0.93723458

00:10:54.894 --> 00:10:57.179 our healthcare practitioners who are

NOTE Confidence: 0.93723458

00:10:57.180 --> 00:11:00.324 helping to have a sort of a silent

NOTE Confidence: 0.93723458

00:11:00.324 --> 00:11:03.257 white coats for black lives protest.

NOTE Confidence: 0.93723458

00:11:03.260 --> 00:11:04.928 And this was brought about because

NOTE Confidence: 0.93723458

00:11:04.928 --> 00:11:06.939 of the Black Lives Matter movement.

NOTE Confidence: 0.93723458

00:11:06.940 --> 00:11:08.260 This was during the pandemic.

NOTE Confidence: 0.93723458

00:11:08.260 --> 00:11:09.032 So you can see,

NOTE Confidence: 0.93723458

00:11:09.032 --> 00:11:10.540 maybe notice that some of the people,

NOTE Confidence: 0.93723458

00:11:10.540 --> 00:11:12.388 most of the people are wearing

NOTE Confidence: 0.93723458

00:11:12.388 --> 00:11:13.879 masks in the photo.

NOTE Confidence: 0.93723458

00:11:13.879 --> 00:11:16.552 But this was just an example of

NOTE Confidence: 0.93723458

00:11:16.552 --> 00:11:18.790 how much the recent events have

NOTE Confidence: 0.93723458

00:11:18.871 --> 00:11:21.259 really sparked discussion and

NOTE Confidence: 0.93723458

00:11:21.259 --> 00:11:24.508 stimulated proactive outreach

NOTE Confidence: 0.93723458

00:11:24.508 --> 00:11:28.148 with within our medical community.

NOTE Confidence: 0.93723458

00:11:28.150 --> 00:11:30.706 And also the importance of DEI

NOTE Confidence: 0.93723458

00:11:30.706 --> 00:11:33.257 has been emphasized by some of

NOTE Confidence: 0.93723458

00:11:33.257 --> 00:11:35.995 the larger bodies like the NIH and

NOTE Confidence: 0.93723458

00:11:35.995 --> 00:11:38.665 who are starting to emphasize the

NOTE Confidence: 0.93723458

00:11:38.665 --> 00:11:41.062 importance for DEI and biomedical

NOTE Confidence: 0.93723458

00:11:41.062 --> 00:11:43.984 research for our patients as well.

NOTE Confidence: 0.93723458

00:11:43.990 --> 00:11:46.228 And then of course the pandemic

NOTE Confidence: 0.93723458

00:11:46.228 --> 00:11:48.020 brought about a lot of.

NOTE Confidence: 0.93723458

00:11:48.020 --> 00:11:51.790 It's sort of shined a light on a lot

NOTE Confidence: 0.93723458

00:11:51.790 --> 00:11:54.699 of the inequalities in healthcare and

NOTE Confidence: 0.93723458

00:11:54.699 --> 00:11:56.373 also sort of just highlighted the

NOTE Confidence: 0.93723458

00:11:56.373 --> 00:11:59.002 fact that a lot of our population just

NOTE Confidence: 0.93723458

00:11:59.002 --> 00:12:00.737 doesn't have access to healthcare.

NOTE Confidence: 0.93723458

00:12:00.740 --> 00:12:03.484 So all of these things that I've

NOTE Confidence: 0.93723458

00:12:03.484 --> 00:12:06.043 presented right now are sort of

NOTE Confidence: 0.93723458

00:12:06.043 --> 00:12:08.653 historical reasons why DEI is important.

NOTE Confidence: 0.93723458

00:12:08.660 --> 00:12:10.220 And we can think of it as OK,

NOTE Confidence: 0.93723458

00:12:10.220 --> 00:12:10.956 we're pathologists,

NOTE Confidence: 0.93723458

00:12:10.956 --> 00:12:12.796 we're not seeing the patients

NOTE Confidence: 0.93723458

00:12:12.796 --> 00:12:14.900 in the clinic or on the wards,

NOTE Confidence: 0.93723458

00:12:14.900 --> 00:12:16.881 but we still have a really important

NOTE Confidence: 0.93723458

00:12:16.881 --> 00:12:18.659 role to play in our patient.

NOTE Confidence: 0.93723458

00:12:18.660 --> 00:12:23.336 Care as part of the multidisciplinary team,

NOTE Confidence: 0.93723458

00:12:23.340 --> 00:12:26.819 so these are just some recent articles.

NOTE Confidence: 0.93723458

00:12:26.820 --> 00:12:29.532 The top article came out actually

NOTE Confidence: 0.93723458

00:12:29.532 --> 00:12:31.340 from University of Virginia,

NOTE Confidence: 0.93723458

00:12:31.340 --> 00:12:34.034 and as a medical student I

NOTE Confidence: 0.93723458

00:12:34.034 --> 00:12:35.830 participated in this survey.

NOTE Confidence: 0.93723458

00:12:35.830 --> 00:12:38.329 So these are a couple of articles

NOTE Confidence: 0.93723458

00:12:38.329 --> 00:12:40.366 just emphasizing that even today

NOTE Confidence: 0.93723458

00:12:40.366 --> 00:12:42.158 physicians are treating patients

NOTE Confidence: 0.93723458

00:12:42.158 --> 00:12:44.605 pain differently based on their

NOTE Confidence: 0.93723458

00:12:44.605 --> 00:12:46.490 demographics and that a lot of

NOTE Confidence: 0.93723458

00:12:46.490 --> 00:12:47.790 physicians who are highly trained,

NOTE Confidence: 0.93723458

00:12:47.790 --> 00:12:49.814 highly educated individuals still

NOTE Confidence: 0.93723458

00:12:49.814 --> 00:12:52.344 hold these false beliefs about

NOTE Confidence: 0.93723458

00:12:52.344 --> 00:12:54.710 people based on their ethnicity.

NOTE Confidence: 0.93723458

00:12:54.710 --> 00:12:56.966 So This is why we really need to

NOTE Confidence: 0.93723458

00:12:56.966 --> 00:12:59.068 start early in improving diversity,

NOTE Confidence: 0.93723458

00:12:59.070 --> 00:13:00.920 improving the way that we

NOTE Confidence: 0.93723458

00:13:00.920 --> 00:13:02.030 teach medical education,

NOTE Confidence: 0.93723458

00:13:02.030 --> 00:13:03.382 so that our patients.

NOTE Confidence: 0.93723458

00:13:03.382 --> 00:13:05.710 Are getting the treatment that they need

NOTE Confidence: 0.923736064166667

00:13:08.350 --> 00:13:10.170 okay and then so one of the

NOTE Confidence: 0.923736064166667

00:13:10.170 --> 00:13:11.549 other areas that I'm very,

NOTE Confidence: 0.923736064166667

00:13:11.550 --> 00:13:14.230 very interested in is wellbeing.

NOTE Confidence: 0.923736064166667

00:13:14.230 --> 00:13:16.694 So there are studies out there that

NOTE Confidence: 0.923736064166667

00:13:16.694 --> 00:13:18.666 show that diversity actually positively

NOTE Confidence: 0.923736064166667

00:13:18.666 --> 00:13:21.627 impacts the wellbeing not only of trainees

NOTE Confidence: 0.923736064166667

00:13:21.627 --> 00:13:24.227 who are underrepresented in medicine,

NOTE Confidence: 0.923736064166667

00:13:24.230 --> 00:13:26.589 but also of all of the trainees

NOTE Confidence: 0.923736064166667

00:13:26.590 --> 00:13:28.750 and of the programs at large.

NOTE Confidence: 0.923736064166667

00:13:28.750 --> 00:13:30.830 And then in the converse,

NOTE Confidence: 0.923736064166667

00:13:30.830 --> 00:13:34.226 a lack of diversity can actually.

NOTE Confidence: 0.923736064166667

00:13:34.230 --> 00:13:36.522 Due to a lack of perceived

NOTE Confidence: 0.923736064166667

00:13:36.522 --> 00:13:37.668 inclusion amongst peers,

NOTE Confidence: 0.923736064166667

00:13:37.670 --> 00:13:40.820 higher attrition rates for the UIM

NOTE Confidence: 0.923736064166667

00:13:40.820 --> 00:13:42.806 faculty and increase training burnout

NOTE Confidence: 0.923736064166667

00:13:42.806 --> 00:13:44.990 as well because they're not feeling

NOTE Confidence: 0.923736064166667

00:13:45.051 --> 00:13:47.346 incorporated into their training setting.

NOTE Confidence: 0.891281039375

00:13:49.630 --> 00:13:51.686 OK, so I've I've talked about a lot

NOTE Confidence: 0.891281039375

00:13:51.686 --> 00:13:53.868 of things that are maybe not so happy,

NOTE Confidence: 0.891281039375

00:13:53.870 --> 00:13:56.022 but there are ways that we can improve

NOTE Confidence: 0.891281039375

00:13:56.022 --> 00:13:57.828 and things that we're working on.

NOTE Confidence: 0.891281039375

00:13:57.830 --> 00:14:01.323 So how can we work to to

NOTE Confidence: 0.891281039375

00:14:01.323 --> 00:14:04.200 increase DEI in pathology?

NOTE Confidence: 0.891281039375

00:14:04.200 --> 00:14:06.546 So these are some strategies that

NOTE Confidence: 0.891281039375

00:14:06.546 --> 00:14:08.960 I've worked on to help work,

NOTE Confidence: 0.891281039375

00:14:08.960 --> 00:14:10.265 help promote DEI.

NOTE Confidence: 0.891281039375

00:14:10.265 --> 00:14:12.875 So we'll go through this list.

NOTE Confidence: 0.891281039375

00:14:12.880 --> 00:14:15.035 We'll start with increasing exposure

NOTE Confidence: 0.891281039375

00:14:15.035 --> 00:14:16.759 in undergraduate medical education.

NOTE Confidence: 0.891281039375

00:14:16.760 --> 00:14:19.632 And I will add that I'm passionate about

NOTE Confidence: 0.891281039375

00:14:19.632 --> 00:14:21.486 increasing exposure even earlier than

NOTE Confidence: 0.891281039375

00:14:21.486 --> 00:14:23.640 that and like grade school students.

NOTE Confidence: 0.891281039375

00:14:23.640 --> 00:14:26.040 So we can talk about that a little bit later.

NOTE Confidence: 0.891281039375

00:14:26.040 --> 00:14:28.560 But also holistic review of applicants,

NOTE Confidence: 0.891281039375

00:14:28.560 --> 00:14:30.247 which is something I was very involved

NOTE Confidence: 0.891281039375

00:14:30.247 --> 00:14:32.419 in as an associate program director.

NOTE Confidence: 0.891281039375

00:14:32.420 --> 00:14:34.460 Promoting unconscious bias and bias,

NOTE Confidence: 0.891281039375

00:14:34.460 --> 00:14:36.028 literacy training and awareness

NOTE Confidence: 0.891281039375

00:14:36.028 --> 00:14:39.176 and we are going to talk about some

NOTE Confidence: 0.891281039375

00:14:39.176 --> 00:14:42.020 nuances with that as well and then

NOTE Confidence: 0.891281039375

00:14:42.020 --> 00:14:44.100 establishing an inclusive environment.

NOTE Confidence: 0.891281039375

00:14:44.100 --> 00:14:46.740 So it's one thing to actually

NOTE Confidence: 0.891281039375

00:14:46.740 --> 00:14:48.060 diversify your workforce,

NOTE Confidence: 0.891281039375

00:14:48.060 --> 00:14:49.698 but then when people get there

NOTE Confidence: 0.891281039375

00:14:49.698 --> 00:14:51.696 you want them to feel included and

NOTE Confidence: 0.891281039375

00:14:51.696 --> 00:14:55.738 part of the the larger workforce

NOTE Confidence: 0.891281039375

00:14:55.740 --> 00:14:57.340 still we'll talk about this.

NOTE Confidence: 0.891281039375

00:14:57.340 --> 00:14:59.842 So we'll start about start talking

NOTE Confidence: 0.891281039375

00:14:59.842 --> 00:15:01.093 about increasing exposure.

NOTE Confidence: 0.891281039375

00:15:01.100 --> 00:15:03.026 So there are several ways that

NOTE Confidence: 0.891281039375

00:15:03.026 --> 00:15:04.822 have been established to increase

NOTE Confidence: 0.891281039375

00:15:04.822 --> 00:15:06.178 exposure to pathology.

NOTE Confidence: 0.891281039375

00:15:06.180 --> 00:15:08.735 So the post sophomore fellowship

NOTE Confidence: 0.891281039375

00:15:08.735 --> 00:15:11.500 year has been really instrumental

NOTE Confidence: 0.891281039375

00:15:11.500 --> 00:15:15.100 in in increasing pathology exposure.

NOTE Confidence: 0.891281039375

00:15:15.100 --> 00:15:17.440 So there are studies that show

NOTE Confidence: 0.891281039375

00:15:17.440 --> 00:15:19.539 that institutions that have the PSF

NOTE Confidence: 0.891281039375

00:15:19.540 --> 00:15:21.920 program actually increase the number

NOTE Confidence: 0.891281039375

00:15:21.920 --> 00:15:24.766 of medical students who go into

NOTE Confidence: 0.891281039375

00:15:24.766 --> 00:15:27.094 pathology for those of you who.

NOTE Confidence: 0.891281039375

00:15:27.100 --> 00:15:28.116 Not familiar.

NOTE Confidence: 0.891281039375

00:15:28.116 --> 00:15:31.164 The Post sophomore fellowship is a

NOTE Confidence: 0.891281039375

00:15:31.164 --> 00:15:33.380 year long fellowship essentially

NOTE Confidence: 0.891281039375

00:15:33.380 --> 00:15:36.120 where the medical student usually

NOTE Confidence: 0.891281039375

00:15:36.120 --> 00:15:38.500 there it's between second and third year.

NOTE Confidence: 0.891281039375

00:15:38.500 --> 00:15:41.338 They actually act as an intern,

NOTE Confidence: 0.891281039375

00:15:41.340 --> 00:15:44.098 so they go through their pathology rotations.

NOTE Confidence: 0.891281039375

00:15:44.100 --> 00:15:46.260 They have a lot of hands on experience.

NOTE Confidence: 0.891281039375

00:15:46.260 --> 00:15:50.591 We have a PSF at UNC and we have

NOTE Confidence: 0.891281039375

00:15:50.591 --> 00:15:52.676 students who come through their

NOTE Confidence: 0.891281039375

00:15:52.676 --> 00:15:54.187 extremely enthusiastic and just

NOTE Confidence: 0.891281039375

00:15:54.187 --> 00:15:56.204 really like you can't even differentiate

NOTE Confidence: 0.891281039375

00:15:56.204 --> 00:15:56.940 them from.

NOTE Confidence: 0.891281039375

00:15:56.940 --> 00:15:57.572 The interns,

NOTE Confidence: 0.891281039375

00:15:57.572 --> 00:15:59.468 it's very impressive and it's it's

NOTE Confidence: 0.891281039375

00:15:59.468 --> 00:16:01.539 great to see that passion so early

NOTE Confidence: 0.891281039375

00:16:01.539 --> 00:16:03.594 on in medical school at a time when

NOTE Confidence: 0.891281039375

00:16:03.594 --> 00:16:04.614 a lot of us like,

NOTE Confidence: 0.891281039375

00:16:04.620 --> 00:16:07.050 don't even know what pathologists

NOTE Confidence: 0.891281039375

00:16:07.050 --> 00:16:10.065 actually do other than teach us

NOTE Confidence: 0.891281039375

00:16:10.065 --> 00:16:11.059 basic Histology.

NOTE Confidence: 0.891281039375

00:16:11.060 --> 00:16:13.520 Another great way to increase

NOTE Confidence: 0.891281039375

00:16:13.520 --> 00:16:15.980 exposure is through funded rotations.

NOTE Confidence: 0.891281039375

00:16:15.980 --> 00:16:18.350 And I had a very.

NOTE Confidence: 0.891281039375

00:16:18.350 --> 00:16:20.888 Integral role in the funded rotation

NOTE Confidence: 0.891281039375

00:16:20.888 --> 00:16:23.701 at Hopkins for students who are

NOTE Confidence: 0.891281039375

00:16:23.701 --> 00:16:25.267 underrepresented in medicine.

NOTE Confidence: 0.891281039375

00:16:25.270 --> 00:16:28.294 So our rotation we would start off

NOTE Confidence: 0.891281039375

00:16:28.294 --> 00:16:30.307 by giving outreach presentations

NOTE Confidence: 0.891281039375

00:16:30.307 --> 00:16:34.117 to groups and schools for students

NOTE Confidence: 0.891281039375

00:16:34.117 --> 00:16:36.022 underrepresented in medicine.

NOTE Confidence: 0.891281039375

00:16:36.030 --> 00:16:38.290 For example, Howard University,

NOTE Confidence: 0.891281039375

00:16:38.290 --> 00:16:39.985 Meharry Medical College,

NOTE Confidence: 0.891281039375

00:16:39.990 --> 00:16:43.080 Morehouse Medical College.

NOTE Confidence: 0.891281039375

00:16:43.080 --> 00:16:45.088 In other student groups,

NOTE Confidence: 0.891281039375

00:16:45.088 --> 00:16:47.598 for students underrepresented in medicine,

NOTE Confidence: 0.891281039375

00:16:47.600 --> 00:16:51.100 we would give a basic careers in

NOTE Confidence: 0.891281039375

00:16:51.100 --> 00:16:51.920 pathology presentation.

NOTE Confidence: 0.891281039375

00:16:51.920 --> 00:16:54.480 So very basic like this is what we

NOTE Confidence: 0.891281039375

00:16:54.480 --> 00:16:55.560 do day-to-day.

NOTE Confidence: 0.891281039375

00:16:55.560 --> 00:16:57.198 We, you know, look at slides,

NOTE Confidence: 0.891281039375

00:16:57.200 --> 00:16:58.708 these are the subspecialties,

NOTE Confidence: 0.891281039375

00:16:58.708 --> 00:17:00.982 these are our practice settings, etc.

NOTE Confidence: 0.891281039375

00:17:00.982 --> 00:17:04.038 And then allow for a handson or sorry,

NOTE Confidence: 0.891281039375

00:17:04.040 --> 00:17:06.146 a QA experience.

NOTE Confidence: 0.891281039375

00:17:06.146 --> 00:17:09.656 QA session after the presentation.

NOTE Confidence: 0.891281039375

00:17:09.660 --> 00:17:11.916 So that was a lot of us traveling

NOTE Confidence: 0.891281039375

00:17:11.916 --> 00:17:13.420 to other institutions.

NOTE Confidence: 0.891281039375

00:17:13.420 --> 00:17:16.078 But also we would invite students

NOTE Confidence: 0.891281039375

00:17:16.078 --> 00:17:17.850 to apply for our

NOTE Confidence: 0.944827872727273

00:17:17.942 --> 00:17:21.068 rotation. So if they applied,

NOTE Confidence: 0.944827872727273

00:17:21.068 --> 00:17:23.696 the students would receive essentially

NOTE Confidence: 0.944827872727273

00:17:23.696 --> 00:17:26.324 free travel to Baltimore City and

NOTE Confidence: 0.944827872727273

00:17:26.324 --> 00:17:28.538 housing through our student housing.

