

WEBVTT

NOTE duration:"00:48:09"

NOTE recognizability:0.931

NOTE language:en-us

NOTE Confidence: 0.9060697

00:00:00.000 --> 00:00:00.720 For this,

NOTE Confidence: 0.9060697

00:00:03.240 --> 00:00:04.540 for the kind introduction,

NOTE Confidence: 0.9060697

00:00:04.540 --> 00:00:07.058 it's a real honor to be here and

NOTE Confidence: 0.9060697

00:00:07.058 --> 00:00:09.034 to get to talk to all of you.

NOTE Confidence: 0.9060697

00:00:09.040 --> 00:00:11.840 I'm sorry I can't be there in person,

NOTE Confidence: 0.9060697

00:00:11.840 --> 00:00:13.478 but I'm delighted to see it.

NOTE Confidence: 0.9060697

00:00:13.480 --> 00:00:16.396 So many of your faces here on the screen

NOTE Confidence: 0.9060697

00:00:16.396 --> 00:00:19.596 as well as in that room over there also.

NOTE Confidence: 0.9060697

00:00:19.600 --> 00:00:21.712 So I'm going to share my

NOTE Confidence: 0.9060697

00:00:21.712 --> 00:00:23.840 screen now and bear with me.

NOTE Confidence: 0.9060697

00:00:23.840 --> 00:00:28.118 OK, so folks can see that.

NOTE Confidence: 0.9060697

00:00:28.120 --> 00:00:30.520 Yes, Okay. All right, excellent.

NOTE Confidence: 0.9060697

00:00:30.520 --> 00:00:32.116 So I'm going to get started.

NOTE Confidence: 0.9060697

00:00:32.120 --> 00:00:35.480 So as Doctor Diaz told you all,
NOTE Confidence: 0.9060697

00:00:35.480 --> 00:00:37.364 I'm going to be talking about
NOTE Confidence: 0.9060697

00:00:37.364 --> 00:00:38.610 the UCSF Arches program,
NOTE Confidence: 0.9060697

00:00:38.610 --> 00:00:40.470 which is advancing the research careers
NOTE Confidence: 0.9060697

00:00:40.470 --> 00:00:42.360 of historically excluded scholars.
NOTE Confidence: 0.9060697

00:00:42.360 --> 00:00:43.830 This is actually a program across
NOTE Confidence: 0.9060697

00:00:43.830 --> 00:00:45.480 all of the University of California,
NOTE Confidence: 0.9060697

00:00:45.480 --> 00:00:46.210 San Francisco,
NOTE Confidence: 0.9060697

00:00:46.210 --> 00:00:48.400 which is a Health Sciences university.
NOTE Confidence: 0.9060697

00:00:48.400 --> 00:00:49.800 But to set the stage,
NOTE Confidence: 0.9060697

00:00:49.800 --> 00:00:51.795 I'm going to be giving you some
NOTE Confidence: 0.9060697

00:00:51.800 --> 00:00:54.332 background about other work that I've
NOTE Confidence: 0.9060697

00:00:54.332 --> 00:00:57.508 done in addition to the Arches program.
NOTE Confidence: 0.9060697

00:00:57.510 --> 00:01:00.190 So I want to make it very clear
NOTE Confidence: 0.9060697

00:01:00.190 --> 00:01:02.406 that the work that I'm going to be
NOTE Confidence: 0.9060697

00:01:02.406 --> 00:01:03.948 discussing today is not just mine,

NOTE Confidence: 0.9060697

00:01:03.950 --> 00:01:06.170 It's the work of many, many others.

NOTE Confidence: 0.9060697

00:01:06.170 --> 00:01:08.420 It's possible through strong collaborations

NOTE Confidence: 0.9060697

00:01:08.420 --> 00:01:10.869 and partnerships with dedicated faculty,

NOTE Confidence: 0.9060697

00:01:10.870 --> 00:01:11.406 trainees,

NOTE Confidence: 0.9060697

00:01:11.406 --> 00:01:15.286 and staff inside of UCSF and outside UCSF.

NOTE Confidence: 0.9060697

00:01:15.286 --> 00:01:17.835 I've been mentored and mentored others

NOTE Confidence: 0.9060697

00:01:17.835 --> 00:01:20.740 and have received a lot of sponsorship

NOTE Confidence: 0.9060697

00:01:20.813 --> 00:01:23.389 and tried to sponsor others as well.

NOTE Confidence: 0.9060697

00:01:23.390 --> 00:01:25.273 This over here is kind of shows

NOTE Confidence: 0.9060697

00:01:25.273 --> 00:01:27.521 you a little bit about how I see

NOTE Confidence: 0.9060697

00:01:27.521 --> 00:01:29.270 some of the research that I do.

NOTE Confidence: 0.9060697

00:01:29.270 --> 00:01:31.265 So one of my mentors and somebody

NOTE Confidence: 0.9060697

00:01:31.265 --> 00:01:33.603 who I really admire a lot is

NOTE Confidence: 0.9060697

00:01:33.603 --> 00:01:34.665 Kirsten Bibbins Domingo.

NOTE Confidence: 0.9060697

00:01:34.670 --> 00:01:36.870 She was on faculty here at UCSF and

NOTE Confidence: 0.9060697

00:01:36.870 --> 00:01:39.270 is now the editor in chief at JAMA.
NOTE Confidence: 0.9060697

00:01:39.270 --> 00:01:41.350 And she taught me that,
NOTE Confidence: 0.9060697

00:01:41.350 --> 00:01:42.342 you know,
NOTE Confidence: 0.9060697

00:01:42.342 --> 00:01:44.382 scientists create the stones
NOTE Confidence: 0.9060697

00:01:44.382 --> 00:01:46.590 for policymakers to throw.
NOTE Confidence: 0.9060697

00:01:46.590 --> 00:01:48.970 And so I like shining spotlights on
NOTE Confidence: 0.9060697

00:01:48.970 --> 00:01:51.729 areas of growth within academic medicine.
NOTE Confidence: 0.9060697

00:01:51.730 --> 00:01:53.627 I create a stone and then I
NOTE Confidence: 0.9060697

00:01:53.627 --> 00:01:55.594 hope to create some ripples in
NOTE Confidence: 0.9060697

00:01:55.594 --> 00:01:57.409 the system to promote equity.
NOTE Confidence: 0.9060697

00:01:57.410 --> 00:02:00.672 I'm hoping today I give you all
NOTE Confidence: 0.9060697

00:02:00.672 --> 00:02:04.002 some ideas and some pearls to make
NOTE Confidence: 0.9060697

00:02:04.002 --> 00:02:06.138 changes in the university and and
NOTE Confidence: 0.9060697

00:02:06.138 --> 00:02:08.264 you're setting or nationally that you
NOTE Confidence: 0.9060697

00:02:08.264 --> 00:02:11.030 think are necessary to make it a more
NOTE Confidence: 0.9060697

00:02:11.030 --> 00:02:12.876 equitable climate for all of us so

NOTE Confidence: 0.9060697

00:02:12.876 --> 00:02:15.397 we can do the best work that we can.

