

WEBVTT

NOTE duration:"00:54:08"

NOTE recognizability:0.920

NOTE language:en-us

NOTE Confidence: 0.7936080833333333

00:00:00.000 --> 00:00:02.160 Under Great. score Thank you, John.

NOTE Confidence: 0.7936080833333333

00:00:02.160 --> 00:00:04.080 I really appreciate it.

NOTE Confidence: 0.7936080833333333

00:00:04.080 --> 00:00:07.881 And I want to echo thanks to everyone

NOTE Confidence: 0.7936080833333333

00:00:07.881 --> 00:00:11.150 who has participated over the past 2

NOTE Confidence: 0.7936080833333333

00:00:11.236 --> 00:00:13.784 1/2 years in an incredible experience

NOTE Confidence: 0.7936080833333333

00:00:13.784 --> 00:00:17.410 for for all of us who have participated.

NOTE Confidence: 0.7936080833333333

00:00:17.410 --> 00:00:20.840 I am going to share my screen.

NOTE Confidence: 0.7936080833333333

00:00:20.840 --> 00:00:23.540 We would like to take you through the brief.

NOTE Confidence: 0.7936080833333333

00:00:23.540 --> 00:00:25.844 Jog through sort of where we've

NOTE Confidence: 0.7936080833333333

00:00:25.844 --> 00:00:28.380 been and and where we're going,

NOTE Confidence: 0.7936080833333333

00:00:28.380 --> 00:00:30.132 I hope everyone can see my

NOTE Confidence: 0.7936080833333333

00:00:30.132 --> 00:00:31.300 screen is that yes,

NOTE Confidence: 0.9335446666666667

00:00:34.540 --> 00:00:38.380 yes, bumps up. Okay. Great.

NOTE Confidence: 0.9335446666666667

00:00:38.380 --> 00:00:40.277 So I first want to turn it  
NOTE Confidence: 0.933544666666667

00:00:40.277 --> 00:00:42.020 over to Doctor Maria Crouch,  
NOTE Confidence: 0.933544666666667

00:00:42.020 --> 00:00:46.493 who is a post doc here in our department.  
NOTE Confidence: 0.933544666666667

00:00:46.500 --> 00:00:48.798 We really want to acknowledge the  
NOTE Confidence: 0.933544666666667

00:00:48.798 --> 00:00:51.458 lands on which we live and work.  
NOTE Confidence: 0.933544666666667

00:00:51.460 --> 00:00:53.002 So I'm going to turn it  
NOTE Confidence: 0.933544666666667

00:00:53.002 --> 00:00:54.300 over to Maria. Perfect  
NOTE Confidence: 0.9301902

00:00:55.060 --> 00:00:57.340 a day. Hello. We'd now like to  
NOTE Confidence: 0.9301902

00:00:57.340 --> 00:00:58.828 recognize the land on which we  
NOTE Confidence: 0.9301902

00:00:58.828 --> 00:01:00.278 live and work, and importantly,  
NOTE Confidence: 0.9301902

00:01:00.278 --> 00:01:02.721 the peoples of this land who belong  
NOTE Confidence: 0.9301902

00:01:02.721 --> 00:01:05.369 to it and who have nourished and been  
NOTE Confidence: 0.9301902

00:01:05.369 --> 00:01:07.660 nourished by it for time immemorial.  
NOTE Confidence: 0.9301902

00:01:07.660 --> 00:01:10.820 Yale University acknowledges that indigenous  
NOTE Confidence: 0.9301902

00:01:10.820 --> 00:01:13.980 peoples and nations including Mohegan,  
NOTE Confidence: 0.9301902

00:01:13.980 --> 00:01:16.644 Mashantucket Peapod, Eastern Peapod,

NOTE Confidence: 0.9301902

00:01:16.644 --> 00:01:19.284 Shagga, Coke, Golden Hill, Pogusset.

NOTE Confidence: 0.9301902

00:01:19.284 --> 00:01:21.604 Niantic and the Quinnipiac and

NOTE Confidence: 0.9301902

00:01:21.604 --> 00:01:23.460 other Algonquin speaking peoples

NOTE Confidence: 0.9301902

00:01:23.529 --> 00:01:25.209 have stewarded through generations

NOTE Confidence: 0.9301902

00:01:25.209 --> 00:01:27.729 the lands and waterways of what

NOTE Confidence: 0.9301902

00:01:27.793 --> 00:01:29.827 is now the state of Connecticut.

NOTE Confidence: 0.9301902

00:01:29.830 --> 00:01:32.476 We honor and respect the enduring

NOTE Confidence: 0.9301902

00:01:32.476 --> 00:01:34.695 relationships that exist between these

NOTE Confidence: 0.9301902

00:01:34.695 --> 00:01:36.987 peoples and nations and this land.

NOTE Confidence: 0.9301902

00:01:36.990 --> 00:01:37.989 Dogadin, thank you.

NOTE Confidence: 0.9352218375

00:01:40.070 --> 00:01:43.918 Thank you so much. So I want to.

NOTE Confidence: 0.9352218375

00:01:43.920 --> 00:01:46.811 Tell you what, what we're going to

NOTE Confidence: 0.9352218375

00:01:46.811 --> 00:01:50.015 cover today and we'll hear from the

NOTE Confidence: 0.9352218375

00:01:50.015 --> 00:01:52.390 department mission vision and value

NOTE Confidence: 0.9352218375

00:01:52.470 --> 00:01:54.986 statement and update from the group.

NOTE Confidence: 0.9352218375

00:01:54.986 --> 00:01:56.639 And this has been, gosh,  
NOTE Confidence: 0.9352218375

00:01:56.639 --> 00:01:59.273 probably a two year process to  
NOTE Confidence: 0.9352218375

00:01:59.273 --> 00:02:01.526 develop the first ever statement.  
NOTE Confidence: 0.9352218375

00:02:01.526 --> 00:02:04.156 On behalf of the department,  
NOTE Confidence: 0.9352218375

00:02:04.160 --> 00:02:06.880 I'll give a very brief view of where  
NOTE Confidence: 0.9352218375

00:02:06.880 --> 00:02:10.077 we have been over the last 2 1/2 years  
NOTE Confidence: 0.9352218375

00:02:10.077 --> 00:02:12.670 and our vision for moving forward.  
NOTE Confidence: 0.9352218375

00:02:12.670 --> 00:02:15.190 We'll hear from the definitions work group.  
NOTE Confidence: 0.9352218375

00:02:15.190 --> 00:02:17.773 So this is the work group really  
NOTE Confidence: 0.9352218375

00:02:17.773 --> 00:02:20.677 focused on four key terms within the  
NOTE Confidence: 0.9352218375

00:02:20.677 --> 00:02:23.257 anti racism field and really making  
NOTE Confidence: 0.9352218375

00:02:23.340 --> 00:02:25.923 sure that we have some consensus on  
NOTE Confidence: 0.9352218375

00:02:25.923 --> 00:02:28.734 what we mean by those important terms.  
NOTE Confidence: 0.9352218375

00:02:28.734 --> 00:02:31.290 So they'll update you on the  
NOTE Confidence: 0.9352218375

00:02:31.378 --> 00:02:33.668 work that has happened there.  
NOTE Confidence: 0.9352218375

00:02:33.670 --> 00:02:35.254 We'll spend most of the time

NOTE Confidence: 0.9352218375  
00:02:35.254 --> 00:02:36.310 on the implementation phase.  
NOTE Confidence: 0.9352218375  
00:02:36.310 --> 00:02:39.160 So as we move from planning  
NOTE Confidence: 0.9352218375  
00:02:39.160 --> 00:02:40.110 to implementation,  
NOTE Confidence: 0.9352218375  
00:02:40.110 --> 00:02:41.826 what really will this look like?  
NOTE Confidence: 0.9352218375  
00:02:41.830 --> 00:02:43.390 What will the structure look like?  
NOTE Confidence: 0.9352218375  
00:02:43.390 --> 00:02:45.990 What are the opportunities for  
NOTE Confidence: 0.9352218375  
00:02:45.990 --> 00:02:48.356 you to be involved and to have  
NOTE Confidence: 0.9352218375  
00:02:48.356 --> 00:02:50.188 leadership roles within that if you,  
NOTE Confidence: 0.9352218375  
00:02:50.190 --> 00:02:52.670 if you would so desire?  
NOTE Confidence: 0.9352218375  
00:02:52.670 --> 00:02:55.793 So we have a couple of folks who will  
NOTE Confidence: 0.9352218375  
00:02:55.793 --> 00:02:59.160 talk to us about the implementation phase  
NOTE Confidence: 0.9352218375  
00:02:59.160 --> 00:03:02.816 and also including how we derived the  
NOTE Confidence: 0.9352218375  
00:03:02.816 --> 00:03:05.506 new implementation domains and teams.  
NOTE Confidence: 0.9352218375  
00:03:05.510 --> 00:03:07.110 We have a wonderful video.  
NOTE Confidence: 0.9352218375  
00:03:07.110 --> 00:03:09.994 We asked a handful of folks who  
NOTE Confidence: 0.9352218375

00:03:09.994 --> 00:03:11.950 have participated on the ARTF  
NOTE Confidence: 0.9352218375

00:03:11.950 --> 00:03:14.750 to share with us some of their  
NOTE Confidence: 0.9352218375

00:03:14.750 --> 00:03:17.230 reflections on their participation.  
NOTE Confidence: 0.9352218375

00:03:17.230 --> 00:03:20.920 So we will hear from them in a video.  
NOTE Confidence: 0.9352218375

00:03:20.920 --> 00:03:23.874 And then we have time for discussion,  
NOTE Confidence: 0.9352218375

00:03:23.880 --> 00:03:28.119 questions and answers.  
NOTE Confidence: 0.9352218375

00:03:28.120 --> 00:03:30.255 So I am going to turn it  
NOTE Confidence: 0.9352218375

00:03:30.255 --> 00:03:31.720 over to Doctor Sonia.  
NOTE Confidence: 0.9352218375

00:03:31.720 --> 00:03:35.296 She woke Monk on to tell us about  
NOTE Confidence: 0.9352218375

00:03:35.296 --> 00:03:37.486 the department's mission, mission,  
NOTE Confidence: 0.9352218375

00:03:37.486 --> 00:03:39.916 vision, and value statement process.  
NOTE Confidence: 0.902961867

00:03:41.400 --> 00:03:42.936 Hi, everyone. It's an honor for  
NOTE Confidence: 0.902961867

00:03:42.936 --> 00:03:45.178 me to be here today and one of  
NOTE Confidence: 0.902961867

00:03:45.178 --> 00:03:46.918 the cochairs of the writing group.  
NOTE Confidence: 0.902961867

00:03:46.920 --> 00:03:48.312 So I'm just going to go  
NOTE Confidence: 0.902961867

00:03:48.312 --> 00:03:49.240 briefly into the background,

NOTE Confidence: 0.902961867

00:03:49.240 --> 00:03:51.076 the team, and then the process,

NOTE Confidence: 0.902961867

00:03:51.080 --> 00:03:52.956 and then I'll read to you the

NOTE Confidence: 0.902961867

00:03:52.956 --> 00:03:54.720 mission vision and value statement.

NOTE Confidence: 0.902961867

00:03:54.720 --> 00:03:57.550 So in the background, in 2021,

NOTE Confidence: 0.902961867

00:03:57.550 --> 00:03:59.100 the Yale Department of Psychiatry

NOTE Confidence: 0.902961867

00:03:59.100 --> 00:04:00.840 convene a writing group of staff,

NOTE Confidence: 0.902961867

00:04:00.840 --> 00:04:03.360 trainees and faculty develop a mission,

NOTE Confidence: 0.902961867

00:04:03.360 --> 00:04:04.624 vision and value statement.

NOTE Confidence: 0.902961867

00:04:04.624 --> 00:04:06.520 Those of us tasked with this

NOTE Confidence: 0.902961867

00:04:06.586 --> 00:04:08.214 responsibility immediately felt the

NOTE Confidence: 0.902961867

00:04:08.214 --> 00:04:10.656 gravity and seriousness of our work.

NOTE Confidence: 0.902961867

00:04:10.660 --> 00:04:12.580 First, this would be the formal

NOTE Confidence: 0.902961867

00:04:12.580 --> 00:04:14.199 first formal statement attempt in

NOTE Confidence: 0.902961867

00:04:14.199 --> 00:04:15.619 the history of the department.

NOTE Confidence: 0.902961867

00:04:15.620 --> 00:04:17.540 Second, our department features

NOTE Confidence: 0.902961867

00:04:17.540 --> 00:04:19.940 people for many different professional  
NOTE Confidence: 0.902961867

00:04:19.940 --> 00:04:21.537 disciplines and walks of life,  
NOTE Confidence: 0.902961867

00:04:21.540 --> 00:04:24.025 including but not limited to  
NOTE Confidence: 0.902961867

00:04:24.025 --> 00:04:25.844 different racial, gender,  
NOTE Confidence: 0.902961867

00:04:25.844 --> 00:04:28.316 sexual orientation, religious,  
NOTE Confidence: 0.902961867

00:04:28.316 --> 00:04:29.140 socioeconomic,  
NOTE Confidence: 0.902961867

00:04:29.140 --> 00:04:30.576 and lived experience backgrounds.  
NOTE Confidence: 0.902961867

00:04:30.576 --> 00:04:32.730 How could we create 1 written  
NOTE Confidence: 0.902961867

00:04:32.788 --> 00:04:34.608 statement in which everyone in  
NOTE Confidence: 0.902961867

00:04:34.608 --> 00:04:36.428 our Yale Department of Psychiatry  
NOTE Confidence: 0.902961867

00:04:36.493 --> 00:04:37.690 could see themselves?  
NOTE Confidence: 0.902961867

00:04:37.690 --> 00:04:39.650 Could we even come together to do so,  
NOTE Confidence: 0.902961867

00:04:39.650 --> 00:04:41.858 particularly in a time when our  
NOTE Confidence: 0.902961867

00:04:41.858 --> 00:04:43.330 country is divided socially,  
NOTE Confidence: 0.902961867

00:04:43.330 --> 00:04:44.845 economically, and politically,  
NOTE Confidence: 0.902961867

00:04:44.845 --> 00:04:47.370 striving through COVID-19 and reckoning



NOTE Confidence: 0.902961867

00:04:47.370 --> 00:04:49.659 with its historically ingrained

NOTE Confidence: 0.902961867

00:04:49.659 --> 00:04:52.087 racial and socioeconomic equities?

NOTE Confidence: 0.902961867

00:04:52.090 --> 00:04:53.418 Like many of you,

NOTE Confidence: 0.902961867

00:04:53.418 --> 00:04:55.900 we began and continue to have many

NOTE Confidence: 0.902961867

00:04:55.900 --> 00:04:58.805 questions that may not have ready answers.

NOTE Confidence: 0.902961867

00:04:58.810 --> 00:05:00.050 So for the team,

NOTE Confidence: 0.902961867

00:05:00.050 --> 00:05:02.362 the writing group composed of a wide

NOTE Confidence: 0.902961867

00:05:02.362 --> 00:05:04.684 array of professional roles in the

NOTE Confidence: 0.902961867

00:05:04.684 --> 00:05:06.690 department and lived experiences.

NOTE Confidence: 0.902961867

00:05:06.690 --> 00:05:08.014 Diversity was intentionally sought

NOTE Confidence: 0.902961867

00:05:08.014 --> 00:05:10.365 in the composition of the group and

NOTE Confidence: 0.902961867

00:05:10.365 --> 00:05:11.895 leadership teams because all agreed

NOTE Confidence: 0.902961867

00:05:11.895 --> 00:05:14.013 that it was important to hear voices

NOTE Confidence: 0.902961867

00:05:14.013 --> 00:05:15.687 from all corners of the department.

NOTE Confidence: 0.902961867

00:05:15.690 --> 00:05:17.530 The writing group leadership team

NOTE Confidence: 0.902961867

00:05:17.530 --> 00:05:19.370 composed of a trainee myself,  
NOTE Confidence: 0.902961867

00:05:19.370 --> 00:05:21.662 Syrica Nyati Radlok Monkon,  
NOTE Confidence: 0.902961867

00:05:21.662 --> 00:05:24.527 a staff member Uddelin Termillo,  
NOTE Confidence: 0.902961867

00:05:24.530 --> 00:05:28.448 and a faculty member Muraj Desai.  
NOTE Confidence: 0.902961867

00:05:28.450 --> 00:05:29.706 And for the process,  
NOTE Confidence: 0.902961867

00:05:29.706 --> 00:05:32.056 a survey was first sent out and  
NOTE Confidence: 0.902961867

00:05:32.056 --> 00:05:33.652 completed by department members  
NOTE Confidence: 0.902961867

00:05:33.652 --> 00:05:36.369 prior to the formation of our group.  
NOTE Confidence: 0.902961867

00:05:36.370 --> 00:05:38.836 The survey asked department members for  
NOTE Confidence: 0.902961867

00:05:38.836 --> 00:05:41.769 the input regarding a potential mission,  
NOTE Confidence: 0.902961867

00:05:41.770 --> 00:05:43.634 vision and value statement.  
NOTE Confidence: 0.902961867

00:05:43.634 --> 00:05:44.566 Janan Wyatt,  
NOTE Confidence: 0.902961867

00:05:44.570 --> 00:05:46.730 Ashley Clayton and Anthony Pavlo.  
NOTE Confidence: 0.902961867

00:05:46.730 --> 00:05:49.310 Also trainee staff and faculty conducting  
NOTE Confidence: 0.902961867

00:05:49.310 --> 00:05:51.890 indepth analysis of the survey data,  
NOTE Confidence: 0.902961867

00:05:51.890 --> 00:05:54.570 which inform our subsequent process.

NOTE Confidence: 0.902961867  
00:05:54.570 --> 00:05:55.130 Next slide,  
NOTE Confidence: 0.902961867  
00:05:55.130 --> 00:05:55.410 please.  
NOTE Confidence: 0.9654121  
00:06:00.730 --> 00:06:02.130 Doctor Crystal, could you do the next  
NOTE Confidence: 0.899857877777778  
00:06:02.130 --> 00:06:03.460 slide? Yeah, I'm not sure  
NOTE Confidence: 0.899857877777778  
00:06:03.460 --> 00:06:04.524 why it's not advanced.  
NOTE Confidence: 0.9402536  
00:06:05.690 --> 00:06:09.320 Thank you. The writing group then met  
NOTE Confidence: 0.9402536  
00:06:09.320 --> 00:06:11.747 regularly to discuss ideas for and drafts  
NOTE Confidence: 0.9402536  
00:06:11.747 --> 00:06:14.162 of the mission vision and value statement.  
NOTE Confidence: 0.9402536  
00:06:14.170 --> 00:06:16.350 We consistently and conscientiously  
NOTE Confidence: 0.9402536  
00:06:16.350 --> 00:06:18.530 start Department member feedback.  
NOTE Confidence: 0.9402536  
00:06:18.530 --> 00:06:21.050 In addition to the initial formative survey,  
NOTE Confidence: 0.9402536  
00:06:21.050 --> 00:06:22.890 we held two focus groups  
NOTE Confidence: 0.9402536  
00:06:22.890 --> 00:06:24.087 with key stakeholders,  
NOTE Confidence: 0.9402536  
00:06:24.087 --> 00:06:26.481 including with the Department Anti Racism  
NOTE Confidence: 0.9402536  
00:06:26.481 --> 00:06:28.523 Task Force Steering Committee consisting  
NOTE Confidence: 0.9402536

00:06:28.523 --> 00:06:31.410 of the current Chair Doctor John Crystal,  
NOTE Confidence: 0.9402536

00:06:31.410 --> 00:06:33.235 and members of multiple areas  
NOTE Confidence: 0.9402536

00:06:33.235 --> 00:06:34.330 of the department.  
NOTE Confidence: 0.9402536

00:06:34.330 --> 00:06:36.365 The second key stakeholder group  
NOTE Confidence: 0.9402536

00:06:36.365 --> 00:06:38.400 consisted of community members and  
NOTE Confidence: 0.9402536

00:06:38.466 --> 00:06:40.290 local mental health advocates.  
NOTE Confidence: 0.9402536

00:06:40.290 --> 00:06:42.150 We took this combined feedback very  
NOTE Confidence: 0.9402536

00:06:42.150 --> 00:06:43.750 seriously to derive a statement  
NOTE Confidence: 0.9402536

00:06:43.750 --> 00:06:45.843 that would meet the demands of the  
NOTE Confidence: 0.9402536

00:06:45.843 --> 00:06:47.810 moment and the aspirations of many.  
NOTE Confidence: 0.9402536

00:06:47.810 --> 00:06:50.234 We then again sought your feedback  
NOTE Confidence: 0.9402536

00:06:50.234 --> 00:06:52.313 the entire Yale Department of  
NOTE Confidence: 0.9402536

00:06:52.313 --> 00:06:53.901 Psychiatry via written survey  
NOTE Confidence: 0.9402536

00:06:53.901 --> 00:06:55.886 and a collective town hall.  
NOTE Confidence: 0.9402536

00:06:55.890 --> 00:06:58.543 Now we are honored to present the  
NOTE Confidence: 0.9402536

00:06:58.543 --> 00:07:00.661 proposed Yale Department of Psychiatry

NOTE Confidence: 0.9402536

00:07:00.661 --> 00:07:02.946 Mission Vision and Value Statement.