NOTE Confidence: 0.944827872727273

00:17:28.540 --> 00:17:31.050 And we had a coordinator

NOTE Confidence: 0.944827872727273

00:17:31.050 --> 00:17:33.058 who was extremely helpful.

NOTE Confidence: 0.944827872727273

00:17:33.060 --> 00:17:35.988 In getting all of the little details

NOTE Confidence: 0.944827872727273

00:17:35.988 --> 00:17:38.721 about travel and and housing situated.

NOTE Confidence: 0.944827872727273

00:17:38.721 --> 00:17:41.290 And then we would really ask the

NOTE Confidence: 0.944827872727273

00:17:41.358 --> 00:17:43.938 students what they were interested in.

NOTE Confidence: 0.944827872727273

00:17:43.940 --> 00:17:45.928 So we had some students who were

NOTE Confidence: 0.944827872727273

00:17:45.928 --> 00:17:47.684 interested in forensics and wanted to

NOTE Confidence: 0.944827872727273

00:17:47.684 --> 00:17:49.376 go to the medical examiner's office,

NOTE Confidence: 0.944827872727273

00:17:49.380 --> 00:17:52.164 some who were interested in neuropathology

NOTE Confidence: 0.944827872727273

00:17:52.164 --> 00:17:55.059 and rotated with our neuro faculty

NOTE Confidence: 0.944827872727273

00:17:55.060 --> 00:17:57.976 and we integrated them into the

NOTE Confidence: 0.944827872727273

00:17:57.980 --> 00:17:59.900 daytoday runnings of the rotation.

NOTE Confidence: 0.944827872727273

00:17:59.900 --> 00:18:02.658 So they had a really handson experience,

NOTE Confidence: 0.944827872727273

00:18:02.660 --> 00:18:03.406 they were.

NOTE Confidence: 0.944827872727273

00:18:03.406 --> 00:18:05.644 Sort of amongst the residents as

NOTE Confidence: 0.944827872727273

00:18:05.644 --> 00:18:07.500 well and they really enjoyed it.

NOTE Confidence: 0.944827872727273

00:18:07.500 --> 00:18:10.416 And I will say so we had maybe about

NOTE Confidence: 0.944827872727273

00:18:10.416 --> 00:18:13.644 like 40 to 50% of our students actually

NOTE Confidence: 0.944827872727273

00:18:13.644 --> 00:18:15.579 go into pathology training programs,

NOTE Confidence: 0.944827872727273

00:18:15.579 --> 00:18:17.337 which is a pretty decent number.

NOTE Confidence: 0.944827872727273

00:18:17.340 --> 00:18:20.484 We had about 20 students overall

NOTE Confidence: 0.944827872727273

00:18:20.484 --> 00:18:23.460 when I was there who rotated

NOTE Confidence: 0.944827872727273

00:18:23.460 --> 00:18:25.660 and they're doing really well.

NOTE Confidence: 0.944827872727273

00:18:25.660 --> 00:18:28.260 I saw a couple of them at use cap last month.

NOTE Confidence: 0.944827872727273

00:18:28.260 --> 00:18:30.294 So it was really exciting to see them there.

NOTE Confidence: 0.944827872727273

00:18:30.300 --> 00:18:32.610 They were preparing to take boards.

NOTE Confidence: 0.944827872727273

00:18:32.610 --> 00:18:34.402 So they're like you know at the

NOTE Confidence: 0.944827872727273

00:18:34.402 --> 00:18:36.347 end of their training and it was

NOTE Confidence: 0.944827872727273

00:18:36.347 --> 00:18:38.626 really cool just to see like how the

NOTE Confidence: 0.944827872727273

00:18:38.626 --> 00:18:40.523 impact that we had with just this,

NOTE Confidence: 0.944827872727273

00:18:40.530 --> 00:18:42.978 you know they spent four weeks with us

NOTE Confidence: 0.944827872727273

00:18:42.978 --> 00:18:44.762 and rotated through different fields.

NOTE Confidence: 0.944827872727273

00:18:44.762 --> 00:18:46.970 So that can be really impactful.

NOTE Confidence: 0.944827872727273

00:18:46.970 --> 00:18:48.685 And it's you know, it's small numbers.

NOTE Confidence: 0.944827872727273

00:18:48.690 --> 00:18:50.970 So we had one or two students at a time,

NOTE Confidence: 0.944827872727273

00:18:50.970 --> 00:18:52.686 which doesn't seem like a lot,

NOTE Confidence: 0.944827872727273

00:18:52.690 --> 00:18:53.890 but it's baby steps.

NOTE Confidence: 0.944827872727273

00:18:53.890 --> 00:18:56.330 So you can you reach those students,

NOTE Confidence: 0.944827872727273

00:18:56.330 --> 00:18:59.300 they tell their colleagues etcetera and

NOTE Confidence: 0.944827872727273

00:18:59.300 --> 00:19:02.478 the programs that they go to as well.

NOTE Confidence: 0.944827872727273

00:19:02.480 --> 00:19:04.550 Some of the other tactics are

NOTE Confidence: 0.944827872727273

00:19:04.550 --> 00:19:05.240 increasing visibility,

NOTE Confidence: 0.944827872727273

00:19:05.240 --> 00:19:09.524 so having the UIM faculty and trainees

NOTE Confidence: 0.944827872727273

00:19:09.524 --> 00:19:13.399 present during the interview process,

NOTE Confidence: 0.944827872727273

00:19:13.400 --> 00:19:15.542 that can be harder when you don't

NOTE Confidence: 0.944827872727273

00:19:15.542 --> 00:19:17.484 have many UIM faculty or trainees.

NOTE Confidence: 0.944827872727273

00:19:17.484 --> 00:19:18.477 But if not,

NOTE Confidence: 0.944827872727273

00:19:18.480 --> 00:19:20.262 then having faculty and trainees who

NOTE Confidence: 0.944827872727273

00:19:20.262 --> 00:19:21.840 are passionate about the career,

NOTE Confidence: 0.944827872727273

00:19:21.840 --> 00:19:24.288 who are very inclusive and help

NOTE Confidence: 0.944827872727273

00:19:24.288 --> 00:19:26.601 to contribute to the inclusive

00:19:26.601 --> 00:19:29.606 environment of the training program.

00:19:29.610 --> 00:19:31.521 And that also can help people feel

00:19:31.521 --> 00:19:33.795 like it's a place where they can

00:19:33.795 --> 00:19:35.963 see themselves in training and

00:19:35.963 --> 00:19:37.927 then medical school lectures,

00:19:37.930 --> 00:19:40.420 which we have discussed now with

00:19:40.420 --> 00:19:42.825 several faculty as we're changing

00:19:42.825 --> 00:19:44.925 the medical school curricula.

00:19:44.930 --> 00:19:47.640 It's very.

00:19:47.640 --> 00:19:50.120 It's it can be an uphill battle getting

00:19:50.120 --> 00:19:53.000 pathologists to give the lectures and

00:19:53.000 --> 00:19:55.787 have an actual chunk of the curriculum.

00:19:55.787 --> 00:19:58.243 But as much as possible and I think

00:19:58.243 --> 00:20:00.213 this is even more motivation for us

00:20:00.213 --> 00:20:02.790 to sort of say hey like we belong here

00:20:02.790 --> 00:20:04.726 too even though we're not clinical

NOTE Confidence: 0.944827872727273

00:20:04.726 --> 00:20:07.642 faculty like we still can contribute

NOTE Confidence: 0.944827872727273

00:20:07.642 --> 00:20:10.559 to the medical student education

NOTE Confidence: 0.944827872727273

00:20:10.560 --> 00:20:12.510 and that can really help students

NOTE Confidence: 0.944827872727273

00:20:12.510 --> 00:20:14.594 see themselves in your shoes and.

NOTE Confidence: 0.944827872727273

00:20:14.594 --> 00:20:17.198 Have them be interested to rotate

NOTE Confidence: 0.944827872727273

00:20:17.198 --> 00:20:19.809 during their elective time if possible.

NOTE Confidence: 0.944827872727273

00:20:19.810 --> 00:20:20.350 Okay.

NOTE Confidence: 0.944827872727273

00:20:20.350 --> 00:20:20.890 Great,

NOTE Confidence: 0.896104294615385

00:20:23.290 --> 00:20:24.935 okay. So I'll talk a little bit

NOTE Confidence: 0.896104294615385

00:20:24.935 --> 00:20:26.689 about the DEI initiatives at UNC,

NOTE Confidence: 0.896104294615385

00:20:26.690 --> 00:20:29.090 and I will admit a lot of these

NOTE Confidence: 0.896104294615385

00:20:29.090 --> 00:20:31.367 predated me coming there last year.

NOTE Confidence: 0.896104294615385

00:20:31.370 --> 00:20:35.998 So in 2016 the School of Medicine

NOTE Confidence: 0.896104294615385

00:20:35.998 --> 00:20:37.728 established a dedicated DEI,

NOTE Confidence: 0.896104294615385

00:20:37.728 --> 00:20:40.118 or Diversity and Inclusion Council.

34

NOTE Confidence: 0.896104294615385

00:20:40.120 --> 00:20:41.644 And then in 2019,

NOTE Confidence: 0.896104294615385

00:20:41.644 --> 00:20:43.168 they established DEI priorities

NOTE Confidence: 0.896104294615385

00:20:43.168 --> 00:20:45.479 for the school strategic plan.

NOTE Confidence: 0.896104294615385

00:20:45.480 --> 00:20:48.832 So these are really this is support coming

NOTE Confidence: 0.896104294615385

00:20:48.832 --> 00:20:51.999 from higher up in the School of Medicine.

NOTE Confidence: 0.896104294615385

00:20:52.000 --> 00:20:54.672 So the missions are to build a diverse

NOTE Confidence: 0.896104294615385

00:20:54.672 --> 00:20:57.239 community that reflects those that we serve,

NOTE Confidence: 0.896104294615385

00:20:57.240 --> 00:20:59.460 to cultivate an inclusive environment

NOTE Confidence: 0.896104294615385

00:20:59.460 --> 00:21:01.680 and culture and strengthen the

NOTE Confidence: 0.896104294615385

00:21:01.680 --> 00:21:03.516 institutional infrastructure and

NOTE Confidence: 0.896104294615385

00:21:03.516 --> 00:21:06.576 systems that support DEI efforts.

NOTE Confidence: 0.896104294615385

00:21:06.580 --> 00:21:08.620 And then, starting in 2019,

NOTE Confidence: 0.896104294615385

00:21:08.620 --> 00:21:10.660 the School of Medicine has

NOTE Confidence: 0.896104294615385

00:21:10.660 --> 00:21:12.700 administered an annual climate survey.

NOTE Confidence: 0.896104294615385

00:21:12.700 --> 00:21:14.380 And then we have someone.

NOTE Confidence: 0.896104294615385

00:21:14.380 --> 00:21:17.068 So our DI officer for the School of

NOTE Confidence: 0.896104294615385

00:21:17.068 --> 00:21:19.347 Medicine comes to our department and

NOTE Confidence: 0.896104294615385

00:21:19.347 --> 00:21:21.645 presents the results of the climate

NOTE Confidence: 0.896104294615385

00:21:21.722 --> 00:21:24.152 survey for our specific department

NOTE Confidence: 0.896104294615385

00:21:24.152 --> 00:21:26.096 compared to other departments.

NOTE Confidence: 0.896104294615385

00:21:26.100 --> 00:21:29.215 We also at UNC have a dedicated

NOTE Confidence: 0.896104294615385

00:21:29.215 --> 00:21:31.470 PATHO pathology and laboratory

NOTE Confidence: 0.896104294615385

00:21:31.470 --> 00:21:34.764 medicine DEI committee that's very

NOTE Confidence: 0.896104294615385

00:21:34.764 --> 00:21:38.444 active and our committee actually

NOTE Confidence: 0.896104294615385

00:21:38.444 --> 00:21:40.912 established a pathobiology course.

NOTE Confidence: 0.896104294615385

00:21:40.912 --> 00:21:43.242 For students at our at

NOTE Confidence: 0.896104294615385

00:21:43.242 --> 00:21:45.850 two of our local HBC US.

NOTE Confidence: 0.896104294615385

00:21:45.850 --> 00:21:48.285 So they established this Introduction

NOTE Confidence: 0.896104294615385

00:21:48.285 --> 00:21:50.720 to Pathology of Disease course

NOTE Confidence: 0.896104294615385

00:21:50.794 --> 00:21:53.584 and have UNC faculty teaching the

NOTE Confidence: 0.896104294615385

00:21:53.584 --> 00:21:55.444 undergraduate students at North

NOTE Confidence: 0.896104294615385

00:21:55.524 --> 00:21:57.529 Carolina A and T University,

NOTE Confidence: 0.896104294615385

00:21:57.530 --> 00:21:59.900 which is in Greensboro and North

NOTE Confidence: 0.896104294615385

00:21:59.900 --> 00:22:01.085 Carolina Central University.

NOTE Confidence: 0.896104294615385

00:22:01.090 --> 00:22:03.519 So it's been virtual since COVID which

NOTE Confidence: 0.896104294615385

00:22:03.519 --> 00:22:06.266 helps a lot actually to reach students

NOTE Confidence: 0.896104294615385

00:22:06.266 --> 00:22:09.490 at two different campuses at the same time.

NOTE Confidence: 0.896104294615385

00:22:09.490 --> 00:22:12.082 But this has been really a

NOTE Confidence: 0.896104294615385

00:22:12.082 --> 00:22:13.810 really well received course.

NOTE Confidence: 0.896104294615385

00:22:13.810 --> 00:22:16.210 It's been led by Doctor Andrew

NOTE Confidence: 0.896104294615385

00:22:16.210 --> 00:22:17.410 Gladden and Dr.

NOTE Confidence: 0.896104294615385

00:22:17.410 --> 00:22:18.898 Buddy Weissman at UNC.

NOTE Confidence: 0.896104294615385

00:22:18.898 --> 00:22:22.343 And then we have two great supports, Dr.

NOTE Confidence: 0.896104294615385

00:22:22.343 --> 00:22:23.702 Baines and Dr.

NOTE Confidence: 0.896104294615385

00:22:23.702 --> 00:22:27.169 Rory at AT A and T&NCCU who've helped

NOTE Confidence: 0.896104294615385

00:22:27.169 --> 00:22:30.030 us to get the word out and recruit

NOTE Confidence: 0.896104294615385

00:22:30.030 --> 00:22:33.759 students to the pathology course.

NOTE Confidence: 0.896104294615385

00:22:33.760 --> 00:22:35.840 And then more recently,

NOTE Confidence: 0.896104294615385

00:22:35.840 --> 00:22:37.920 actually this past Saturday,

NOTE Confidence: 0.896104294615385

00:22:37.920 --> 00:22:39.846 some of our smaller outreach initiatives

NOTE Confidence: 0.896104294615385

00:22:39.846 --> 00:22:42.358 are starting to get off the ground at UNC.

NOTE Confidence: 0.896104294615385

00:22:42.360 --> 00:22:44.070 So this is something that I

NOTE Confidence: 0.896104294615385

00:22:44.070 --> 00:22:45.746 worked on with Dr.

NOTE Confidence: 0.896104294615385

00:22:45.746 --> 00:22:48.533 Mariana Evans, who is the third person.

NOTE Confidence: 0.896104294615385

00:22:48.533 --> 00:22:50.637 And I don't know if you all can see my mouth,

NOTE Confidence: 0.896104294615385

00:22:50.640 --> 00:22:51.676 but she's.

NOTE Confidence: 0.896104294615385

00:22:51.676 --> 00:22:55.186 The third person from the left and then Dr.

NOTE Confidence: 0.896104294615385

00:22:55.190 --> 00:22:58.106 Stacy Keen is sitting sort of in the middle.

NOTE Confidence: 0.896104294615385

00:22:58.110 --> 00:23:01.398 So they are my new UNC partners in

NOTE Confidence: 0.896104294615385

00:23:01.398 --> 00:23:05.030 crime for our DEI outreach initiatives.

NOTE Confidence: 0.896104294615385

00:23:05.030 --> 00:23:06.355 But we established this day

NOTE Confidence: 0.896104294615385

00:23:06.355 --> 00:23:08.470 in the life of a pathologist,

NOTE Confidence: 0.896104294615385

00:23:08.470 --> 00:23:13.410 so we reached out to the Ant

NOTE Confidence: 0.896104294615385

00:23:13.410 --> 00:23:15.294 and NCCU students.

NOTE Confidence: 0.896104294615385

00:23:15.300 --> 00:23:16.960 And just offered them an

NOTE Confidence: 0.896104294615385

00:23:16.960 --> 00:23:19.300 opportunity to come on a Saturday,

NOTE Confidence: 0.896104294615385

00:23:19.300 --> 00:23:20.704 which happened last Saturday,

NOTE Confidence: 0.896104294615385

00:23:20.704 --> 00:23:22.459 to see what we do.

NOTE Confidence: 0.896104294615385

00:23:22.460 --> 00:23:25.295 So the students came to our campus.

NOTE Confidence: 0.896104294615385

00:23:25.300 --> 00:23:27.631 We started the day with just our

NOTE Confidence: 0.896104294615385

00:23:27.631 --> 00:23:29.420 Intro to Pathology PowerPoint,

NOTE Confidence: 0.896104294615385

00:23:29.420 --> 00:23:31.660 similar to what I did at the

NOTE Confidence: 0.896104294615385

00:23:31.660 --> 00:23:34.730 Hopkins Outreach presentations.

NOTE Confidence: 0.896104294615385

00:23:34.730 --> 00:23:37.328 Doctor Keene also does autopsy pathology,

NOTE Confidence: 0.896104294615385

00:23:37.330 --> 00:23:40.350 so she brought autopsy specimens for

NOTE Confidence: 0.896104294615385

00:23:40.350 --> 00:23:43.290 the students to look at just showing

NOTE Confidence: 0.896104294615385

00:23:43.290 --> 00:23:47.847 more basic like MI and lung diseases.

NOTE Confidence: 0.896104294615385

00:23:47.850 --> 00:23:50.006 We had organ models and the diabetes

NOTE Confidence: 0.896104294615385

00:23:50.006 --> 00:23:52.050 model for the students as well.

NOTE Confidence: 0.896104294615385

00:23:52.050 --> 00:23:53.522 These are all undergraduate

NOTE Confidence: 0.896104294615385

00:23:53.522 --> 00:23:55.730 students so they had varying levels

NOTE Confidence: 0.951035814285714

00:23:55.789 --> 00:23:57.249 of exposure to pathology.

NOTE Confidence: 0.951035814285714

00:23:57.250 --> 00:23:59.483 We had one student the the student

NOTE Confidence: 0.951035814285714

00:23:59.483 --> 00:24:02.141 standing on the far right side who was

NOTE Confidence: 0.951035814285714

00:24:02.141 --> 00:24:04.729 like I'm going into forensic pathology and.

NOTE Confidence: 0.951035814285714

00:24:04.730 --> 00:24:06.810 He was like very gung ho about that.

NOTE Confidence: 0.951035814285714

00:24:06.810 --> 00:24:09.900 We had some who were interested

NOTE Confidence: 0.951035814285714

00:24:09.900 --> 00:24:11.693 in historic technology careers

NOTE Confidence: 0.951035814285714

00:24:11.693 --> 00:24:13.394 and then some who were just like

NOTE Confidence: 0.951035814285714

00:24:13.394 --> 00:24:15.047 we aren't sure what pathology is,

NOTE Confidence: 0.951035814285714

00:24:15.050 --> 00:24:16.646 but we thought this would be interesting,

NOTE Confidence: 0.951035814285714

00:24:16.650 --> 00:24:18.690 so we had the full gamut.