NOTE Confidence: 0.9060697

00:02:15.400 --> 00:02:16.160 Some disclosures.

NOTE Confidence: 0.9060697

00:02:16.160 --> 00:02:18.440 So here are my financial disclosures

NOTE Confidence: 0.9060697

00:02:18.440 --> 00:02:20.960 and some of the people that I admire.

NOTE Confidence: 0.9060697

00:02:20.960 --> 00:02:22.955 I'd be remiss during Hispanic

NOTE Confidence: 0.9060697

00:02:22.955 --> 00:02:24.950 Heritage Month not to disclose

NOTE Confidence: 0.9060697

00:02:25.017 --> 00:02:26.677 some part of my identity.

NOTE Confidence: 0.9060697

00:02:26.680 --> 00:02:28.080 So from my last name,

NOTE Confidence: 0.9060697

00:02:28.080 --> 00:02:30.198 many of you probably think I'm

NOTE Confidence: 0.9060697

00:02:30.198 --> 00:02:32.640 Armenian and I am 1/4 Armenian.

NOTE Confidence: 0.9060697

00:02:32.640 --> 00:02:34.790 I'm also 1/4 daughter of

NOTE Confidence: 0.9060697

00:02:34.790 --> 00:02:36.080 the American Revolution.

NOTE Confidence: 0.9060697

00:02:36.080 --> 00:02:39.160 But the biggest part of me or the

NOTE Confidence: 0.9060697

00:02:39.160 --> 00:02:40.908 part that I identify the most

NOTE Confidence: 0.9060697

00:02:40.908 --> 00:02:42.504 with is related to my mother.

NOTE Confidence: 0.9060697

00:02:42.510 --> 00:02:43.806 My mother's from Ecuador.
NOTE Confidence: 0.9060697

00:02:43.806 --> 00:02:45.426 She's an immigrant from Ecuador.
NOTE Confidence: 0.9060697

00:02:45.430 --> 00:02:47.566 My father was a my grandfather
NOTE Confidence: 0.9060697

00:02:47.566 --> 00:02:48.990 was a physician there.
NOTE Confidence: 0.9060697

00:02:48.990 --> 00:02:51.030 And I love these two.
NOTE Confidence: 0.9060697

00:02:51.030 --> 00:02:54.772 I'm an only child and my parents
NOTE Confidence: 0.9060697

00:02:54.772 --> 00:02:57.027 and my other now family,
NOTE Confidence: 0.9060697

00:02:57.030 --> 00:02:59.630 my husband and child children
NOTE Confidence: 0.9060697

00:02:59.630 --> 00:03:00.830 mean the world to me.
NOTE Confidence: 0.9060697

00:03:00.830 --> 00:03:01.030 So.
NOTE Confidence: 0.9060697

00:03:01.030 --> 00:03:01.830 But this is part,
NOTE Confidence: 0.9060697

00:03:01.830 --> 00:03:04.626 a big part of my identity.
NOTE Confidence: 0.9211441

00:03:04.630 --> 00:03:06.870 All right, So today, today,
NOTE Confidence: 0.9211441

00:03:06.870 --> 00:03:07.950 we're going to be just,
NOTE Confidence: 0.9211441

00:03:07.950 --> 00:03:10.365 I'm going to be describing some of
NOTE Confidence: 0.9211441

00:03:10.365 --> 00:03:12.670 the problem related to diversity and

NOTE Confidence: 0.9211441

00:03:12.670 --> 00:03:14.274 research faculty and academic medicine

NOTE Confidence: 0.9211441

00:03:14.274 --> 00:03:16.749 to get us all on the same page.

NOTE Confidence: 0.9211441

00:03:16.750 --> 00:03:18.430 Some of you know a lot about

NOTE Confidence: 0.9211441

00:03:18.430 --> 00:03:20.152 this information, some know less.

NOTE Confidence: 0.9211441

00:03:20.152 --> 00:03:22.636 I'm going to be going through

NOTE Confidence: 0.9211441

00:03:22.636 --> 00:03:25.380 some of this relatively quickly,

NOTE Confidence: 0.9211441

00:03:25.380 --> 00:03:27.932 but I'm providing you with some QR codes

NOTE Confidence: 0.9211441

00:03:27.932 --> 00:03:30.860 so if you're interested in some of it,

NOTE Confidence: 0.9211441

00:03:30.860 --> 00:03:33.457 you can take pictures and afterwards I'm

NOTE Confidence: 0.9211441

00:03:33.457 --> 00:03:36.699 happy to make these slides available to you.

NOTE Confidence: 0.9211441

00:03:36.700 --> 00:03:38.875 I'm also going to including

NOTE Confidence: 0.9211441

00:03:38.875 --> 00:03:40.180 these national reports.

NOTE Confidence: 0.9211441

00:03:40.180 --> 00:03:42.236 Then I'm going to go over the arches

NOTE Confidence: 0.9211441

00:03:42.236 --> 00:03:43.577 program itself as well as some

NOTE Confidence: 0.9211441

00:03:43.577 --> 00:03:45.582 work that I did when I was in the

NOTE Confidence: 0.9211441

00:03:45.582 --> 00:03:47.184 Department of Psychiatry as the Vice
NOTE Confidence: 0.9211441

00:03:47.184 --> 00:03:49.296 Chair for Diversity and HealthEquity.
NOTE Confidence: 0.9211441

00:03:49.296 --> 00:03:53.003 And then I want to leave with each
NOTE Confidence: 0.9211441

00:03:53.003 --> 00:03:55.589 of you having a future direction
NOTE Confidence: 0.9211441

00:03:55.590 --> 00:03:57.711 that you could take or action item
NOTE Confidence: 0.9211441

00:03:57.711 --> 00:03:59.909 that you can take in your space.
NOTE Confidence: 0.9211441