NOTE Confidence: 0.9402536

00:07:02.950 --> 00:07:03.934 There's a living document.

NOTE Confidence: 0.9402536

00:07:03.934 --> 00:07:05.410 It is one that we hope

NOTE Confidence: 0.9402536

00:07:05.464 --> 00:07:06.668 will continue to evolve.

NOTE Confidence: 0.925091518181818

00:07:10.950 --> 00:07:13.776 The Yale Department of Psychiatry is

NOTE Confidence: 0.925091518181818

00:07:13.776 --> 00:07:16.430 dedicated to enhancing holistic wellbeing,

NOTE Confidence: 0.925091518181818

00:07:16.430 --> 00:07:17.456 facilitating recovery,

NOTE Confidence: 0.925091518181818

00:07:17.456 --> 00:07:20.534 and reducing the suffering and oppression

NOTE Confidence: 0.925091518181818

00:07:20.534 --> 00:07:22.589 associated with mental illness.

NOTE Confidence: 0.925091518181818

00:07:22.590 --> 00:07:25.092 We do this through the education

NOTE Confidence: 0.925091518181818

00:07:25.092 --> 00:07:26.343 of transformative leaders,

NOTE Confidence: 0.925091518181818

00:07:26.350 --> 00:07:29.830 excellence in research practice and policy,

NOTE Confidence: 0.925091518181818

00:07:29.830 --> 00:07:32.030 and restorative and reciprocal

NOTE Confidence: 0.925091518181818

00:07:32.030 --> 00:07:33.130 community engagement.

NOTE Confidence: 0.925091518181818

00:07:33.130 --> 00:07:35.530 We embrace multiple approaches to learning,

NOTE Confidence: 0.925091518181818

00:07:35.530 --> 00:07:38.687 levels of analysis, and ways of knowing.  
NOTE Confidence: 0.925091518181818

00:07:38.690 --> 00:07:40.808 Throughout this work, we strive to  
NOTE Confidence: 0.925091518181818

00:07:40.808 --> 00:07:42.969 nurture a diverse community of trainees,  
NOTE Confidence: 0.925091518181818

00:07:42.970 --> 00:07:45.055 faculty, staff, faculty,  
NOTE Confidence: 0.925091518181818

00:07:45.055 --> 00:07:48.530 and partnerships characterized by compassion,  
NOTE Confidence: 0.925091518181818

00:07:48.530 --> 00:07:49.922 inclusivity, humility,  
NOTE Confidence: 0.925091518181818

00:07:49.922 --> 00:07:52.010 dignity, and justice.  
NOTE Confidence: 0.6078328

00:07:57.090 --> 00:08:00.560 Great, thank you so much. So sorry.  
NOTE Confidence: 0.6078328

00:08:00.560 --> 00:08:02.000 And then this is the team,  
NOTE Confidence: 0.6078328

00:08:02.000 --> 00:08:05.320 so I just want to recognize all the members.  
NOTE Confidence: 0.6078328

00:08:05.320 --> 00:08:07.119 It's been really amazing working with them.  
NOTE Confidence: 0.6078328

00:08:07.120 --> 00:08:10.515 And also thank you to Doctor Crystal,  
NOTE Confidence: 0.6078328

00:08:10.520 --> 00:08:13.480 Kyle Peterson, Janice Salone and Dr.  
NOTE Confidence: 0.6078328

00:08:13.480 --> 00:08:15.120 Crystal for their ongoing support.  
NOTE Confidence: 0.93824092

00:08:17.760 --> 00:08:19.800 Great, thank you so much.  
NOTE Confidence: 0.93824092

00:08:19.800 --> 00:08:22.030 We certainly wanted to present

NOTE Confidence: 0.93824092

00:08:22.030 --> 00:08:24.716 the mission vision value statement

NOTE Confidence: 0.93824092

00:08:24.716 --> 00:08:28.070 first in this process just to.

NOTE Confidence: 0.93824092

00:08:28.070 --> 00:08:29.810 everything that we do really

NOTE Confidence: 0.93824092

00:08:29.810 --> 00:08:31.550 should reflect that that statement.

NOTE Confidence: 0.93824092

00:08:31.550 --> 00:08:33.937 So thank you so much to everyone

NOTE Confidence: 0.93824092

00:08:33.937 --> 00:08:36.868 involved over the past 2 1/2 years to

NOTE Confidence: 0.93824092

00:08:36.868 --> 00:08:38.708 actually get that statement about.

NOTE Confidence: 0.93824092

00:08:38.710 --> 00:08:43.116 So next I'm going to review a bit

NOTE Confidence: 0.93824092

00:08:43.116 --> 00:08:46.057 about the Anti Racism Task Force and

NOTE Confidence: 0.93824092

00:08:46.057 --> 00:08:49.389 provide a vision for where we go next.

NOTE Confidence: 0.93824092

00:08:49.390 --> 00:08:53.750 So as you heard Doctor Crystal say this

NOTE Confidence: 0.93824092

00:08:53.750 --> 00:08:56.790 this morning that the Anti Racism Task Force,

NOTE Confidence: 0.93824092

00:08:56.790 --> 00:08:59.723 really the purpose is to oversee and

NOTE Confidence: 0.93824092

00:08:59.723 --> 00:09:01.987 as appropriate implement the overall

NOTE Confidence: 0.93824092

00:09:01.987 --> 00:09:03.807 department anti racism agenda.

NOTE Confidence: 0.93824092

00:09:03.807 --> 00:09:06.726 So what is it that we're actually  
NOTE Confidence: 0.93824092

00:09:06.726 --> 00:09:08.550 trying to accomplish?  
NOTE Confidence: 0.93824092

00:09:08.550 --> 00:09:10.552 And you know the Anti Racism Task  
NOTE Confidence: 0.93824092

00:09:10.552 --> 00:09:12.760 Force is not the only initiative  
NOTE Confidence: 0.93824092

00:09:12.760 --> 00:09:14.468 in the department certainly.  
NOTE Confidence: 0.93824092

00:09:14.470 --> 00:09:16.803 And so we're looking for synergy with  
NOTE Confidence: 0.93824092

00:09:16.803 --> 00:09:18.896 the diversity committee and other.  
NOTE Confidence: 0.93824092

00:09:18.896 --> 00:09:21.406 Efforts in the various divisions  
NOTE Confidence: 0.93824092

00:09:21.406 --> 00:09:23.450 and affiliated institutions.  
NOTE Confidence: 0.93824092

00:09:23.450 --> 00:09:24.670 But so high level,  
NOTE Confidence: 0.93824092

00:09:24.670 --> 00:09:26.500 what is it that we're really  
NOTE Confidence: 0.93824092

00:09:26.567 --> 00:09:27.929 trying to accomplish?  
NOTE Confidence: 0.93824092

00:09:27.930 --> 00:09:29.953 Well, we want to improve the climate  
NOTE Confidence: 0.93824092

00:09:29.953 --> 00:09:31.650 and there's lots of discussion,  
NOTE Confidence: 0.93824092

00:09:31.650 --> 00:09:32.834 you know, about climate,  
NOTE Confidence: 0.93824092

00:09:32.834 --> 00:09:33.130 really.



NOTE Confidence: 0.93824092

00:09:33.130 --> 00:09:35.178 What do we mean about by that to

NOTE Confidence: 0.93824092

00:09:35.178 --> 00:09:37.286 really think about a sense of belonging.

NOTE Confidence: 0.93824092

00:09:37.290 --> 00:09:40.706 And here we are aligned with the

NOTE Confidence: 0.93824092

00:09:40.706 --> 00:09:42.170 Yale Belonging Initiative,

NOTE Confidence: 0.93824092

00:09:42.170 --> 00:09:44.900 which just talks about a sense of

NOTE Confidence: 0.93824092

00:09:44.900 --> 00:09:47.641 being valued and connected to those

NOTE Confidence: 0.93824092

00:09:47.641 --> 00:09:50.126 around you and the organization.

NOTE Confidence: 0.93824092

00:09:50.130 --> 00:09:52.300 We think about an identity

NOTE Confidence: 0.93824092

00:09:52.300 --> 00:09:53.168 affirming environment,

NOTE Confidence: 0.93824092

00:09:53.170 --> 00:09:55.933 so the degree to which folks can see images

NOTE Confidence: 0.93824092

00:09:55.933 --> 00:09:59.050 of themselves represented in the department,

NOTE Confidence: 0.93824092

00:09:59.050 --> 00:10:00.090 if that's the images

NOTE Confidence: 0.93824092

00:10:00.090 --> 00:10:01.650 that we see on the walls,

NOTE Confidence: 0.93824092

00:10:01.650 --> 00:10:03.470 if that's the curriculum.

NOTE Confidence: 0.93824092

00:10:03.470 --> 00:10:06.200 But where can folks see themselves

NOTE Confidence: 0.93824092

00:10:06.278 --> 00:10:09.197 reflected in the work and the environment

NOTE Confidence: 0.93824092

00:10:09.197 --> 00:10:12.990 in which they engage and and work in?

NOTE Confidence: 0.93824092

00:10:12.990 --> 00:10:15.326 And we really want to have a community

NOTE Confidence: 0.93824092

00:10:15.326 --> 00:10:18.040 of safety and acceptance and decrease

NOTE Confidence: 0.93824092

00:10:18.040 --> 00:10:20.108 organizational tolerance for harassment.

NOTE Confidence: 0.93824092

00:10:20.110 --> 00:10:21.832 And certainly we want to increase

NOTE Confidence: 0.93824092

00:10:21.832 --> 00:10:23.737 equity and parity on a number

NOTE Confidence: 0.93824092

00:10:23.737 --> 00:10:24.790 of different dimensions,

NOTE Confidence: 0.93824092

00:10:24.790 --> 00:10:27.590 but certainly the numbers of

NOTE Confidence: 0.93824092

00:10:27.590 --> 00:10:31.630 underrepresented folks that we have

NOTE Confidence: 0.93824092

00:10:31.630 --> 00:10:35.281 at all ranks and tracks in terms of

NOTE Confidence: 0.93824092

00:10:35.281 --> 00:10:38.114 the faculty but also within our staff.

NOTE Confidence: 0.93824092

00:10:38.114 --> 00:10:40.830 And our trainees and certainly want to

NOTE Confidence: 0.93824092

00:10:40.906 --> 00:10:43.960 improve our relationship with the community.

NOTE Confidence: 0.941260061

00:10:46.480 --> 00:10:48.616 So I'm going to talk just

NOTE Confidence: 0.941260061

00:10:48.616 --> 00:10:50.040 briefly about this slide.

NOTE Confidence: 0.941260061

00:10:50.040 --> 00:10:52.602 But we used a community coalition

NOTE Confidence: 0.941260061

00:10:52.602 --> 00:10:55.103 model or framework when we started

NOTE Confidence: 0.941260061

00:10:55.103 --> 00:10:57.609 this work about 2 1/2 years ago.

NOTE Confidence: 0.941260061

00:10:57.610 --> 00:11:00.277 There really weren't a lot of models

NOTE Confidence: 0.941260061

00:11:00.277 --> 00:11:03.110 to show how we do this not and so

NOTE Confidence: 0.941260061

00:11:03.110 --> 00:11:05.110 I really went back to work I had

NOTE Confidence: 0.941260061

00:11:05.182 --> 00:11:07.300 done many years ago with community

NOTE Confidence: 0.941260061

00:11:07.300 --> 00:11:09.489 coalitions and it it really fit.

NOTE Confidence: 0.941260061

00:11:09.490 --> 00:11:11.954 It was a really good model and

NOTE Confidence: 0.941260061

00:11:11.954 --> 00:11:14.290 framework to really guide what we do.

NOTE Confidence: 0.941260061

00:11:14.290 --> 00:11:15.526 And as you can see here,

NOTE Confidence: 0.941260061

00:11:15.530 --> 00:11:18.205 there's seven stages or phases

NOTE Confidence: 0.941260061

00:11:18.205 --> 00:11:20.880 of coalition development and so

NOTE Confidence: 0.941260061

00:11:20.970 --> 00:11:23.818 far we have focused on the 1st 4.

NOTE Confidence: 0.941260061

00:11:23.820 --> 00:11:27.520 Stages or phases from initial

NOTE Confidence: 0.941260061

00:11:27.520 --> 00:11:31.842 mobilization where you recruit a  
NOTE Confidence: 0.941260061

00:11:31.842 --> 00:11:34.097 critical mass of active participants.  
NOTE Confidence: 0.941260061

00:11:34.100 --> 00:11:36.382 And so we really had to think  
NOTE Confidence: 0.941260061

00:11:36.382 --> 00:11:37.867 about engaging key constituencies  
NOTE Confidence: 0.941260061

00:11:37.867 --> 00:11:40.477 within the department and even in  
NOTE Confidence: 0.941260061

00:11:40.477 --> 00:11:42.940 the broader New Haven community,  
NOTE Confidence: 0.941260061

00:11:42.940 --> 00:11:46.622 we really had to establish in phase  
NOTE Confidence: 0.941260061

00:11:46.622 --> 00:11:49.200 two our organizational structure.  
NOTE Confidence: 0.941260061

00:11:49.200 --> 00:11:52.500 That really clarified roles and  
NOTE Confidence: 0.941260061

00:11:52.500 --> 00:11:54.480 responsibilities and procedures.  
NOTE Confidence: 0.941260061

00:11:54.480 --> 00:11:57.880 We had to build the capacity both at  
NOTE Confidence: 0.941260061

00:11:57.880 --> 00:12:00.615 an individual level and a department  
NOTE Confidence: 0.941260061

00:12:00.615 --> 00:12:03.878 level to really engage in anti racism  
NOTE Confidence: 0.941260061

00:12:03.878 --> 00:12:07.386 related work and that focused on workshops,  
NOTE Confidence: 0.941260061

00:12:07.386 --> 00:12:10.716 lectures and also establishing intra  
NOTE Confidence: 0.941260061

00:12:10.716 --> 00:12:12.714 and interorganizational linkages.

NOTE Confidence: 0.941260061

00:12:12.720 --> 00:12:15.290 So for instance with the.

NOTE Confidence: 0.941260061

00:12:15.290 --> 00:12:16.146 Darren Lattimore,

NOTE Confidence: 0.941260061

00:12:16.146 --> 00:12:18.286 who's the Chief Diversity Officer,

NOTE Confidence: 0.941260061

00:12:18.290 --> 00:12:20.498 I know that he has been engaged and

NOTE Confidence: 0.941260061

00:12:20.498 --> 00:12:22.688 has come to subcommittee meetings,

NOTE Confidence: 0.941260061

00:12:22.690 --> 00:12:25.220 but also our steering committee

NOTE Confidence: 0.941260061

00:12:25.220 --> 00:12:27.490 meetings and then of course planning

NOTE Confidence: 0.941260061

00:12:27.490 --> 00:12:29.810 for actions where we assess the

NOTE Confidence: 0.941260061

00:12:29.810 --> 00:12:32.275 needs perceived by those different

NOTE Confidence: 0.941260061

00:12:32.275 --> 00:12:34.247 stakeholder groups and constituencies.

NOTE Confidence: 0.941260061

00:12:34.250 --> 00:12:37.218 And as John mentioned,

NOTE Confidence: 0.941260061

00:12:37.218 --> 00:12:40.171 our six subcommittees developed

NOTE Confidence: 0.941260061

00:12:40.171 --> 00:12:42.334 over 100 recommendations.

NOTE Confidence: 0.941260061

00:12:42.334 --> 00:12:47.340 That we then had to really analyze

NOTE Confidence: 0.941260061

00:12:47.340 --> 00:12:51.620 and develop some crosscutting themes.

NOTE Confidence: 0.941260061

00:12:51.620 --> 00:12:53.460 So moving to implementation,  
NOTE Confidence: 0.941260061

00:12:53.460 --> 00:12:56.220 which is what we're marking today.  
NOTE Confidence: 0.941260061

00:12:56.220 --> 00:12:58.470 It's really where we just develop  
NOTE Confidence: 0.941260061

00:12:58.470 --> 00:13:01.179 a work plan that sets timelines,  
NOTE Confidence: 0.941260061

00:13:01.180 --> 00:13:05.308 allocates resources and assigns  
NOTE Confidence: 0.941260061

00:13:05.308 --> 00:13:06.340 responsibilities.  
NOTE Confidence: 0.941260061

00:13:06.340 --> 00:13:08.890 And our vision is that the  
NOTE Confidence: 0.941260061

00:13:08.890 --> 00:13:09.740 implementation phase,  
NOTE Confidence: 0.941260061

00:13:09.740 --> 00:13:12.687 although things always change, will be about.  
NOTE Confidence: 0.941260061

00:13:12.690 --> 00:13:13.322 Three years.  
NOTE Confidence: 0.941260061

00:13:13.322 --> 00:13:15.850 And as you can see from this model,  
NOTE Confidence: 0.941260061

00:13:15.850 --> 00:13:18.230 that implementation doesn't last  
NOTE Confidence: 0.941260061

00:13:18.230 --> 00:13:21.800 forever that you really have to  
NOTE Confidence: 0.941260061

00:13:21.898 --> 00:13:24.770 take stock of what you have done  
NOTE Confidence: 0.941260061

00:13:24.770 --> 00:13:26.570 and what you have accomplished  
NOTE Confidence: 0.941260061

00:13:26.570 --> 00:13:28.890 and really move into refinement.

NOTE Confidence: 0.941260061

00:13:28.890 --> 00:13:30.498 So what's working well,

NOTE Confidence: 0.941260061

00:13:30.498 --> 00:13:33.647 what's not working as well and how do

NOTE Confidence: 0.941260061

00:13:33.647 --> 00:13:36.271 we just refine along the way and then

NOTE Confidence: 0.941260061

00:13:36.346 --> 00:13:39.026 we have to think about in this last.