NOTE Confidence: 0.951035814285714

00:24:18.690 --> 00:24:20.787 We also took them on a tour of the

NOTE Confidence: 0.951035814285714

00:24:20.787 --> 00:24:22.057 department and we went through

NOTE Confidence: 0.951035814285714

00:24:22.057 --> 00:24:23.860 a couple of case studies at the

NOTE Confidence: 0.951035814285714

00:24:23.860 --> 00:24:25.285 microscope with them as well,

NOTE Confidence: 0.951035814285714

00:24:25.290 --> 00:24:28.040 just to give them an example of what we do.

NOTE Confidence: 0.951035814285714

00:24:28.040 --> 00:24:30.040 We had really great responses.

NOTE Confidence: 0.951035814285714

00:24:30.040 --> 00:24:30.700 As you can see,

NOTE Confidence: 0.951035814285714

00:24:30.700 --> 00:24:31.360 it's a small group,

NOTE Confidence: 0.951035814285714

00:24:31.360 --> 00:24:34.400 so we had ten students come on Saturday,

NOTE Confidence: 0.951035814285714

00:24:34.400 --> 00:24:35.930 but they were really enthusiastic

NOTE Confidence: 0.951035814285714

00:24:35.930 --> 00:24:38.386 and excited and asked us if we would

NOTE Confidence: 0.951035814285714

00:24:38.386 --> 00:24:39.836 be doing something similar soon.

NOTE Confidence: 0.951035814285714

00:24:39.840 --> 00:24:41.838 So there is interest out there,

NOTE Confidence: 0.951035814285714

00:24:41.840 --> 00:24:43.688 even if it seems like the impact

NOTE Confidence: 0.951035814285714

00:24:43.688 --> 00:24:44.480 is really small.

NOTE Confidence: 0.936416111818182

00:24:46.580 --> 00:24:48.641 And then I feel like I can't give this

NOTE Confidence: 0.936416111818182

00:24:48.641 --> 00:24:49.578 presentation without talking about

NOTE Confidence: 0.936416111818182

00:24:49.578 --> 00:24:51.659 some of the work that I did at Hopkins,

NOTE Confidence: 0.936416111818182

00:24:51.660 --> 00:24:54.018 because it was really how I

NOTE Confidence: 0.936416111818182

00:24:54.018 --> 00:24:56.100 became established in this field.

NOTE Confidence: 0.936416111818182

00:24:56.100 --> 00:25:00.731 So in Hopkins, similar to UNC2016A,

NOTE Confidence: 0.936416111818182

00:25:00.731 --> 00:25:04.286 pathology diversity committee was created.

NOTE Confidence: 0.936416111818182

00:25:04.290 --> 00:25:05.770 And likewise, this was

NOTE Confidence: 0.936416111818182

00:25:05.770 --> 00:25:07.250 a very active committee.

NOTE Confidence: 0.936416111818182

00:25:07.250 --> 00:25:09.488 So we established an outreach program

NOTE Confidence: 0.936416111818182

00:25:09.488 --> 00:25:11.978 that I helped, worked with Dr.

NOTE Confidence: 0.936416111818182

00:25:11.978 --> 00:25:14.554 White on and sort of helped

NOTE Confidence: 0.936416111818182

00:25:14.554 --> 00:25:16.774 to helped us to advertise.

NOTE Confidence: 0.936416111818182

00:25:16.774 --> 00:25:17.676 More rotation,

NOTE Confidence: 0.936416111818182

00:25:17.680 --> 00:25:19.682 but also really just to meet students

NOTE Confidence: 0.936416111818182

00:25:19.682 --> 00:25:21.436 and give them more information

NOTE Confidence: 0.936416111818182

00:25:21.436 --> 00:25:23.116 about careers and pathology.

NOTE Confidence: 0.936416111818182

00:25:23.120 --> 00:25:25.334 So we went to different institutions

NOTE Confidence: 0.936416111818182

00:25:25.334 --> 00:25:27.360 and like I stated before,

NOTE Confidence: 0.936416111818182

00:25:27.360 --> 00:25:29.015 we delivered the careers and

NOTE Confidence: 0.936416111818182

00:25:29.015 --> 00:25:30.478 pathology presentation, this was me.

NOTE Confidence: 0.936416111818182

00:25:30.478 --> 00:25:32.074 I'm not sure where I was,

NOTE Confidence: 0.936416111818182

00:25:32.080 --> 00:25:35.312 but it was me giving one of the

NOTE Confidence: 0.936416111818182

00:25:35.312 --> 00:25:38.288 presentations between those years.

NOTE Confidence: 0.936416111818182

00:25:38.290 --> 00:25:40.414 Our active outreach sort of came

NOTE Confidence: 0.936416111818182

00:25:40.414 --> 00:25:42.890 to a halt with the pandemic,

NOTE Confidence: 0.936416111818182

00:25:42.890 --> 00:25:45.140 but Doctor Marissa White did a

NOTE Confidence: 0.936416111818182

00:25:45.140 --> 00:25:47.134 really excellent job of creating

NOTE Confidence: 0.936416111818182

00:25:47.134 --> 00:25:49.356 a virtual rotation for students.

NOTE Confidence: 0.936416111818182

00:25:49.356 --> 00:25:51.204 So continuing that outreach,

NOTE Confidence: 0.936416111818182

00:25:51.210 --> 00:25:52.718 even though we didn't,

NOTE Confidence: 0.936416111818182

00:25:52.718 --> 00:25:55.850 we have the ability to go in person.

NOTE Confidence: 0.936416111818182

00:25:55.850 --> 00:25:57.710 Our committee members also participated

NOTE Confidence: 0.936416111818182

00:25:57.710 --> 00:25:59.890 in local and national residency fair,

NOTE Confidence: 0.936416111818182

00:25:59.890 --> 00:26:01.310 so that's something that you

NOTE Confidence: 0.936416111818182

00:26:01.310 --> 00:26:02.730 all can do as well.

NOTE Confidence: 0.936416111818182

00:26:02.730 --> 00:26:05.906 One of the really great local fairs is

NOTE Confidence: 0.936416111818182

00:26:05.906 --> 00:26:08.889 the Howard University Residency Fair.

NOTE Confidence: 0.936416111818182

00:26:08.890 --> 00:26:12.650 It happens usually in February.

NOTE Confidence: 0.936416111818182

00:26:12.650 --> 00:26:14.216 February to March and it takes

NOTE Confidence: 0.936416111818182

00:26:14.216 --> 00:26:16.390 place in DC and they have students

NOTE Confidence: 0.936416111818182

00:26:16.390 --> 00:26:18.165 really from like the Northeast,

NOTE Confidence: 0.936416111818182

00:26:18.170 --> 00:26:19.448 like as far as New York,

NOTE Confidence: 0.936416111818182

00:26:19.450 --> 00:26:21.490 I think I met the last time I

NOTE Confidence: 0.936416111818182

00:26:21.490 --> 00:26:23.449 was there down to like Georgia,

NOTE Confidence: 0.936416111818182

00:26:23.450 --> 00:26:24.542 like the Carolinas.

NOTE Confidence: 0.936416111818182

00:26:24.542 --> 00:26:26.726 So they have a pretty large

NOTE Confidence: 0.936416111818182

00:26:26.726 --> 00:26:28.248 catchment area in students.

NOTE Confidence: 0.936416111818182

00:26:28.250 --> 00:26:30.050 And it again, it's, you know,

NOTE Confidence: 0.936416111818182

00:26:30.050 --> 00:26:32.020 you're out of booth with.

NOTE Confidence: 0.936416111818182

00:26:32.020 --> 00:26:34.045 Next to the internal medicine

NOTE Confidence: 0.936416111818182

00:26:34.045 --> 00:26:35.824 in the surgical, you know,

NOTE Confidence: 0.936416111818182

00:26:35.824 --> 00:26:36.388 residency program.

NOTE Confidence: 0.936416111818182

00:26:36.388 --> 00:26:38.080 So you're not going to get

NOTE Confidence: 0.936416111818182

00:26:38.132 --> 00:26:39.620 everybody that comes through,

NOTE Confidence: 0.936416111818182

00:26:39.620 --> 00:26:41.412 but there are usually a few students

NOTE Confidence: 0.936416111818182

00:26:41.412 --> 00:26:43.322 who are interested and you can at

NOTE Confidence: 0.936416111818182

00:26:43.322 --> 00:26:44.414 least like bring demonstrations,

NOTE Confidence: 0.936416111818182

00:26:44.420 --> 00:26:46.560 bring pamphlets and information that

NOTE Confidence: 0.936416111818182

00:26:46.560 --> 00:26:49.551 you can share with the students and

NOTE Confidence: 0.936416111818182

00:26:49.551 --> 00:26:51.940 you do get interest that way as well.

NOTE Confidence: 0.94427896

00:26:54.940 --> 00:26:57.124 So next we'll talk a little

NOTE Confidence: 0.94427896

00:26:57.124 --> 00:26:58.580 bit about holistic review.

NOTE Confidence: 0.94427896

00:26:58.580 --> 00:27:01.639 So the AMC has developed these sort

NOTE Confidence: 0.94427896

00:27:01.639 --> 00:27:04.578 of core principles of holistic review.

NOTE Confidence: 0.94427896

00:27:04.580 --> 00:27:07.508 So having a broad mission aligned

NOTE Confidence: 0.94427896

00:27:07.508 --> 00:27:09.460 selection criteria for applicants,

NOTE Confidence: 0.94427896

00:27:09.460 --> 00:27:10.646 having equitable,

NOTE Confidence: 0.94427896

00:27:10.646 --> 00:27:13.018 equitable consideration of experiences,

NOTE Confidence: 0.94427896

00:27:13.020 --> 00:27:14.880 attributes and academic performance,

NOTE Confidence: 0.94427896

00:27:14.880 --> 00:27:17.670 So not placing all of the

NOTE Confidence: 0.94427896

00:27:17.745 --> 00:27:20.070 emphasis on the numerical data.

NOTE Confidence: 0.94427896

00:27:20.070 --> 00:27:22.045 Having diversity in the consideration

NOTE Confidence: 0.94427896

00:27:22.045 --> 00:27:24.380 of an applicant's future impact on

NOTE Confidence: 0.94427896

00:27:24.380 --> 00:27:26.150 the field and on the institution,

NOTE Confidence: 0.94427896

00:27:26.150 --> 00:27:28.322 and also having a mission aligned

NOTE Confidence: 0.94427896

00:27:28.322 --> 00:27:30.110 and thoughtful consideration of race,

NOTE Confidence: 0.94427896

00:27:30.110 --> 00:27:32.438 ethnicity and other personal

NOTE Confidence: 0.94427896

00:27:32.438 --> 00:27:34.184 attributes or demographics.

NOTE Confidence: 0.94427896

00:27:34.190 --> 00:27:35.856 So something that we talked about last

NOTE Confidence: 0.94427896

00:27:35.856 --> 00:27:37.747 night was sort of the distance traveled.

NOTE Confidence: 0.94427896

00:27:37.750 --> 00:27:39.826 So incorporating all of that information

NOTE Confidence: 0.94427896

00:27:39.826 --> 00:27:41.870 when you're looking at applicants.

NOTE Confidence: 0.945742727272727

00:27:44.470 --> 00:27:46.414 OK, so when we're thinking about

NOTE Confidence: 0.945742727272727

00:27:46.414 --> 00:27:48.190 the need for holistic review,

NOTE Confidence: 0.945742727272727

00:27:48.190 --> 00:27:50.305 we have to take a step back and say,

NOTE Confidence: 0.945742727272727

00:27:50.310 --> 00:27:52.550 well, why do we actually need this?

NOTE Confidence: 0.945742727272727

00:27:52.550 --> 00:27:54.566 Is there implicit bias in the

NOTE Confidence: 0.945742727272727

00:27:54.566 --> 00:27:56.750 way that we review applicants?

NOTE Confidence: 0.945742727272727

00:27:56.750 --> 00:27:58.553 So there is.

NOTE Confidence: 0.945742727272727

00:27:58.553 --> 00:28:01.558 So traditional screening metrics use

NOTE Confidence: 0.945742727272727

00:28:01.558 --> 00:28:05.242 mostly numerical data and some like

NOTE Confidence: 0.945742727272727

00:28:05.242 --> 00:28:08.227 Honor Society letters of recommendation,

NOTE Confidence: 0.945742727272727

00:28:08.230 --> 00:28:11.310 so you and some Elise fours AOA status,

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NOTE Confidence: 0.945742727272727

00:28:11.310 --> 00:28:13.950 especially in the more competitive.

NOTE Confidence: 0.945742727272727

00:28:13.950 --> 00:28:15.405 Specialties in medicine,

NOTE Confidence: 0.945742727272727

00:28:15.405 --> 00:28:17.830 floor chip grades and evaluations,

NOTE Confidence: 0.945742727272727

00:28:17.830 --> 00:28:19.830 research experiences and letters

NOTE Confidence: 0.945742727272727

00:28:19.830 --> 00:28:20.830 of recommendation.

NOTE Confidence: 0.945742727272727

00:28:20.830 --> 00:28:23.146 And definitely looking at this list,

NOTE Confidence: 0.945742727272727

00:28:23.150 --> 00:28:24.270 you're like, OK, well,

NOTE Confidence: 0.945742727272727

00:28:24.270 --> 00:28:26.130 if we take away our, you know,

NOTE Confidence: 0.945742727272727

00:28:26.130 --> 00:28:27.510 evaluation of all of these things,

NOTE Confidence: 0.945742727272727

00:28:27.510 --> 00:28:28.630 what are we left with?

NOTE Confidence: 0.945742727272727

00:28:28.630 --> 00:28:31.762 It's not saying to get rid of the way

NOTE Confidence: 0.945742727272727

00:28:31.762 --> 00:28:34.206 that we evaluate students in the past,

NOTE Confidence: 0.945742727272727

00:28:34.206 --> 00:28:35.850 but also to consider other things

NOTE Confidence: 0.945742727272727

00:28:35.904 --> 00:28:37.647 that they might bring to the table.

NOTE Confidence: 0.945742727272727

00:28:37.650 --> 00:28:41.556 And also, if one of these areas is maybe

NOTE Confidence: 0.945742727272727

00:28:41.556 --> 00:28:44.106 not as outstanding as another area,

NOTE Confidence: 0.945742727272727

00:28:44.106 --> 00:28:47.947 to not let that fact really deter from

NOTE Confidence: 0.945742727272727

00:28:47.947 --> 00:28:51.049 inviting the applicant for an interview.

NOTE Confidence: 0.945742727272727

00:28:51.050 --> 00:28:54.207 So first we'll focus on Usmly scores.

NOTE Confidence: 0.945742727272727

00:28:54.210 --> 00:28:56.688 So as you all may know,

NOTE Confidence: 0.945742727272727

00:28:56.690 --> 00:29:00.200 Usmly scores have not been.

NOTE Confidence: 0.945742727272727

00:29:00.200 --> 00:29:01.628 Correlated with success,

NOTE Confidence: 0.945742727272727

00:29:01.628 --> 00:29:02.104 necessarily.

NOTE Confidence: 0.945742727272727

00:29:02.104 --> 00:29:05.885 Studies have looked at US SIMILE and also

NOTE Confidence: 0.945742727272727

00:29:05.885 --> 00:29:08.435 MCAT scores and other standardized tests,

NOTE Confidence: 0.945742727272727

00:29:08.440 --> 00:29:10.554 and they found that they're not accurate

NOTE Confidence: 0.945742727272727

00:29:10.554 --> 00:29:12.624 predictors of a student's ability to

NOTE Confidence: 0.945742727272727

00:29:12.624 --> 00:29:14.474 provide high quality patient care.

NOTE Confidence: 0.945742727272727

00:29:14.480 --> 00:29:18.080 They don't really predict at all

NOTE Confidence: 0.945742727272727

00:29:18.080 --> 00:29:19.880 interpersonal communication skills,

NOTE Confidence: 0.945742727272727

00:29:19.880 --> 00:29:21.854 faculty evaluations during

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NOTE Confidence: 0.945742727272727

00:29:21.854 --> 00:29:23.828 training or professionalism.

NOTE Confidence: 0.945742727272727

00:29:23.830 --> 00:29:25.310 And eliminating the requirement

NOTE Confidence: 0.945742727272727

00:29:25.310 --> 00:29:26.790 for a minimum score,

NOTE Confidence: 0.945742727272727

00:29:26.790 --> 00:29:30.364 which a lot of programs do as a means

NOTE Confidence: 0.945742727272727

00:29:30.364 --> 00:29:32.392 to sort of decrease the applicant

NOTE Confidence: 0.945742727272727

00:29:32.392 --> 00:29:34.389 pool that they're reviewing,

NOTE Confidence: 0.945742727272727

00:29:34.390 --> 00:29:36.375 or lowering the required score

NOTE Confidence: 0.945742727272727

00:29:36.375 --> 00:29:38.862 can increase the number of UIM

NOTE Confidence: 0.945742727272727

00:29:38.862 --> 00:29:40.590 applicants who are invited.

NOTE Confidence: 0.945742727272727

00:29:40.590 --> 00:29:43.460 And this is because of the opportunity

NOTE Confidence: 0.945742727272727

00:29:43.460 --> 00:29:47.200 bias that's out there, so.

NOTE Confidence: 0.945742727272727

00:29:47.200 --> 00:29:50.400 When we're looking at diversity in

NOTE Confidence: 0.945742727272727

00:29:50.400 --> 00:29:53.160 the way that scores impact diversity,

NOTE Confidence: 0.945742727272727

00:29:53.160 --> 00:29:55.800 there are studies that show that

NOTE Confidence: 0.945742727272727

00:29:55.800 --> 00:29:59.440 as a whole UIM students may score

NOTE Confidence: 0.945742727272727

00:29:59.440 --> 00:30:01.455 lower than non UIM counterparts.

NOTE Confidence: 0.945742727272727

00:30:01.455 --> 00:30:03.800 This is not a hard and fast rule,

NOTE Confidence: 0.945742727272727

00:30:03.800 --> 00:30:06.707 and I'm not by any means saying that all.

NOTE Confidence: 0.945742727272727

00:30:06.710 --> 00:30:08.006 UIM students do bad on their

NOTE Confidence: 0.945742727272727

00:30:08.006 --> 00:30:09.428 boards and all non UIM students

NOTE Confidence: 0.945742727272727

00:30:09.428 --> 00:30:10.946 do really well on their boards.

NOTE Confidence: 0.945742727272727

00:30:10.950 --> 00:30:14.126 But it's just a trend in the data and you

NOTE Confidence: 0.945742727272727

00:30:14.126 --> 00:30:16.189 can look at this at face value and say OK,

NOTE Confidence: 0.945742727272727

00:30:16.190 --> 00:30:19.070 well maybe they're just not good test takers,

NOTE Confidence: 0.945742727272727

00:30:19.070 --> 00:30:21.430 but that's not necessarily true.

NOTE Confidence: 0.945742727272727

00:30:21.430 --> 00:30:23.574 It really comes down to more of an

NOTE Confidence: 0.945742727272727

00:30:23.574 --> 00:30:25.427 equity issue in a lot of the cases.