00:03:59.910 --> 00:04:02.268 So that's that's really the wish that I have.
NOTE Confidence: 0.9211441

00:04:02.270 --> 00:04:04.510 I hope that some of you listen to
NOTE Confidence: 0.9211441

00:04:04.510 --> 00:04:06.517 what I'm saying and think, oh,
NOTE Confidence: 0.9211441

00:04:06.517 --> 00:04:08.740 I could do that part of it or that
NOTE Confidence: 0.9211441

00:04:08.808 --> 00:04:10.758 part really resonates with me.
NOTE Confidence: 0.9211441

00:04:10.760 --> 00:04:11.030 Now,
NOTE Confidence: 0.9211441

00:04:11.030 --> 00:04:12.650 something that's been hard for all
NOTE Confidence: 0.9211441

00:04:12.650 --> 00:04:15.029 of us in academic medicine has been
NOTE Confidence: 0.9211441

00:04:15.029 --> 00:04:16.914 the recent recent Supreme Court
NOTE Confidence: 0.9211441

00:04:16.914 --> 00:04:18.759 decision about affirmative action.

NOTE Confidence: 0.9211441

00:04:18.760 --> 00:04:20.602 And these are some statements that

NOTE Confidence: 0.9211441

00:04:20.602 --> 00:04:23.198 we've had as part of the Arches program.

NOTE Confidence: 0.9211441

00:04:23.200 --> 00:04:27.076 And I'm sure Yale has similar

NOTE Confidence: 0.9211441

00:04:27.080 --> 00:04:28.680 statements that it's made about

NOTE Confidence: 0.9211441

00:04:28.680 --> 00:04:29.960 the dedication to diversity,

NOTE Confidence: 0.9211441

00:04:29.960 --> 00:04:31.187 equity and inclusion.

NOTE Confidence: 0.9211441

00:04:31.187 --> 00:04:33.232 I will highlight this article

NOTE Confidence: 0.9211441

00:04:33.232 --> 00:04:35.841 that a colleague of mine scholar,

NOTE Confidence: 0.9211441

00:04:35.841 --> 00:04:39.929 a legal scholar at UC Law San Francisco,

NOTE Confidence: 0.9211441

00:04:39.930 --> 00:04:41.316 Joan Williams, wrote.

NOTE Confidence: 0.9211441

00:04:41.316 --> 00:04:43.863 And it has some information,

NOTE Confidence: 0.9211441

00:04:43.863 --> 00:04:45.942 really important information,

NOTE Confidence: 0.9211441

00:04:45.942 --> 00:04:49.088 about how it doesn't make our work illegal.

NOTE Confidence: 0.9211441

00:04:49.090 --> 00:04:50.850 Especially out here in California

NOTE Confidence: 0.9211441

00:04:50.850 --> 00:04:52.610 where we've been dealing with

NOTE Confidence: 0.9211441

00:04:52.666 --> 00:04:54.398 Proposition 209 prohibiting affirmative

NOTE Confidence: 0.9211441

00:04:54.398 --> 00:04:56.130 action for many years.

NOTE Confidence: 0.9211441

00:04:56.130 --> 00:04:58.890 And it's really continue doing what

NOTE Confidence: 0.9211441

00:04:58.890 --> 00:05:01.266 we're doing to make our climate

NOTE Confidence: 0.9211441

00:05:01.266 --> 00:05:03.943 more diverse so that we do the

NOTE Confidence: 0.9211441

00:05:03.943 --> 00:05:06.385 best science we can possibly do,

NOTE Confidence: 0.9211441

00:05:06.390 --> 00:05:07.834 deliver the best education,

NOTE Confidence: 0.9211441

00:05:07.834 --> 00:05:09.639 deliver the best clinical care

NOTE Confidence: 0.9211441

00:05:09.639 --> 00:05:13.630 and make our communities healthy.

NOTE Confidence: 0.9211441

00:05:13.630 --> 00:05:15.734 So here's where I'm going to frame some

NOTE Confidence: 0.9211441

00:05:15.734 --> 00:05:17.837 of the problem and tell you some of

NOTE Confidence: 0.9211441

00:05:17.837 --> 00:05:20.110 the work that I and others have done.

NOTE Confidence: 0.9211441

00:05:20.110 --> 00:05:21.796 This first slide should be a

NOTE Confidence: 0.9211441

00:05:21.796 --> 00:05:23.950 little bit of a tongue in cheek

NOTE Confidence: 0.9211441

00:05:23.950 --> 00:05:25.430 now this was in the

NOTE Confidence: 0.93758553

00:05:27.470 --> 00:05:28.421 BMGA Christmas issue.

NOTE Confidence: 0.93758553

00:05:28.421 --> 00:05:31.432 Can I see a raise of hands for folks

NOTE Confidence: 0.93758553

00:05:31.432 --> 00:05:34.006 who know the Christmas issue A/B, MJ?

NOTE Confidence: 0.93758553

00:05:34.006 --> 00:05:36.424 It's kind of a funny issue.

NOTE Confidence: 0.93758553

00:05:36.424 --> 00:05:40.470 And so a colleague of mine, Eleni Linos,

NOTE Confidence: 0.93758553

00:05:40.470 --> 00:05:43.494 who's at Stanford did this where

NOTE Confidence: 0.93758553

00:05:43.494 --> 00:05:45.942 she she looked at a cross-sectional

NOTE Confidence: 0.93758553

00:05:45.942 --> 00:05:48.201 study of School of Medicine chairs

NOTE Confidence: 0.93758553

00:05:48.201 --> 00:05:51.198 at the top 50 NIH funded institution.

NOTE Confidence: 0.93758553

00:05:51.198 --> 00:05:54.786 And she found that there were more

NOTE Confidence: 0.93758553

00:05:54.786 --> 00:05:57.770 mustaches than there were women

NOTE Confidence: 0.93758553

00:05:57.770 --> 00:06:00.770 at the institution is chairs.

NOTE Confidence: 0.93758553

00:06:00.770 --> 00:06:01.850 So it's tongue in cheek.

NOTE Confidence: 0.93758553

00:06:01.850 --> 00:06:03.650 But it told, you know, and it says, you know,

NOTE Confidence: 0.93758553

00:06:03.650 --> 00:06:06.530 maybe women should consider having mustaches.