NOTE Confidence: 0.941260061

00:13:39.030 --> 00:13:40.150 These institutionalization,

NOTE Confidence: 0.941260061

00:13:40.150 --> 00:13:43.510 or some people call it sustainability,

NOTE Confidence: 0.941260061

00:13:43.510 --> 00:13:45.110 really at the member level.

NOTE Confidence: 0.941260061

00:13:45.110 --> 00:13:47.750 So how do we keep a group of

NOTE Confidence: 0.941260061

00:13:47.750 --> 00:13:50.154 people and new leadership and

NOTE Confidence: 0.941260061

00:13:50.154 --> 00:13:52.909 new members involved and engaged,

NOTE Confidence: 0.941260061

00:13:52.910 --> 00:13:55.190 but also at an organizational level?

NOTE Confidence: 0.941260061

00:13:55.190 --> 00:13:56.906 So once we know what's working,

NOTE Confidence: 0.941260061

00:13:56.910 --> 00:13:58.005 what's working well,

NOTE Confidence: 0.941260061

00:13:58.005 --> 00:14:01.152 how do we build those into the ongoing

NOTE Confidence: 0.941260061

00:14:01.152 --> 00:14:04.609 function and missions of the department?

NOTE Confidence: 0.941260061

00:14:04.609 --> 00:14:08.722 So that's a brief overview of sort  
NOTE Confidence: 0.941260061

00:14:08.722 --> 00:14:12.040 of really what's guiding the anti  
NOTE Confidence: 0.941260061

00:14:12.140 --> 00:14:15.528 racism task force and where where we  
NOTE Confidence: 0.941260061

00:14:15.528 --> 00:14:19.350 are going in the next several years.  
NOTE Confidence: 0.941260061

00:14:19.350 --> 00:14:20.708 I won't go through this in detail,  
NOTE Confidence: 0.941260061

00:14:20.710 --> 00:14:24.056 but this is just the timeline and  
NOTE Confidence: 0.941260061

00:14:24.056 --> 00:14:26.399 some milestones starting with when.  
NOTE Confidence: 0.941260061

00:14:26.400 --> 00:14:29.848 The memo was first sent out from Doctor  
NOTE Confidence: 0.941260061

00:14:29.848 --> 00:14:32.232 Crystal establishing the Anti Racism  
NOTE Confidence: 0.941260061

00:14:32.232 --> 00:14:35.160 Task Force to the steering committee  
NOTE Confidence: 0.901024476923077

00:14:35.238 --> 00:14:38.240 starting to meet to the subcommittee  
NOTE Confidence: 0.901024476923077

00:14:38.240 --> 00:14:42.560 starting to meet in 2021 and then all the  
NOTE Confidence: 0.901024476923077

00:14:42.560 --> 00:14:45.240 way through to the current time where  
NOTE Confidence: 0.901024476923077

00:14:45.240 --> 00:14:48.128 we are moving into implementation and  
NOTE Confidence: 0.901024476923077

00:14:48.128 --> 00:14:51.440 we will make these slides available.  
NOTE Confidence: 0.901024476923077

00:14:51.440 --> 00:14:54.290 But I just wanted to give you a sense of.



NOTE Confidence: 0.901024476923077  
00:14:54.290 --> 00:14:56.495 You know these phases of which we  
NOTE Confidence: 0.901024476923077  
00:14:56.495 --> 00:14:58.957 have gone through and some of them  
NOTE Confidence: 0.901024476923077  
00:14:58.957 --> 00:15:00.409 obviously are are overlapping,  
NOTE Confidence: 0.901024476923077  
00:15:00.410 --> 00:15:04.850 but just an idea of where we have been,  
NOTE Confidence: 0.901024476923077  
00:15:04.850 --> 00:15:06.726 as you know this is our structure.  
NOTE Confidence: 0.901024476923077  
00:15:06.730 --> 00:15:08.174 We had six subcommittees.  
NOTE Confidence: 0.901024476923077  
00:15:08.174 --> 00:15:11.155 We had a date and evaluation work group  
NOTE Confidence: 0.901024476923077  
00:15:11.155 --> 00:15:13.773 and also the mission vision values work  
NOTE Confidence: 0.901024476923077  
00:15:13.773 --> 00:15:16.288 group and the definitions work group.  
NOTE Confidence: 0.901024476923077  
00:15:16.290 --> 00:15:20.002 But this was our initial structure and part  
NOTE Confidence: 0.901024476923077  
00:15:20.002 --> 00:15:23.248 of coalition development is reassessing.  
NOTE Confidence: 0.901024476923077  
00:15:23.250 --> 00:15:27.570 That structure and needing to sort of modify  
NOTE Confidence: 0.901024476923077  
00:15:27.570 --> 00:15:29.750 and develop different structures that  
NOTE Confidence: 0.901024476923077  
00:15:29.750 --> 00:15:35.010 really meets the needs of the coalition.  
NOTE Confidence: 0.901024476923077  
00:15:35.010 --> 00:15:36.767 I've got a breeze through these slides.  
NOTE Confidence: 0.901024476923077

00:15:36.770 --> 00:15:39.182 But these I just want to give you a  
NOTE Confidence: 0.901024476923077

00:15:39.182 --> 00:15:41.859 sense of the over 90 people that have  
NOTE Confidence: 0.901024476923077

00:15:41.859 --> 00:15:44.728 participated in the past 2 1/2 years from  
NOTE Confidence: 0.901024476923077

00:15:44.728 --> 00:15:49.026 our steering committee to our clinical  
NOTE Confidence: 0.901024476923077

00:15:49.026 --> 00:15:53.590 subcommittee community education.  
NOTE Confidence: 0.901024476923077

00:15:53.590 --> 00:15:55.070 Faculty,  
NOTE Confidence: 0.901024476923077

00:15:55.070 --> 00:15:59.703 Development research staff and  
NOTE Confidence: 0.901024476923077

00:15:59.703 --> 00:16:04.678 our evaluation work group and our  
NOTE Confidence: 0.901024476923077

00:16:04.678 --> 00:16:05.830 definitions work group.  
NOTE Confidence: 0.901024476923077

00:16:05.830 --> 00:16:07.470 Which leads me, oh,  
NOTE Confidence: 0.901024476923077

00:16:07.470 --> 00:16:09.520 here's some wonderful pictures from  
NOTE Confidence: 0.901024476923077

00:16:09.520 --> 00:16:12.094 the celebration we had a couple of  
NOTE Confidence: 0.901024476923077

00:16:12.094 --> 00:16:14.965 weeks ago for all of the members  
NOTE Confidence: 0.901024476923077

00:16:14.965 --> 00:16:17.150 past and present who participated  
NOTE Confidence: 0.901024476923077

00:16:17.150 --> 00:16:19.790 on the anti racism task forms.  
NOTE Confidence: 0.947441742857143

00:16:23.980 --> 00:16:25.505 And we certainly could not

NOTE Confidence: 0.947441742857143  
00:16:25.505 --> 00:16:27.030 do this without our research  
NOTE Confidence: 0.947441742857143  
00:16:27.090 --> 00:16:28.698 team and administrative team.  
NOTE Confidence: 0.947441742857143  
00:16:28.700 --> 00:16:33.500 So special thanks to Kerry Smith,  
NOTE Confidence: 0.947441742857143  
00:16:33.500 --> 00:16:35.132 to Lisa Doobie,  
NOTE Confidence: 0.947441742857143  
00:16:35.132 --> 00:16:38.940 to Latasha Neal and to Diane Redding.  
NOTE Confidence: 0.947441742857143  
00:16:38.940 --> 00:16:41.228 There's so much that goes on behind the  
NOTE Confidence: 0.947441742857143  
00:16:41.228 --> 00:16:43.379 scenes to sort of make the ship run.  
NOTE Confidence: 0.947441742857143  
00:16:43.380 --> 00:16:46.272 So really wanted to have the  
NOTE Confidence: 0.947441742857143  
00:16:46.272 --> 00:16:48.200 opportunity to thank them.  
NOTE Confidence: 0.947441742857143  
00:16:48.200 --> 00:16:50.120 We're also thinking about scholarship,  
NOTE Confidence: 0.947441742857143  
00:16:50.120 --> 00:16:54.296 and this is a current post doc who  
NOTE Confidence: 0.947441742857143  
00:16:54.296 --> 00:16:56.080 participated with us last year  
NOTE Confidence: 0.947441742857143  
00:16:56.080 --> 00:16:57.880 on the Anti Racism Task Force,  
NOTE Confidence: 0.947441742857143  
00:16:57.880 --> 00:17:00.280 but she just presented some of  
NOTE Confidence: 0.947441742857143  
00:17:00.280 --> 00:17:02.784 our work at a National Conference  
NOTE Confidence: 0.947441742857143

00:17:02.784 --> 00:17:04.914 on Race in Higher Education.

NOTE Confidence: 0.935221833

00:17:07.720 --> 00:17:10.560 So I'm going to turn it over to Maria Crouch,

NOTE Confidence: 0.935221833

00:17:10.560 --> 00:17:13.920 who will give you a brief overview of

NOTE Confidence: 0.935221833

00:17:13.920 --> 00:17:17.000 the definitions work group. So Maria.

NOTE Confidence: 0.950317

00:17:18.160 --> 00:17:19.999 Thank you. Perfect.

NOTE Confidence: 0.950317

00:17:20.000 --> 00:17:22.115 So, so as you know and you've been hearing,

NOTE Confidence: 0.950317

00:17:22.120 --> 00:17:25.106 the Anti Racism Task Force began within

NOTE Confidence: 0.950317

00:17:25.106 --> 00:17:27.960 the department in 2020 through this

NOTE Confidence: 0.950317

00:17:27.960 --> 00:17:30.600 shared commitment of becoming an anti

NOTE Confidence: 0.950317

00:17:30.600 --> 00:17:33.049 racist community and actionably responding

NOTE Confidence: 0.950317

00:17:33.049 --> 00:17:37.840 to the impact of racism on our department.

NOTE Confidence: 0.950317

00:17:37.840 --> 00:17:38.960 And as you've already heard

NOTE Confidence: 0.950317

00:17:38.960 --> 00:17:40.080 and you'll continue to hear,

NOTE Confidence: 0.950317

00:17:40.080 --> 00:17:42.064 steps have been taken.

NOTE Confidence: 0.950317

00:17:42.064 --> 00:17:43.056 For inclusivity,

NOTE Confidence: 0.950317

00:17:43.060 --> 00:17:45.855 equity and to facilitate anti

NOTE Confidence: 0.950317

00:17:45.855 --> 00:17:48.650 racism and racial justice through

NOTE Confidence: 0.950317

00:17:48.744 --> 00:17:51.141 our infrastructure administration

NOTE Confidence: 0.950317

00:17:51.141 --> 00:17:53.991 and the subcommittee supports.

NOTE Confidence: 0.950317

00:17:53.991 --> 00:17:58.050 So from this effort a work a working group

NOTE Confidence: 0.950317

00:17:58.141 --> 00:18:01.699 was formed including Doctor Cindy Crusto,

NOTE Confidence: 0.950317

00:18:01.700 --> 00:18:04.340 Cheryl Control and myself to identify

NOTE Confidence: 0.950317

00:18:04.340 --> 00:18:06.695 working definitions for race, racism,

NOTE Confidence: 0.950317

00:18:06.695 --> 00:18:09.670 anti racism and racial justice.

NOTE Confidence: 0.950317

00:18:09.670 --> 00:18:11.950 The working group started meeting in

NOTE Confidence: 0.950317

00:18:11.950 --> 00:18:14.770 August of 2021 to discuss definitions.

NOTE Confidence: 0.950317

00:18:14.770 --> 00:18:18.030 Our process was iterative and we

NOTE Confidence: 0.950317

00:18:18.030 --> 00:18:20.802 had extensive talks where central

NOTE Confidence: 0.950317

00:18:20.802 --> 00:18:23.401 to that was intersectionality or

NOTE Confidence: 0.950317

00:18:23.401 --> 00:18:26.005 this interconnected nature of

NOTE Confidence: 0.950317

00:18:26.005 --> 00:18:28.498 social categorizations such as race,

NOTE Confidence: 0.950317

00:18:28.498 --> 00:18:30.874 and this is demonstrated in the  
NOTE Confidence: 0.950317

00:18:30.874 --> 00:18:32.710 diversity mosaic that you see  
NOTE Confidence: 0.950317

00:18:32.710 --> 00:18:35.326 from John Hopkins on the right.  
NOTE Confidence: 0.950317

00:18:35.330 --> 00:18:37.724 We considered a myriad of terms  
NOTE Confidence: 0.950317

00:18:37.724 --> 00:18:40.501 and the intersections of a person's  
NOTE Confidence: 0.950317

00:18:40.501 --> 00:18:42.166 identity like pigmentocracy,  
NOTE Confidence: 0.950317

00:18:42.170 --> 00:18:43.354 intergenerational trauma,  
NOTE Confidence: 0.950317

00:18:43.354 --> 00:18:43.946 microaggressions,  
NOTE Confidence: 0.950317

00:18:43.946 --> 00:18:44.538 decolonization.  
NOTE Confidence: 0.950317

00:18:44.538 --> 00:18:47.498 But we always anchored our  
NOTE Confidence: 0.950317

00:18:47.498 --> 00:18:49.777 conversations in race and the goals  
NOTE Confidence: 0.950317

00:18:49.777 --> 00:18:51.402 around an anti racist department.  
NOTE Confidence: 0.950317

00:18:51.410 --> 00:18:53.804 So the terms of race, racism.  
NOTE Confidence: 0.950317

00:18:53.804 --> 00:18:56.660 Anti racism, Racial justice.  
NOTE Confidence: 0.950317

00:18:56.660 --> 00:18:58.585 They were chosen to reflect the aims  
NOTE Confidence: 0.950317

00:18:58.585 --> 00:19:00.852 of the task force and the process

NOTE Confidence: 0.950317  
00:19:00.852 --> 00:19:02.572 of the department to understand,  
NOTE Confidence: 0.950317  
00:19:02.580 --> 00:19:05.130 identify and then change the context  
NOTE Confidence: 0.950317  
00:19:05.130 --> 00:19:08.020 of both overt and covert racism.  
NOTE Confidence: 0.950317  
00:19:08.020 --> 00:19:09.500 And based on these talks,  
NOTE Confidence: 0.950317  
00:19:09.500 --> 00:19:12.482 3 to 4 definitions for each term  
NOTE Confidence: 0.950317  
00:19:12.482 --> 00:19:15.340 were selected and the rationale for  
NOTE Confidence: 0.950317  
00:19:15.340 --> 00:19:17.644 these included those that reflect the  
NOTE Confidence: 0.950317  
00:19:17.644 --> 00:19:19.600 most recent thinking in the field.  
NOTE Confidence: 0.950317  
00:19:19.600 --> 00:19:21.862 The quality of those sources from  
NOTE Confidence: 0.950317  
00:19:21.862 --> 00:19:23.763 foundations to academia and then  
NOTE Confidence: 0.950317  
00:19:23.763 --> 00:19:26.017 people who are well cited in the  
NOTE Confidence: 0.950317  
00:19:26.017 --> 00:19:28.518 literature and who are experts in the field.  
NOTE Confidence: 0.950317  
00:19:28.520 --> 00:19:29.000 Next slide.  
NOTE Confidence: 0.8467789775  
00:19:30.920 --> 00:19:32.200 So once we determine  
NOTE Confidence: 0.96415411875  
00:19:32.200 --> 00:19:34.825 the definitions, we then conducted  
NOTE Confidence: 0.96415411875

00:19:34.825 --> 00:19:37.012 community listening groups where people  
NOTE Confidence: 0.96415411875

00:19:37.012 --> 00:19:39.630 in the department came together and  
NOTE Confidence: 0.96415411875

00:19:39.630 --> 00:19:42.515 provided feedback on all aspects of the  
NOTE Confidence: 0.96415411875

00:19:42.515 --> 00:19:44.920 definitions that we provided to them.  
NOTE Confidence: 0.96415411875

00:19:44.920 --> 00:19:47.741 And this was accomplished by having groups  
NOTE Confidence: 0.96415411875

00:19:47.741 --> 00:19:50.319 put their responses in a ball transform.  
NOTE Confidence: 0.96415411875

00:19:50.320 --> 00:19:52.405 We first piloted the process  
NOTE Confidence: 0.96415411875

00:19:52.405 --> 00:19:54.073 among the steering committee,  
NOTE Confidence: 0.96415411875

00:19:54.080 --> 00:19:56.654 followed by those two department wide  
NOTE Confidence: 0.96415411875

00:19:56.654 --> 00:19:59.825 group meetings and the option for people  
NOTE Confidence: 0.96415411875

00:19:59.825 --> 00:20:02.573 to also provide feedback individually per  
NOTE Confidence: 0.96415411875

00:20:02.573 --> 00:20:05.755 link that we sent everyone through e-mail.  
NOTE Confidence: 0.96415411875

00:20:05.760 --> 00:20:08.532 Then all the responses were compiled in  
NOTE Confidence: 0.96415411875

00:20:08.532 --> 00:20:11.212 Qualtrics and we conducted qualitative  
NOTE Confidence: 0.96415411875

00:20:11.212 --> 00:20:13.140 analysis to better understand the  
NOTE Confidence: 0.96415411875

00:20:13.140 --> 00:20:14.970 nuances of the feedback and the



NOTE Confidence: 0.96415411875

00:20:15.034 --> 00:20:16.998 recommendations that folks provided.

NOTE Confidence: 0.96415411875

00:20:17.000 --> 00:20:19.316 So the three to four definitions.

NOTE Confidence: 0.96415411875

00:20:19.320 --> 00:20:21.822 That people were offered were then

NOTE Confidence: 0.96415411875

00:20:21.822 --> 00:20:24.368 reduced to one but for one of the

NOTE Confidence: 0.96415411875

00:20:24.368 --> 00:20:27.112 definitions for two for each of those

NOTE Confidence: 0.96415411875

00:20:27.112 --> 00:20:29.472 terms and and so these ultimately will

NOTE Confidence: 0.96415411875

00:20:29.472 --> 00:20:32.200 be developed into a report which will be

NOTE Confidence: 0.96415411875

00:20:32.200 --> 00:20:36.600 made available to the department Next slide.

NOTE Confidence: 0.96415411875

00:20:36.600 --> 00:20:39.400 Oh, so actually before this one,

NOTE Confidence: 0.96415411875

00:20:39.400 --> 00:20:40.918 I think one side was excluded,

NOTE Confidence: 0.96415411875

00:20:40.920 --> 00:20:41.672 but that's okay because

NOTE Confidence: 0.96415411875

00:20:41.672 --> 00:20:42.800 I'll put it in the chat.

NOTE Confidence: 0.96415411875

00:20:42.800 --> 00:20:48.629 But we also had a theomatic map where.