NOTE Confidence: 0.945742727272727

00:30:25.430 --> 00:30:27.978 So students might not be able to

NOTE Confidence: 0.945742727272727

00:30:27.978 --> 00:30:31.158 take time off to prepare or pay

NOTE Confidence: 0.945742727272727

00:30:31.158 --> 00:30:33.162 for really expensive preparatory

NOTE Confidence: 0.945742727272727

00:30:33.162 --> 00:30:36.990 course or private tutor for the UI.

NOTE Confidence: 0.945742727272727

00:30:36.990 --> 00:30:40.466 SMLE exam and also they might be at

NOTE Confidence: 0.945742727272727

00:30:40.466 --> 00:30:42.636 a school that maybe prepares them

NOTE Confidence: 0.945742727272727

00:30:42.636 --> 00:30:45.380 less toward taking the test and more

NOTE Confidence: 0.945742727272727

00:30:45.450 --> 00:30:47.826 toward taking care of the patient.

NOTE Confidence: 0.945742727272727

00:30:47.830 --> 00:30:50.584 So you have to think about all of those

NOTE Confidence: 0.945742727272727

00:30:50.590 --> 00:30:53.870 factors when we're evaluating scores.

NOTE Confidence: 0.945742727272727

00:30:53.870 --> 00:30:57.526 But there is data to show that it can,

NOTE Confidence: 0.945742727272727

00:30:57.526 --> 00:31:00.936 if you focus on a cutoff for USMLE,

NOTE Confidence: 0.945742727272727

00:31:00.936 --> 00:31:03.666 it can negatively impact diversity.

NOTE Confidence: 0.945742727272727

00:31:03.670 --> 00:31:04.114 So.

NOTE Confidence: 0.945742727272727

00:31:04.114 --> 00:31:06.778 Most of us probably know now

NOTE Confidence: 0.945742727272727

00:31:06.778 --> 00:31:08.110 Usmile step one

NOTE Confidence: 0.937157169230769

00:31:08.209 --> 00:31:12.230 is pass fail as of July of January 2022.

NOTE Confidence: 0.937157169230769

00:31:12.230 --> 00:31:14.660 So I put this data here because I think

NOTE Confidence: 0.937157169230769

00:31:14.720 --> 00:31:16.862 it's interesting and I'm not quite sure

NOTE Confidence: 0.937157169230769

00:31:16.862 --> 00:31:19.280 how it will impact us going forward.

NOTE Confidence: 0.937157169230769

00:31:19.280 --> 00:31:22.680 I have spoken with a few program directors,

NOTE Confidence: 0.937157169230769

00:31:22.680 --> 00:31:24.392 particularly in non pathology

NOTE Confidence: 0.937157169230769

00:31:24.392 --> 00:31:25.953 specialties who say, OK,

NOTE Confidence: 0.937157169230769

00:31:25.953 --> 00:31:27.864 we'll just focus on the Step 2

NOTE Confidence: 0.937157169230769

00:31:27.864 --> 00:31:29.869 score and so it's like sort of

NOTE Confidence: 0.937157169230769

00:31:29.869 --> 00:31:31.640 kicking the can down the road.

NOTE Confidence: 0.937157169230769

00:31:31.640 --> 00:31:35.408 But what we do know is that since 2021,

NOTE Confidence: 0.937157169230769

00:31:35.408 --> 00:31:37.136 so that was the year before

NOTE Confidence: 0.937157169230769

00:31:37.136 --> 00:31:38.480 they made this switch,

NOTE Confidence: 0.937157169230769

00:31:38.480 --> 00:31:41.600 the pass rate has actually gone down for

NOTE Confidence: 0.937157169230769

00:31:41.600 --> 00:31:44.957 USMLE set one since they made it pass fail.

NOTE Confidence: 0.937157169230769

00:31:44.960 --> 00:31:47.310 So some of the conjecture

NOTE Confidence: 0.937157169230769

00:31:47.310 --> 00:31:50.390 is maybe students aren't.

NOTE Confidence: 0.937157169230769

00:31:50.390 --> 00:31:52.934 Prep with preparing well enough as they used

NOTE Confidence: 0.937157169230769

00:31:52.934 --> 00:31:55.426 to because they think I just need to pass.

NOTE Confidence: 0.937157169230769

00:31:55.430 --> 00:31:58.011 But I think a lot more focus needs to

NOTE Confidence: 0.937157169230769

00:31:58.011 --> 00:32:00.405 be placed on this and we need to follow

NOTE Confidence: 0.937157169230769

00:32:00.405 --> 00:32:02.505 the trends to see what really happens.

NOTE Confidence: 0.937157169230769

00:32:02.510 --> 00:32:04.589 But I just thought it was interesting.

NOTE Confidence: 0.937157169230769

00:32:04.590 --> 00:32:08.268 It was part of the reason they went

NOTE Confidence: 0.937157169230769

00:32:08.268 --> 00:32:11.068 this route was to help improve the,

NOTE Confidence: 0.937157169230769

00:32:11.070 --> 00:32:13.093 you know, pass rate and put less

NOTE Confidence: 0.937157169230769

00:32:13.093 --> 00:32:14.909 stress on the number itself.

NOTE Confidence: 0.937157169230769

00:32:14.910 --> 00:32:16.586 So we'll see Okay.

NOTE Confidence: 0.937157169230769

00:32:16.586 --> 00:32:20.130 So next we'll talk about a OA status.

NOTE Confidence: 0.937157169230769

00:32:20.130 --> 00:32:22.755 So the AOA as we know it's

NOTE Confidence: 0.937157169230769

00:32:22.755 --> 00:32:24.690 a medical Honor Society,

NOTE Confidence: 0.937157169230769

00:32:24.690 --> 00:32:27.090 it's one of the oldest if not the

NOTE Confidence: 0.937157169230769

00:32:27.090 --> 00:32:30.290 oldest in the country and a lot of

NOTE Confidence: 0.937157169230769

00:32:30.290 --> 00:32:32.490 the more competitive programs use

NOTE Confidence: 0.937157169230769

00:32:32.490 --> 00:32:35.720 a OA status as sort of A at least

NOTE Confidence: 0.937157169230769

00:32:35.720 --> 00:32:37.730 a Gold Star on the application.

NOTE Confidence: 0.937157169230769

00:32:37.730 --> 00:32:40.015 So it's specialties like orthopedics

NOTE Confidence: 0.937157169230769

00:32:40.015 --> 00:32:42.300 and dermatology and these are

NOTE Confidence: 0.937157169230769

00:32:42.376 --> 00:32:45.146 specialties that historically also have.

NOTE Confidence: 0.937157169230769

00:32:45.150 --> 00:32:48.146 Some of the lower numbers of diversity

NOTE Confidence: 0.937157169230769

00:32:48.150 --> 00:32:50.950 within their training programs.

NOTE Confidence: 0.937157169230769

00:32:50.950 --> 00:32:53.883 The issue really comes down to how

NOTE Confidence: 0.937157169230769

00:32:53.883 --> 00:32:56.098 schools elect members to the AOA.

NOTE Confidence: 0.937157169230769

00:32:56.098 --> 00:32:58.666 I'm so the AOA actually gives

NOTE Confidence: 0.937157169230769

00:32:58.670 --> 00:33:01.830 schools a lot of leeway in the way

NOTE Confidence: 0.937157169230769

00:33:01.830 --> 00:33:03.830 that they can elect students.

NOTE Confidence: 0.937157169230769

00:33:03.830 --> 00:33:07.907 So for my medical school class at UVA,

NOTE Confidence: 0.937157169230769

00:33:07.907 --> 00:33:09.286 and I'm not sure if this has

NOTE Confidence: 0.937157169230769

00:33:09.286 --> 00:33:10.230 changed since I graduated,

NOTE Confidence: 0.937157169230769

00:33:10.230 --> 00:33:12.888 but you were elected by your

NOTE Confidence: 0.937157169230769

00:33:12.888 --> 00:33:15.190 peers like peers would vote.

NOTE Confidence: 0.937157169230769

00:33:15.190 --> 00:33:18.520 On who would be up for

NOTE Confidence: 0.937157169230769

00:33:18.520 --> 00:33:20.525 consideration for AOA you.

NOTE Confidence: 0.937157169230769

00:33:20.525 --> 00:33:23.540 They do give schools leeway in terms of how

NOTE Confidence: 0.937157169230769

00:33:23.615 --> 00:33:26.548 much emphasis they put on certain aspects.

NOTE Confidence: 0.937157169230769

00:33:26.550 --> 00:33:28.755 So they use aspects of like academic

NOTE Confidence: 0.937157169230769

00:33:28.755 --> 00:33:30.926 achievement, research, education,

NOTE Confidence: 0.937157169230769

00:33:30.926 --> 00:33:32.782 leadership, professionalism,

NOTE Confidence: 0.937157169230769

00:33:32.782 --> 00:33:34.859 professionalism, humanism and service.

NOTE Confidence: 0.937157169230769

00:33:34.859 --> 00:33:36.774 But schools can place any

NOTE Confidence: 0.937157169230769

00:33:36.774 --> 00:33:38.690 amount of emphasis on any.

NOTE Confidence: 0.937157169230769

00:33:38.690 --> 00:33:39.970 The area that they want.

NOTE Confidence: 0.937157169230769

00:33:39.970 --> 00:33:42.262 So it's really not standardized and

NOTE Confidence: 0.937157169230769

00:33:42.262 --> 00:33:45.167 that can cause a lot of discrepancies

NOTE Confidence: 0.937157169230769

00:33:45.167 --> 00:33:47.327 in representation in a OA.

NOTE Confidence: 0.937157169230769

00:33:47.330 --> 00:33:50.165 And then some studies have looked at

NOTE Confidence: 0.937157169230769

00:33:50.170 --> 00:33:54.202 the representation in a OA and then

NOTE Confidence: 0.937157169230769

00:33:54.202 --> 00:33:56.682 correlated that with representation in

NOTE Confidence: 0.937157169230769

00:33:56.682 --> 00:33:58.852 the more competitive subspecialties.

NOTE Confidence: 0.937157169230769

00:33:58.852 --> 00:34:02.944 So even when accounting for grades.

NOTE Confidence: 0.937157169230769

00:34:02.950 --> 00:34:04.950 Students who are underrepresented in

NOTE Confidence: 0.937157169230769

00:34:04.950 --> 00:34:07.210 medicine have less AOA representation

NOTE Confidence: 0.937157169230769

00:34:07.210 --> 00:34:10.390 than those that are not underrepresented.

NOTE Confidence: 0.937157169230769

00:34:10.390 --> 00:34:12.042 So it's just something to keep in

NOTE Confidence: 0.937157169230769

00:34:12.042 --> 00:34:13.477 mind when we're evaluating based

NOTE Confidence: 0.937157169230769

00:34:13.477 --> 00:34:15.207 on these more traditional metrics.

NOTE Confidence: 0.937157169230769

00:34:15.207 --> 00:34:16.338 And then again,

NOTE Confidence: 0.937157169230769

00:34:16.338 --> 00:34:20.109 it may be due to the election process.

NOTE Confidence: 0.937157169230769

00:34:20.110 --> 00:34:23.838 This is something that the AOA actually has.

NOTE Confidence: 0.937157169230769

00:34:23.840 --> 00:34:26.365 Addressed So they recently put

NOTE Confidence: 0.937157169230769

00:34:26.365 --> 00:34:28.890 out this article saying that

NOTE Confidence: 0.940219340666667

00:34:28.979 --> 00:34:32.112 they are committed to DEI and they

NOTE Confidence: 0.940219340666667

00:34:32.112 --> 00:34:34.592 acknowledge that historically there may

NOTE Confidence: 0.940219340666667

00:34:34.592 --> 00:34:38.396 have been a lack of diversity in their.

NOTE Confidence: 0.940219340666667

00:34:38.400 --> 00:34:41.116 And their nominees, and they was elected.

NOTE Confidence: 0.940219340666667

00:34:41.120 --> 00:34:43.240 They also recently established an

NOTE Confidence: 0.940219340666667

00:34:43.240 --> 00:34:45.360 award for Excellence in Inclusion,

NOTE Confidence: 0.940219340666667

00:34:45.360 --> 00:34:46.824 Diversity and Equity,

NOTE Confidence: 0.940219340666667

00:34:46.824 --> 00:34:48.776 and Medical Education and

NOTE Confidence: 0.940219340666667

00:34:48.776 --> 00:34:50.880 Patient Care starting in 2019.

NOTE Confidence: 0.940219340666667

00:34:50.880 --> 00:34:52.994 Of the recipients of the first year,

NOTE Confidence: 0.940219340666667

00:34:53.000 --> 00:34:54.503 Meharry Medical College,

NOTE Confidence: 0.940219340666667

00:34:54.503 --> 00:34:57.509 SUNY Upstate Johns Hopkins and the

NOTE Confidence: 0.940219340666667

00:34:57.509 --> 00:35:00.127 University of North Dakota School of

NOTE Confidence: 0.940219340666667

00:35:00.127 --> 00:35:02.600 Medicine were the recipients in 2019.

NOTE Confidence: 0.949198844444445

00:35:05.210 --> 00:35:07.610 So next we'll move to clerkship

NOTE Confidence: 0.949198844444445

00:35:07.610 --> 00:35:08.810 grades and evaluations.

NOTE Confidence: 0.949198844444445

00:35:08.810 --> 00:35:13.994 So this is something that we sort of

NOTE Confidence: 0.949198844444445

00:35:13.994 --> 00:35:16.226 look at as a student's commitment

NOTE Confidence: 0.949198844444445

00:35:16.226 --> 00:35:18.568 to hard work and dedication.

NOTE Confidence: 0.949198844444445

00:35:18.570 --> 00:35:19.830 Some studies suggest that

NOTE Confidence: 0.949198844444445

00:35:19.830 --> 00:35:21.405 there can be some racial,

NOTE Confidence: 0.949198844444445

00:35:21.410 --> 00:35:24.454 racial and ethnic disparities

NOTE Confidence: 0.949198844444445

00:35:24.454 --> 00:35:26.737 amongst clerkship grading.

NOTE Confidence: 0.949198844444445

00:35:26.740 --> 00:35:28.390 So these two studies that I've

NOTE Confidence: 0.949198844444445

00:35:28.390 --> 00:35:30.455 listed here looked at the Medical

NOTE Confidence: 0.949198844444445

00:35:30.455 --> 00:35:31.820 student performance evaluation,

NOTE Confidence: 0.949198844444445

00:35:31.820 --> 00:35:35.419 the MSPE for underrepresented and

NOTE Confidence: 0.949198844444445

00:35:35.419 --> 00:35:37.378 non underrepresented students.

NOTE Confidence: 0.949198844444445

00:35:37.380 --> 00:35:39.732 This is sort of a narrative of

NOTE Confidence: 0.949198844444445

00:35:39.732 --> 00:35:41.176 the students overall performance

NOTE Confidence: 0.949198844444445

00:35:41.176 --> 00:35:43.378 from year one to year four.

00:35:43.380 --> 00:35:46.860 They can include shelf exam scores as well,

00:35:46.860 --> 00:35:49.040 but specialties like pathology don't

00:35:49.040 --> 00:35:51.587 necessarily have a shelf exam so

00:35:51.587 --> 00:35:53.645 it doesn't always help us in that

00:35:53.645 --> 00:35:56.828 way as pathologists to evaluate.

00:35:56.830 --> 00:36:00.750 But there's an objective proportion as well,

00:36:00.750 --> 00:36:03.550 and it's usually about usually based at

00:36:03.550 --> 00:36:06.523 least partly on the evaluations that

00:36:06.523 --> 00:36:09.343 students received during their rotations.

00:36:09.350 --> 00:36:12.710 But studies have looked at how the

00:36:12.710 --> 00:36:15.705 students are discussed in their MSP

00:36:15.705 --> 00:36:18.865 and what they found that few of fewer

00:36:18.865 --> 00:36:22.133 of the outstanding summary words or

00:36:22.133 --> 00:36:26.180 higher marks were received by UIM students.

00:36:26.180 --> 00:36:28.778 Another study by Lee showed that

00:36:28.780 --> 00:36:32.259 80% of the UIM students had lower

NOTE Confidence: 0.949198844444445

00:36:32.259 --> 00:36:34.580 clerkship grades even when adjusting

NOTE Confidence: 0.949198844444445

00:36:34.580 --> 00:36:36.340 for step one scores.

NOTE Confidence: 0.949198844444445

00:36:36.340 --> 00:36:37.988 These disparities still persist.

NOTE Confidence: 0.949198844444445

00:36:37.988 --> 00:36:40.460 And there are also some studies

NOTE Confidence: 0.949198844444445

00:36:40.528 --> 00:36:42.493 that show that Asian students

NOTE Confidence: 0.949198844444445

00:36:42.493 --> 00:36:44.458 or students of Asian background

NOTE Confidence: 0.949198844444445

00:36:44.522 --> 00:36:47.120 have disparities in their MSP or

NOTE Confidence: 0.949198844444445

00:36:47.120 --> 00:36:49.460 their overall evaluations as well.

NOTE Confidence: 0.949198844444445

00:36:49.460 --> 00:36:51.763 So I think this is something that

NOTE Confidence: 0.949198844444445

00:36:51.763 --> 00:36:53.788 we should look into more and.

NOTE Confidence: 0.949198844444445

00:36:53.790 --> 00:36:56.246 So it it's a little bit limited in

NOTE Confidence: 0.949198844444445

00:36:56.246 --> 00:36:58.325 pathology just because not every

NOTE Confidence: 0.949198844444445

00:36:58.325 --> 00:37:00.189 student rotates through pathology,

NOTE Confidence: 0.949198844444445

00:37:00.190 --> 00:37:02.414 but I I do think that it's important

NOTE Confidence: 0.949198844444445

00:37:02.414 --> 00:37:05.128 to it to at least address it and know

NOTE Confidence: 0.949198844444445

00:37:05.128 --> 00:37:06.594 that when we're evaluating these,

NOTE Confidence: 0.949198844444445

00:37:06.594 --> 00:37:09.110 this could be an area of bias as well.

NOTE Confidence: 0.88905244

00:37:11.710 --> 00:37:14.230 So something that we especially

NOTE Confidence: 0.88905244

00:37:14.230 --> 00:37:16.750 in pathology value is research.

NOTE Confidence: 0.88905244

00:37:16.750 --> 00:37:19.732 So residency programs in general often

NOTE Confidence: 0.88905244

00:37:19.732 --> 00:37:23.230 will value research when they're evaluating

NOTE Confidence: 0.88905244

00:37:23.230 --> 00:37:25.710 students to invite for interview.

NOTE Confidence: 0.88905244

00:37:25.710 --> 00:37:27.630 So in the most recent match

NOTE Confidence: 0.88905244

00:37:27.630 --> 00:37:30.710 data or this is 2021, sorry,

NOTE Confidence: 0.88905244

00:37:30.710 --> 00:37:33.950 they showed that almost half,

NOTE Confidence: 0.88905244

00:37:33.950 --> 00:37:36.806 41% of all residency training programs.