NOTE Confidence: 0.93758553

00:06:06.530 --> 00:06:07.994 You know, maybe that will increase

NOTE Confidence: 0.93758553

00:06:07.994 --> 00:06:09.290 their likelihood of becoming chairs.
NOTE Confidence: 0.93758553

00:06:09.290 --> 00:06:10.262 It's tongue in cheek.
NOTE Confidence: 0.93758553

00:06:10.262 --> 00:06:12.643 But what it did was kind of highlight we
NOTE Confidence: 0.93758553

00:06:12.643 --> 00:06:15.186 got a problem, you know, what can we do?
NOTE Confidence: 0.93758553

00:06:15.186 --> 00:06:17.250 What can we do about this?
NOTE Confidence: 0.93758553

00:06:17.250 --> 00:06:18.606 And then you look at Deans.
NOTE Confidence: 0.93758553

00:06:18.610 --> 00:06:22.274 Now this is from the AM C you'll see
NOTE Confidence: 0.93758553

00:06:22.274 --> 00:06:25.030 the data here. This is by gender.
NOTE Confidence: 0.93758553

00:06:25.030 --> 00:06:26.850 These are the men.
NOTE Confidence: 0.93758553

00:06:26.850 --> 00:06:31.262 This is by URIM versus non URIM status.
NOTE Confidence: 0.93758553

00:06:31.262 --> 00:06:33.366 This is non URIM.
NOTE Confidence: 0.93758553

00:06:33.370 --> 00:06:36.009 As you can see there's not equity
NOTE Confidence: 0.93758553

00:06:36.010 --> 00:06:39.690 in terms of by gender yet and the
NOTE Confidence: 0.93758553

00:06:39.690 --> 00:06:42.591 portion that are URIM is low.
NOTE Confidence: 0.93758553

00:06:42.591 --> 00:06:46.280 Now a colleague of of mine and
NOTE Confidence: 0.93758553

00:06:46.407 --> 00:06:49.295 I wrote about this and we did a

NOTE Confidence: 0.93758553

00:06:49.295 --> 00:06:51.728 very simple graph showing, OK,

NOTE Confidence: 0.93758553

00:06:51.728 --> 00:06:55.004 well we're we're making some inroads.

NOTE Confidence: 0.93758553

00:06:55.010 --> 00:06:57.890 You know what would happen if we project out.

NOTE Confidence: 0.93758553

00:06:57.890 --> 00:07:00.322 So this is years in the X axis

NOTE Confidence: 0.93758553

00:07:00.322 --> 00:07:02.647 and this is the percent women,

NOTE Confidence: 0.93758553

00:07:02.650 --> 00:07:05.762 this is 1966, this is 2070.

NOTE Confidence: 0.93758553

00:07:05.762 --> 00:07:07.058 If we continue,

NOTE Confidence: 0.93758553

00:07:07.058 --> 00:07:09.650 these are the orange or the

NOTE Confidence: 0.93758553

00:07:09.740 --> 00:07:12.645 Deans and the blue is the chairs.

NOTE Confidence: 0.93758553

00:07:12.650 --> 00:07:14.365 If we keep doing what we're doing,

NOTE Confidence: 0.93758553

00:07:14.370 --> 00:07:15.762 this is great, right?

NOTE Confidence: 0.93758553

00:07:15.762 --> 00:07:18.301 We're going up. This is awesome.

NOTE Confidence: 0.93758553

00:07:18.301 --> 00:07:22.752 It's not going to achieve equity until 2070.

NOTE Confidence: 0.93758553

00:07:22.752 --> 00:07:26.538 That's not in my my career lifespan.

NOTE Confidence: 0.93758553

00:07:26.538 --> 00:07:28.540 It might not be till the end

NOTE Confidence: 0.93758553

00:07:28.607 --> 00:07:30.159 of my daughter's lifespan,
NOTE Confidence: 0.93758553

00:07:30.160 --> 00:07:33.000 You know, her career lifespan.
NOTE Confidence: 0.93758553

00:07:33.000 --> 00:07:34.376 This isn't good enough.
NOTE Confidence: 0.93758553

00:07:34.376 --> 00:07:36.440 I think we can all agree.
NOTE Confidence: 0.93758553

00:07:36.440 --> 00:07:38.880 Now with Hispanic Heritage Month,
NOTE Confidence: 0.93758553

00:07:38.880 --> 00:07:39.538 You know,
NOTE Confidence: 0.93758553

00:07:39.538 --> 00:07:41.512 I'm going to talk about what
NOTE Confidence: 0.93758553

00:07:41.512 --> 00:07:42.760 about Latinx faculty.
NOTE Confidence: 0.93758553

00:07:42.760 --> 00:07:44.890 There's actually not data available about
NOTE Confidence: 0.93758553

00:07:44.890 --> 00:07:47.517 this issue right now at the Dean's level.
NOTE Confidence: 0.93758553

00:07:47.520 --> 00:07:50.160 I think many of you know that despite
NOTE Confidence: 0.93758553

00:07:50.160 --> 00:07:52.200 the fact that the Hispanic population
NOTE Confidence: 0.93758553

00:07:52.200 --> 00:07:54.438 in the United States is growing,
NOTE Confidence: 0.93758553

00:07:54.440 --> 00:07:56.404 18% of the population,
NOTE Confidence: 0.93758553

00:07:56.404 --> 00:07:58.996 less than 7% are active physicians.
NOTE Confidence: 0.93758553

00:07:58.996 --> 00:08:02.065 And when you drill down and look at

NOTE Confidence: 0.93758553

00:08:02.065 --> 00:08:04.035 physicians like me or Esperanza,

NOTE Confidence: 0.93758553

00:08:04.040 --> 00:08:06.680 we're part of the coveted 2%,

NOTE Confidence: 0.93758553

00:08:06.680 --> 00:08:10.752 right, only 2% of the US physician

NOTE Confidence: 0.93758553

00:08:10.752 --> 00:08:12.960 population or Latina women.

NOTE Confidence: 0.93758553

00:08:12.960 --> 00:08:16.160 I'll get back into this in a few.

NOTE Confidence: 0.93758553

00:08:16.160 --> 00:08:19.338 Now I'm going to get into some

NOTE Confidence: 0.93758553

00:08:19.338 --> 00:08:20.700 of the reports.

NOTE Confidence: 0.93758553

00:08:20.700 --> 00:08:23.220 OK, This is again just level setting.