NOTE Confidence: 0.96415411875

00:20:48.630 --> 00:20:51.052 Just giving you some information on the

NOTE Confidence: 0.96415411875

00:20:51.052 --> 00:20:53.270 qualitative analysis and the feedback we got,

NOTE Confidence: 0.96415411875

00:20:53.270 --> 00:20:55.384 and the most salient themes of those,  
NOTE Confidence: 0.96415411875

00:20:55.390 --> 00:20:57.110 so just let you know.  
NOTE Confidence: 0.96415411875

00:20:57.110 --> 00:21:00.350 Those included socio, political,  
NOTE Confidence: 0.96415411875

00:21:00.350 --> 00:21:02.310 structural considerations,  
NOTE Confidence: 0.96415411875

00:21:02.310 --> 00:21:03.430 the social,  
NOTE Confidence: 0.96415411875

00:21:03.430 --> 00:21:05.670 social constructs of language  
NOTE Confidence: 0.96415411875

00:21:05.670 --> 00:21:07.910 and aspects of race,  
NOTE Confidence: 0.96415411875

00:21:07.910 --> 00:21:10.300 the very often invalidating nature  
NOTE Confidence: 0.96415411875

00:21:10.300 --> 00:21:13.820 of race and racism that can be  
NOTE Confidence: 0.96415411875

00:21:13.820 --> 00:21:15.908 embedded in understanding them.  
NOTE Confidence: 0.96415411875

00:21:15.910 --> 00:21:18.606 Just a myriad interconnecting  
NOTE Confidence: 0.96415411875

00:21:18.606 --> 00:21:20.628 and systemic oppressions,  
NOTE Confidence: 0.96415411875

00:21:20.630 --> 00:21:21.872 then power dynamics,  
NOTE Confidence: 0.96415411875

00:21:21.872 --> 00:21:24.770 and then this this critical nature of  
NOTE Confidence: 0.96415411875

00:21:24.849 --> 00:21:27.459 communicating strength and and action  
NOTE Confidence: 0.96415411875

00:21:27.459 --> 00:21:30.069 when defining and considering race,

NOTE Confidence: 0.96415411875  
00:21:30.070 --> 00:21:30.710 racism,  
NOTE Confidence: 0.96415411875  
00:21:30.710 --> 00:21:33.910 anti racism and racial justice.  
NOTE Confidence: 0.96415411875  
00:21:33.910 --> 00:21:35.842 So lastly on this slide we want  
NOTE Confidence: 0.96415411875  
00:21:35.842 --> 00:21:37.079 to acknowledge and appreciate  
NOTE Confidence: 0.96415411875  
00:21:37.079 --> 00:21:39.240 the two students who helped with  
NOTE Confidence: 0.96415411875  
00:21:39.240 --> 00:21:40.470 the qualitative analysis.  
NOTE Confidence: 0.96415411875  
00:21:40.470 --> 00:21:42.388 On the top you see Michelle Andrew,  
NOTE Confidence: 0.96415411875  
00:21:42.390 --> 00:21:45.018 she's a student here at Yale.  
NOTE Confidence: 0.96415411875  
00:21:45.020 --> 00:21:46.658 And then on the bottom is at least Decker,  
NOTE Confidence: 0.96415411875  
00:21:46.660 --> 00:21:49.235 who's the student of Swathmore also  
NOTE Confidence: 0.96415411875  
00:21:49.235 --> 00:21:50.955 to say Dogen and thank you to you  
NOTE Confidence: 0.96415411875  
00:21:50.955 --> 00:21:52.657 for your time and consideration.  
NOTE Confidence: 0.96415411875  
00:21:52.660 --> 00:21:55.060 And then again for those interested,  
NOTE Confidence: 0.96415411875  
00:21:55.060 --> 00:21:57.316 I'll drop into the chat APDF of  
NOTE Confidence: 0.96415411875  
00:21:57.316 --> 00:21:59.156 our observations that includes the  
NOTE Confidence: 0.96415411875

00:21:59.156 --> 00:22:00.748 definitions and more information  
NOTE Confidence: 0.96415411875

00:22:00.748 --> 00:22:02.020 about the themes.  
NOTE Confidence: 0.93824092

00:22:05.020 --> 00:22:06.180 Thank you so much, Maria.  
NOTE Confidence: 0.93824092

00:22:06.180 --> 00:22:07.615 I really appreciate all the  
NOTE Confidence: 0.93824092

00:22:07.615 --> 00:22:09.050 time and effort you've put  
NOTE Confidence: 0.93824092

00:22:09.104 --> 00:22:10.379 into this aspect of the.  
NOTE Confidence: 0.940253531666667

00:22:13.800 --> 00:22:16.376 So we're going to move on to talk  
NOTE Confidence: 0.940253531666667

00:22:16.376 --> 00:22:18.679 about the implementation phase.  
NOTE Confidence: 0.940253531666667

00:22:18.680 --> 00:22:21.512 And I'm going to turn it over to  
NOTE Confidence: 0.940253531666667

00:22:21.512 --> 00:22:23.720 Doctor Karima Robinson, who was  
NOTE Confidence: 0.941511451875

00:22:25.760 --> 00:22:28.856 cochair of the staff committee and  
NOTE Confidence: 0.941511451875

00:22:28.856 --> 00:22:32.980 also worked on a small group of us  
NOTE Confidence: 0.941511451875

00:22:32.980 --> 00:22:36.252 that really needed to think through  
NOTE Confidence: 0.941511451875

00:22:36.252 --> 00:22:39.117 these crosscutting themes and domains,  
NOTE Confidence: 0.941511451875

00:22:39.120 --> 00:22:41.948 how we're going to move forward with  
NOTE Confidence: 0.941511451875

00:22:41.948 --> 00:22:43.830 implementation teams and projects.

NOTE Confidence: 0.941511451875

00:22:43.830 --> 00:22:45.790 And also the nomination process.

NOTE Confidence: 0.941511451875

00:22:45.790 --> 00:22:48.830 So I am going to turn it over to Carina.

NOTE Confidence: 0.935461504761904

00:22:50.030 --> 00:22:50.798 Thank you, Cindy.

NOTE Confidence: 0.935461504761904

00:22:50.798 --> 00:22:53.476 So I just want to take a few minutes to

NOTE Confidence: 0.935461504761904

00:22:53.476 --> 00:22:55.950 just explain how we got to the domains.

NOTE Confidence: 0.935461504761904

00:22:55.950 --> 00:22:58.865 We had, as you know,

NOTE Confidence: 0.935461504761904

00:22:58.865 --> 00:23:01.610 6 subcommittees who submitted 6 plans,

NOTE Confidence: 0.935461504761904

00:23:01.610 --> 00:23:03.470 recommendations and strategies

NOTE Confidence: 0.935461504761904

00:23:03.470 --> 00:23:05.950 and some action steps.

NOTE Confidence: 0.935461504761904

00:23:05.950 --> 00:23:07.885 And so it ended up being quite a bit

NOTE Confidence: 0.935461504761904

00:23:07.885 --> 00:23:09.868 of information that was handed in.

NOTE Confidence: 0.935461504761904

00:23:09.870 --> 00:23:11.440 So I'll just review quickly.

NOTE Confidence: 0.935461504761904

00:23:11.440 --> 00:23:13.160 We had the clinical subcommittee,

NOTE Confidence: 0.935461504761904

00:23:13.160 --> 00:23:14.792 the education subcommittee,

NOTE Confidence: 0.935461504761904

00:23:14.792 --> 00:23:17.140 the research subcommittee,

NOTE Confidence: 0.935461504761904

00:23:17.140 --> 00:23:18.908 Faculty committee,  
NOTE Confidence: 0.935461504761904

00:23:18.908 --> 00:23:20.940 Staff subcommittee and the  
NOTE Confidence: 0.935461504761904

00:23:20.940 --> 00:23:21.956 community subcommittee.  
NOTE Confidence: 0.935461504761904

00:23:21.960 --> 00:23:25.920 So you had six very active groups who  
NOTE Confidence: 0.935461504761904

00:23:25.920 --> 00:23:28.040 created their each their own plans.  
NOTE Confidence: 0.935461504761904

00:23:28.040 --> 00:23:30.450 We ended up with roughly 50  
NOTE Confidence: 0.935461504761904

00:23:30.450 --> 00:23:33.075 recommendations and over 100 strategies.  
NOTE Confidence: 0.935461504761904

00:23:33.080 --> 00:23:34.706 So it was an incredible amount  
NOTE Confidence: 0.935461504761904

00:23:34.706 --> 00:23:36.340 of information and there were  
NOTE Confidence: 0.935461504761904

00:23:36.340 --> 00:23:39.283 overlapping themes in these so.  
NOTE Confidence: 0.935461504761904

00:23:39.283 --> 00:23:40.984 We ended up trying to figure out  
NOTE Confidence: 0.935461504761904

00:23:40.984 --> 00:23:42.640 how to consolidate this work.  
NOTE Confidence: 0.935461504761904

00:23:42.640 --> 00:23:44.353 We had overlapping themes,  
NOTE Confidence: 0.935461504761904

00:23:44.353 --> 00:23:46.317 We had some differences.  
NOTE Confidence: 0.935461504761904

00:23:46.320 --> 00:23:48.840 We had some specific things to each group.  
NOTE Confidence: 0.935461504761904

00:23:48.840 --> 00:23:50.800 And so there was a a lengthy

NOTE Confidence: 0.935461504761904  
00:23:50.800 --> 00:23:52.327 process to review the material  
NOTE Confidence: 0.935461504761904  
00:23:52.327 --> 00:23:54.626 and figure out how to create an  
NOTE Confidence: 0.935461504761904  
00:23:54.626 --> 00:23:56.350 implementation plan based on those  
NOTE Confidence: 0.935461504761904  
00:23:56.350 --> 00:23:58.320 six plans that were submitted.  
NOTE Confidence: 0.935461504761904  
00:23:58.320 --> 00:24:00.840 So we started grouping similar items.  
NOTE Confidence: 0.935461504761904  
00:24:00.840 --> 00:24:03.320 We had multiple drafts of what  
NOTE Confidence: 0.935461504761904  
00:24:03.320 --> 00:24:05.310 are the crosscutting items here?  
NOTE Confidence: 0.935461504761904  
00:24:05.310 --> 00:24:06.815 Our first draft I'm going to give  
NOTE Confidence: 0.935461504761904  
00:24:06.815 --> 00:24:08.370 a shout out to Joy Kaufman who  
NOTE Confidence: 0.935461504761904  
00:24:08.370 --> 00:24:09.950 who took the first stab at this,  
NOTE Confidence: 0.935461504761904  
00:24:09.950 --> 00:24:13.135 which was an immense task of  
NOTE Confidence: 0.935461504761904  
00:24:13.135 --> 00:24:16.060 cutting and pasting and reorganizing  
NOTE Confidence: 0.935461504761904  
00:24:16.060 --> 00:24:17.813 and shifting strategies,  
NOTE Confidence: 0.935461504761904  
00:24:17.813 --> 00:24:18.396 recommendations,  
NOTE Confidence: 0.935461504761904  
00:24:18.396 --> 00:24:21.311 action steps to create initially  
NOTE Confidence: 0.935461504761904

00:24:21.311 --> 00:24:24.309 13 categories that we started from.  
NOTE Confidence: 0.935461504761904

00:24:24.310 --> 00:24:25.630 From there we had to work through  
NOTE Confidence: 0.935461504761904

00:24:25.630 --> 00:24:26.780 a couple of different drafts  
NOTE Confidence: 0.935461504761904

00:24:26.780 --> 00:24:28.705 to end up where we are today,  
NOTE Confidence: 0.935461504761904

00:24:28.710 --> 00:24:31.230 which is with six domains and  
NOTE Confidence: 0.935461504761904

00:24:31.230 --> 00:24:34.170 some sub domains.  
NOTE Confidence: 0.923481266666667

00:24:34.170 --> 00:24:34.608 So I also,  
NOTE Confidence: 0.930197382857143

00:24:35.770 --> 00:24:37.450 so we had multiple drafts and then  
NOTE Confidence: 0.930197382857143

00:24:37.450 --> 00:24:39.327 we moved into a small working group.  
NOTE Confidence: 0.930197382857143

00:24:39.330 --> 00:24:41.172 We started with this with the  
NOTE Confidence: 0.930197382857143

00:24:41.172 --> 00:24:42.958 steering committee which is 25 plus  
NOTE Confidence: 0.930197382857143

00:24:42.958 --> 00:24:44.610 people that we talked about earlier.  
NOTE Confidence: 0.930197382857143

00:24:44.610 --> 00:24:46.250 I think it was a slide earlier about  
NOTE Confidence: 0.930197382857143

00:24:46.250 --> 00:24:48.085 the steering committee and then we  
NOTE Confidence: 0.930197382857143

00:24:48.085 --> 00:24:50.122 moved from there into a small working  
NOTE Confidence: 0.930197382857143

00:24:50.122 --> 00:24:51.362 group of the steering committee.



NOTE Confidence: 0.930197382857143

00:24:51.362 --> 00:24:54.210 So we had about 11:50 people I think from

NOTE Confidence: 0.930197382857143

00:24:54.210 --> 00:24:57.793 that committee and we did about five

NOTE Confidence: 0.930197382857143

00:24:57.793 --> 00:24:59.914 months of really drilling down on each

NOTE Confidence: 0.930197382857143

00:24:59.914 --> 00:25:02.337 one of the items that was submitted.

NOTE Confidence: 0.930197382857143

00:25:02.340 --> 00:25:03.652 They're really thinking through

NOTE Confidence: 0.930197382857143

00:25:03.652 --> 00:25:05.292 and discussing with each other

NOTE Confidence: 0.930197382857143

00:25:05.300 --> 00:25:07.418 where to put this particular item.

NOTE Confidence: 0.930197382857143

00:25:07.420 --> 00:25:09.856 So which which of the domains

NOTE Confidence: 0.930197382857143

00:25:09.860 --> 00:25:10.872 worked for this item.

NOTE Confidence: 0.930197382857143

00:25:10.872 --> 00:25:12.496 And again, there were a lot of overlap,

NOTE Confidence: 0.61982914

00:25:12.500 --> 00:25:14.020 so it was, you know, some really

NOTE Confidence: 0.61982914

00:25:14.020 --> 00:25:15.300 fruitful discussions about where

NOTE Confidence: 0.943608066666667

00:25:15.300 --> 00:25:16.179 to place things.

NOTE Confidence: 0.93522200875

00:25:18.870 --> 00:25:20.550 And that's how we ended up with six,

NOTE Confidence: 0.93522200875

00:25:20.550 --> 00:25:21.426 I'm sorry, 5 domains.

NOTE Confidence: 0.93522200875

00:25:21.426 --> 00:25:23.070 But it was a lot of work.  
NOTE Confidence: 0.93522200875

00:25:23.070 --> 00:25:25.270 It took time, it took months of us  
NOTE Confidence: 0.93522200875

00:25:25.270 --> 00:25:27.483 working together and really having these  
NOTE Confidence: 0.93522200875

00:25:27.483 --> 00:25:29.790 important conversations about how this  
NOTE Confidence: 0.93522200875

00:25:29.790 --> 00:25:31.918 work would be implemented and what's the  
NOTE Confidence: 0.93522200875

00:25:31.918 --> 00:25:33.840 best model and strategy for doing so.  
NOTE Confidence: 0.93522200875

00:25:33.840 --> 00:25:36.160 So that's just a little bit of background  
NOTE Confidence: 0.93522200875

00:25:36.160 --> 00:25:38.014 instead of behind the scenes look at  
NOTE Confidence: 0.93522200875

00:25:38.014 --> 00:25:40.594 the work we've been doing and how we  
NOTE Confidence: 0.93522200875

00:25:40.594 --> 00:25:42.750 landed with our with our five domains,  
NOTE Confidence: 0.93522200875

00:25:42.750 --> 00:25:44.270 every single recommendation and  
NOTE Confidence: 0.93522200875

00:25:44.270 --> 00:25:47.470 strategy is included in the final plan.  
NOTE Confidence: 0.93522200875

00:25:47.470 --> 00:25:49.950 And so everyone's work is fully represented  
NOTE Confidence: 0.93522200875

00:25:49.950 --> 00:25:51.258 in the implementation plans that will  
NOTE Confidence: 0.93522200875

00:25:51.258 --> 00:25:54.550 be given to the different domain groups.  
NOTE Confidence: 0.93522200875

00:25:54.550 --> 00:25:57.230 And with that I will hand it over to Sam

NOTE Confidence: 0.93773775

00:26:01.750 --> 00:26:03.430 and try to advance

NOTE Confidence: 0.950317

00:26:03.430 --> 00:26:08.334 thanks. Thanks very much as as as Krima

NOTE Confidence: 0.950317

00:26:08.334 --> 00:26:10.664 summarized the the steering committee,

NOTE Confidence: 0.950317

00:26:10.670 --> 00:26:12.830 its leaders and then its subgroup

NOTE Confidence: 0.950317

00:26:12.830 --> 00:26:14.678 had significant discussion and

NOTE Confidence: 0.950317

00:26:14.678 --> 00:26:17.158 deliberation about the best model.

NOTE Confidence: 0.950317

00:26:17.160 --> 00:26:19.320 For organizing the implementation

NOTE Confidence: 0.950317

00:26:19.320 --> 00:26:23.060 phase of of a RTF's work and there

NOTE Confidence: 0.950317

00:26:23.060 --> 00:26:25.430 there was I think pretty strong

NOTE Confidence: 0.950317

00:26:25.515 --> 00:26:28.025 agreement that this next phase of

NOTE Confidence: 0.950317

00:26:28.025 --> 00:26:30.378 work would be better conceptual or

NOTE Confidence: 0.950317

00:26:30.378 --> 00:26:32.663 conceptualized around areas of action

NOTE Confidence: 0.950317

00:26:32.663 --> 00:26:35.182 and operational goals rather than

NOTE Confidence: 0.950317

00:26:35.182 --> 00:26:38.037 stakeholder or mission focus groups.

NOTE Confidence: 0.950317

00:26:38.040 --> 00:26:40.152 And for that reason there was

NOTE Confidence: 0.950317

00:26:40.152 --> 00:26:42.485 there was consensus that the 6th  
NOTE Confidence: 0.950317

00:26:42.485 --> 00:26:44.625 subcommittee framework which was very.  
NOTE Confidence: 0.950317

00:26:44.630 --> 00:26:47.630 Stakeholder and mission focused had been  
NOTE Confidence: 0.950317

00:26:47.630 --> 00:26:50.160 incredibly useful for developing the  
NOTE Confidence: 0.950317

00:26:50.160 --> 00:26:52.710 recommendations that Karima alluded to,  
NOTE Confidence: 0.950317

00:26:52.710 --> 00:26:57.130 but that these five broader areas  
NOTE Confidence: 0.950317

00:26:57.130 --> 00:26:59.350 that you can see on this slide  
NOTE Confidence: 0.9478012725

00:27:02.590 --> 00:27:05.990 that these five broader areas might be useful  
NOTE Confidence: 0.9478012725

00:27:05.990 --> 00:27:08.454 or more useful for organizing our work.  
NOTE Confidence: 0.9478012725

00:27:08.460 --> 00:27:10.380 Moving forward over the next three  
NOTE Confidence: 0.9478012725

00:27:10.380 --> 00:27:12.529 years with the actions that were  
NOTE Confidence: 0.9478012725

00:27:12.529 --> 00:27:14.539 recommended by the former subcommittees,  
NOTE Confidence: 0.9478012725

00:27:14.540 --> 00:27:17.260 we're calling these implementation teams  
NOTE Confidence: 0.9478012725

00:27:17.260 --> 00:27:20.204 and most of them will have subgroups or  
NOTE Confidence: 0.9478012725

00:27:20.204 --> 00:27:22.900 sub domains of focus which incorporate  
NOTE Confidence: 0.9478012725

00:27:22.900 --> 00:27:25.259 all the information from the prior kind

NOTE Confidence: 0.9478012725

00:27:25.259 --> 00:27:27.452 of stakeholder or mission focused models

NOTE Confidence: 0.9478012725

00:27:27.452 --> 00:27:29.696 of the of the prior subcommittees.