NOTE Confidence: 0.88905244

00:37:36.810 --> 00:37:39.320 And more, even more pathology

NOTE Confidence: 0.88905244

00:37:39.320 --> 00:37:41.328 training programs thought that

NOTE Confidence: 0.88905244

00:37:41.328 --> 00:37:43.650 research experience was valuable,

NOTE Confidence: 0.88905244

00:37:43.650 --> 00:37:47.562 or at least played some role in the

NOTE Confidence: 0.88905244

00:37:47.562 --> 00:37:51.129 applicants that they invited to interview.

NOTE Confidence: 0.88905244

00:37:51.130 --> 00:37:53.920 And this is important because there's

NOTE Confidence: 0.88905244

00:37:53.920 --> 00:37:57.150 not as much the opportunity for

NOTE Confidence: 0.88905244

00:37:57.150 --> 00:38:00.345 research is not evenly distributed.

NOTE Confidence: 0.88905244

00:38:00.350 --> 00:38:01.698 So overall, and again,

NOTE Confidence: 0.88905244

00:38:01.698 --> 00:38:04.550 this is not a hard and fast rule,

NOTE Confidence: 0.88905244

00:38:04.550 --> 00:38:06.302 it's just general numbers.

NOTE Confidence: 0.88905244

00:38:06.302 --> 00:38:09.947 But UIM students are less likely to attend

NOTE Confidence: 0.88905244

00:38:09.947 --> 00:38:12.596 a research intensive medical school,

NOTE Confidence: 0.88905244

00:38:12.596 --> 00:38:15.660 people from disadvantaged backgrounds.

NOTE Confidence: 0.88905244

00:38:15.660 --> 00:38:17.820 Might not be able to attend,

NOTE Confidence: 0.88905244

00:38:17.820 --> 00:38:19.458 you know, a private medical school.

NOTE Confidence: 0.88905244

00:38:19.460 --> 00:38:21.374 They might need to attend the

NOTE Confidence: 0.88905244

00:38:21.374 --> 00:38:23.047 state medical school that it's

NOTE Confidence: 0.88905244

00:38:23.047 --> 00:38:24.737 has less emphasis on research,

NOTE Confidence: 0.88905244

00:38:24.740 --> 00:38:27.197 and they may be less likely to

NOTE Confidence: 0.88905244

00:38:27.197 --> 00:38:29.511 participate in research electives to take

NOTE Confidence: 0.88905244

00:38:29.511 --> 00:38:31.893 dedicated research years or time off.

NOTE Confidence: 0.88905244

00:38:31.900 --> 00:38:33.818 And they are also less likely to

NOTE Confidence: 0.88905244

00:38:33.818 --> 00:38:35.540 graduate from an MD PhD program,

NOTE Confidence: 0.88905244

00:38:35.540 --> 00:38:36.980 which we've discussed them with Dr.

NOTE Confidence: 0.88905244

00:38:36.980 --> 00:38:37.548 Katz earlier.

NOTE Confidence: 0.88905244

00:38:37.548 --> 00:38:39.820 But a lot of it is just exposure,

NOTE Confidence: 0.88905244

00:38:39.820 --> 00:38:41.416 knowing the opportunities are out there,

NOTE Confidence: 0.88905244

00:38:41.420 --> 00:38:43.550 being at a place that offers

NOTE Confidence: 0.88905244

00:38:43.550 --> 00:38:45.910 that opportunity as well.

NOTE Confidence: 0.88905244

00:38:45.910 --> 00:38:48.979 So it's more of an access issue than a

NOTE Confidence: 0.88905244

00:38:48.979 --> 00:38:51.267 reflection on the students themselves.

NOTE Confidence: 0.88905244

00:38:51.270 --> 00:38:52.590 And then lastly, in this section,

NOTE Confidence: 0.88905244

00:38:52.590 --> 00:38:54.426 we'll talk about letters of recommendation.

NOTE Confidence: 0.88905244

00:38:54.430 --> 00:38:57.321 And a lot of this is extrapolated

NOTE Confidence: 0.88905244

00:38:57.321 --> 00:38:59.630 from other other specialties.

NOTE Confidence: 0.88905244

00:38:59.630 --> 00:39:03.234 So this paper here by Hoffman and all

NOTE Confidence: 0.88905244

00:39:03.234 --> 00:39:05.990 was in a surgical residency program.

NOTE Confidence: 0.88905244

00:39:05.990 --> 00:39:08.030 So they evaluated letters of

NOTE Confidence: 0.88905244

00:39:08.030 --> 00:39:10.070 recommendation for males versus females.

NOTE Confidence: 0.88905244

00:39:10.070 --> 00:39:11.954 So they didn't look at racial

NOTE Confidence: 0.88905244

00:39:11.954 --> 00:39:13.206 bias in this study.

NOTE Confidence: 0.88905244

00:39:13.206 --> 00:39:15.390 But they found that letters for males

NOTE Confidence: 0.88905244

00:39:15.450 --> 00:39:17.430 often have a more authentic tone.

NOTE Confidence: 0.88905244

00:39:17.430 --> 00:39:18.998 They use more achievement,

NOTE Confidence: 0.88905244

00:39:18.998 --> 00:39:21.350 or what they call a gentic

NOTE Confidence: 0.88905244

00:39:21.433 --> 00:39:23.489 words like ambitious, direct,

NOTE Confidence: 0.88905244

00:39:23.489 --> 00:39:24.487 assertive, intellectual,

NOTE Confidence: 0.88905244

00:39:24.487 --> 00:39:24.986 influential,

NOTE Confidence: 0.88905244

00:39:24.986 --> 00:39:29.030 or a go getter to describe the applicant.

NOTE Confidence: 0.88905244

00:39:29.030 --> 00:39:31.460 They use more possessive language when

NOTE Confidence: 0.88905244

00:39:31.460 --> 00:39:33.614 talking about the applicant's interaction

NOTE Confidence: 0.88905244

00:39:33.614 --> 00:39:36.302 with patients or interaction on service,

NOTE Confidence: 0.88905244

00:39:36.310 --> 00:39:38.823 and we're more likely to contain words

NOTE Confidence: 0.88905244

00:39:38.823 --> 00:39:41.100 like future leader or future success.

NOTE Confidence: 0.88905244

00:39:41.100 --> 00:39:42.956 And references to drive,

NOTE Confidence: 0.88905244

00:39:42.956 --> 00:39:46.540 knowledge, leadership and power.

NOTE Confidence: 0.88905244

00:39:46.540 --> 00:39:48.140 And when they compared this

NOTE Confidence: 0.88905244

00:39:48.140 --> 00:39:49.420 to the female applicants,

NOTE Confidence: 0.88905244

00:39:49.420 --> 00:39:52.564 there were more terms like hardworking

NOTE Confidence: 0.88905244

00:39:52.564 --> 00:39:54.136 and compassionate teacher,

NOTE Confidence: 0.88905244

00:39:54.140 --> 00:39:56.045 more communal phrases like how

NOTE Confidence: 0.88905244

00:39:56.045 --> 00:39:58.378 good of a teamworker they were

NOTE Confidence: 0.88905244

00:39:58.378 --> 00:40:00.138 or how helpful on service.

NOTE Confidence: 0.88905244

00:40:00.140 --> 00:40:00.412 Also,

NOTE Confidence: 0.88905244

00:40:00.412 --> 00:40:01.500 which I found interesting,

NOTE Confidence: 0.88905244

00:40:01.500 --> 00:40:03.468 they were more likely to reference

NOTE Confidence: 0.88905244

00:40:03.468 --> 00:40:06.134 the applicant's spouse or the

NOTE Confidence: 0.88905244

00:40:06.134 --> 00:40:07.808 spouse's accomplishments.

NOTE Confidence: 0.88905244

00:40:07.810 --> 00:40:10.309 And they were less likely to describe

NOTE Confidence: 0.88905244

00:40:10.309 --> 00:40:12.488 the applicants as bright when compared

NOTE Confidence: 0.88905244

00:40:12.488 --> 00:40:15.490 to the male applicants that they evaluated.

NOTE Confidence: 0.88905244

00:40:15.490 --> 00:40:17.450 And then also unfortunately,

NOTE Confidence: 0.88905244

00:40:17.450 --> 00:40:19.178 we're more likely to contain comments

NOTE Confidence: 0.88905244

00:40:19.178 --> 00:40:20.330 on the applicants appearance,

NOTE Confidence: 0.88905244

00:40:20.330 --> 00:40:22.472 which shouldn't really have anything to

NOTE Confidence: 0.88905244

00:40:22.472 --> 00:40:25.568 do with how well they can perform surgery.

NOTE Confidence: 0.88905244

00:40:25.570 --> 00:40:27.768 So this was a surgery program again,

NOTE Confidence: 0.88905244

00:40:27.770 --> 00:40:29.372 but it's important to think about

NOTE Confidence: 0.88905244

00:40:29.372 --> 00:40:30.791 the way that we're describing

NOTE Confidence: 0.88905244

00:40:30.791 --> 00:40:32.842 people and then as you as trainees

NOTE Confidence: 0.88905244

00:40:32.842 --> 00:40:34.663 get further on in your career and

NOTE Confidence: 0.88905244

00:40:34.663 --> 00:40:35.843 are asked to write these

NOTE Confidence: 0.947801115

00:40:35.850 --> 00:40:37.630 letters, it's really it's.

NOTE Confidence: 0.947801115

00:40:37.630 --> 00:40:40.421 Interesting to sort of think about your

NOTE Confidence: 0.947801115

00:40:40.421 --> 00:40:43.490 own biases and the way that you approach,

NOTE Confidence: 0.947801115

00:40:43.490 --> 00:40:45.770 you know, letter writing etcetera.

NOTE Confidence: 0.947801115

00:40:45.770 --> 00:40:48.164 And it's important to just be mindful

NOTE Confidence: 0.947801115

00:40:48.164 --> 00:40:50.770 of the way that we're describing

NOTE Confidence: 0.947801115

00:40:50.770 --> 00:40:52.170 our our students are trainees.

NOTE Confidence: 0.94427896

00:40:54.260 --> 00:40:57.116 OK, so then this the knowledge of the

NOTE Confidence: 0.94427896

00:40:57.116 --> 00:41:00.074 gender or sex bias makes us wonder

NOTE Confidence: 0.94427896

00:41:00.074 --> 00:41:02.239 whether there's racial or ethnic

NOTE Confidence: 0.94427896

00:41:02.319 --> 00:41:04.979 bias and letters of recommendation.

NOTE Confidence: 0.94427896

00:41:04.980 --> 00:41:08.940 So there are very limited studies about this,

NOTE Confidence: 0.94427896

00:41:08.940 --> 00:41:11.257 but one such study found that again,

NOTE Confidence: 0.94427896

00:41:11.260 --> 00:41:14.440 fewer agentic descriptors were used for

NOTE Confidence: 0.94427896

00:41:14.440 --> 00:41:17.980 letters from UAM for UAM applicants.

NOTE Confidence: 0.94427896

00:41:17.980 --> 00:41:20.020 Versus white and Asian applicants.

NOTE Confidence: 0.94427896

00:41:20.020 --> 00:41:22.420 But this is really limited again.

NOTE Confidence: 0.94427896

00:41:22.420 --> 00:41:24.034 So I think it's another area

NOTE Confidence: 0.94427896

00:41:24.034 --> 00:41:25.980 where we just need more research.

NOTE Confidence: 0.94427896

00:41:25.980 --> 00:41:27.758 We need to look into it more

NOTE Confidence: 0.94427896

00:41:27.758 --> 00:41:29.700 and see what the specifics are,

NOTE Confidence: 0.94427896

00:41:29.700 --> 00:41:31.176 not only for race and ethnicity,

NOTE Confidence: 0.94427896

00:41:31.180 --> 00:41:32.700 but also for pathology.

NOTE Confidence: 0.907529072727273

00:41:35.330 --> 00:41:37.542 OK, so back to our our big

NOTE Confidence: 0.907529072727273

00:41:37.542 --> 00:41:38.930 table of contents here.

NOTE Confidence: 0.907529072727273

00:41:38.930 --> 00:41:41.066 So unconscious bias and bias literacy

NOTE Confidence: 0.907529072727273

00:41:41.066 --> 00:41:43.163 training and awareness is really important

NOTE Confidence: 0.907529072727273

00:41:43.163 --> 00:41:45.298 and I think this is something that

NOTE Confidence: 0.907529072727273

00:41:45.298 --> 00:41:47.802 is sort of come to light or come to

NOTE Confidence: 0.907529072727273

00:41:47.802 --> 00:41:49.927 popularity and more recent times as well.

00:41:49.930 --> 00:41:52.538 I know a lot of programs have like

00:41:52.538 --> 00:41:56.446 unconscious bias training and bias literacy,

00:41:56.446 --> 00:42:00.060 so. We all have unconscious biases.

00:42:00.060 --> 00:42:03.789 I was listening to a dei lecture

00:42:03.789 --> 00:42:04.656 yesterday morning, actually,

00:42:04.656 --> 00:42:06.820 and they said if you have a brain,

00:42:06.820 --> 00:42:07.333 you have bias.

00:42:07.333 --> 00:42:08.017 And I was like,

00:42:08.020 --> 00:42:10.050 that's team that goes perfectly with the

00:42:10.050 --> 00:42:12.299 image that I have in my presentation.

00:42:12.300 --> 00:42:13.660 But it's true, you know,

00:42:13.660 --> 00:42:16.260 and a lot of this is just our human nature.

00:42:16.260 --> 00:42:18.860 Like we know if we see a lion or a bear,

00:42:18.860 --> 00:42:21.460 like we need to get out of theirs or a word,

00:42:21.460 --> 00:42:22.735 you know, lunch.

00:42:22.735 --> 00:42:25.710 But we have to be mindful about

NOTE Confidence: 0.907529072727273

00:42:25.804 --> 00:42:28.729 how this affects our interactions

NOTE Confidence: 0.907529072727273

00:42:28.730 --> 00:42:30.944 with with people in the workplace

NOTE Confidence: 0.907529072727273

00:42:30.944 --> 00:42:32.850 or in our everyday life.

NOTE Confidence: 0.93137907875

00:42:35.410 --> 00:42:38.670 So bias literacy workshops

NOTE Confidence: 0.93137907875

00:42:38.670 --> 00:42:41.930 can be really useful.

NOTE Confidence: 0.93137907875

00:42:41.930 --> 00:42:43.442 It's it's one of those things

NOTE Confidence: 0.93137907875

00:42:43.442 --> 00:42:45.130 where like the more interactive,

NOTE Confidence: 0.93137907875

00:42:45.130 --> 00:42:47.734 the better in a lot of ways.

NOTE Confidence: 0.93137907875

00:42:47.740 --> 00:42:50.404 But these interventions can help people

NOTE Confidence: 0.93137907875

00:42:50.404 --> 00:42:54.299 bring to light any discriminatory actions,

NOTE Confidence: 0.93137907875

00:42:54.299 --> 00:42:59.835 their personal biases and can help engage the

NOTE Confidence: 0.93137907875

00:42:59.835 --> 00:43:02.810 community and equity promoting behaviors.

NOTE Confidence: 0.93137907875

00:43:02.810 --> 00:43:06.222 It can be an adjunct, excuse me,

NOTE Confidence: 0.93137907875

00:43:06.222 --> 00:43:09.732 to Implicit Association testing and the

NOTE Confidence: 0.93137907875

00:43:09.732 --> 00:43:12.018 So the Implicit Association Test was

NOTE Confidence: 0.93137907875

00:43:12.018 --> 00:43:14.025 something developed by Harvard researchers

NOTE Confidence: 0.93137907875

00:43:14.025 --> 00:43:15.990 in conjunction with some researchers

NOTE Confidence: 0.93137907875

00:43:15.990 --> 00:43:18.807 at UVA and the University of Washington.

NOTE Confidence: 0.93137907875

00:43:18.810 --> 00:43:23.354 They have Iet's available for various biases.

NOTE Confidence: 0.93137907875

00:43:23.354 --> 00:43:25.370 So gender, sexuality,

NOTE Confidence: 0.93137907875

00:43:25.370 --> 00:43:26.642 race and ethnicity,

NOTE Confidence: 0.93137907875

00:43:26.642 --> 00:43:28.010 religion, age, weight,

NOTE Confidence: 0.93137907875

00:43:28.010 --> 00:43:30.610 tons more You can like.

NOTE Confidence: 0.93137907875

00:43:30.610 --> 00:43:32.810 It's literally a menu if you visit the.

NOTE Confidence: 0.93137907875

00:43:32.810 --> 00:43:33.380 Website.

NOTE Confidence: 0.93137907875

00:43:33.380 --> 00:43:36.206 You can click and take the test,

NOTE Confidence: 0.93137907875

00:43:36.206 --> 00:43:38.270 but there are some There is some

NOTE Confidence: 0.93137907875

00:43:38.270 --> 00:43:39.905 evidence that doing the test

NOTE Confidence: 0.93137907875

00:43:39.905 --> 00:43:42.008 alone it's enough to say like hi.

NOTE Confidence: 0.93137907875

00:43:42.010 --> 00:43:44.047 I didn't realize that I was biased,

NOTE Confidence: 0.93137907875

00:43:44.050 --> 00:43:46.288 but it doesn't really give the

NOTE Confidence: 0.93137907875

00:43:46.290 --> 00:43:48.330 participant the tools that they need

NOTE Confidence: 0.93137907875

00:43:48.330 --> 00:43:50.250 to actually modify their behavior.

NOTE Confidence: 0.93137907875

00:43:50.250 --> 00:43:52.848 So it's good as an adjunct,

NOTE Confidence: 0.93137907875

00:43:52.850 --> 00:43:55.762 but it might not be so great

NOTE Confidence: 0.93137907875

00:43:55.762 --> 00:43:57.580 as a standalone tool.

NOTE Confidence: 0.93137907875

00:43:57.580 --> 00:43:58.912 But it could be better than

NOTE Confidence: 0.93137907875

00:43:58.912 --> 00:44:00.100 just the online learning model.

NOTE Confidence: 0.93137907875

00:44:00.100 --> 00:44:04.668 So we I I think that as more

NOTE Confidence: 0.93137907875

00:44:04.668 --> 00:44:06.940 programs emphasize the implicit

NOTE Confidence: 0.93137907875

00:44:06.940 --> 00:44:10.140 bias or unconscious bias training,

NOTE Confidence: 0.93137907875

00:44:10.140 --> 00:44:11.814 we can learn a little bit more from that.

NOTE Confidence: 0.93137907875

00:44:11.820 --> 00:44:13.806 But it's it's really important to

NOTE Confidence: 0.93137907875

00:44:13.806 --> 00:44:15.805 just open the discussion because these

NOTE Confidence: 0.93137907875

00:44:15.805 --> 00:44:17.961 are really hard topics to talk about

NOTE Confidence: 0.93137907875

00:44:17.961 --> 00:44:20.098 and they make people uncomfortable.

NOTE Confidence: 0.93137907875

00:44:20.100 --> 00:44:21.348 But the more that we talk about it

NOTE Confidence: 0.93137907875

00:44:21.348 --> 00:44:22.777 and get comfortable talking about it,

NOTE Confidence: 0.93137907875

00:44:22.780 --> 00:44:24.495 the more change that we can make.

NOTE Confidence: 0.926671230769231

00:44:27.210 --> 00:44:29.110 OK. And then lastly,

NOTE Confidence: 0.926671230769231

00:44:29.110 --> 00:44:31.485 we will talk about establishing

NOTE Confidence: 0.926671230769231

00:44:31.485 --> 00:44:34.650 an overall inclusive environment.