NOTE Confidence: 0.93758553

00:08:23.220 --> 00:08:25.140 So the National Academies of Science,

NOTE Confidence: 0.93758553

00:08:25.140 --> 00:08:27.485 Engineering and Medicine have produced

NOTE Confidence: 0.93758553

00:08:27.485 --> 00:08:30.500 multiple reports and I'll notice the time.

NOTE Confidence: 0.93758553

00:08:30.500 --> 00:08:32.943 So back in 2011 they started and

NOTE Confidence: 0.93758553

00:08:32.943 --> 00:08:34.780 there's been reports every year.

NOTE Confidence: 0.93758553

00:08:34.780 --> 00:08:35.830 So you know,

NOTE Confidence: 0.93758553

00:08:35.830 --> 00:08:37.580 almost every year since 2020

NOTE Confidence: 0.93758553

00:08:37.580 --> 00:08:40.286 I'll get into each of these,
NOTE Confidence: 0.93758553

00:08:40.290 --> 00:08:43.420 but there's excellent work about
NOTE Confidence: 0.93758553

00:08:43.420 --> 00:08:45.298 expanding underrepresented minority
NOTE Confidence: 0.93758553

00:08:45.298 --> 00:08:47.794 participation is for women the
NOTE Confidence: 0.93758553

00:08:47.794 --> 00:08:49.729 impact of COVID anti racism.
NOTE Confidence: 0.92429596

00:08:49.730 --> 00:08:53.930 A AM C has similar reports.
NOTE Confidence: 0.92429596

00:08:53.930 --> 00:08:55.010 If you can see here,
NOTE Confidence: 0.92429596

00:08:55.010 --> 00:08:57.944 what they've been really focused on
NOTE Confidence: 0.92429596

00:08:57.944 --> 00:09:01.109 recently is really on salary equity
NOTE Confidence: 0.92429596

00:09:01.110 --> 00:09:05.574 and based on gender as well as race
NOTE Confidence: 0.92429596

00:09:05.574 --> 00:09:08.922 ethnicity and looking at salary equity
NOTE Confidence: 0.92429596

00:09:08.922 --> 00:09:10.866 among medical student leadership.
NOTE Confidence: 0.92429596

00:09:10.870 --> 00:09:12.529 I'll say that at UCSF and I'm
NOTE Confidence: 0.92429596

00:09:12.529 --> 00:09:14.428 sure at Yale has a similar thing.
NOTE Confidence: 0.92429596

00:09:14.430 --> 00:09:17.000 We conduct A faculty salary
NOTE Confidence: 0.92429596

00:09:17.000 --> 00:09:18.902 equity review every year.

NOTE Confidence: 0.92429596

00:09:18.902 --> 00:09:22.390 My office is now responsible for a part,

NOTE Confidence: 0.92429596

00:09:22.390 --> 00:09:23.626 for a large part,

NOTE Confidence: 0.92429596

00:09:23.626 --> 00:09:26.247 of that review in the School of Medicine

NOTE Confidence: 0.92429596

00:09:26.247 --> 00:09:28.729 and we're adding in an evaluation of

NOTE Confidence: 0.92429596

00:09:28.729 --> 00:09:31.270 URM women into our evaluation to see

NOTE Confidence: 0.92429596

00:09:31.347 --> 00:09:33.808 whether there's disparities in that.

NOTE Confidence: 0.92429596

00:09:33.808 --> 00:09:35.936 And so really the devil's in the

NOTE Confidence: 0.92429596

00:09:35.936 --> 00:09:38.236 details here and it's it's challenging,

NOTE Confidence: 0.92429596

00:09:38.240 --> 00:09:40.690 but it's important for all of us

NOTE Confidence: 0.92429596

00:09:40.690 --> 00:09:45.340 to achieve equity in compensation.

NOTE Confidence: 0.92429596

00:09:45.340 --> 00:09:45.762 So again,

NOTE Confidence: 0.92429596

00:09:45.762 --> 00:09:47.239 this is the part where I said

NOTE Confidence: 0.92429596

00:09:47.239 --> 00:09:49.084 I was going to show you a lot

NOTE Confidence: 0.92429596

00:09:49.084 --> 00:09:50.539 of these reports with QR codes.

NOTE Confidence: 0.92429596

00:09:50.540 --> 00:09:51.975 You can take some pictures of this.

NOTE Confidence: 0.92429596

00:09:51.980 --> 00:09:54.060 I'll send this to you.
NOTE Confidence: 0.92429596

00:09:54.060 --> 00:09:56.265 This is mostly to say that this
NOTE Confidence: 0.92429596

00:09:56.265 --> 00:09:58.660 problem has been going on for a while.
NOTE Confidence: 0.92429596

00:09:58.660 --> 00:10:00.690 The National Academies of Sciences
NOTE Confidence: 0.92429596

00:10:00.690 --> 00:10:02.720 has been thinking about this
NOTE Confidence: 0.92429596

00:10:02.789 --> 00:10:05.204 of the under representation of
NOTE Confidence: 0.92429596

00:10:05.204 --> 00:10:09.020 historically excluded faculty in STEM.
NOTE Confidence: 0.92429596

00:10:09.020 --> 00:10:10.272 There are.
NOTE Confidence: 0.92429596

00:10:10.272 --> 00:10:13.432 They kind of describe promising
NOTE Confidence: 0.92429596

00:10:13.432 --> 00:10:16.692 practices for women in medicine
NOTE Confidence: 0.92429596

00:10:16.692 --> 00:10:19.300 and sciences and engineering,
NOTE Confidence: 0.92429596

00:10:19.300 --> 00:10:22.420 and actually they kind of show
NOTE Confidence: 0.92429596

00:10:22.420 --> 00:10:25.179 these sad photographs or graphs.
NOTE Confidence: 0.92429596

00:10:25.179 --> 00:10:28.617 Here is looking at Biological Sciences,
NOTE Confidence: 0.92429596

00:10:28.620 --> 00:10:31.596 physical sciences, computer science,
NOTE Confidence: 0.92429596

00:10:31.596 --> 00:10:33.720 engineering, math and chemistry.

NOTE Confidence: 0.92429596

00:10:33.720 --> 00:10:36.020 And this is the representation

NOTE Confidence: 0.92429596

00:10:36.020 --> 00:10:38.270 of women compared to men.

NOTE Confidence: 0.92429596

00:10:38.270 --> 00:10:39.598 And the, you know,

NOTE Confidence: 0.92429596

00:10:39.598 --> 00:10:42.516 you just look at this goes down as

NOTE Confidence: 0.92429596

00:10:42.516 --> 00:10:44.626 people advance in their careers.