NOTE Confidence: 0.9478012725

00:27:29.700 --> 00:27:31.300 The first implementation team

NOTE Confidence: 0.9478012725

00:27:31.300 --> 00:27:33.562 will focus on diversity, equity,

NOTE Confidence: 0.9478012725

00:27:33.562 --> 00:27:36.210 inclusion and anti racism

NOTE Confidence: 0.9478012725

00:27:36.210 --> 00:27:37.534 professional development.

NOTE Confidence: 0.9478012725

00:27:37.540 --> 00:27:40.298 This will mostly focus on the development,

NOTE Confidence: 0.9478012725

00:27:40.300 --> 00:27:40.920 dissemination,

NOTE Confidence: 0.9478012725

00:27:40.920 --> 00:27:44.640 monitoring and evaluating a range of

NOTE Confidence: 0.9478012725

00:27:44.640 --> 00:27:47.235 professional development or training

NOTE Confidence: 0.9478012725

00:27:47.235 --> 00:27:50.998 opportunities related to DEI for staff,

NOTE Confidence: 0.9478012725

00:27:50.998 --> 00:27:52.816 faculty and trainees.

NOTE Confidence: 0.9478012725

00:27:52.820 --> 00:27:56.537 A second team will focus on engagement,

NOTE Confidence: 0.9478012725

00:27:56.540 --> 00:27:59.452 continuous improvement and accountability

NOTE Confidence: 0.9478012725

00:27:59.452 --> 00:28:02.140 and will likely have one important

NOTE Confidence: 0.9478012725

00:28:02.140 --> 00:28:05.015 subgroup or sub domain which focuses more  
NOTE Confidence: 0.9478012725

00:28:05.015 --> 00:28:07.553 on the data collection and monitoring.  
NOTE Confidence: 0.9478012725

00:28:07.560 --> 00:28:09.936 Of our progress toward anti racism  
NOTE Confidence: 0.9478012725

00:28:09.936 --> 00:28:12.342 goals and outcomes and then another  
NOTE Confidence: 0.9478012725

00:28:12.342 --> 00:28:14.967 subgroup or sub domain will focus more  
NOTE Confidence: 0.9478012725

00:28:14.967 --> 00:28:17.638 on communication and dissemination.  
NOTE Confidence: 0.9478012725

00:28:17.640 --> 00:28:20.200 Of our progress toward implementing  
NOTE Confidence: 0.9478012725

00:28:20.200 --> 00:28:22.760 and sustaining anti racism goals  
NOTE Confidence: 0.9478012725

00:28:22.839 --> 00:28:24.120 and and outcomes.  
NOTE Confidence: 0.9478012725

00:28:24.120 --> 00:28:27.447 A third team will focus on recruitment,  
NOTE Confidence: 0.9478012725

00:28:27.447 --> 00:28:29.875 retention and career and  
NOTE Confidence: 0.9478012725

00:28:29.875 --> 00:28:31.089 professional advancement.  
NOTE Confidence: 0.9478012725

00:28:31.090 --> 00:28:33.538 And here there will be 3 subgroups or  
NOTE Confidence: 0.9478012725

00:28:33.538 --> 00:28:36.683 or sub domains of work focused on a  
NOTE Confidence: 0.9478012725

00:28:36.683 --> 00:28:39.032 specific priorities related to staff,  
NOTE Confidence: 0.9478012725

00:28:39.032 --> 00:28:43.244 faculty and training needs and opportunities.

NOTE Confidence: 0.9478012725

00:28:43.250 --> 00:28:45.475 1/4 implementation team will focus

NOTE Confidence: 0.9478012725

00:28:45.475 --> 00:28:46.365 on inclusive,

NOTE Confidence: 0.9478012725

00:28:46.370 --> 00:28:48.574 equitable and welcoming environment

NOTE Confidence: 0.9478012725

00:28:48.574 --> 00:28:51.904 as well as the structures, policies,

NOTE Confidence: 0.9478012725

00:28:51.904 --> 00:28:52.478 practices,

NOTE Confidence: 0.9478012725

00:28:52.478 --> 00:28:55.348 positions even that will help

NOTE Confidence: 0.9478012725

00:28:55.348 --> 00:28:57.830 ensure a positive climate.

NOTE Confidence: 0.9478012725

00:28:57.830 --> 00:28:59.942 And this will include subgroups or

NOTE Confidence: 0.9478012725

00:28:59.942 --> 00:29:02.318 subdomains that focus on both on

NOTE Confidence: 0.9478012725

00:29:02.318 --> 00:29:04.130 increasing positive activities and

NOTE Confidence: 0.9478012725

00:29:04.130 --> 00:29:05.942 promoting A welcoming environment

NOTE Confidence: 0.9478012725

00:29:05.950 --> 00:29:08.512 as well as one that's more focused

NOTE Confidence: 0.9478012725

00:29:08.512 --> 00:29:10.239 on addressing harmful behaviors

NOTE Confidence: 0.9478012725

00:29:10.239 --> 00:29:11.907 and negative situations.

NOTE Confidence: 0.9478012725

00:29:11.910 --> 00:29:14.622 This team will also be focused on the

NOTE Confidence: 0.9478012725

00:29:14.622 --> 00:29:16.831 development of new positions or work

NOTE Confidence: 0.9478012725

00:29:16.831 --> 00:29:19.021 groups in the department that will

NOTE Confidence: 0.9478012725

00:29:19.093 --> 00:29:21.655 support our anti racism work across

NOTE Confidence: 0.9478012725

00:29:21.655 --> 00:29:25.079 all four of our core mission areas.

NOTE Confidence: 0.9478012725

00:29:25.080 --> 00:29:27.201 Which brings me to the last but

NOTE Confidence: 0.9478012725

00:29:27.201 --> 00:29:28.635 certainly not least important

NOTE Confidence: 0.9478012725

00:29:28.635 --> 00:29:30.915 implementation team which focuses on

NOTE Confidence: 0.9478012725

00:29:30.920 --> 00:29:33.080 mission integration and racial equity.

NOTE Confidence: 0.9478012725

00:29:33.080 --> 00:29:35.125 Mission integration 1 subgroup or

NOTE Confidence: 0.9478012725

00:29:35.125 --> 00:29:37.880 sub domain will focus on clinical,

NOTE Confidence: 0.9478012725

00:29:37.880 --> 00:29:39.041 one on community,

NOTE Confidence: 0.9478012725

00:29:39.041 --> 00:29:42.560 one on on education and one on research.

NOTE Confidence: 0.9478012725

00:29:42.560 --> 00:29:44.440 So 4 mission areas.

NOTE Confidence: 0.9478012725

00:29:44.440 --> 00:29:48.320 And as Cindy Cream and others have said,

NOTE Confidence: 0.9478012725

00:29:48.320 --> 00:29:50.240 all the subcommittee recommendations

NOTE Confidence: 0.9478012725

00:29:50.240 --> 00:29:52.160 have been retained through.



NOTE Confidence: 0.9478012725

00:29:52.160 --> 00:29:53.162 This process,

NOTE Confidence: 0.9478012725

00:29:53.162 --> 00:29:55.667 but they've been spread across

NOTE Confidence: 0.9478012725

00:29:55.667 --> 00:29:57.600 these five implementation teams

NOTE Confidence: 0.9478012725

00:29:57.600 --> 00:29:59.600 I'll be at somewhat unevenly.

NOTE Confidence: 0.9478012725

00:29:59.600 --> 00:30:00.200 For example,

NOTE Confidence: 0.9478012725

00:30:00.200 --> 00:30:02.300 the bulk of the recommendations from the

NOTE Confidence: 0.9478012725

00:30:02.300 --> 00:30:04.278 faculty development subcommittee that me,

NOTE Confidence: 0.9478012725

00:30:04.280 --> 00:30:06.380 Addy and I cochaired are one

NOTE Confidence: 0.9478012725

00:30:06.380 --> 00:30:08.280 important part of the third,

NOTE Confidence: 0.9478012725

00:30:08.280 --> 00:30:09.792 that third implementation team.

NOTE Confidence: 0.9478012725

00:30:09.792 --> 00:30:12.400 But we have several that are in

NOTE Confidence: 0.9478012725

00:30:12.400 --> 00:30:14.297 each of the other four teams as

NOTE Confidence: 0.9478012725

00:30:14.297 --> 00:30:16.480 well and we're really encouraging

NOTE Confidence: 0.9478012725

00:30:16.480 --> 00:30:18.055 our subcommittee members.

NOTE Confidence: 0.9478012725

00:30:18.060 --> 00:30:20.190 Nominate themselves and others for

NOTE Confidence: 0.9478012725

00:30:20.190 --> 00:30:22.682 whichever team they feel they have  
NOTE Confidence: 0.9478012725

00:30:22.682 --> 00:30:25.304 the most to contribute and make  
NOTE Confidence: 0.9478012725

00:30:25.304 --> 00:30:27.859 impactful change in our department.  
NOTE Confidence: 0.9478012725

00:30:27.860 --> 00:30:28.860 Next slide,  
NOTE Confidence: 0.950317

00:30:33.460 --> 00:30:35.310 I am trying. Having trouble  
NOTE Confidence: 0.950317

00:30:35.310 --> 00:30:36.420 today with advancement.  
NOTE Confidence: 0.8174296

00:30:43.510 --> 00:30:45.710 Yeah, great. Thanks.  
NOTE Confidence: 0.923270082352941

00:30:46.470 --> 00:30:48.717 Just a few words about the structure  
NOTE Confidence: 0.923270082352941

00:30:48.717 --> 00:30:50.043 of the implementation teams  
NOTE Confidence: 0.923270082352941

00:30:50.043 --> 00:30:51.849 before turning it back to Cindy.  
NOTE Confidence: 0.923270082352941

00:30:51.850 --> 00:30:53.450 To discuss next steps in  
NOTE Confidence: 0.923270082352941

00:30:53.450 --> 00:30:55.050 the forming of the groups.  
NOTE Confidence: 0.923270082352941

00:30:55.050 --> 00:30:57.120 So we're conceptualizing each of  
NOTE Confidence: 0.923270082352941

00:30:57.120 --> 00:30:58.776 those five implementation teams  
NOTE Confidence: 0.923270082352941

00:30:58.776 --> 00:31:01.392 that were on the the prior slide is  
NOTE Confidence: 0.923270082352941

00:31:01.392 --> 00:31:03.186 having cochairs and being constituted

NOTE Confidence: 0.923270082352941  
00:31:03.186 --> 00:31:06.386 with the blend of what we are now  
NOTE Confidence: 0.923270082352941  
00:31:06.386 --> 00:31:08.666 calling standing members as well  
NOTE Confidence: 0.923270082352941  
00:31:08.666 --> 00:31:11.706 as ad hoc members as was the case  
NOTE Confidence: 0.923270082352941  
00:31:11.706 --> 00:31:13.530 in the the former stakeholder or  
NOTE Confidence: 0.923270082352941  
00:31:13.593 --> 00:31:15.809 mission focused subcommittee model.  
NOTE Confidence: 0.923270082352941  
00:31:15.810 --> 00:31:18.386 All teams are open to all interested  
NOTE Confidence: 0.923270082352941  
00:31:18.386 --> 00:31:20.063 and available staff, faculty,  
NOTE Confidence: 0.923270082352941  
00:31:20.063 --> 00:31:22.928 trainees and the broader community.  
NOTE Confidence: 0.923270082352941  
00:31:22.930 --> 00:31:25.050 The cochairs and standing members  
NOTE Confidence: 0.923270082352941  
00:31:25.050 --> 00:31:28.048 would be expected to attend all team  
NOTE Confidence: 0.923270082352941  
00:31:28.048 --> 00:31:30.598 meetings which likely would be weekly  
NOTE Confidence: 0.923270082352941  
00:31:30.598 --> 00:31:33.857 initially and and then always on some  
NOTE Confidence: 0.923270082352941  
00:31:33.857 --> 00:31:36.638 regular schedule for those teams that  
NOTE Confidence: 0.923270082352941  
00:31:36.638 --> 00:31:39.620 have subgroups or sub domains of work.  
NOTE Confidence: 0.923270082352941  
00:31:39.620 --> 00:31:42.084 There would be one or more standing members  
NOTE Confidence: 0.923270082352941

00:31:42.084 --> 00:31:44.459 who are particularly committed to that  
NOTE Confidence: 0.923270082352941

00:31:44.459 --> 00:31:46.996 mission area or that stakeholder focus.  
NOTE Confidence: 0.923270082352941

00:31:46.996 --> 00:31:49.908 And standing members would be asked to  
NOTE Confidence: 0.923270082352941

00:31:49.908 --> 00:31:53.549 commit to one year renewable terms and  
NOTE Confidence: 0.923270082352941

00:31:53.549 --> 00:31:55.733 regularly attend the implementation,  
NOTE Confidence: 0.923270082352941

00:31:55.740 --> 00:31:58.340 planning and action meetings.  
NOTE Confidence: 0.923270082352941

00:31:58.340 --> 00:32:00.788 There would be about we're thinking  
NOTE Confidence: 0.923270082352941

00:32:00.788 --> 00:32:03.081 and maybe standing members on each  
NOTE Confidence: 0.923270082352941

00:32:03.081 --> 00:32:05.449 of the five teams and then there's no  
NOTE Confidence: 0.923270082352941

00:32:05.518 --> 00:32:08.014 limit on the number of ad hoc members.  
NOTE Confidence: 0.923270082352941

00:32:08.020 --> 00:32:09.682 We know we're hoping that there  
NOTE Confidence: 0.923270082352941

00:32:09.682 --> 00:32:12.093 will be at least as many ad hoc  
NOTE Confidence: 0.923270082352941

00:32:12.093 --> 00:32:13.333 members as standing members.  
NOTE Confidence: 0.923270082352941

00:32:13.340 --> 00:32:15.580 We know there's a lot of really  
NOTE Confidence: 0.923270082352941

00:32:15.580 --> 00:32:17.627 important work to be done and we  
NOTE Confidence: 0.923270082352941

00:32:17.627 --> 00:32:20.648 need a lot of people at at ad hoc.

NOTE Confidence: 0.923270082352941  
00:32:20.648 --> 00:32:22.396 Member involvement would typically  
NOTE Confidence: 0.923270082352941  
00:32:22.396 --> 00:32:25.384 be around one or more specific  
NOTE Confidence: 0.923270082352941  
00:32:25.384 --> 00:32:27.943 implementation projects that that broader  
NOTE Confidence: 0.923270082352941  
00:32:27.943 --> 00:32:30.558 implementation team has selected for  
NOTE Confidence: 0.923270082352941  
00:32:30.558 --> 00:32:33.919 action over a defined period of time.  
NOTE Confidence: 0.923270082352941  
00:32:33.920 --> 00:32:35.318 In other words,  
NOTE Confidence: 0.923270082352941  
00:32:35.318 --> 00:32:38.114 each of the the five ongoing  
NOTE Confidence: 0.923270082352941  
00:32:38.114 --> 00:32:40.559 implementation teams would be provided.  
NOTE Confidence: 0.923270082352941  
00:32:40.560 --> 00:32:42.248 They're essentially a signed  
NOTE Confidence: 0.923270082352941  
00:32:42.248 --> 00:32:44.358 list of recommendations from the  
NOTE Confidence: 0.923270082352941  
00:32:44.360 --> 00:32:45.872 ARTF steering committee.  
NOTE Confidence: 0.923270082352941  
00:32:45.872 --> 00:32:48.896 They would then work to prioritize  
NOTE Confidence: 0.923270082352941  
00:32:48.896 --> 00:32:51.134 those for implementation with  
NOTE Confidence: 0.923270082352941  
00:32:51.134 --> 00:32:54.602 critical input from both the prior  
NOTE Confidence: 0.923270082352941  
00:32:54.602 --> 00:32:57.437 subcommittees and the steering committee,  
NOTE Confidence: 0.923270082352941

00:32:57.440 --> 00:32:59.546 and those actions would then would  
NOTE Confidence: 0.923270082352941

00:32:59.546 --> 00:33:01.750 then be focused on addressing.  
NOTE Confidence: 0.923270082352941

00:33:01.750 --> 00:33:04.900 Different kind of subgroup or sub  
NOTE Confidence: 0.923270082352941

00:33:04.900 --> 00:33:07.686 domain areas they would then form  
NOTE Confidence: 0.923270082352941

00:33:07.686 --> 00:33:08.988 implementation project groups.  
NOTE Confidence: 0.923270082352941

00:33:08.990 --> 00:33:11.342 These groups would we were we're  
NOTE Confidence: 0.923270082352941

00:33:11.342 --> 00:33:13.918 viewing as probably being a blend of  
NOTE Confidence: 0.923270082352941

00:33:13.918 --> 00:33:16.095 standing and ad hoc members as well  
NOTE Confidence: 0.923270082352941

00:33:16.168 --> 00:33:18.466 as really anyone in the department  
NOTE Confidence: 0.923270082352941

00:33:18.470 --> 00:33:21.220 who may not be actively in a RTF at  
NOTE Confidence: 0.923270082352941

00:33:21.220 --> 00:33:24.265 the moment but has specific skills or  
NOTE Confidence: 0.923270082352941

00:33:24.265 --> 00:33:27.831 resources or influence to assist with  
NOTE Confidence: 0.923270082352941

00:33:27.831 --> 00:33:30.267 particular implementation projects work.  
NOTE Confidence: 0.923270082352941

00:33:30.270 --> 00:33:32.542 So this isn't meant to be a rigid  
NOTE Confidence: 0.923270082352941

00:33:32.542 --> 00:33:35.182 model but one that's inclusive and and  
NOTE Confidence: 0.923270082352941

00:33:35.182 --> 00:33:38.016 highly focused on getting work done and

NOTE Confidence: 0.923270082352941

00:33:38.016 --> 00:33:40.946 and also continuing important dialogue.

NOTE Confidence: 0.923270082352941

00:33:40.950 --> 00:33:42.966 For example you know a standing

NOTE Confidence: 0.923270082352941

00:33:42.966 --> 00:33:44.976 member of 1 implementation team could

NOTE Confidence: 0.923270082352941

00:33:44.976 --> 00:33:47.083 certainly be involved as an ad hoc

NOTE Confidence: 0.923270082352941

00:33:47.083 --> 00:33:48.866 member about an implementation project

NOTE Confidence: 0.923270082352941

00:33:48.866 --> 00:33:51.543 from another team if they had the

NOTE Confidence: 0.923270082352941

00:33:51.543 --> 00:33:54.950 time and interest we have I'd say

NOTE Confidence: 0.923270082352941

00:33:54.950 --> 00:33:57.190 strong hope that as many of those.

NOTE Confidence: 0.923270082352941

00:33:57.190 --> 00:33:59.275 Subcommittee members that that John

NOTE Confidence: 0.923270082352941

00:33:59.275 --> 00:34:02.309 and Cindy thanked and and listed on

NOTE Confidence: 0.923270082352941

00:34:02.309 --> 00:34:04.504 earlier slides will remain involved

NOTE Confidence: 0.923270082352941

00:34:04.510 --> 00:34:06.897 and we hope some will step into

NOTE Confidence: 0.923270082352941

00:34:06.897 --> 00:34:09.230 team or project leadership roles.