NOTE Confidence: 0.926671230769231

00:44:34.650 --> 00:44:37.338 So it's really important I I

NOTE Confidence: 0.926671230769231

00:44:37.338 --> 00:44:39.420 think that sometimes this can

NOTE Confidence: 0.926671230769231

00:44:39.420 --> 00:44:41.450 get sort of lost in the weeds,

NOTE Confidence: 0.926671230769231

00:44:41.450 --> 00:44:44.488 but once you establish a DEI committee,

NOTE Confidence: 0.926671230769231

00:44:44.490 --> 00:44:46.638 once you are have these outreach

NOTE Confidence: 0.926671230769231

00:44:46.638 --> 00:44:48.582 efforts and you're improving the

NOTE Confidence: 0.926671230769231

00:44:48.582 --> 00:44:50.366 representation in your department.

NOTE Confidence: 0.926671230769231

00:44:50.370 --> 00:44:52.162 Establishing an inclusive environment

NOTE Confidence: 0.926671230769231

00:44:52.162 --> 00:44:54.850 is a really important next step.

NOTE Confidence: 0.926671230769231

00:44:54.850 --> 00:44:58.049 So having a dedicated committee that is,

NOTE Confidence: 0.926671230769231

00:44:58.050 --> 00:45:00.696 you know, that focuses on ensuring

NOTE Confidence: 0.926671230769231

00:45:00.696 --> 00:45:03.290 that this environment is inclusive,

NOTE Confidence: 0.926671230769231

00:45:03.290 --> 00:45:05.850 highlighting to applicants the

NOTE Confidence: 0.926671230769231

00:45:05.850 --> 00:45:07.770 department's diversity initiatives.

NOTE Confidence: 0.926671230769231

00:45:07.770 --> 00:45:11.010 So we have staff, diversity committees,

NOTE Confidence: 0.926671230769231

00:45:11.010 --> 00:45:14.890 and faculty and training committees.

NOTE Confidence: 0.926671230769231

00:45:14.890 --> 00:45:17.686 On at both Hopkins and UNC,

NOTE Confidence: 0.926671230769231

00:45:17.690 --> 00:45:19.880 there's a DEI website that sort

NOTE Confidence: 0.926671230769231

00:45:19.880 --> 00:45:22.374 of delineates all of the efforts

NOTE Confidence: 0.926671230769231

00:45:22.374 --> 00:45:23.808 within the department.

NOTE Confidence: 0.926671230769231

00:45:23.810 --> 00:45:26.738 You can also use departmental newsletters

NOTE Confidence: 0.926671230769231

00:45:26.738 --> 00:45:28.202 or institutional newsletters.

NOTE Confidence: 0.926671230769231

00:45:28.210 --> 00:45:30.970 At UNC also Doctor Weissman,

NOTE Confidence: 0.926671230769231

00:45:30.970 --> 00:45:34.925 who is currently chairing the DI committee.

NOTE Confidence: 0.926671230769231

00:45:34.930 --> 00:45:37.450 He makes an effort to send out

NOTE Confidence: 0.926671230769231

00:45:37.450 --> 00:45:38.530 a monthly newsletter,

NOTE Confidence: 0.926671230769231

00:45:38.530 --> 00:45:40.651 especially if it's like a month of

NOTE Confidence: 0.926671230769231

00:45:40.651 --> 00:45:42.450 representation for a specific group,

NOTE Confidence: 0.926671230769231

00:45:42.450 --> 00:45:44.669 to give a little bit of historical

NOTE Confidence: 0.926671230769231

00:45:44.669 --> 00:45:46.810 information about why we're celebrating or

NOTE Confidence: 0.926671230769231

00:45:46.810 --> 00:45:51.430 focusing on that group for that that month.

NOTE Confidence: 0.926671230769231

00:45:51.430 --> 00:45:53.590 Also celebrating training and

NOTE Confidence: 0.926671230769231

00:45:53.590 --> 00:45:55.750 faculty and staff culture.

NOTE Confidence: 0.926671230769231

00:45:55.750 --> 00:45:57.142 So we as pathology,

NOTE Confidence: 0.926671230769231

00:45:57.142 --> 00:45:59.230 we are a pretty diverse field.

NOTE Confidence: 0.926671230769231

00:45:59.230 --> 00:46:01.669 We have people from all across the globe and

NOTE Confidence: 0.926671230769231

00:46:01.669 --> 00:46:03.987 sort of emphasizing and celebrating that.

NOTE Confidence: 0.926671230769231

00:46:03.990 --> 00:46:05.460 I know it's a little bit

NOTE Confidence: 0.926671230769231

00:46:05.460 --> 00:46:06.910 different now with the climate,

NOTE Confidence: 0.926671230769231

00:46:06.910 --> 00:46:10.214 but having like a potluck or having like.

NOTE Confidence: 0.926671230769231

00:46:10.220 --> 00:46:12.684 There was a board of just like flags

NOTE Confidence: 0.926671230769231

00:46:12.684 --> 00:46:14.819 of countries that everyone was from.

NOTE Confidence: 0.926671230769231

00:46:14.820 --> 00:46:16.220 So like having just a little bit

NOTE Confidence: 0.926671230769231

00:46:16.220 --> 00:46:17.996 of that to say, hey, we're all,

NOTE Confidence: 0.926671230769231

00:46:17.996 --> 00:46:18.620 you know,

NOTE Confidence: 0.926671230769231

00:46:18.620 --> 00:46:20.018 even though we're from different places,

NOTE Confidence: 0.926671230769231

00:46:20.020 --> 00:46:21.940 we all have this common,

NOTE Confidence: 0.926671230769231

00:46:21.940 --> 00:46:26.048 common goal and common.

NOTE Confidence: 0.926671230769231

00:46:26.050 --> 00:46:27.571 Emphasis also outreach.

NOTE Confidence: 0.926671230769231

00:46:27.571 --> 00:46:31.120 So outreach is my one of my

NOTE Confidence: 0.926671230769231

00:46:31.222 --> 00:46:33.410 favorite things to do.

NOTE Confidence: 0.926671230769231

00:46:33.410 --> 00:46:35.450 But outreach to local communities.

NOTE Confidence: 0.926671230769231

00:46:35.450 --> 00:46:38.730 So here in New Haven, you,

NOTE Confidence: 0.926671230769231

00:46:38.730 --> 00:46:41.530 you're in the middle of the city.

NOTE Confidence: 0.926671230769231

00:46:41.530 --> 00:46:43.650 It's same thing with Baltimore.

NOTE Confidence: 0.926671230769231

00:46:43.650 --> 00:46:44.730 Chapel Hill is a little

NOTE Confidence: 0.926671230769231

00:46:44.730 --> 00:46:45.810 bit of a smaller town,

NOTE Confidence: 0.926671230769231

00:46:45.810 --> 00:46:49.365 but it's very close to larger cities as well.

NOTE Confidence: 0.926671230769231

00:46:49.370 --> 00:46:51.170 And I'm just getting to know

NOTE Confidence: 0.926671230769231

00:46:51.170 --> 00:46:53.090 the people in the community,

NOTE Confidence: 0.926671230769231

00:46:53.090 --> 00:46:55.250 educating people in the community.

NOTE Confidence: 0.926671230769231

00:46:55.250 --> 00:46:56.462 So one of the.

NOTE Confidence: 0.926671230769231

00:46:56.462 --> 00:46:58.280 Other things that our DEI committee

NOTE Confidence: 0.926671230769231

00:46:58.345 --> 00:47:00.256 does is they had a group that

NOTE Confidence: 0.926671230769231

00:47:00.256 --> 00:47:01.898 spoke with like a local church

NOTE Confidence: 0.926671230769231

00:47:01.898 --> 00:47:05.074 at UNC in North Carolina to

NOTE Confidence: 0.926671230769231

00:47:05.074 --> 00:47:08.404 emphasize just like general health,

NOTE Confidence: 0.926671230769231

00:47:08.410 --> 00:47:08.996 you know,

NOTE Confidence: 0.926671230769231

00:47:08.996 --> 00:47:10.461 like health maintenance and the

NOTE Confidence: 0.926671230769231

00:47:10.461 --> 00:47:13.588 importance of having a PCP and just like

NOTE Confidence: 0.926671230769231

00:47:13.588 --> 00:47:16.489 warning signs for like MI or stroke.

NOTE Confidence: 0.926671230769231

00:47:16.490 --> 00:47:18.242 So those are little things that

NOTE Confidence: 0.926671230769231

00:47:18.242 --> 00:47:20.765 can really go a long way and it's

NOTE Confidence: 0.926671230769231

00:47:20.765 --> 00:47:22.703 also really rewarding to have that

NOTE Confidence: 0.926671230769231

00:47:22.766 --> 00:47:24.630 connection with the community.

NOTE Confidence: 0.926671230769231

00:47:24.630 --> 00:47:26.855 And then inviting a diverse

NOTE Confidence: 0.926671230769231

00:47:26.855 --> 00:47:28.190 group of speakers.

NOTE Confidence: 0.926671230769231

00:47:28.190 --> 00:47:30.549 So I love doing talks about DEI,

NOTE Confidence: 0.926671230769231

00:47:30.550 --> 00:47:32.068 and I think it's really great.

NOTE Confidence: 0.926671230769231

00:47:32.070 --> 00:47:34.710 But also inviting people from diverse

NOTE Confidence: 0.926671230769231

00:47:34.710 --> 00:47:37.709 backgrounds who are giving scientific talks,

NOTE Confidence: 0.926671230769231

00:47:37.710 --> 00:47:40.150 talking about their research.

NOTE Confidence: 0.926671230769231

00:47:40.150 --> 00:47:40.994 You know,

NOTE Confidence: 0.926671230769231

00:47:40.994 --> 00:47:43.104 people who have established careers,

NOTE Confidence: 0.926671230769231

00:47:43.110 --> 00:47:45.300 talking about their career paths.

NOTE Confidence: 0.926671230769231

00:47:45.300 --> 00:47:48.338 Giving slide sessions to the residents etc.

NOTE Confidence: 0.926671230769231

00:47:48.340 --> 00:47:50.713 So I think these are all ways

79

NOTE Confidence: 0.926671230769231

00:47:50.713 --> 00:47:54.178 that we can help show that we are

NOTE Confidence: 0.926671230769231

00:47:54.178 --> 00:47:56.538 really dedicated to inclusivity and

NOTE Confidence: 0.924582228571428

00:47:56.620 --> 00:47:58.685 equity. And then when we're going

NOTE Confidence: 0.924582228571428

00:47:58.685 --> 00:47:59.873 through the interview process,

NOTE Confidence: 0.924582228571428

00:47:59.880 --> 00:48:01.504 which is one of also one of

NOTE Confidence: 0.924582228571428

00:48:01.504 --> 00:48:02.880 my favorite parts of the year,

NOTE Confidence: 0.924582228571428

00:48:02.880 --> 00:48:05.256 just making sure that we're emphasizing

NOTE Confidence: 0.924582228571428

00:48:05.256 --> 00:48:06.840 perceived fit and inclusion.

NOTE Confidence: 0.924582228571428

00:48:06.840 --> 00:48:09.311 So it seems, you know like the

NOTE Confidence: 0.924582228571428

00:48:09.311 --> 00:48:11.239 trainees here seem very close,

NOTE Confidence: 0.924582228571428

00:48:11.240 --> 00:48:13.010 very comfortable with each other

NOTE Confidence: 0.924582228571428

00:48:13.010 --> 00:48:15.182 and that'll shine through and the

NOTE Confidence: 0.924582228571428

00:48:15.182 --> 00:48:16.892 the applicants are coming through

NOTE Confidence: 0.924582228571428

00:48:16.892 --> 00:48:18.840 trying to choose their programs.

NOTE Confidence: 0.924582228571428

00:48:18.840 --> 00:48:20.945 And then just emphasizing again

NOTE Confidence: 0.924582228571428

00:48:20.945 --> 00:48:23.050 like the diversity efforts that

NOTE Confidence: 0.924582228571428

00:48:23.124 --> 00:48:25.399 are ongoing within the department,

NOTE Confidence: 0.924582228571428

00:48:25.400 --> 00:48:27.880 the inclusive environment because

NOTE Confidence: 0.924582228571428

00:48:27.880 --> 00:48:29.120 the opposite.

NOTE Confidence: 0.924582228571428

00:48:29.120 --> 00:48:30.961 So if a trainee comes through and

NOTE Confidence: 0.924582228571428

00:48:30.961 --> 00:48:33.009 sort of gets the sense that there

NOTE Confidence: 0.924582228571428

00:48:33.009 --> 00:48:34.797 might not be as much diversity,

NOTE Confidence: 0.924582228571428

00:48:34.800 --> 00:48:36.680 it can negatively impact their

NOTE Confidence: 0.924582228571428

00:48:36.680 --> 00:48:38.976 impression of the program even if

NOTE Confidence: 0.924582228571428

00:48:38.976 --> 00:48:41.280 otherwise the program was was perfect.

NOTE Confidence: 0.93863694

00:48:45.250 --> 00:48:47.410 So different ways to increase inclusion

NOTE Confidence: 0.93863694

00:48:47.410 --> 00:48:49.471 during the interview process or to

NOTE Confidence: 0.93863694

00:48:49.471 --> 00:48:51.157 increase the visibility of the UAM

NOTE Confidence: 0.93863694

00:48:51.157 --> 00:48:52.646 trainees and faculty while also

NOTE Confidence: 0.93863694

00:48:52.646 --> 00:48:54.392 being mindful that you don't want

NOTE Confidence: 0.93863694

00:48:54.392 --> 00:48:56.940 to over tax the UAM trainees and

NOTE Confidence: 0.93863694

00:48:56.940 --> 00:48:59.393 faculty but just inviting them like if

NOTE Confidence: 0.93863694

00:48:59.393 --> 00:49:01.974 there is a lunch session or if they

NOTE Confidence: 0.93863694

00:49:01.974 --> 00:49:04.249 would like to interview applicants.

NOTE Confidence: 0.93863694

00:49:04.250 --> 00:49:05.955 And it doesn't necessarily only

NOTE Confidence: 0.93863694

00:49:05.955 --> 00:49:07.319 have to be like.

NOTE Confidence: 0.93863694

00:49:07.320 --> 00:49:09.360 UIM faculty interviews the UIM

NOTE Confidence: 0.93863694

00:49:09.360 --> 00:49:11.910 applicants that can be, you know,

NOTE Confidence: 0.93863694

00:49:11.910 --> 00:49:14.640 exposure to all of the applicants,

NOTE Confidence: 0.93863694

00:49:14.640 --> 00:49:18.238 but also stressing the commitment to DEI,

NOTE Confidence: 0.93863694

00:49:18.240 --> 00:49:20.627 which is something that I can see

NOTE Confidence: 0.93863694

00:49:20.627 --> 00:49:22.699 is evident from my visit here.

NOTE Confidence: 0.93863694

00:49:22.700 --> 00:49:24.275 And describing the DEI efforts

NOTE Confidence: 0.93863694

00:49:24.275 --> 00:49:25.586 within the department, again,

NOTE Confidence: 0.93863694

00:49:25.586 --> 00:49:27.416 to all of the applicants,

NOTE Confidence: 0.93863694

00:49:27.420 --> 00:49:29.575 not necessarily just those who

NOTE Confidence: 0.93863694

00:49:29.575 --> 00:49:31.299 are underrepresented in medicine.

NOTE Confidence: 0.93863694

00:49:31.300 --> 00:49:35.052 And this is a photo from our visit to UVA,

NOTE Confidence: 0.93863694

00:49:35.052 --> 00:49:37.492 my medical school alma mater,

NOTE Confidence: 0.93863694

00:49:37.500 --> 00:49:41.350 where we gave one of our outreach

NOTE Confidence: 0.93863694

00:49:41.350 --> 00:49:41.900 presentations.

NOTE Confidence: 0.93863694

00:49:41.900 --> 00:49:42.452 And yeah,

NOTE Confidence: 0.93863694

00:49:42.452 --> 00:49:44.108 and Doctor White is standing right

NOTE Confidence: 0.93863694

00:49:44.108 --> 00:49:45.937 next to me in the middle there,

NOTE Confidence: 0.93863694

00:49:45.940 --> 00:49:48.020 our terror the chair.

NOTE Confidence: 0.93863694

00:49:48.020 --> 00:49:49.473 Hopkins Pathology, Dr.

NOTE Confidence: 0.93863694

00:49:49.473 --> 00:49:52.980 Rubin and is on the far right and then Dr.

NOTE Confidence: 0.93863694

00:49:52.980 --> 00:49:55.696 Troncoso is 1 in on the left,

NOTE Confidence: 0.93863694

00:49:55.700 --> 00:49:59.060 who is one of our neuropathology

NOTE Confidence: 0.93863694

00:49:59.060 --> 00:50:00.957 faculty at Hopkins. OK.

NOTE Confidence: 0.93863694

00:50:00.957 --> 00:50:02.259 So how do we move forward?

NOTE Confidence: 0.93863694

00:50:02.260 --> 00:50:05.050 I think this is a really heavy topic and

00:50:05.050 --> 00:50:08.456 it it highlights a lot of the issues without,

00:50:08.460 --> 00:50:08.764 you know,

00:50:08.764 --> 00:50:10.260 it can seem like there are so many issues,

00:50:10.260 --> 00:50:13.095 it can be really hard to overcome,

00:50:13.100 --> 00:50:15.529 but there are ways that we can

00:50:15.529 --> 00:50:18.192 overcome and work toward a more

00:50:18.192 --> 00:50:20.256 inclusive and equitable environment.

00:50:20.260 --> 00:50:21.464 So like I mentioned,

00:50:21.464 --> 00:50:23.270 one of the things I'm really

00:50:23.335 --> 00:50:25.485 passionate about is outreach efforts

00:50:25.485 --> 00:50:27.635 and pathway or pipeline programs.

00:50:27.640 --> 00:50:30.160 So I think starting at the

00:50:30.160 --> 00:50:31.840 really early student levels,

00:50:31.840 --> 00:50:34.600 grade school, undergraduate is great.

00:50:34.600 --> 00:50:36.120 I'm getting students before they

00:50:36.120 --> 00:50:38.084 go to medical school and decide

NOTE Confidence: 0.93863694

00:50:38.084 --> 00:50:40.039 they're going into internal medicine.

NOTE Confidence: 0.93863694

00:50:40.040 --> 00:50:42.400 We can sort of expose them to pathology.

NOTE Confidence: 0.93863694

00:50:42.400 --> 00:50:44.080 But even starting earlier than that,

NOTE Confidence: 0.93863694

00:50:44.080 --> 00:50:46.248 high school, middle school,

NOTE Confidence: 0.93863694

00:50:46.248 --> 00:50:47.874 even elementary school,

NOTE Confidence: 0.93863694

00:50:47.880 --> 00:50:50.127 I did an outreach program at Hopkins

NOTE Confidence: 0.93863694

00:50:50.127 --> 00:50:52.759 where we went to our elementary school.

NOTE Confidence: 0.93863694

00:50:52.760 --> 00:50:54.096 I mean, I showed this with a couple

NOTE Confidence: 0.93863694

00:50:54.096 --> 00:50:54.879 of people last night,

NOTE Confidence: 0.93863694

00:50:54.880 --> 00:50:56.544 but one of the.