NOTE Confidence: 0.92429596

00:10:44.630 --> 00:10:47.910 I'm sure the data is similar at Yale.

NOTE Confidence: 0.92429596

00:10:47.910 --> 00:10:50.190 It's at UCSF, it's it's everywhere.

NOTE Confidence: 0.921859

00:10:53.470 --> 00:10:55.450 They have several recommendations

NOTE Confidence: 0.921859

00:10:55.450 --> 00:10:57.430 to deal with this.

NOTE Confidence: 0.921859

00:10:57.430 --> 00:11:00.167 A lot of this are for those

NOTE Confidence: 0.921859

00:11:00.167 --> 00:11:01.830 implementation scientists out there.

NOTE Confidence: 0.921859

00:11:01.830 --> 00:11:03.614 I'm an implementation scientist.

NOTE Confidence: 0.921859

00:11:03.614 --> 00:11:05.844 It requires top leadership support.

NOTE Confidence: 0.921859

00:11:05.850 --> 00:11:08.322 These are these are kind of key factors

NOTE Confidence: 0.921859

00:11:08.322 --> 00:11:10.729 to implement programs and have and happen.

NOTE Confidence: 0.921859

00:11:10.730 --> 00:11:12.965 Top leadership support dedicated financial

NOTE Confidence: 0.921859

00:11:12.965 --> 00:11:15.650 and human resources to this issue.

NOTE Confidence: 0.921859

00:11:15.650 --> 00:11:20.304 Often equity and diversity are

NOTE Confidence: 0.921859

00:11:20.304 --> 00:11:22.508 underfunded or are issues that

NOTE Confidence: 0.921859

00:11:22.508 --> 00:11:24.440 people expect are going to get done,

NOTE Confidence: 0.921859

00:11:24.440 --> 00:11:27.530 just as the kindness of people's

NOTE Confidence: 0.921859

00:11:27.530 --> 00:11:31.280 hearts are and that it needs money.

NOTE Confidence: 0.921859

00:11:31.280 --> 00:11:33.590 You need to really have a deep

NOTE Confidence: 0.921859

00:11:33.590 --> 00:11:35.453 understanding of the context of

NOTE Confidence: 0.921859

00:11:35.453 --> 00:11:37.473 the university and then data

NOTE Confidence: 0.921859

00:11:37.473 --> 00:11:39.340 collection and really adopting an

NOTE Confidence: 0.921859

00:11:39.340 --> 00:11:40.800 intersectional approach is important.

NOTE Confidence: 0.921859

00:11:40.800 --> 00:11:42.319 And so this was back in 2020.

NOTE Confidence: 0.921859

00:11:42.320 --> 00:11:45.490 This was part of NASA.

NOTE Confidence: 0.921859

00:11:45.490 --> 00:11:48.550 NASIM also has put out several

NOTE Confidence: 0.921859

00:11:48.550 --> 00:11:50.020 reports about COVID-19,

NOTE Confidence: 0.921859
00:11:50.020 --> 00:11:53.170 the impact on the careers and women
NOTE Confidence: 0.921859
00:11:53.170 --> 00:11:56.018 and their academic productivity,
NOTE Confidence: 0.921859
00:11:56.018 --> 00:11:57.970 work, life balance,
NOTE Confidence: 0.921859
00:11:57.970 --> 00:12:00.450 mental health and wellbeing.
NOTE Confidence: 0.921859
00:12:00.450 --> 00:12:04.402 I was part of the UCSF effort to
NOTE Confidence: 0.921859
00:12:04.402 --> 00:12:07.864 promote wellbeing of our people
NOTE Confidence: 0.921859
00:12:07.864 --> 00:12:10.202 that you see us have during COVID-19
NOTE Confidence: 0.921859
00:12:10.202 --> 00:12:12.658 and I know that this hadn't a
NOTE Confidence: 0.921859
00:12:12.658 --> 00:12:13.810 real impact on everybody.
NOTE Confidence: 0.921859
00:12:13.810 --> 00:12:15.522 I'm sure everybody here
NOTE Confidence: 0.921859
00:12:15.522 --> 00:12:18.090 knows and felt that as well.
NOTE Confidence: 0.921859
00:12:18.090 --> 00:12:20.712 And the challenges with the pandemic
NOTE Confidence: 0.921859
00:12:20.712 --> 00:12:23.106 that continue to this day because
NOTE Confidence: 0.921859
00:12:23.106 --> 00:12:25.806 we're not over with with it quite yet,
NOTE Confidence: 0.921859
00:12:25.806 --> 00:12:27.840 The effects of COVID on on
NOTE Confidence: 0.921859

00:12:27.917 --> 00:12:29.648 effectiveness of women,
NOTE Confidence: 0.921859

00:12:29.650 --> 00:12:31.610 they have these different graphs.
NOTE Confidence: 0.921859

00:12:31.610 --> 00:12:34.431 These are just showing the same things
NOTE Confidence: 0.921859

00:12:34.431 --> 00:12:39.260 that negative impacts that it's had on women,
NOTE Confidence: 0.921859

00:12:39.260 --> 00:12:42.740 the challenges related to child care at home.
NOTE Confidence: 0.921859

00:12:42.740 --> 00:12:45.292 There's been a lot of data on the
NOTE Confidence: 0.921859

00:12:45.292 --> 00:12:47.900 amount of work that women do both
NOTE Confidence: 0.921859

00:12:47.900 --> 00:12:51.190 office housework and more work doing
NOTE Confidence: 0.921859

00:12:51.190 --> 00:12:54.340 domestic activities still to this day.
NOTE Confidence: 0.921859

00:12:54.340 --> 00:12:57.460 And this includes, you know, women,
NOTE Confidence: 0.921859

00:12:57.460 --> 00:12:59.660 faculty, trainees, and staff.
NOTE Confidence: 0.92960244

00:13:01.680 --> 00:13:03.895 And then Nassim also created
NOTE Confidence: 0.92960244

00:13:03.895 --> 00:13:06.110 a really important report as
NOTE Confidence: 0.92960244

00:13:06.188 --> 00:13:08.518 well on advancing anti racism,
NOTE Confidence: 0.92960244

00:13:08.520 --> 00:13:12.168 diversity, equity and inclusion.
NOTE Confidence: 0.92960244

00:13:12.168 --> 00:13:14.680 Again, they talk about, you know,

NOTE Confidence: 0.92960244

00:13:14.680 --> 00:13:18.103 how racism impedes careers and come up

NOTE Confidence: 0.92960244

00:13:18.103 --> 00:13:20.799 with important guidelines for doing this.