NOTE Confidence: 0.923270082352941

00:34:09.230 --> 00:34:09.579 However,

NOTE Confidence: 0.923270082352941

00:34:09.579 --> 00:34:11.324 the nomination process is open

NOTE Confidence: 0.923270082352941

00:34:11.324 --> 00:34:12.720 to everybody and the  
NOTE Confidence: 0.955348595

00:34:12.782 --> 00:34:15.072 steering committee will ensure A  
NOTE Confidence: 0.955348595

00:34:15.072 --> 00:34:17.970 blend of of staff and faculty and  
NOTE Confidence: 0.955348595

00:34:18.065 --> 00:34:21.252 trainees are on each team and with  
NOTE Confidence: 0.955348595

00:34:21.252 --> 00:34:23.216 important attention to diversity  
NOTE Confidence: 0.955348595

00:34:23.216 --> 00:34:25.780 and interests within the groups.  
NOTE Confidence: 0.955348595

00:34:25.780 --> 00:34:27.900 And unless I've missed something,  
NOTE Confidence: 0.955348595

00:34:27.900 --> 00:34:29.580 Cindy, I will turn it back to you.  
NOTE Confidence: 0.9342155

00:34:30.860 --> 00:34:32.699 Thank you so much, Sam. It's great overview.  
NOTE Confidence: 0.925374991428571

00:34:35.220 --> 00:34:38.937 So in terms of the nomination process,  
NOTE Confidence: 0.925374991428571

00:34:38.940 --> 00:34:42.884 what you will receive an e-mail with a  
NOTE Confidence: 0.925374991428571

00:34:42.884 --> 00:34:45.620 link to a call checks form that if you  
NOTE Confidence: 0.925374991428571

00:34:45.620 --> 00:34:48.157 would like to nominate yourself or someone  
NOTE Confidence: 0.925374991428571

00:34:48.157 --> 00:34:52.008 else to serve on an implementation team.  
NOTE Confidence: 0.925374991428571

00:34:52.010 --> 00:34:55.518 You are able to do that and as Sam mentioned,  
NOTE Confidence: 0.925374991428571

00:34:55.518 --> 00:34:57.066 you're able to nominate



NOTE Confidence: 0.925374991428571

00:34:57.066 --> 00:34:58.970 folks for a cochair role,

NOTE Confidence: 0.925374991428571

00:34:58.970 --> 00:35:02.192 for standing committee member role or

NOTE Confidence: 0.925374991428571

00:35:02.192 --> 00:35:06.039 an ad hoc committee member role role.

NOTE Confidence: 0.925374991428571

00:35:06.040 --> 00:35:07.560 The nomination period will

NOTE Confidence: 0.925374991428571

00:35:07.560 --> 00:35:09.840 be the entire month of June,

NOTE Confidence: 0.925374991428571

00:35:09.840 --> 00:35:13.060 so if anyone has any questions, concerns,

NOTE Confidence: 0.925374991428571

00:35:13.060 --> 00:35:16.000 you're certainly can reach out to me

NOTE Confidence: 0.925374991428571

00:35:16.000 --> 00:35:19.280 or anyone on the steering committee if

NOTE Confidence: 0.925374991428571

00:35:19.280 --> 00:35:21.680 you want any additional information.

NOTE Confidence: 0.925374991428571

00:35:21.680 --> 00:35:24.776 But we wanted to have ample time for

NOTE Confidence: 0.925374991428571

00:35:24.776 --> 00:35:27.546 people to think through nominating

NOTE Confidence: 0.925374991428571

00:35:27.546 --> 00:35:31.330 themselves or someone else.

NOTE Confidence: 0.925374991428571

00:35:31.330 --> 00:35:32.610 In general,

NOTE Confidence: 0.925374991428571

00:35:32.610 --> 00:35:36.450 here is the implementation phase timeline

NOTE Confidence: 0.925374991428571

00:35:36.450 --> 00:35:40.450 which will be the next three years.

NOTE Confidence: 0.925374991428571

00:35:40.450 --> 00:35:42.172 And again we we are certainly  
NOTE Confidence: 0.925374991428571

00:35:42.172 --> 00:35:43.849 have to be flexible in this,  
NOTE Confidence: 0.925374991428571

00:35:43.850 --> 00:35:46.769 but as I mentioned the nomination period,  
NOTE Confidence: 0.925374991428571

00:35:46.770 --> 00:35:48.886 the month of June,  
NOTE Confidence: 0.925374991428571

00:35:48.886 --> 00:35:51.002 the steering committee will  
NOTE Confidence: 0.925374991428571

00:35:51.002 --> 00:35:53.949 then come together to review.  
NOTE Confidence: 0.925374991428571

00:35:53.950 --> 00:35:56.015 Those nominations and select the  
NOTE Confidence: 0.925374991428571

00:35:56.015 --> 00:35:58.606 Co chairs and then the steering  
NOTE Confidence: 0.925374991428571

00:35:58.606 --> 00:36:01.306 committee will need to be expanded  
NOTE Confidence: 0.925374991428571

00:36:01.306 --> 00:36:03.788 to include those new Co chairs.  
NOTE Confidence: 0.925374991428571

00:36:03.790 --> 00:36:06.238 And then there needs to be a process  
NOTE Confidence: 0.925374991428571

00:36:06.238 --> 00:36:08.116 of selecting the standing committee  
NOTE Confidence: 0.925374991428571

00:36:08.116 --> 00:36:10.516 members and we pay attention to  
NOTE Confidence: 0.925374991428571

00:36:10.516 --> 00:36:12.730 diversity along a number of different.  
NOTE Confidence: 0.925374991428571

00:36:12.730 --> 00:36:13.522 Dimensions,  
NOTE Confidence: 0.925374991428571

00:36:13.522 --> 00:36:16.690 role in the department,

NOTE Confidence: 0.925374991428571  
00:36:16.690 --> 00:36:17.960 affiliated institutions,  
NOTE Confidence: 0.925374991428571  
00:36:17.960 --> 00:36:19.865 certainly socio demographic  
NOTE Confidence: 0.925374991428571  
00:36:19.865 --> 00:36:21.770 characteristics and background,  
NOTE Confidence: 0.925374991428571  
00:36:21.770 --> 00:36:23.930 but we really would like a  
NOTE Confidence: 0.925374991428571  
00:36:23.930 --> 00:36:25.896 diversity of perspectives on each  
NOTE Confidence: 0.925374991428571  
00:36:25.896 --> 00:36:27.728 of these implementation teams.  
NOTE Confidence: 0.925374991428571  
00:36:27.730 --> 00:36:29.704 And then we're going to open up  
NOTE Confidence: 0.925374991428571  
00:36:29.704 --> 00:36:31.330 the nominations process to the  
NOTE Confidence: 0.925374991428571  
00:36:31.330 --> 00:36:32.770 psychology and psychiatry trainees.  
NOTE Confidence: 0.925374991428571  
00:36:32.770 --> 00:36:36.046 We know that they are just coming,  
NOTE Confidence: 0.925374991428571  
00:36:36.050 --> 00:36:36.538 you know,  
NOTE Confidence: 0.925374991428571  
00:36:36.538 --> 00:36:38.700 at the end of this month and starting in.  
NOTE Confidence: 0.925374991428571  
00:36:38.700 --> 00:36:39.039 July,  
NOTE Confidence: 0.925374991428571  
00:36:39.039 --> 00:36:41.412 so just giving them enough time to  
NOTE Confidence: 0.925374991428571  
00:36:41.412 --> 00:36:44.273 know the lay of the land a little bit  
NOTE Confidence: 0.925374991428571

00:36:44.273 --> 00:36:47.180 before we ask them to participate.  
NOTE Confidence: 0.925374991428571

00:36:47.180 --> 00:36:50.900 And then from September through  
NOTE Confidence: 0.925374991428571

00:36:50.900 --> 00:36:52.840 2023 through August 2026,  
NOTE Confidence: 0.925374991428571

00:36:52.840 --> 00:36:54.780 we envision these implementation  
NOTE Confidence: 0.925374991428571

00:36:54.780 --> 00:36:57.932 teams will meet, develop their plans,  
NOTE Confidence: 0.925374991428571

00:36:57.932 --> 00:37:00.852 implement some aspect of their  
NOTE Confidence: 0.925374991428571

00:37:00.852 --> 00:37:03.420 work and evaluate that.  
NOTE Confidence: 0.934502981428571

00:37:06.430 --> 00:37:10.350 So I'm just doing a time check.  
NOTE Confidence: 0.934502981428571

00:37:10.350 --> 00:37:12.066 So for the steering committee folks,  
NOTE Confidence: 0.934502981428571

00:37:12.070 --> 00:37:14.506 do you feel that we should still  
NOTE Confidence: 0.934502981428571

00:37:14.506 --> 00:37:16.312 show the video? Given our time,  
NOTE Confidence: 0.934502981428571

00:37:16.312 --> 00:37:18.479 we wanted to make sure that we had  
NOTE Confidence: 0.934502981428571

00:37:18.479 --> 00:37:20.465 enough time for questions and answers.  
NOTE Confidence: 0.933065352857143

00:37:22.790 --> 00:37:24.500 I know how you all feel  
NOTE Confidence: 0.933065352857143

00:37:24.500 --> 00:37:26.150 about that. About 15 minutes.  
NOTE Confidence: 0.65881375

00:37:30.550 --> 00:37:31.108 Oh, you're muted.

NOTE Confidence: 0.89482720875

00:37:31.830 --> 00:37:33.714 It's a great video.

NOTE Confidence: 0.89482720875

00:37:33.714 --> 00:37:36.792 I'd show it and. And we can can.

NOTE Confidence: 0.89482720875

00:37:36.792 --> 00:37:38.080 This is going to be an ongoing

NOTE Confidence: 0.89482720875

00:37:38.127 --> 00:37:39.399 discussion in the department,

NOTE Confidence: 0.89482720875

00:37:39.400 --> 00:37:41.320 but I'd hate for people to miss the

NOTE Confidence: 0.89482720875

00:37:41.320 --> 00:37:43.280 opportunity to see the video. OK,

NOTE Confidence: 0.881659950909091

00:37:43.280 --> 00:37:44.575 great. Then I'm going to

NOTE Confidence: 0.881659950909091

00:37:44.575 --> 00:37:46.320 turn it over to Amber Childs,

NOTE Confidence: 0.881659950909091

00:37:46.320 --> 00:37:49.680 who is going to introduce the video.

NOTE Confidence: 0.881659950909091

00:37:49.680 --> 00:37:50.880 So thanks so much.

NOTE Confidence: 0.776773375

00:37:51.460 --> 00:37:52.620 Thank you, Doctor Crusoe.

NOTE Confidence: 0.776773375

00:37:52.620 --> 00:37:53.778 Good morning, everybody.

NOTE Confidence: 0.776773375

00:37:53.780 --> 00:37:56.410 I am so pleased to be here and to have

NOTE Confidence: 0.776773375

00:37:56.484 --> 00:37:58.980 the real treat of now being able to.

NOTE Confidence: 0.776773375

00:37:58.980 --> 00:38:00.100 It almost got taken away.

NOTE Confidence: 0.776773375

00:38:00.100 --> 00:38:00.948 It was almost stripped.  
NOTE Confidence: 0.776773375

00:38:00.948 --> 00:38:02.455 So I'm so pleased that we're going  
NOTE Confidence: 0.776773375

00:38:02.455 --> 00:38:03.975 to still be able to show this video.  
NOTE Confidence: 0.776773375

00:38:03.980 --> 00:38:06.320 So this is really our opportunity  
NOTE Confidence: 0.776773375

00:38:06.320 --> 00:38:08.693 to now amplify the voices of  
NOTE Confidence: 0.776773375

00:38:08.693 --> 00:38:10.889 the people who did this work.  
NOTE Confidence: 0.776773375

00:38:10.890 --> 00:38:12.960 The many, many committee members who  
NOTE Confidence: 0.776773375

00:38:12.960 --> 00:38:15.357 gave of themselves so deeply and so  
NOTE Confidence: 0.776773375

00:38:15.357 --> 00:38:17.569 richly over the course of this process.  
NOTE Confidence: 0.776773375

00:38:17.570 --> 00:38:18.566 And so as you hear this,  
NOTE Confidence: 0.776773375

00:38:18.570 --> 00:38:20.383 I hope that it isn't as inspiring  
NOTE Confidence: 0.776773375

00:38:20.383 --> 00:38:22.009 to you as it was to me.  
NOTE Confidence: 0.776773375

00:38:22.010 --> 00:38:25.026 But as you listen, please do consider this.  
NOTE Confidence: 0.776773375

00:38:25.030 --> 00:38:26.710 Both the marking of their experience,  
NOTE Confidence: 0.776773375

00:38:26.710 --> 00:38:29.590 but as an invitation to you to join  
NOTE Confidence: 0.776773375

00:38:29.590 --> 00:38:31.832 this experience if you are not already

NOTE Confidence: 0.776773375

00:38:31.832 --> 00:38:34.629 a part of the anti racism task force.

NOTE Confidence: 0.776773375

00:38:34.630 --> 00:38:36.280 As we move into this next

NOTE Confidence: 0.776773375

00:38:36.280 --> 00:38:37.105 phase of implementation,

NOTE Confidence: 0.776773375

00:38:37.110 --> 00:38:38.374 you are most welcome.

NOTE Confidence: 0.776773375

00:38:38.374 --> 00:38:41.053 And I would have never ever in a

NOTE Confidence: 0.776773375

00:38:41.053 --> 00:38:42.473 million years considered myself

NOTE Confidence: 0.776773375

00:38:42.473 --> 00:38:44.933 to be qualified to be a cochair

NOTE Confidence: 0.776773375

00:38:44.933 --> 00:38:46.548 of one of these committees.

NOTE Confidence: 0.776773375

00:38:46.550 --> 00:38:48.230 So if that is you,

NOTE Confidence: 0.776773375

00:38:48.230 --> 00:38:49.950 and there is an inch of that and you at all,

NOTE Confidence: 0.776773375

00:38:49.950 --> 00:38:52.206 please please come forward because you

NOTE Confidence: 0.776773375

00:38:52.206 --> 00:38:54.908 are most most welcome and you have some.

NOTE Confidence: 0.776773375

00:38:54.910 --> 00:38:56.590 Something valuable to add and to say.

NOTE Confidence: 0.776773375

00:38:56.590 --> 00:38:59.074 So with that I'm going to now over to

NOTE Confidence: 0.776773375

00:38:59.074 --> 00:39:01.310 the voices of our committee members.

NOTE Confidence: 0.776773375

00:39:01.310 --> 00:39:02.230 It is a real treat.  
NOTE Confidence: 0.776773375

00:39:02.230 --> 00:39:03.334 Grab a snack,  
NOTE Confidence: 0.776773375

00:39:03.334 --> 00:39:06.177 it is just a hot minute long and  
NOTE Confidence: 0.776773375

00:39:06.177 --> 00:39:07.779 then maybe if there are questions  
NOTE Confidence: 0.776773375

00:39:07.779 --> 00:39:09.588 folks can throw that into the chat.  
NOTE Confidence: 0.776773375

00:39:09.590 --> 00:39:09.750 So  
NOTE Confidence: 0.93270605

00:39:09.790 --> 00:39:11.630 I'm going to now share.  
NOTE Confidence: 0.932666945

00:39:11.990 --> 00:39:13.586 There is a couple quick seconds where  
NOTE Confidence: 0.932666945

00:39:13.586 --> 00:39:14.886 there's not sound, so don't panic but  
NOTE Confidence: 0.932666945

00:39:14.886 --> 00:39:16.310 it but you'll hear it in just a second.  
NOTE Confidence: 0.950317

00:39:19.980 --> 00:39:22.686 Serving as a member and subcommittee  
NOTE Confidence: 0.950317

00:39:22.686 --> 00:39:25.480 cochair of the Anti Racism Task Force  
NOTE Confidence: 0.950317

00:39:25.480 --> 00:39:28.740 has been a rewarding experience for me.  
NOTE Confidence: 0.950317

00:39:28.740 --> 00:39:30.496 It has given me a place to  
NOTE Confidence: 0.950317

00:39:30.500 --> 00:39:32.580 be more courageous and speaking  
NOTE Confidence: 0.932731127

00:39:32.620 --> 00:39:35.788 out about racism and the harms



NOTE Confidence: 0.932731127

00:39:35.788 --> 00:39:37.900 experienced by black Americans.

NOTE Confidence: 0.932731127

00:39:37.900 --> 00:39:40.220 In addition, I have developed

NOTE Confidence: 0.932731127

00:39:40.220 --> 00:39:41.840 supportive relationships with

NOTE Confidence: 0.932731127

00:39:41.840 --> 00:39:43.900 colleagues I had not met before

NOTE Confidence: 0.932731127

00:39:43.900 --> 00:39:47.670 becoming a part of the ARTF.

NOTE Confidence: 0.932731127

00:39:47.670 --> 00:39:50.070 As the ARTF moves into

NOTE Confidence: 0.932731127

00:39:50.070 --> 00:39:51.510 the implementation phase,

NOTE Confidence: 0.932731127

00:39:51.510 --> 00:39:53.730 I hope Black and Brown members of

NOTE Confidence: 0.932731127

00:39:53.730 --> 00:39:55.908 the department and the community

NOTE Confidence: 0.932731127

00:39:55.908 --> 00:39:58.704 continue to receive support from our

NOTE Confidence: 0.932731127

00:39:58.704 --> 00:40:01.330 white colleagues as we try to be

NOTE Confidence: 0.932731127

00:40:01.330 --> 00:40:03.896 patient and manage the dialectic.

NOTE Confidence: 0.932731127

00:40:03.896 --> 00:40:06.268 That change takes time,

NOTE Confidence: 0.932731127

00:40:06.270 --> 00:40:08.430 and the time for change is now.

NOTE Confidence: 0.93622824

00:40:09.150 --> 00:40:11.870 Hello, my name is Maria Crouch and

NOTE Confidence: 0.93622824

00:40:11.870 --> 00:40:13.652 I was on the Clinical Subcommittee  
NOTE Confidence: 0.93622824

00:40:13.652 --> 00:40:15.520 of the Anti Racist Task Force.  
NOTE Confidence: 0.93622824

00:40:15.520 --> 00:40:17.184 And I'd like to just take a  
NOTE Confidence: 0.93622824

00:40:17.184 --> 00:40:18.280 moment to tell you about that,  
NOTE Confidence: 0.93622824

00:40:18.280 --> 00:40:19.876 because it meant a lot to me.  
NOTE Confidence: 0.93622824

00:40:19.880 --> 00:40:22.040 Not only did I get to think and feel in ways  
NOTE Confidence: 0.93622824

00:40:22.040 --> 00:40:24.080 that both embodied struggle and progress,  
NOTE Confidence: 0.93622824

00:40:24.080 --> 00:40:25.487 but I also got to witness the  
NOTE Confidence: 0.93622824

00:40:25.487 --> 00:40:26.840 ways in which our department,  
NOTE Confidence: 0.93622824

00:40:26.840 --> 00:40:29.038 our leadership and us as colleagues are  
NOTE Confidence: 0.93622824

00:40:29.038 --> 00:40:31.279 willing to be uncomfortable, authentic,  
NOTE Confidence: 0.93622824

00:40:31.279 --> 00:40:33.673 and work shoulder to shoulder towards  
NOTE Confidence: 0.93622824

00:40:33.673 --> 00:40:36.080 something that is equitable and just.  
NOTE Confidence: 0.93622824

00:40:36.080 --> 00:40:38.260 Looking back in one meeting  
NOTE Confidence: 0.93622824

00:40:38.260 --> 00:40:39.442 early into the process,  
NOTE Confidence: 0.93622824

00:40:39.442 --> 00:40:42.312 we took the time to share and discuss our

NOTE Confidence: 0.93622824

00:40:42.312 --> 00:40:44.688 varied and our profound lived experiences.

NOTE Confidence: 0.93622824

00:40:44.690 --> 00:40:46.050 And how the privileges,

NOTE Confidence: 0.93622824

00:40:46.050 --> 00:40:48.090 adversities and our own unique worldviews

NOTE Confidence: 0.93622824

00:40:48.146 --> 00:40:49.770 brought us to the work at hand.