NOTE Confidence: 0.93863694

00:50:56.544 --> 00:50:59.040 Group members had the really great

NOTE Confidence: 0.93863694

00:50:59.126 --> 00:51:02.038 idea to like put blue and or sorry.

NOTE Confidence: 0.93863694

00:51:02.040 --> 00:51:03.860 She put lotion and glitter

NOTE Confidence: 0.93863694

00:51:03.860 --> 00:51:05.316 on the students hands.

NOTE Confidence: 0.93863694

00:51:05.320 --> 00:51:07.969 They were like 4th graders and

NOTE Confidence: 0.93863694

00:51:07.969 --> 00:51:09.414 they went around touching things

NOTE Confidence: 0.93863694

00:51:09.414 --> 00:51:11.399 and that was how we taught them

NOTE Confidence: 0.93863694

00:51:11.400 --> 00:51:12.816 about the transfer of germs and

NOTE Confidence: 0.93863694

00:51:12.816 --> 00:51:14.360 how they should wash their hands.

NOTE Confidence: 0.93863694

00:51:14.360 --> 00:51:16.216 So you know it doesn't have to be

NOTE Confidence: 0.93863694

00:51:16.216 --> 00:51:18.224 really high level stuff, but you're.

NOTE Confidence: 0.93863694

00:51:18.224 --> 00:51:20.384 Getting them excited about science.

NOTE Confidence: 0.93863694

00:51:20.390 --> 00:51:21.740 We brought Petri dishes for them

NOTE Confidence: 0.93863694

00:51:21.740 --> 00:51:23.244 to look at under the microscope

NOTE Confidence: 0.93863694

00:51:23.244 --> 00:51:24.348 and things like that.

NOTE Confidence: 0.93863694

00:51:24.350 --> 00:51:27.068 So you can start really small,

NOTE Confidence: 0.93863694

00:51:27.070 --> 00:51:28.104 really basic,

NOTE Confidence: 0.93863694

00:51:28.104 --> 00:51:30.689 but just making that outreach

NOTE Confidence: 0.93863694

00:51:30.689 --> 00:51:33.910 effort can make a huge impact again,

NOTE Confidence: 0.93863694

00:51:33.910 --> 00:51:36.110 continuing to invite diverse speakers

NOTE Confidence: 0.93863694

00:51:36.110 --> 00:51:38.720 and create an inclusive environment.

NOTE Confidence: 0.93863694

00:51:38.720 --> 00:51:40.676 And then one of the things,

NOTE Confidence: 0.93863694

00:51:40.680 --> 00:51:42.080 so I will go back to that point

NOTE Confidence: 0.93863694

00:51:42.080 --> 00:51:42.800 for one second.

NOTE Confidence: 0.93863694

00:51:42.800 --> 00:51:45.710 So I think our brand rounds committee

NOTE Confidence: 0.93863694

00:51:45.710 --> 00:51:48.440 at UNC does an excellent job of

NOTE Confidence: 0.95175456

00:51:48.440 --> 00:51:50.870 inviting diverse speakers to speak on

NOTE Confidence: 0.95175456

00:51:50.870 --> 00:51:53.400 both DEI topics and scientific topics.

NOTE Confidence: 0.95175456

00:51:53.400 --> 00:51:55.843 And so I think that's something that

NOTE Confidence: 0.95175456

00:51:55.843 --> 00:51:59.098 we can do to help just emphasize you

NOTE Confidence: 0.95175456

00:51:59.098 --> 00:52:01.717 know that scientists look you know

NOTE Confidence: 0.95175456

00:52:01.717 --> 00:52:04.610 all different ways and can produce

NOTE Confidence: 0.95175456

00:52:04.610 --> 00:52:07.735 really impactful research as well.

NOTE Confidence: 0.95175456

00:52:07.740 --> 00:52:09.702 And then another thing that I'm

NOTE Confidence: 0.95175456

00:52:09.702 --> 00:52:11.374 also passionate about is just

NOTE Confidence: 0.95175456

00:52:11.374 --> 00:52:13.174 the impact of DEI on wellbeing,

NOTE Confidence: 0.95175456

00:52:13.180 --> 00:52:14.226 pathologists specific.

NOTE Confidence: 0.95175456

00:52:14.226 --> 00:52:18.410 So I've worked with a couple of my

NOTE Confidence: 0.95175456

00:52:18.502 --> 00:52:22.060 colleagues at Hopkins to develop wellbeing

NOTE Confidence: 0.95175456

00:52:22.060 --> 00:52:25.460 curricula for the residents and fellows.

NOTE Confidence: 0.95175456

00:52:25.460 --> 00:52:26.740 So that's something I'm

NOTE Confidence: 0.95175456

00:52:26.740 --> 00:52:27.700 very passionate about,

NOTE Confidence: 0.95175456

00:52:27.700 --> 00:52:30.466 but also showing how that interaction

NOTE Confidence: 0.95175456

00:52:30.466 --> 00:52:33.177 between DEI and wellbeing exists and

NOTE Confidence: 0.95175456

00:52:33.177 --> 00:52:35.942 how it helps to mold our experience

NOTE Confidence: 0.95175456

00:52:35.942 --> 00:52:37.879 through training and beyond.

NOTE Confidence: 0.95175456

00:52:37.880 --> 00:52:40.560 So that's pretty much it.

NOTE Confidence: 0.95175456

00:52:40.560 --> 00:52:43.239 So in summary,

NOTE Confidence: 0.95175456

00:52:43.240 --> 00:52:45.745 outreach efforts can increase early

NOTE Confidence: 0.95175456

00:52:45.745 --> 00:52:48.250 exposure to pathology and subsequently

NOTE Confidence: 0.95175456

00:52:48.321 --> 00:52:50.757 increase those going into our field.

NOTE Confidence: 0.95175456

00:52:50.760 --> 00:52:52.686 Dedicated funding for DEI initiatives can

NOTE Confidence: 0.95175456

00:52:52.686 --> 00:52:55.119 lead to expansion of the outreach efforts,

NOTE Confidence: 0.95175456

00:52:55.120 --> 00:52:57.100 so having a funded rotation or

NOTE Confidence: 0.95175456

00:52:57.100 --> 00:52:58.888 funding for students who are

NOTE Confidence: 0.95175456

00:52:58.888 --> 00:53:00.520 coming through the department.

NOTE Confidence: 0.95175456

00:53:00.520 --> 00:53:03.240 DEI committees are really essential

NOTE Confidence: 0.95175456

00:53:03.240 --> 00:53:05.765 at working together and producing

NOTE Confidence: 0.95175456

00:53:05.765 --> 00:53:08.116 the inclusive environment within the

NOTE Confidence: 0.95175456

00:53:08.116 --> 00:53:10.624 department and then holistic review of

NOTE Confidence: 0.95175456

00:53:10.624 --> 00:53:13.200 applicants can help increase DEI and

NOTE Confidence: 0.95175456

00:53:13.200 --> 00:53:15.290 training programs and then subsequently

NOTE Confidence: 0.95175456

00:53:15.290 --> 00:53:18.519 in the practicing field of pathology as well.

NOTE Confidence: 0.95175456

00:53:18.520 --> 00:53:20.634 So I have just a few acknowledgments.

NOTE Confidence: 0.95175456

00:53:20.640 --> 00:53:22.465 I cannot give this presentation

NOTE Confidence: 0.95175456

00:53:22.465 --> 00:53:23.560 without thanking Dr.

NOTE Confidence: 0.95175456

00:53:23.560 --> 00:53:24.506 Marissa White,

NOTE Confidence: 0.95175456

00:53:24.506 --> 00:53:28.290 who I've worked very closely with for several

NOTE Confidence: 0.95175456

00:53:28.370 --> 00:53:31.240 years now on all of these DEI efforts.

NOTE Confidence: 0.95175456

00:53:31.240 --> 00:53:33.680 She's a great friend and colleague of mine.

NOTE Confidence: 0.95175456

00:53:33.680 --> 00:53:35.312 Doctor Lauren Flax helped to produce

NOTE Confidence: 0.95175456

00:53:35.312 --> 00:53:38.137 a lot of the figures that I presented

NOTE Confidence: 0.95175456

00:53:38.137 --> 00:53:39.397 throughout the presentation.

NOTE Confidence: 0.95175456

00:53:39.400 --> 00:53:41.765 She is currently a pathology

NOTE Confidence: 0.95175456

00:53:41.765 --> 00:53:43.657 resident at Walter Reed.

NOTE Confidence: 0.95175456

00:53:43.660 --> 00:53:45.470 Doctor Stacy Keane and Mariana

NOTE Confidence: 0.95175456

00:53:45.470 --> 00:53:48.272 Evans for the work that I'm doing at

NOTE Confidence: 0.95175456

00:53:48.272 --> 00:53:50.428 UNC and for them going along with

NOTE Confidence: 0.95175456

00:53:50.499 --> 00:53:52.623 some of my somewhat far fetched

NOTE Confidence: 0.95175456

00:53:52.623 --> 00:53:55.338 plans and then the UNC and Hopkins

NOTE Confidence: 0.95175456

00:53:55.338 --> 00:53:56.910 Pathology Diversity Committees who

NOTE Confidence: 0.95175456

00:53:56.974 --> 00:53:59.249 both have been really essential

NOTE Confidence: 0.95175456

00:53:59.249 --> 00:54:01.069 at establishing establishing an

NOTE Confidence: 0.95175456

00:54:01.069 --> 00:54:02.582 inclusive environment and helping

NOTE Confidence: 0.95175456

00:54:02.582 --> 00:54:06.580 to promote a lot of this work as well.

NOTE Confidence: 0.95175456

00:54:06.580 --> 00:54:08.337 So that is all that I have.

NOTE Confidence: 0.95175456

00:54:08.340 --> 00:54:10.716 I'm happy to take any questions

NOTE Confidence: 0.95175456

00:54:10.716 --> 00:54:12.300 or comments or anything.

NOTE Confidence: 0.9704438

00:54:20.430 --> 00:54:20.630 There's

NOTE Confidence: 0.9352219

00:54:23.430 --> 00:54:23.790 one chat,

NOTE Confidence: 0.9201268

00:54:26.830 --> 00:54:28.790 OK, it's about seeming

NOTE Confidence: 0.93220288

00:54:31.750 --> 00:54:33.070 Can you tell us more about the

NOTE Confidence: 0.9805072

00:54:35.950 --> 00:54:39.490 decision to make the use and relief

NOTE Confidence: 0.9805072

00:54:39.490 --> 00:54:41.228 as failed? Maybe. Perhaps it?

NOTE Confidence: 0.928512966666667

00:54:43.780 --> 00:54:47.416 Yeah. So I I'm not sure,

NOTE Confidence: 0.928512966666667

00:54:47.420 --> 00:54:49.964 so I'm not sure how close we are

NOTE Confidence: 0.928512966666667

00:54:49.964 --> 00:54:51.620 to eliminating it completely.

NOTE Confidence: 0.928512966666667

00:54:51.620 --> 00:54:53.378 But as you all probably know,

NOTE Confidence: 0.928512966666667

00:54:53.380 --> 00:54:56.380 like a lot of schools don't,

NOTE Confidence: 0.928512966666667

00:54:56.380 --> 00:54:58.140 Oh my gosh, they don't,

NOTE Confidence: 0.928512966666667

00:54:58.140 --> 00:55:00.900 they don't require the GRE anymore.

NOTE Confidence: 0.928512966666667

00:55:00.900 --> 00:55:02.820 I had a fine blank for a second.

NOTE Confidence: 0.928512966666667

00:55:02.820 --> 00:55:05.118 Yeah. So it it's possible in

NOTE Confidence: 0.928512966666667

00:55:05.118 --> 00:55:07.610 the near future and maybe this.

NOTE Confidence: 0.928512966666667

00:55:07.610 --> 00:55:08.714 Declining password,

NOTE Confidence: 0.928512966666667

00:55:08.714 --> 00:55:11.426 it might help get us there.

NOTE Confidence: 0.928512966666667

00:55:11.426 --> 00:55:13.538 I think it's so it's hard

NOTE Confidence: 0.928512966666667

00:55:13.538 --> 00:55:16.174 because we it's something that

NOTE Confidence: 0.928512966666667

00:55:16.174 --> 00:55:19.029 has been really ingrained in

NOTE Confidence: 0.928512966666667

00:55:19.029 --> 00:55:22.282 the medical training over time.

NOTE Confidence: 0.928512966666667

00:55:22.282 --> 00:55:25.790 So I think that I think the intention

NOTE Confidence: 0.928512966666667

00:55:25.790 --> 00:55:29.847 behind it was good and there was a lot of.

NOTE Confidence: 0.928512966666667

00:55:29.850 --> 00:55:33.021 Like students would stress out and be

NOTE Confidence: 0.928512966666667

00:55:33.021 --> 00:55:35.258 in really poor states of wellbeing,

NOTE Confidence: 0.928512966666667

00:55:35.258 --> 00:55:36.918 just studying for step one

NOTE Confidence: 0.928512966666667

00:55:36.918 --> 00:55:38.939 and thinking about how it will

NOTE Confidence: 0.928512966666667

00:55:38.939 --> 00:55:40.569 make or break their careers.

NOTE Confidence: 0.928512966666667

00:55:40.570 --> 00:55:43.146 But now I think this is sort

NOTE Confidence: 0.928512966666667

00:55:43.146 --> 00:55:44.970 of an unfortunate consequence

NOTE Confidence: 0.928512966666667

00:55:44.970 --> 00:55:46.690 that failing up front,

NOTE Confidence: 0.928512966666667

00:55:46.690 --> 00:55:48.850 the higher fail rate might actually

NOTE Confidence: 0.928512966666667

00:55:48.850 --> 00:55:50.626 further impact their careers than

NOTE Confidence: 0.928512966666667

00:55:50.626 --> 00:55:52.648 a low passing score would have.

NOTE Confidence: 0.928512966666667

00:55:52.650 --> 00:55:56.060 So I think that I.

NOTE Confidence: 0.928512966666667

00:55:56.060 --> 00:55:58.580 I'm interested to see how it

NOTE Confidence: 0.928512966666667

00:55:58.580 --> 00:56:00.260 evolves overtime for sure.

NOTE Confidence: 0.928512966666667

00:56:00.260 --> 00:56:03.780 Sorry comments for a second time in

NOTE Confidence: 0.928512966666667

00:56:03.780 --> 00:56:06.858 when I graduated previous years pre

NOTE Confidence: 0.95836762

00:56:06.940 --> 00:56:08.980 pandemic they asked this question

NOTE Confidence: 0.8975658075

00:56:09.420 --> 00:56:11.900 and the people there said would be possible

NOTE Confidence: 0.846546456666667

00:56:12.380 --> 00:56:13.898 the value of student without basically

NOTE Confidence: 0.934502985714286

00:56:14.300 --> 00:56:18.380 the risk that we just said the pandemic

NOTE Confidence: 0.934502985714286

00:56:18.380 --> 00:56:21.929 happened and they decided to suspend it.

NOTE Confidence: 0.934502985714286

00:56:21.929 --> 00:56:23.674 The students were having a

NOTE Confidence: 0.934502985714286

00:56:23.674 --> 00:56:25.770 hard time access to the task.

NOTE Confidence: 0.934502985714286

00:56:25.770 --> 00:56:26.850 I haven't got it back yet,

NOTE Confidence: 0.934502985714286

00:56:26.850 --> 00:56:29.890 and this is OK Without it, Yeah.

NOTE Confidence: 0.934502985714286

00:56:29.890 --> 00:56:32.090 So it would be interesting to

NOTE Confidence: 0.934502985714286

00:56:32.090 --> 00:56:34.676 blind resident evaluation without.

NOTE Confidence: 0.934502985714286

00:56:34.676 --> 00:56:39.330 Yeah. See how that's a great.

NOTE Confidence: 0.934502985714286

00:56:39.330 --> 00:56:40.848 That would be a great experiment.

NOTE Confidence: 0.887387664

00:57:08.480 --> 00:57:12.200 So I will. Oh, sorry. Keep going. Sure.

NOTE Confidence: 0.80127525

00:57:25.340 --> 00:57:25.740 Experience,

NOTE Confidence: 0.950317

00:57:31.420 --> 00:57:31.540 right.

NOTE Confidence: 0.928512966666667

00:57:34.340 --> 00:57:38.252 Yes. So I will say that I think

NOTE Confidence: 0.928512966666667

00:57:38.252 --> 00:57:40.350 that there are differing schools

NOTE Confidence: 0.928512966666667

00:57:40.350 --> 00:57:42.180 of thought in this for sure.

NOTE Confidence: 0.928512966666667

00:57:42.180 --> 00:57:45.050 But I think that one of the things is it's

NOTE Confidence: 0.928512966666667

00:57:45.118 --> 00:57:47.710 really that distance traveled aspect.

NOTE Confidence: 0.928512966666667

00:57:47.710 --> 00:57:51.896 So I know from. For my involvement

NOTE Confidence: 0.928512966666667

00:57:51.896 --> 00:57:54.224 in residency selection committees,

NOTE Confidence: 0.928512966666667

00:57:54.230 --> 00:57:55.966 we have a lot of students who apply

NOTE Confidence: 0.928512966666667

00:57:55.966 --> 00:57:57.790 who come from a really small school,

NOTE Confidence: 0.928512966666667

00:57:57.790 --> 00:58:00.190 like a school that has like.

NOTE Confidence: 0.928512966666667

00:58:00.190 --> 00:58:02.990 Two residency programs for the entire school,

NOTE Confidence: 0.928512966666667

00:58:02.990 --> 00:58:04.670 they have no pathologists,

NOTE Confidence: 0.928512966666667

00:58:04.670 --> 00:58:07.814 like even at the the hospital and they

NOTE Confidence: 0.928512966666667

00:58:07.814 --> 00:58:11.391 have really had to go out of their way

NOTE Confidence: 0.928512966666667

00:58:11.391 --> 00:58:13.989 to rotate with the local pathologist,

NOTE Confidence: 0.928512966666667

00:58:13.990 --> 00:58:16.174 with the local medical examiner and like

00:58:16.174 --> 00:58:17.978 become friends with that person because

00:58:17.978 --> 00:58:20.190 it's really like just the two of them.

00:58:20.190 --> 00:58:22.310 And I when I look at those students,

00:58:22.310 --> 00:58:23.282 I say wow,

00:58:23.282 --> 00:58:25.226 this person really is passionate and

00:58:25.226 --> 00:58:27.544 made a point to go out of their way.

00:58:27.550 --> 00:58:30.504 So I will weigh that more heavily.

00:58:30.510 --> 00:58:31.910 You know, then just to say, well,

00:58:31.910 --> 00:58:33.830 we can't grade them because they didn't have,

00:58:33.830 --> 00:58:35.490 you know, didn't rotate through

00:58:35.490 --> 00:58:37.150 pathology in their medical school.

00:58:37.150 --> 00:58:38.963 But they've made a concerted effort to

00:58:38.963 --> 00:58:40.629 show that they're really passionate.

00:58:40.630 --> 00:58:43.622 And I think that those are some of

00:58:43.622 --> 00:58:46.282 the people that it's almost like a

00:58:46.282 --> 00:58:48.147 miracle they even found pathology

NOTE Confidence: 0.928512966666667

00:58:48.147 --> 00:58:50.123 because they don't really have

NOTE Confidence: 0.928512966666667

00:58:50.123 --> 00:58:51.266 exposure through medical school.