NOTE Confidence: 0.92960244

00:13:20.800 --> 00:13:22.726 So I urge you all to look into some

NOTE Confidence: 0.92960244

00:13:22.726 --> 00:13:24.637 of these if you haven't already.

NOTE Confidence: 0.92960244

00:13:24.640 --> 00:13:27.200 I imagine many of your leaders have already

NOTE Confidence: 0.92960244

00:13:27.200 --> 00:13:31.730 looked at these really important pieces.

NOTE Confidence: 0.92960244

00:13:31.730 --> 00:13:34.026 These are the ones that are from

NOTE Confidence: 0.92960244

00:13:34.026 --> 00:13:36.145 the AM C Again, as I mentioned,

NOTE Confidence: 0.92960244

00:13:36.145 --> 00:13:39.370 a lot of these are on salary equity,

NOTE Confidence: 0.92960244

00:13:39.370 --> 00:13:41.085 so here's some of the QR codes.

NOTE Confidence: 0.92960244

00:13:41.090 --> 00:13:45.970 Here again, same story over and over again.

NOTE Confidence: 0.92960244

00:13:45.970 --> 00:13:48.500 Women are earning less than

NOTE Confidence: 0.92960244

00:13:48.500 --> 00:13:50.786 men and room for improvement.

NOTE Confidence: 0.92960244

00:13:50.786 --> 00:13:54.023 This is talking about how you really

NOTE Confidence: 0.92960244

00:13:54.023 --> 00:13:57.474 need salary equity to attract and retain

NOTE Confidence: 0.92960244

00:13:57.474 --> 00:14:01.870 faculty and how important that is.
NOTE Confidence: 0.92960244

00:14:01.870 --> 00:14:04.290 And then this actually was
NOTE Confidence: 0.92960244

00:14:04.290 --> 00:14:06.226 looking even among leadership.
NOTE Confidence: 0.92960244

00:14:06.230 --> 00:14:08.680 And I I did a publication on
NOTE Confidence: 0.92960244

00:14:08.680 --> 00:14:11.430 this with Michael Mensa looking
NOTE Confidence: 0.92960244

00:14:11.430 --> 00:14:14.934 at public medical school chairs.
NOTE Confidence: 0.92960244

00:14:14.934 --> 00:14:17.790 And even among public medical school chairs,
NOTE Confidence: 0.92960244

00:14:17.790 --> 00:14:20.990 there were gender disparities in
NOTE Confidence: 0.92960244

00:14:20.990 --> 00:14:25.680 compensation between men and women.
NOTE Confidence: 0.92960244

00:14:25.680 --> 00:14:28.144 I'm really proud of the work that's done
NOTE Confidence: 0.92960244

00:14:28.144 --> 00:14:30.360 by the AM CG Women's Steering Committee.
NOTE Confidence: 0.92960244

00:14:30.360 --> 00:14:32.376 This is a group on women in
NOTE Confidence: 0.92960244

00:14:32.376 --> 00:14:33.240 medicine and sciences.
NOTE Confidence: 0.92960244

00:14:33.240 --> 00:14:35.859 I actually have the honor of being on that
NOTE Confidence: 0.92960244

00:14:35.859 --> 00:14:39.280 steering committee as of late last year.
NOTE Confidence: 0.92960244

00:14:39.280 --> 00:14:41.870 This is led by Amy Gottlieb who

NOTE Confidence: 0.92960244

00:14:41.870 --> 00:14:45.165 is a scholar in compensation and

NOTE Confidence: 0.92960244

00:14:45.165 --> 00:14:48.670 academic medicine is now taking the

NOTE Confidence: 0.92960244

00:14:48.670 --> 00:14:51.544 role in faculty affairs at USC.

NOTE Confidence: 0.92960244

00:14:51.550 --> 00:14:54.931 They have developed a lot of really

NOTE Confidence: 0.92960244

00:14:54.931 --> 00:14:56.813 important toolkits through the

NOTE Confidence: 0.92960244

00:14:56.813 --> 00:14:59.263 AM C and issues related to women

NOTE Confidence: 0.92960244

00:14:59.270 --> 00:15:00.986 that you could should check out.

NOTE Confidence: 0.92960244

00:15:00.990 --> 00:15:03.587 I think something that I touched on

NOTE Confidence: 0.92960244

00:15:03.587 --> 00:15:05.990 very briefly was intersectionality

NOTE Confidence: 0.92960244

00:15:05.990 --> 00:15:07.004 and they actually,

NOTE Confidence: 0.92960244

00:15:07.004 --> 00:15:10.314 the AM C has a women of faculty of

NOTE Confidence: 0.92960244

00:15:10.314 --> 00:15:12.906 color toolkits that are I think,

NOTE Confidence: 0.92960244

00:15:12.910 --> 00:15:15.199 interesting for folks to look at that

NOTE Confidence: 0.92960244

00:15:15.199 --> 00:15:17.350 again have strategies for what you can do.

NOTE Confidence: 0.93745995

00:15:19.380 --> 00:15:22.206 I wrote a piece with some of my colleagues

NOTE Confidence: 0.93745995

00:15:22.206 --> 00:15:25.260 and many of you may know Carolyn Rodriguez.

NOTE Confidence: 0.93745995

00:15:25.260 --> 00:15:27.738 She's actually one of my best friends.

NOTE Confidence: 0.93745995

00:15:27.740 --> 00:15:29.560 We went to Columbia together

NOTE Confidence: 0.93745995

00:15:29.560 --> 00:15:31.380 and she's now at Stanford.

NOTE Confidence: 0.93745995

00:15:31.380 --> 00:15:33.756 She's an associate Dean for faculty

NOTE Confidence: 0.93745995

00:15:33.756 --> 00:15:36.020 and academic affairs in Stanford.

NOTE Confidence: 0.93745995

00:15:36.020 --> 00:15:38.015 And we wrote a commentary to that

NOTE Confidence: 0.93745995

00:15:38.015 --> 00:15:40.305 piece that I was talking about before

NOTE Confidence: 0.93745995

00:15:40.305 --> 00:15:42.700 by Doctor Ayana about the fact that

NOTE Confidence: 0.93745995

00:15:42.700 --> 00:15:46.496 only 2.4% of US physicians are Latina.