NOTE Confidence: 0.93622824

00:40:49.770 --> 00:40:51.807 It felt good to both build community

NOTE Confidence: 0.93622824

00:40:51.810 --> 00:40:53.774 and be in community with others.

NOTE Confidence: 0.93622824

00:40:53.774 --> 00:40:56.621 Not only did we feel like the work

NOTE Confidence: 0.93622824

00:40:56.621 --> 00:40:58.966 we were doing was in part advocacy,

NOTE Confidence: 0.93622824

00:40:58.970 --> 00:41:00.680 but we also had the space and room to

NOTE Confidence: 0.93622824

00:41:00.680 --> 00:41:02.483 think together about how we could affect

NOTE Confidence: 0.93622824

00:41:02.483 --> 00:41:04.850 changes that would be community driven,

NOTE Confidence: 0.93622824

00:41:04.850 --> 00:41:06.778 patient centered and sustainable.

NOTE Confidence: 0.93622824

00:41:06.778 --> 00:41:10.086 As a native person, I believe that once

NOTE Confidence: 0.93622824

00:41:10.086 --> 00:41:12.150 a community has developed and bonded,

NOTE Confidence: 0.93622824

00:41:12.150 --> 00:41:14.790 that community is bound and unbroken.

NOTE Confidence: 0.93622824

00:41:14.790 --> 00:41:16.125 It's a foundation.  
NOTE Confidence: 0.93622824

00:41:16.125 --> 00:41:17.905 The work has begun,  
NOTE Confidence: 0.93622824

00:41:17.910 --> 00:41:20.550 and there is impetus that can be intentional,  
NOTE Confidence: 0.93622824

00:41:20.550 --> 00:41:23.315 built upon, and stepped into by anyone  
NOTE Confidence: 0.93622824

00:41:23.315 --> 00:41:25.949 with the same values and vision.  
NOTE Confidence: 0.93622824

00:41:25.950 --> 00:41:28.950 Basically, this work can and will continue,  
NOTE Confidence: 0.93622824

00:41:28.950 --> 00:41:32.387 and likely will in many different forms.  
NOTE Confidence: 0.93622824

00:41:32.390 --> 00:41:33.886 One of the things I really  
NOTE Confidence: 0.93622824

00:41:33.886 --> 00:41:35.926 value in others is perseverance.  
NOTE Confidence: 0.93622824

00:41:35.930 --> 00:41:37.190 Someone who says, yeah,  
NOTE Confidence: 0.93622824

00:41:37.190 --> 00:41:39.890 this is not easy, but I'll keep trying.  
NOTE Confidence: 0.93622824

00:41:39.890 --> 00:41:40.970 I have hope.  
NOTE Confidence: 0.93622824

00:41:40.970 --> 00:41:45.250 In Degnok we say the hetroth yukot  
NOTE Confidence: 0.93622824

00:41:45.250 --> 00:41:49.810 aksa kosaruddin eh, It's hard to do,  
NOTE Confidence: 0.93622824

00:41:49.810 --> 00:41:52.650 but we're all working together.  
NOTE Confidence: 0.93622824

00:41:52.650 --> 00:41:54.420 I think an important take away

NOTE Confidence: 0.93622824

00:41:54.420 --> 00:41:56.330 is where we center our energy.

NOTE Confidence: 0.93622824

00:41:56.330 --> 00:41:58.010 My elders have taught me that it's

NOTE Confidence: 0.93622824

00:41:58.010 --> 00:42:00.090 important we develop our minds,

NOTE Confidence: 0.93622824

00:42:00.090 --> 00:42:02.141 but it is also more important that

NOTE Confidence: 0.93622824

00:42:02.141 --> 00:42:03.730 we center ourselves within here.

NOTE Confidence: 0.93622824

00:42:03.730 --> 00:42:06.706 Our hearts to our Vegay, our breath of life.

NOTE Confidence: 0.93622824

00:42:06.706 --> 00:42:08.530 Because this is where we connect

NOTE Confidence: 0.93622824

00:42:08.530 --> 00:42:09.529 as human beings.

NOTE Confidence: 0.93622824

00:42:09.530 --> 00:42:10.850 No matter where we go,

NOTE Confidence: 0.93622824

00:42:10.850 --> 00:42:12.258 this cannot be forgotten.

NOTE Confidence: 0.93622824

00:42:12.258 --> 00:42:15.170 And then no one will be forgotten.

NOTE Confidence: 0.93622824

00:42:15.170 --> 00:42:15.650 Dokudin.

NOTE Confidence: 0.93622824

00:42:16.170 --> 00:42:18.530 Thank you.

NOTE Confidence: 0.93622824

00:42:18.530 --> 00:42:19.250 Good afternoon,

NOTE Confidence: 0.93622824

00:42:19.250 --> 00:42:19.670 everybody.

NOTE Confidence: 0.93622824

00:42:19.670 --> 00:42:22.902 My name is Maria Restrepo Todo and

NOTE Confidence: 0.93622824

00:42:22.902 --> 00:42:24.654 I am the director of HealthEquity

NOTE Confidence: 0.93622824

00:42:24.654 --> 00:42:26.449 and Belonging at the Year Program

NOTE Confidence: 0.93622824

00:42:26.450 --> 00:42:29.369 for Recovery and Community Health.

NOTE Confidence: 0.93622824

00:42:29.370 --> 00:42:32.050 It was really a privilege.

NOTE Confidence: 0.93622824

00:42:32.050 --> 00:42:34.444 To be part of the anti racist

NOTE Confidence: 0.814317942

00:42:34.450 --> 00:42:37.370 task for a staff subcommittee.

NOTE Confidence: 0.814317942

00:42:37.370 --> 00:42:40.530 Kyle and Karina welcome an

NOTE Confidence: 0.9519942333333333

00:42:40.530 --> 00:42:43.260 amazing group of people and

NOTE Confidence: 0.9519942333333333

00:42:43.260 --> 00:42:46.914 together we had an amazing journey.

NOTE Confidence: 0.9519942333333333

00:42:46.914 --> 00:42:49.605 For me, the most important things that

NOTE Confidence: 0.9519942333333333

00:42:49.605 --> 00:42:52.370 I take is I felt like for the first

NOTE Confidence: 0.9519942333333333

00:42:52.370 --> 00:42:54.651 time I was connected to the larger

NOTE Confidence: 0.9519942333333333

00:42:54.651 --> 00:42:57.249 mission of the Department of Psychiatry.

NOTE Confidence: 0.9519942333333333

00:42:57.250 --> 00:42:59.030 I felt that I belong.

NOTE Confidence: 0.9519942333333333

00:42:59.030 --> 00:43:01.634 And I felt that my voice is

NOTE Confidence: 0.9519942333333333  
00:43:01.634 --> 00:43:03.310 a Latina was hurt.  
NOTE Confidence: 0.9519942333333333  
00:43:03.310 --> 00:43:06.658 What I would like to see the department to  
NOTE Confidence: 0.9519942333333333  
00:43:06.658 --> 00:43:09.902 continue after for the next two years is,  
NOTE Confidence: 0.9519942333333333  
00:43:09.902 --> 00:43:13.370 is really the importance of  
NOTE Confidence: 0.9519942333333333  
00:43:13.370 --> 00:43:16.290 honoring and recognizing staff  
NOTE Confidence: 0.9519942333333333  
00:43:16.290 --> 00:43:18.750 contributions and accomplishment,  
NOTE Confidence: 0.9519942333333333  
00:43:18.750 --> 00:43:22.990 providing opportunities for learning,  
NOTE Confidence: 0.9519942333333333  
00:43:22.990 --> 00:43:24.430 for inclusion,  
NOTE Confidence: 0.9519942333333333  
00:43:24.430 --> 00:43:27.754 equity and across the entire department.  
NOTE Confidence: 0.9519942333333333  
00:43:27.754 --> 00:43:30.109 We together make this department  
NOTE Confidence: 0.9519942333333333  
00:43:30.109 --> 00:43:32.501 strong and therefore partnering with  
NOTE Confidence: 0.9519942333333333  
00:43:32.501 --> 00:43:35.748 one another is essential for our work.  
NOTE Confidence: 0.9519942333333333  
00:43:35.750 --> 00:43:37.310 I thank the amazing group of  
NOTE Confidence: 0.9519942333333333  
00:43:37.310 --> 00:43:39.378 people that I embark embark in  
NOTE Confidence: 0.9519942333333333  
00:43:39.378 --> 00:43:40.509 this journey together.  
NOTE Confidence: 0.9519942333333333

00:43:40.510 --> 00:43:40.990 Thank you.  
NOTE Confidence: 0.84977303

00:43:42.270 --> 00:43:43.986 Hi everyone, my name is Erin.  
NOTE Confidence: 0.84977303

00:43:43.990 --> 00:43:46.974 I'm a member of the a RTF Community  
NOTE Confidence: 0.84977303

00:43:46.974 --> 00:43:49.656 Subcommittee and I'm here to share with  
NOTE Confidence: 0.84977303

00:43:49.656 --> 00:43:52.309 you a collective message from our group.  
NOTE Confidence: 0.84977303

00:43:52.310 --> 00:43:53.702 Our Community subcommittee has  
NOTE Confidence: 0.84977303

00:43:53.702 --> 00:43:55.442 been engaging in the process  
NOTE Confidence: 0.84977303

00:43:55.442 --> 00:43:57.104 put forth by the ARTF Steering  
NOTE Confidence: 0.84977303

00:43:57.104 --> 00:43:59.183 Committee for the last 2 1/2 years,  
NOTE Confidence: 0.84977303

00:43:59.190 --> 00:44:02.826 meeting weekly for an hour in response to the  
NOTE Confidence: 0.84977303

00:44:02.826 --> 00:44:05.986 murders of Brianna Taylor and George Floyd.  
NOTE Confidence: 0.84977303

00:44:05.990 --> 00:44:08.041 We continue to meet because black and  
NOTE Confidence: 0.84977303

00:44:08.041 --> 00:44:09.670 brown lives within the white power  
NOTE Confidence: 0.84977303

00:44:09.670 --> 00:44:11.580 structures are brutalized and murdered  
NOTE Confidence: 0.84977303

00:44:11.580 --> 00:44:15.230 without any meaningful response.  
NOTE Confidence: 0.84977303

00:44:15.230 --> 00:44:17.678 The task of addressing racism within



NOTE Confidence: 0.84977303

00:44:17.678 --> 00:44:19.310 a predominantly white institution,

NOTE Confidence: 0.84977303

00:44:19.310 --> 00:44:21.542 which was built on and currently

NOTE Confidence: 0.84977303

00:44:21.542 --> 00:44:22.286 benefits from.

NOTE Confidence: 0.84977303

00:44:22.290 --> 00:44:24.408 These white power structures is enormous,

NOTE Confidence: 0.84977303

00:44:24.410 --> 00:44:26.930 almost infinite in scope.

NOTE Confidence: 0.84977303

00:44:26.930 --> 00:44:28.136 Until evidence otherwise.

NOTE Confidence: 0.84977303

00:44:28.136 --> 00:44:31.404 We believe institutions such as Yale want to

NOTE Confidence: 0.84977303

00:44:31.404 --> 00:44:33.768 continue to benefit from this exploitation.

NOTE Confidence: 0.84977303

00:44:33.770 --> 00:44:35.490 This understanding is white community,

NOTE Confidence: 0.84977303

00:44:35.490 --> 00:44:36.962 specifically black and brown

NOTE Confidence: 0.84977303

00:44:36.962 --> 00:44:39.010 residents within New Haven area must

NOTE Confidence: 0.84977303

00:44:39.010 --> 00:44:42.050 be at the core of any anti racist

NOTE Confidence: 0.84977303

00:44:42.050 --> 00:44:44.210 initiatives as we learn from our

NOTE Confidence: 0.84977303

00:44:44.210 --> 00:44:45.490 conversations with community leaders,

NOTE Confidence: 0.84977303

00:44:45.490 --> 00:44:46.930 anything less than this will

NOTE Confidence: 0.84977303

00:44:46.930 --> 00:44:48.633 fall short and be disingenuous.

NOTE Confidence: 0.84977303

00:44:48.633 --> 00:44:50.157 Without black and brown

NOTE Confidence: 0.84977303

00:44:50.157 --> 00:44:52.020 community voices at the center,

NOTE Confidence: 0.84977303

00:44:52.020 --> 00:44:54.695 the ARTF will reinforce these

NOTE Confidence: 0.84977303

00:44:54.695 --> 00:44:56.300 white power structures.

NOTE Confidence: 0.84977303

00:44:56.300 --> 00:44:57.612 The Community Subcommittee has

NOTE Confidence: 0.84977303

00:44:57.612 --> 00:44:59.580 attempted to create a starting point,

NOTE Confidence: 0.84977303

00:44:59.580 --> 00:45:02.415 actionable items to put in place like

NOTE Confidence: 0.84977303

00:45:02.415 --> 00:45:04.841 recognizing community as a fourth mission

NOTE Confidence: 0.84977303

00:45:04.841 --> 00:45:07.494 and creating a Deputy Chair of Community.

NOTE Confidence: 0.84977303

00:45:07.500 --> 00:45:09.950 Significantly expanding the venues and

NOTE Confidence: 0.84977303

00:45:09.950 --> 00:45:12.400 processes in which community members

NOTE Confidence: 0.84977303

00:45:12.468 --> 00:45:15.305 inform and influence the department's work

NOTE Confidence: 0.84977303

00:45:15.305 --> 00:45:18.410 are integral toward anti racist actions.

NOTE Confidence: 0.84977303

00:45:18.410 --> 00:45:19.710 We are asking for urgency

NOTE Confidence: 0.84977303

00:45:19.710 --> 00:45:20.490 in these initiatives,

NOTE Confidence: 0.84977303

00:45:20.490 --> 00:45:23.290 but we are not sensing that urgency.

NOTE Confidence: 0.84977303

00:45:23.290 --> 00:45:24.854 Our committee therefore plans

NOTE Confidence: 0.84977303

00:45:24.854 --> 00:45:27.200 to continue to embrace our own

NOTE Confidence: 0.84977303

00:45:27.273 --> 00:45:28.969 discomfort in the process,

NOTE Confidence: 0.84977303

00:45:28.970 --> 00:45:30.890 develop our comprehension of

NOTE Confidence: 0.84977303

00:45:30.890 --> 00:45:32.810 departmental practices that are

NOTE Confidence: 0.84977303

00:45:32.810 --> 00:45:34.650 exclusionary and exploitative,

NOTE Confidence: 0.84977303

00:45:34.650 --> 00:45:36.828 of Black and Brown communities within

NOTE Confidence: 0.84977303

00:45:36.828 --> 00:45:39.114 and surrounding New Haven and highlight

NOTE Confidence: 0.84977303

00:45:39.114 --> 00:45:41.049 these contradictions until we are

NOTE Confidence: 0.84977303

00:45:41.050 --> 00:45:43.681 able to engage new and sustainable

NOTE Confidence: 0.84977303

00:45:43.681 --> 00:45:45.232 community centered structures

NOTE Confidence: 0.84977303

00:45:45.232 --> 00:45:48.210 in place within the department.

NOTE Confidence: 0.84977303

00:45:48.210 --> 00:45:48.450 Thank you.

NOTE Confidence: 0.950317

00:45:51.290 --> 00:45:54.030 Hello, My name is Miraj Desai,

NOTE Confidence: 0.950317

00:45:54.030 --> 00:45:57.130 Assistant professor at Perch and CMHC.

NOTE Confidence: 0.950317

00:45:57.130 --> 00:45:59.166 I'm filming a few blocks from CMHC

NOTE Confidence: 0.950317

00:45:59.166 --> 00:46:01.096 where my own Yale journey began

NOTE Confidence: 0.950317

00:46:01.096 --> 00:46:03.329 some 12 years ago as an intern.

NOTE Confidence: 0.950317

00:46:03.330 --> 00:46:04.482 I've been here since,

NOTE Confidence: 0.950317

00:46:04.482 --> 00:46:06.595 and what struck me most about my

NOTE Confidence: 0.950317

00:46:06.595 --> 00:46:08.478 participation in the ARTF Research

NOTE Confidence: 0.950317

00:46:08.478 --> 00:46:10.748 Subcommittee for the connections we

NOTE Confidence: 0.950317

00:46:10.748 --> 00:46:13.810 formed across all areas of the department,

NOTE Confidence: 0.950317

00:46:13.810 --> 00:46:15.758 it was it continues to be

NOTE Confidence: 0.950317

00:46:15.758 --> 00:46:16.889 a wonderful experience.

NOTE Confidence: 0.950317

00:46:16.890 --> 00:46:19.329 But one where one could put faces to names,

NOTE Confidence: 0.950317

00:46:19.330 --> 00:46:21.130 And not just faces to names,

NOTE Confidence: 0.950317

00:46:21.130 --> 00:46:23.170 but names to genuine human

NOTE Confidence: 0.950317

00:46:23.170 --> 00:46:24.802 relating and community building.

NOTE Confidence: 0.950317

00:46:24.810 --> 00:46:26.778 It was a space where one could feel

NOTE Confidence: 0.950317

00:46:26.778 --> 00:46:28.609 valued and then extend that culture

NOTE Confidence: 0.950317

00:46:28.610 --> 00:46:32.170 of valuing outward through the ARTF

NOTE Confidence: 0.950317

00:46:32.170 --> 00:46:34.260 My Structural Health and Psychology's

NOTE Confidence: 0.950317

00:46:34.260 --> 00:46:36.350 lab own longstanding research on

NOTE Confidence: 0.950317

00:46:36.416 --> 00:46:39.110 structural racism and equity has shown

NOTE Confidence: 0.950317

00:46:39.110 --> 00:46:41.660 that collective problems like racism

NOTE Confidence: 0.950317

00:46:41.660 --> 00:46:44.980 can benefit from collective responses.

NOTE Confidence: 0.950317

00:46:44.980 --> 00:46:47.924 The ARTF can be one of those collectives

NOTE Confidence: 0.950317

00:46:47.924 --> 00:46:49.665 fostering cultural and structural

NOTE Confidence: 0.950317

00:46:49.665 --> 00:46:51.537 change within the institution,

NOTE Confidence: 0.950317

00:46:51.540 --> 00:46:55.096 and also beyond it, outside the institution,

NOTE Confidence: 0.950317

00:46:55.100 --> 00:46:57.539 outside the university.

NOTE Confidence: 0.950317

00:46:57.540 --> 00:46:58.620 In the next phase,

NOTE Confidence: 0.950317

00:46:58.620 --> 00:47:00.855 my hope is that more people take on

NOTE Confidence: 0.950317

00:47:00.855 --> 00:47:02.773 this work not just as a committee,

NOTE Confidence: 0.950317

00:47:02.780 --> 00:47:05.776 but as a calling and a vocation.

NOTE Confidence: 0.950317

00:47:05.780 --> 00:47:08.100 The world needs it,

NOTE Confidence: 0.950317

00:47:08.100 --> 00:47:10.556 but we need to be bold in continuing

NOTE Confidence: 0.950317

00:47:10.556 --> 00:47:13.048 this work infinitely into the future.

NOTE Confidence: 0.950317

00:47:13.050 --> 00:47:15.490 By maintaining the collective persistence,

NOTE Confidence: 0.950317

00:47:15.490 --> 00:47:18.490 perseverance and courage to do so.

NOTE Confidence: 0.950317

00:47:18.490 --> 00:47:21.090 Cultural and structural change go

NOTE Confidence: 0.950317

00:47:21.090 --> 00:47:23.276 along with consciousness change.