NOTE Confidence: 0.928512966666667

00:58:51.266 --> 00:58:53.950 So I do think that that is really important.

NOTE Confidence: 0.928512966666667

00:58:53.950 --> 00:58:56.798 I do if I come across a student

NOTE Confidence: 0.928512966666667

00:58:56.798 --> 00:58:58.859 who a lot of times.

NOTE Confidence: 0.928512966666667

00:58:58.860 --> 00:59:00.564 Students don't realize the power that

NOTE Confidence: 0.928512966666667

00:59:00.564 --> 00:59:02.180 they have when they're applying.

NOTE Confidence: 0.928512966666667

00:59:02.180 --> 00:59:04.100 Like, if you have that type of experience,

NOTE Confidence: 0.928512966666667

00:59:04.100 --> 00:59:04.722 emphasize that,

NOTE Confidence: 0.928512966666667

00:59:04.722 --> 00:59:06.588 talk about that in your personal

NOTE Confidence: 0.928512966666667

00:59:06.588 --> 00:59:08.005 statement because it does make

NOTE Confidence: 0.928512966666667

00:59:08.005 --> 00:59:09.499 a difference and it shows how

NOTE Confidence: 0.928512966666667

00:59:09.499 --> 00:59:10.179 passionate you are.

NOTE Confidence: 0.928512966666667

00:59:10.180 --> 00:59:12.014 So I think those are really important.

NOTE Confidence: 0.928512966666667

00:59:12.020 --> 00:59:13.060 And there are actually a

NOTE Confidence: 0.928512966666667

00:59:13.060 --> 00:59:14.100 lot of students out there.

NOTE Confidence: 0.928512966666667

00:59:14.100 --> 00:59:15.465 I've seen a lot of do students

NOTE Confidence: 0.928512966666667

00:59:15.465 --> 00:59:16.460 as well come through.

NOTE Confidence: 0.928512966666667

00:59:16.460 --> 00:59:18.662 They often don't have pathology emphasizes

NOTE Confidence: 0.928512966666667

00:59:18.662 --> 00:59:21.578 as much as we do in medical school,

NOTE Confidence: 0.928512966666667

00:59:21.580 --> 00:59:23.694 which of course is shrinking as well,

NOTE Confidence: 0.928512966666667

00:59:23.700 --> 00:59:25.744 but it's even less and they also

NOTE Confidence: 0.928512966666667

00:59:25.744 --> 00:59:28.297 go out of their way to make sure.

NOTE Confidence: 0.928512966666667

00:59:28.300 --> 00:59:29.765 Where they're getting exposure to

NOTE Confidence: 0.928512966666667

00:59:29.765 --> 00:59:31.555 pathology and I think that's really

NOTE Confidence: 0.928512966666667

00:59:31.555 --> 00:59:33.445 important and they make some of the

NOTE Confidence: 0.928512966666667

00:59:33.445 --> 00:59:35.145 best residents because they are so

NOTE Confidence: 0.928512966666667

00:59:35.145 --> 00:59:37.175 passionate and dedicated to making it work.

NOTE Confidence: 0.928512966666667

00:59:37.175 --> 00:59:39.310 And then I will circle back to

NOTE Confidence: 0.928512966666667

00:59:39.384 --> 00:59:40.779 the US Emily for one.

NOTE Confidence: 0.928512966666667

00:59:40.780 --> 00:59:45.214 So I I have noticed in later later

NOTE Confidence: 0.928512966666667

00:59:45.214 --> 00:59:47.184 selection like the more recent

NOTE Confidence: 0.928512966666667

00:59:47.184 --> 00:59:49.067 selection committees that I've sat

NOTE Confidence: 0.928512966666667

00:59:49.067 --> 00:59:50.796 on that there will be an effort

NOTE Confidence: 0.928512966666667

00:59:50.796 --> 00:59:52.468 to not show the USMLA score.

NOTE Confidence: 0.928512966666667

00:59:52.468 --> 00:59:54.736 So this is a little bit pre

NOTE Confidence: 0.928512966666667

00:59:54.736 --> 00:59:56.148 pass fail but like.

NOTE Confidence: 0.928512966666667

00:59:56.150 --> 00:59:56.514 Historically,

NOTE Confidence: 0.928512966666667

00:59:56.514 --> 01:00:00.270 you know we we sit in our in the room,

NOTE Confidence: 0.928512966666667

01:00:00.270 --> 01:00:01.242 the conference room,

NOTE Confidence: 0.928512966666667

01:00:01.242 --> 01:00:03.510 we have the applicants in the PowerPoint

NOTE Confidence: 0.928512966666667

01:00:03.568 --> 01:00:05.108 and there's like the picture,

NOTE Confidence: 0.928512966666667

01:00:05.110 --> 01:00:07.510 the school, the board scores.

NOTE Confidence: 0.928512966666667

01:00:07.510 --> 01:00:09.733 And there has been a more of an effort

NOTE Confidence: 0.928512966666667

01:00:09.733 --> 01:00:12.027 to not put those board scores there.

NOTE Confidence: 0.928512966666667

01:00:12.030 --> 01:00:13.314 And sometimes even there's,

NOTE Confidence: 0.928512966666667

01:00:13.314 --> 01:00:14.919 there are arguments about not

NOTE Confidence: 0.928512966666667

01:00:14.919 --> 01:00:16.179 putting this school there.

NOTE Confidence: 0.928512966666667

01:00:16.180 --> 01:00:16.924 Because it can be,

NOTE Confidence: 0.928512966666667

01:00:16.924 --> 01:00:17.296 you know,

NOTE Confidence: 0.928512966666667

01:00:17.300 --> 01:00:19.596 a grade A applicant from a lesser

NOTE Confidence: 0.928512966666667

01:00:19.596 --> 01:00:20.252 known school.

NOTE Confidence: 0.945742833636363

01:00:20.260 --> 01:00:21.865 And there unfortunately are some

NOTE Confidence: 0.945742833636363

01:00:21.865 --> 01:00:23.740 people in the committee who say,

NOTE Confidence: 0.945742833636363

01:00:23.740 --> 01:00:25.816 well, I've never heard that school,

NOTE Confidence: 0.945742833636363

01:00:25.820 --> 01:00:27.580 you know, and that doesn't.

NOTE Confidence: 0.945742833636363

01:00:27.580 --> 01:00:29.020 It's not important if

NOTE Confidence: 0.945742833636363

01:00:29.020 --> 01:00:30.460 the person is committed,

NOTE Confidence: 0.945742833636363

01:00:30.460 --> 01:00:31.850 if they've shown effort and

NOTE Confidence: 0.945742833636363

01:00:31.850 --> 01:00:33.240 they've really taken the steps

NOTE Confidence: 0.945742833636363

01:00:33.292 --> 01:00:34.777 to show that they're dedicated,

NOTE Confidence: 0.9301903

01:00:36.820 --> 01:00:37.060 yes.

NOTE Confidence: 0.937157169230769

01:00:50.150 --> 01:00:51.830 Yes, there are a lot of Med schools

NOTE Confidence: 0.937157169230769

01:00:51.830 --> 01:00:53.470 that don't have a chapter. Yes,

NOTE Confidence: 0.943608066666667

01:01:03.750 --> 01:01:06.228 it is included in the application.

NOTE Confidence: 0.943608066666667

01:01:06.230 --> 01:01:07.970 So what will happen is

NOTE Confidence: 0.943608066666667

01:01:07.970 --> 01:01:09.710 they can select like yes,

NOTE Confidence: 0.943608066666667

01:01:09.710 --> 01:01:11.264 they're in AOA, they're not in AOA,

NOTE Confidence: 0.943608066666667

01:01:11.270 --> 01:01:14.234 or their school doesn't have a chapter, so.

NOTE Confidence: 0.943608066666667

01:01:14.234 --> 01:01:17.054 In theory it shouldn't negatively

NOTE Confidence: 0.943608066666667

01:01:17.054 --> 01:01:18.746 impact their application,

NOTE Confidence: 0.943608066666667

01:01:18.750 --> 01:01:22.630 but sometimes like it's not.

NOTE Confidence: 0.943608066666667

01:01:22.630 --> 01:01:24.664 If they had, yes, I was in a OA,

NOTE Confidence: 0.943608066666667

01:01:24.670 --> 01:01:27.355 especially for like the more

NOTE Confidence: 0.943608066666667

01:01:27.355 --> 01:01:28.429 competitive specialties.

NOTE Confidence: 0.943608066666667

01:01:28.430 --> 01:01:30.705 I won't say so much for pathology,

NOTE Confidence: 0.943608066666667

01:01:30.710 --> 01:01:33.310 but that might be just my own bias.

01:01:33.310 --> 01:01:36.220 But. If they had like, yes,

01:01:36.220 --> 01:01:38.592 I was an AOA versus no, I don't have

01:01:38.592 --> 01:01:40.020 a chapter at my school like that.

01:01:40.020 --> 01:01:41.904 Yes, I'm in AOA student might

01:01:41.904 --> 01:01:43.900 be in a different specialty,

01:01:43.900 --> 01:01:45.958 might be higher ranked than the

01:01:45.958 --> 01:01:48.020 student who didn't have a chapter.

01:01:48.020 --> 01:01:49.060 But I agree it's not,

01:01:49.060 --> 01:01:51.660 it's not a level playing field at all.

01:01:51.660 --> 01:01:53.060 And a lot of the smaller schools,

01:01:53.060 --> 01:01:56.872 a lot of the HBC US don't have AOA chapters.

01:01:56.872 --> 01:01:58.848 So then it's like, well you know,

01:01:58.848 --> 01:02:00.780 if that's part of your selection criteria,

01:02:00.780 --> 01:02:03.648 then how are you going to

01:02:03.648 --> 01:02:05.082 evaluate those students?

01:02:05.090 --> 01:02:05.890 Sure, Yeah.

NOTE Confidence: 0.9301902

01:02:13.290 --> 01:02:17.450 Yes. So, yes. So when I was at Hopkins,

NOTE Confidence: 0.9301902

01:02:17.450 --> 01:02:19.090 we had in our chair.

NOTE Confidence: 0.9301902

01:02:19.090 --> 01:02:21.637 I will say like I give him all of

NOTE Confidence: 0.9301902

01:02:21.637 --> 01:02:24.528 the credit to Doctor Ruben because he

NOTE Confidence: 0.9301902

01:02:24.530 --> 01:02:27.638 had a really great connections with.

NOTE Confidence: 0.9301902

01:02:27.640 --> 01:02:28.424 Philanthropic donors.

NOTE Confidence: 0.9301902

01:02:28.424 --> 01:02:30.776 So a lot of the funding

NOTE Confidence: 0.9301902

01:02:30.776 --> 01:02:32.359 actually came from there.

NOTE Confidence: 0.9301902

01:02:32.360 --> 01:02:36.780 And I will say so I It seems like it takes

NOTE Confidence: 0.9301902

01:02:36.780 --> 01:02:39.636 a lot to get the program up and running,

NOTE Confidence: 0.9301902

01:02:39.640 --> 01:02:41.596 but it doesn't necessarily have to,

NOTE Confidence: 0.9301902

01:02:41.600 --> 01:02:44.920 especially if you are,

NOTE Confidence: 0.9301902

01:02:44.920 --> 01:02:46.375 you know, doing students like

NOTE Confidence: 0.9301902

01:02:46.375 --> 01:02:48.280 one or two students at a time.

NOTE Confidence: 0.9301902

01:02:48.280 --> 01:02:49.925 But also there are a lot of

NOTE Confidence: 0.9301902

01:02:49.925 --> 01:02:51.119 grants out there as well.

NOTE Confidence: 0.9301902

01:02:51.120 --> 01:02:53.748 So the NIH has training grants.

NOTE Confidence: 0.9301902

01:02:53.750 --> 01:02:55.315 That can help fund rotations

NOTE Confidence: 0.9301902

01:02:55.315 --> 01:02:57.230 and outreach like this as well.

NOTE Confidence: 0.943608066666667

01:02:59.590 --> 01:03:04.864 Oh yeah. So overall, from about 2016 to 2020,

NOTE Confidence: 0.943608066666667

01:03:04.870 --> 01:03:07.030 we had about 20 students.

NOTE Confidence: 0.943608066666667

01:03:07.030 --> 01:03:08.470 Usually we didn't have more

NOTE Confidence: 0.943608066666667

01:03:08.470 --> 01:03:10.270 than two rotate at a time.

NOTE Confidence: 0.943608066666667

01:03:10.270 --> 01:03:12.110 And there were some years where we had

NOTE Confidence: 0.943608066666667

01:03:12.110 --> 01:03:13.945 like one and some years we had five.

NOTE Confidence: 0.943608066666667

01:03:13.950 --> 01:03:16.386 It it sort of ebbed and flowed.

NOTE Confidence: 0.943608066666667

01:03:16.390 --> 01:03:17.895 Yeah, Yeah.

NOTE Confidence: 0.943608066666667

01:03:17.895 --> 01:03:19.470 And then did you have a question?

NOTE Confidence: 0.924761541111111

01:03:39.090 --> 01:03:41.382 I haven't heard that, but I

NOTE Confidence: 0.924761541111111

01:03:41.382 --> 01:03:42.730 wouldn't be surprised. Yeah,

NOTE Confidence: 0.8399654

01:03:49.770 --> 01:03:50.130 sure.

NOTE Confidence: 0.601303

01:03:59.490 --> 01:04:00.090 Yes,

NOTE Confidence: 0.8138836

01:04:03.010 --> 01:04:03.170 yes,

NOTE Confidence: 0.776487675

01:04:05.930 --> 01:04:07.050 yes. Yeah,

NOTE Confidence: 0.9301901

01:04:17.170 --> 01:04:17.570 I agree.

NOTE Confidence: 0.9402536

01:04:19.740 --> 01:04:22.140 Yes. So I agree completely.

NOTE Confidence: 0.9402536

01:04:22.140 --> 01:04:24.402 I'm so mentorship has been really

NOTE Confidence: 0.9402536

01:04:24.402 --> 01:04:26.641 vital for me just in progressing

NOTE Confidence: 0.9402536

01:04:26.641 --> 01:04:28.843 through my career and I've had

NOTE Confidence: 0.9402536

01:04:28.843 --> 01:04:30.840 mentors who are UIM who are not

NOTE Confidence: 0.9402536

01:04:30.840 --> 01:04:33.174 UIM like it's the runs, the gamut.

NOTE Confidence: 0.9402536

01:04:33.174 --> 01:04:35.459 I also think having support,

NOTE Confidence: 0.9402536

01:04:35.460 --> 01:04:37.259 so like having your chair who says

NOTE Confidence: 0.9402536

01:04:37.259 --> 01:04:39.262 like hey I saw this opportunity come

NOTE Confidence: 0.9402536

01:04:39.262 --> 01:04:41.658 up I think you'd be great for this

NOTE Confidence: 0.9402536

01:04:41.658 --> 01:04:43.416 whether it's DEI focused or not.

NOTE Confidence: 0.9402536

01:04:43.420 --> 01:04:45.256 It could be like an education

NOTE Confidence: 0.9402536

01:04:45.256 --> 01:04:47.825 committee at use CAP or with the APC

NOTE Confidence: 0.9402536

01:04:47.825 --> 01:04:49.739 something like that but just having.

NOTE Confidence: 0.9402536

01:04:49.740 --> 01:04:52.188 Somebody who's sort of funneling those

NOTE Confidence: 0.9402536

01:04:52.188 --> 01:04:54.180 opportunities along or saying like,

NOTE Confidence: 0.9402536

01:04:54.180 --> 01:04:55.116 oh, somebody asked it,

NOTE Confidence: 0.9402536

01:04:55.116 --> 01:04:57.259 but if we could give a talk on this,

NOTE Confidence: 0.9402536

01:04:57.260 --> 01:05:00.028 I think you'd be great like promoting the

NOTE Confidence: 0.9402536

01:05:00.028 --> 01:05:02.618 faculty at a more equitable playing field,

NOTE Confidence: 0.9402536

01:05:02.620 --> 01:05:04.420 I think it's really important.

NOTE Confidence: 0.9402536

01:05:04.420 --> 01:05:06.460 And then just having like the

NOTE Confidence: 0.9402536

01:05:06.460 --> 01:05:08.420 ongoing support like annual meetings,

NOTE Confidence: 0.9402536

01:05:08.420 --> 01:05:11.072 etc, going over promotions,

NOTE Confidence: 0.9402536

01:05:11.072 --> 01:05:14.387 requirements and criteria and all

NOTE Confidence: 0.9402536

01:05:14.387 --> 01:05:17.629 those things because promotion.

NOTE Confidence: 0.9402536

01:05:17.630 --> 01:05:19.781 That's a place where a lot of people can

NOTE Confidence: 0.9402536

01:05:19.781 --> 01:05:22.065 get stuck in one position for a long time.

NOTE Confidence: 0.9402536

01:05:22.070 --> 01:05:24.422 And if you don't have that support

NOTE Confidence: 0.9402536

01:05:24.422 --> 01:05:27.134 or if you don't have other faculty

NOTE Confidence: 0.9402536

01:05:27.134 --> 01:05:28.910 who are who are saying like,

NOTE Confidence: 0.9402536

01:05:28.910 --> 01:05:30.338 hey, you should do this,

NOTE Confidence: 0.9402536

01:05:30.338 --> 01:05:33.070 you know this and the other will help you.

NOTE Confidence: 0.9402536

01:05:33.070 --> 01:05:34.960 I think that it can really be a struggle

NOTE Confidence: 0.9402536

01:05:34.960 --> 01:05:36.789 if you're not getting that support.

NOTE Confidence: 0.9402536

01:05:36.790 --> 01:05:38.708 And I think too, like for me,

NOTE Confidence: 0.9402536

01:05:38.710 --> 01:05:41.420 I my research is not.

NOTE Confidence: 0.9402536

01:05:41.420 --> 01:05:43.980 Traditional by any means.

NOTE Confidence: 0.9402536

01:05:43.980 --> 01:05:46.765 But having chairs and other faculty members

NOTE Confidence: 0.9402536

01:05:46.765 --> 01:05:49.139 who recognize like this is still important.

NOTE Confidence: 0.9402536

01:05:49.140 --> 01:05:49.460 Working.

NOTE Confidence: 0.9402536

01:05:49.460 --> 01:05:50.740 You're still doing research.

NOTE Confidence: 0.9402536

01:05:50.740 --> 01:05:52.258 It just looks a little different.

NOTE Confidence: 0.9402536

01:05:52.260 --> 01:05:54.252 So let's help you find those

NOTE Confidence: 0.9402536

01:05:54.252 --> 01:05:55.580 resources that can help.

NOTE Confidence: 0.9402536

01:05:55.580 --> 01:05:57.164 So I think all of that

NOTE Confidence: 0.9402536

01:05:57.164 --> 01:05:58.220 combined is really important.

NOTE Confidence: 0.88866948

01:06:06.220 --> 01:06:06.979 Yeah, no chats.

NOTE Confidence: 0.4111287

01:06:09.710 --> 01:06:11.770 Right. Thank you so much.

NOTE Confidence: 0.4111287

01:06:11.770 --> 01:06:13.995 Thank you for having me.