NOTE Confidence: 0.950317

00:47:23.276 --> 00:47:26.210 These all require energy, creativity,

NOTE Confidence: 0.950317

00:47:26.210 --> 00:47:29.370 and maybe even a little bit of fun.

NOTE Confidence: 0.950317

00:47:29.370 --> 00:47:32.050 If we do this well and with intention,

NOTE Confidence: 0.950317

00:47:32.050 --> 00:47:34.336 we may one day serve as a model for

NOTE Confidence: 0.950317

00:47:34.336 --> 00:47:36.287 others and for other institutions.

NOTE Confidence: 0.950317

00:47:36.290 --> 00:47:36.650 Thank you.

NOTE Confidence: 0.847942688

00:47:38.690 --> 00:47:42.038 Hello. I'm Deborah Freed in 2008.

NOTE Confidence: 0.847942688

00:47:42.038 --> 00:47:43.778 Kanuhasi Coats reminded us that

NOTE Confidence: 0.847942688

00:47:43.778 --> 00:47:46.423 to walk out of your own home in

NOTE Confidence: 0.847942688

00:47:46.423 --> 00:47:48.614 this country as a person of color

NOTE Confidence: 0.847942688

00:47:48.614 --> 00:47:50.738 is the court a constant danger.

NOTE Confidence: 0.847942688

00:47:50.740 --> 00:47:53.578 In 2014, Claudia Rankine gave poetic

NOTE Confidence: 0.847942688

00:47:53.578 --> 00:47:55.940 and steering language to this,

NOTE Confidence: 0.847942688

00:47:55.940 --> 00:47:58.370 and in 2019 Nicole Hana Jones

NOTE Confidence: 0.847942688

00:47:58.370 --> 00:48:00.473 reminded us that this country

NOTE Confidence: 0.847942688

00:48:00.473 --> 00:48:03.205 has 400 years of such story and

NOTE Confidence: 0.847942688

00:48:03.205 --> 00:48:05.620 you all know the summer of 2020.

NOTE Confidence: 0.847942688

00:48:05.620 --> 00:48:08.236 So in 2021, our department formed

NOTE Confidence: 0.847942688

00:48:08.236 --> 00:48:10.306 the Anti Racism Task Force.

NOTE Confidence: 0.847942688

00:48:10.310 --> 00:48:11.905 To organize and support efforts

NOTE Confidence: 0.847942688

00:48:11.905 --> 00:48:13.908 that have been taking place already

NOTE Confidence: 0.847942688

00:48:13.908 --> 00:48:15.984 but needed an infusion of coherence

NOTE Confidence: 0.847942688

00:48:15.984 --> 00:48:17.867 and joining together a joining that

NOTE Confidence: 0.847942688

00:48:17.867 --> 00:48:20.540 enables all of us to do work as we  
NOTE Confidence: 0.847942688

00:48:20.540 --> 00:48:22.815 can in the determined hope that our  
NOTE Confidence: 0.847942688

00:48:22.815 --> 00:48:25.350 ordinary reparative efforts can take root.  
NOTE Confidence: 0.847942688

00:48:25.350 --> 00:48:27.387 And this is how the task force  
NOTE Confidence: 0.847942688

00:48:27.387 --> 00:48:28.789 works so well for me.  
NOTE Confidence: 0.847942688

00:48:28.790 --> 00:48:31.013 It is a task force that has welcomed those  
NOTE Confidence: 0.847942688

00:48:31.013 --> 00:48:33.347 of us from all facets of the department,  
NOTE Confidence: 0.847942688

00:48:33.350 --> 00:48:35.030 those funded by the medical school,  
NOTE Confidence: 0.847942688

00:48:35.030 --> 00:48:37.144 the university, the City of New Haven,  
NOTE Confidence: 0.847942688

00:48:37.150 --> 00:48:38.510 the State of Connecticut,  
NOTE Confidence: 0.847942688

00:48:38.510 --> 00:48:39.870 and the US government.  
NOTE Confidence: 0.847942688

00:48:39.870 --> 00:48:41.958 Across all of our sites and  
NOTE Confidence: 0.847942688

00:48:41.958 --> 00:48:43.965 including all of us, academics,  
NOTE Confidence: 0.847942688

00:48:43.965 --> 00:48:45.195 researchers, clinicians,  
NOTE Confidence: 0.847942688

00:48:45.195 --> 00:48:48.270 and staff on all fronts,  
NOTE Confidence: 0.847942688

00:48:48.270 --> 00:48:50.526 the task force has and I hope we'll



NOTE Confidence: 0.847942688

00:48:50.526 --> 00:48:52.524 continue to support those of us

NOTE Confidence: 0.847942688

00:48:52.524 --> 00:48:54.229 on the volunteer clinical side,

NOTE Confidence: 0.847942688

00:48:54.230 --> 00:48:56.474 enabling us to infuse our educational

NOTE Confidence: 0.847942688

00:48:56.474 --> 00:48:58.791 efforts with actions to render more

NOTE Confidence: 0.847942688

00:48:58.791 --> 00:49:00.691 fair the biased and inherently

NOTE Confidence: 0.847942688

00:49:00.691 --> 00:49:02.660 racist programs and structures that

NOTE Confidence: 0.847942688

00:49:02.660 --> 00:49:04.958 influence every walk of our lives.

NOTE Confidence: 0.847942688

00:49:04.960 --> 00:49:06.790 The task force gives ongoing support

NOTE Confidence: 0.847942688

00:49:06.790 --> 00:49:09.238 for us to use time and energy

NOTE Confidence: 0.847942688

00:49:09.238 --> 00:49:11.171 collaboration and hope as we try

NOTE Confidence: 0.847942688

00:49:11.171 --> 00:49:12.840 new ways to teach, to supervise,

NOTE Confidence: 0.847942688

00:49:12.840 --> 00:49:13.800 to run clinics,

NOTE Confidence: 0.847942688

00:49:13.800 --> 00:49:15.786 and to continue the life and

NOTE Confidence: 0.847942688

00:49:15.786 --> 00:49:17.640 career long efforts of repair.

NOTE Confidence: 0.847942688

00:49:17.640 --> 00:49:18.774 Thank you to the task force

NOTE Confidence: 0.847942688

00:49:18.774 --> 00:49:19.920 and to Amber and Kirsten,  
NOTE Confidence: 0.847942688

00:49:19.920 --> 00:49:21.020 who run the subcommittee I've  
NOTE Confidence: 0.847942688

00:49:21.020 --> 00:49:22.120 been allowed to serve on.  
NOTE Confidence: 0.933022319

00:49:23.680 --> 00:49:26.788 Hi, I'm Sam Ball, cochair of the  
NOTE Confidence: 0.933022319

00:49:26.788 --> 00:49:28.120 Faculty Development Subcommittee.  
NOTE Confidence: 0.933022319

00:49:28.120 --> 00:49:30.532 I'm very sorry I can't join all of you  
NOTE Confidence: 0.933022319

00:49:30.532 --> 00:49:32.757 today because I'm out of the country.  
NOTE Confidence: 0.933022319

00:49:32.760 --> 00:49:34.454 I would first like to thank all  
NOTE Confidence: 0.933022319

00:49:34.454 --> 00:49:35.920 members of our subcommittee.  
NOTE Confidence: 0.933022319

00:49:35.920 --> 00:49:38.069 It has been my honor to work  
NOTE Confidence: 0.933022319

00:49:38.069 --> 00:49:39.600 closely with this amazing,  
NOTE Confidence: 0.933022319

00:49:39.600 --> 00:49:42.714 committed group of people for the past 2 1/2  
NOTE Confidence: 0.933022319

00:49:42.714 --> 00:49:45.754 years as part of the Anti Racism Task Force.  
NOTE Confidence: 0.933022319

00:49:45.760 --> 00:49:47.380 In addition to our  
NOTE Confidence: 0.933022319

00:49:47.380 --> 00:49:49.000 subcommittee cochair Knee Addy,  
NOTE Confidence: 0.933022319

00:49:49.000 --> 00:49:51.640 I'm very grateful for Jane Carter,

NOTE Confidence: 0.933022319  
00:49:51.640 --> 00:49:55.000 Young, Sun Cho, Vicky D'agostino,  
NOTE Confidence: 0.933022319  
00:49:55.000 --> 00:49:58.972 Charles DK Jamila Hokanson,  
NOTE Confidence: 0.933022319  
00:49:58.972 --> 00:50:02.526 Andrea Mendiola, Hun Millard.  
NOTE Confidence: 0.933022319  
00:50:02.526 --> 00:50:05.658 Samaya Mohammed, Eric Nunez,  
NOTE Confidence: 0.933022319  
00:50:05.660 --> 00:50:08.788 Maya Prabu von Steele,  
NOTE Confidence: 0.933022319  
00:50:08.788 --> 00:50:11.134 and Natasha Neal.  
NOTE Confidence: 0.933022319  
00:50:11.140 --> 00:50:13.720 Our group has proposed many important  
NOTE Confidence: 0.933022319  
00:50:13.720 --> 00:50:15.010 recommendations for improved  
NOTE Confidence: 0.933022319  
00:50:15.010 --> 00:50:17.058 career development and support  
NOTE Confidence: 0.933022319  
00:50:17.058 --> 00:50:18.618 for underrepresented faculty.  
NOTE Confidence: 0.933022319  
00:50:18.620 --> 00:50:20.606 We are very excited and anxious  
NOTE Confidence: 0.933022319  
00:50:20.606 --> 00:50:22.448 to begin the next implementation  
NOTE Confidence: 0.933022319  
00:50:22.448 --> 00:50:24.698 phase of this vital work.  
NOTE Confidence: 0.9419308333333333  
00:50:26.220 --> 00:50:27.420 I know that the word privilege  
NOTE Confidence: 0.94276945  
00:50:27.460 --> 00:50:29.810 has many meanings in our work.  
NOTE Confidence: 0.94276945

00:50:29.810 --> 00:50:32.771 And it truly has been one of the great  
NOTE Confidence: 0.94276945

00:50:32.771 --> 00:50:34.974 privileges of my 30 years here to  
NOTE Confidence: 0.94276945

00:50:34.974 --> 00:50:37.594 work with this incredible subcommittee  
NOTE Confidence: 0.94276945

00:50:37.594 --> 00:50:40.429 of dedicated faculty and staff in  
NOTE Confidence: 0.94276945

00:50:40.429 --> 00:50:42.242 the past 2 1/2 years have involved  
NOTE Confidence: 0.94276945

00:50:42.242 --> 00:50:44.014 some of the most important learning  
NOTE Confidence: 0.94276945

00:50:44.014 --> 00:50:46.329 I've had in my long time at Yale.  
NOTE Confidence: 0.94276945

00:50:46.330 --> 00:50:48.922 In addition to our weekly subcommittee  
NOTE Confidence: 0.94276945

00:50:48.922 --> 00:50:50.650 conversations and our work,  
NOTE Confidence: 0.94276945

00:50:50.650 --> 00:50:53.254 critical learning for me came from  
NOTE Confidence: 0.94276945

00:50:53.254 --> 00:50:54.990 2 intensive training activities  
NOTE Confidence: 0.94276945

00:50:55.059 --> 00:50:56.769 that provided challenging,  
NOTE Confidence: 0.94276945

00:50:56.770 --> 00:50:58.958 meaningful content and dialogue.  
NOTE Confidence: 0.94276945

00:50:58.958 --> 00:51:01.146 One excellent program called  
NOTE Confidence: 0.94276945

00:51:01.146 --> 00:51:04.013 Undoing Racism was provided by the  
NOTE Confidence: 0.94276945

00:51:04.013 --> 00:51:06.130 People's Institute when the ARTF

NOTE Confidence: 0.94276945

00:51:06.130 --> 00:51:08.230 Steering committee started its work.

NOTE Confidence: 0.94276945

00:51:08.230 --> 00:51:10.230 The other was the outstanding

NOTE Confidence: 0.94276945

00:51:10.230 --> 00:51:12.230 program led by Amber Childs,

NOTE Confidence: 0.94276945

00:51:12.230 --> 00:51:13.070 Becca Miller,

NOTE Confidence: 0.94276945

00:51:13.070 --> 00:51:15.170 and Cindy Crusto called Getting

NOTE Confidence: 0.94276945

00:51:15.170 --> 00:51:17.150 Racism out of Our Work.

NOTE Confidence: 0.94276945

00:51:17.150 --> 00:51:20.324 I'm looking out there and picturing

NOTE Confidence: 0.94276945

00:51:20.324 --> 00:51:23.670 Amber's big smile as I plug Grow.

NOTE Confidence: 0.94276945

00:51:23.670 --> 00:51:25.470 In the past 2 1/2 years,

NOTE Confidence: 0.94276945

00:51:25.470 --> 00:51:28.566 my own GROW experiences have come.

NOTE Confidence: 0.94276945

00:51:28.570 --> 00:51:31.160 And both the content and the process

NOTE Confidence: 0.94276945

00:51:31.160 --> 00:51:34.906 of all of our anti racism work for me,

NOTE Confidence: 0.94276945

00:51:34.906 --> 00:51:37.246 given my identities and roles.

NOTE Confidence: 0.94276945

00:51:37.250 --> 00:51:39.524 It means coming to terms with

NOTE Confidence: 0.94276945

00:51:39.524 --> 00:51:41.730 challenging concepts like white privilege,

NOTE Confidence: 0.94276945

00:51:41.730 --> 00:51:44.430 supremacy than how my whiteness  
NOTE Confidence: 0.94276945

00:51:44.430 --> 00:51:47.970 and especially my my white maleness  
NOTE Confidence: 0.94276945

00:51:47.970 --> 00:51:50.610 has benefited me and may be  
NOTE Confidence: 0.94276945

00:51:50.610 --> 00:51:51.930 experienced by others.  
NOTE Confidence: 0.94276945

00:51:51.930 --> 00:51:53.658 This has been an important area  
NOTE Confidence: 0.94276945

00:51:53.658 --> 00:51:56.830 of growth for me and one I know  
NOTE Confidence: 0.94276945

00:51:56.830 --> 00:51:58.345 demands continued selfreflection.  
NOTE Confidence: 0.94276945

00:51:58.350 --> 00:51:59.030 And action,  
NOTE Confidence: 0.94276945

00:52:00.310 --> 00:52:01.590 As difficult as that  
NOTE Confidence: 0.95836772

00:52:01.590 --> 00:52:04.350 content learning can sometimes be,  
NOTE Confidence: 0.95836772

00:52:04.350 --> 00:52:07.451 I have found our process of organizational  
NOTE Confidence: 0.95836772

00:52:07.451 --> 00:52:10.388 change at times just as challenging.  
NOTE Confidence: 0.95836772

00:52:10.390 --> 00:52:12.567 I'm someone who likes to get new  
NOTE Confidence: 0.95836772

00:52:12.567 --> 00:52:14.458 things started, old practices  
NOTE Confidence: 0.95836772

00:52:14.458 --> 00:52:17.628 changed and tasks completed quickly,  
NOTE Confidence: 0.95836772

00:52:17.630 --> 00:52:20.190 and then move on to the next project.

NOTE Confidence: 0.95836772

00:52:20.190 --> 00:52:22.731 But I know that the racism that

NOTE Confidence: 0.95836772

00:52:22.731 --> 00:52:24.740 created and continues to define

NOTE Confidence: 0.95836772

00:52:24.740 --> 00:52:26.845 our country and our institutions.

NOTE Confidence: 0.95836772

00:52:26.850 --> 00:52:29.566 Does not change in the same way.

NOTE Confidence: 0.95836772

00:52:29.570 --> 00:52:32.405 This kind of deep change takes time

NOTE Confidence: 0.95836772

00:52:32.410 --> 00:52:35.966 and is built on open and ongoing

NOTE Confidence: 0.95836772

00:52:35.966 --> 00:52:37.490 dialogue and selfreflection.

NOTE Confidence: 0.95836772

00:52:37.490 --> 00:52:40.140 It requires systems and individuals

NOTE Confidence: 0.95836772

00:52:40.140 --> 00:52:42.790 to change the deeply ingrained

NOTE Confidence: 0.95836772

00:52:42.877 --> 00:52:45.449 practices that perpetuate racism

NOTE Confidence: 0.95836772

00:52:45.450 --> 00:52:47.802 and learning that my historical way

NOTE Confidence: 0.95836772

00:52:47.802 --> 00:52:50.040 of getting things done or wanting

NOTE Confidence: 0.95836772

00:52:50.040 --> 00:52:52.050 things to be completed and my

NOTE Confidence: 0.95836772

00:52:52.050 --> 00:52:53.669 authority to change things.

NOTE Confidence: 0.95836772

00:52:53.670 --> 00:52:55.825 Is very much intertwined with

NOTE Confidence: 0.95836772

00:52:55.825 --> 00:52:57.549 my white male identity,  
NOTE Confidence: 0.95836772

00:52:57.550 --> 00:53:00.184 success and privilege and that has  
NOTE Confidence: 0.95836772

00:53:00.184 --> 00:53:02.619 needed to be challenged and checked  
NOTE Confidence: 0.95836772

00:53:02.619 --> 00:53:05.539 for me to be as helpful as I can  
NOTE Confidence: 0.95836772

00:53:05.539 --> 00:53:08.065 to our collective anti racism work.  
NOTE Confidence: 0.95836772

00:53:08.070 --> 00:53:10.038 So I look forward to hopefully  
NOTE Confidence: 0.95836772

00:53:10.038 --> 00:53:12.941 becoming a member of one of the new  
NOTE Confidence: 0.95836772

00:53:12.941 --> 00:53:14.841 implementation teams and continue this  
NOTE Confidence: 0.95836772

00:53:14.841 --> 00:53:16.576 vital self reflection and dialogue  
NOTE Confidence: 0.95836772

00:53:16.576 --> 00:53:19.420 with all of you as we move forward  
NOTE Confidence: 0.95836772

00:53:19.420 --> 00:53:22.150 with our anti racism action plans.  
NOTE Confidence: 0.95836772

00:53:22.150 --> 00:53:22.630 Thank you.  
NOTE Confidence: 0.93019015

00:53:33.150 --> 00:53:35.534 I'm going to go ahead and say the video  
NOTE Confidence: 0.93019015

00:53:35.534 --> 00:53:37.830 is worth it, Worth it? OK, turning  
NOTE Confidence: 0.9342155

00:53:37.830 --> 00:53:39.070 it back over to Cindy.  
NOTE Confidence: 0.914566870833333

00:53:39.670 --> 00:53:42.292 Absolutely. I've seen it many times



NOTE Confidence: 0.914566870833333

00:53:42.292 --> 00:53:45.137 and and each time I'm just moved

NOTE Confidence: 0.914566870833333

00:53:45.137 --> 00:53:47.219 in different ways by what people

NOTE Confidence: 0.914566870833333

00:53:47.219 --> 00:53:50.110 had to say and and experiences. I

NOTE Confidence: 0.903048945

00:53:50.110 --> 00:53:50.790 wonder if we can,

NOTE Confidence: 0.932202818

00:53:51.190 --> 00:53:53.990 if we could put that video on the website,

NOTE Confidence: 0.932202818

00:53:53.990 --> 00:53:56.300 I think that would be an important

NOTE Confidence: 0.932202818

00:53:56.300 --> 00:53:58.030 statement about the department.

NOTE Confidence: 0.932202818

00:53:58.030 --> 00:53:58.950 That would be wonderful.

NOTE Confidence: 0.9402536

00:54:02.170 --> 00:54:05.514 Will that happen? So now we

NOTE Confidence: 0.9402536

00:54:05.514 --> 00:54:07.999 wanted to just open it up to any.