NOTE Confidence: 0.93745995

00:15:46.500 --> 00:15:48.460 Again said the same thing that I've

NOTE Confidence: 0.93745995

00:15:48.460 --> 00:15:50.480 been repeating over and over again

NOTE Confidence: 0.93745995

00:15:50.480 --> 00:15:52.220 about the bias of discrimination.

NOTE Confidence: 0.93745995

00:15:52.220 --> 00:15:53.575 You know that there are

NOTE Confidence: 0.93745995

00:15:53.575 --> 00:15:54.659 structural barriers in place,

NOTE Confidence: 0.93745995

00:15:54.660 --> 00:15:57.100 but what are our recommendations?

NOTE Confidence: 0.93745995

00:15:57.100 --> 00:15:59.300 Our recommendations are really increasing

NOTE Confidence: 0.93745995

00:15:59.300 --> 00:16:01.900 leadership opportunities for women of color.

NOTE Confidence: 0.93745995

00:16:01.900 --> 00:16:04.875 I think institutions to start thinking about

NOTE Confidence: 0.93745995

00:16:04.875 --> 00:16:07.338 centering their efforts on women of color,

NOTE Confidence: 0.93745995

00:16:07.340 --> 00:16:09.944 meaning looking at all their policies

NOTE Confidence: 0.93745995

00:16:09.944 --> 00:16:12.516 and procedures through that lens about

NOTE Confidence: 0.93745995

00:16:12.516 --> 00:16:14.820 how that might impact those people,

NOTE Confidence: 0.93745995

00:16:14.820 --> 00:16:15.424 those individuals.

NOTE Confidence: 0.93745995

00:16:15.424 --> 00:16:16.934 And if you do that,

NOTE Confidence: 0.93745995

00:16:16.940 --> 00:16:19.600 it actually lifts everybody.

NOTE Confidence: 0.93745995

00:16:19.600 --> 00:16:21.128 I think there's importance

NOTE Confidence: 0.93745995

00:16:21.128 --> 00:16:22.274 to reducing isolation,

NOTE Confidence: 0.93745995

00:16:22.280 --> 00:16:25.280 building community and of course

NOTE Confidence: 0.93745995

00:16:25.280 --> 00:16:27.880 data-driven accountability.

NOTE Confidence: 0.93745995

00:16:27.880 --> 00:16:31.359 Another portion of in our part of

NOTE Confidence: 0.93745995

00:16:31.359 --> 00:16:33.314 intersectionality that we don't
NOTE Confidence: 0.93745995

00:16:33.314 --> 00:16:35.726 talk about a lot is caregiving.
NOTE Confidence: 0.93745995

00:16:35.726 --> 00:16:38.967 Now, I think we talked about caregiving
NOTE Confidence: 0.93745995

00:16:38.967 --> 00:16:41.620 in terms of women having babies,
NOTE Confidence: 0.93745995

00:16:41.620 --> 00:16:42.100 right.
NOTE Confidence: 0.93745995

00:16:42.100 --> 00:16:43.060 And UCSF,
NOTE Confidence: 0.93745995

00:16:43.060 --> 00:16:44.540 and I'll give some data
NOTE Confidence: 0.93745995

00:16:44.540 --> 00:16:46.020 about what I've done here.
NOTE Confidence: 0.93745995

00:16:46.020 --> 00:16:48.645 UCSF has made great strides and increasing
NOTE Confidence: 0.93745995

00:16:48.645 --> 00:16:51.856 the amount of paid family leave for anybody,
NOTE Confidence: 0.93745995

00:16:51.860 --> 00:16:54.540 regardless of gender to 12 weeks paid leave.
NOTE Confidence: 0.93745995

00:16:54.540 --> 00:16:56.580 And so we think a lot about how
NOTE Confidence: 0.93745995

00:16:56.580 --> 00:16:58.777 are we going to support people,
NOTE Confidence: 0.93745995

00:16:58.780 --> 00:17:00.060 you know, people having children.
NOTE Confidence: 0.93745995

00:17:00.060 --> 00:17:02.679 But we don't talk a lot about is that
NOTE Confidence: 0.93745995

00:17:02.679 --> 00:17:05.565 a lot of people are also taking care

NOTE Confidence: 0.93745995

00:17:05.565 --> 00:17:08.920 of ill family members and many of your

NOTE Confidence: 0.93745995

00:17:08.920 --> 00:17:12.200 faculty as they advanced in their careers,

NOTE Confidence: 0.93745995

00:17:12.200 --> 00:17:14.840 especially the women faculty are

NOTE Confidence: 0.93745995

00:17:14.840 --> 00:17:17.480 taking care of elderly parents.

NOTE Confidence: 0.93745995

00:17:17.480 --> 00:17:20.154 This is coming up more and more.

NOTE Confidence: 0.93745995

00:17:20.160 --> 00:17:21.160 And so I was very,

NOTE Confidence: 0.93745995

00:17:21.160 --> 00:17:23.956 very pleased that NASIM has started

NOTE Confidence: 0.93745995

00:17:23.960 --> 00:17:26.571 a a work group on supporting family

NOTE Confidence: 0.93745995

00:17:26.571 --> 00:17:28.280 caregivers working in science,

NOTE Confidence: 0.93745995

00:17:28.280 --> 00:17:29.204 engineering and medicine.

NOTE Confidence: 0.93745995

00:17:29.204 --> 00:17:30.436 And I was very,

NOTE Confidence: 0.93745995

00:17:30.440 --> 00:17:32.757 very honored to be the inaugural speaker,

NOTE Confidence: 0.93745995

00:17:32.760 --> 00:17:34.842 talking about my experiences not only

NOTE Confidence: 0.93745995

00:17:34.842 --> 00:17:37.186 with my father, who now has Alzheimer's.

NOTE Confidence: 0.93745995

00:17:37.186 --> 00:17:39.130 I showed you his picture earlier.

NOTE Confidence: 0.93745995

00:17:39.130 --> 00:17:40.694 I'm an only child.
NOTE Confidence: 0.93745995

00:17:40.694 --> 00:17:42.649 This does fall on me.
NOTE Confidence: 0.93745995

00:17:42.650 --> 00:17:44.606 But also when even before that,
NOTE Confidence: 0.93745995

00:17:44.610 --> 00:17:46.330 my, my youngest son,
NOTE Confidence: 0.93745995

00:17:46.330 --> 00:17:48.050 who's now very healthy,
NOTE Confidence: 0.93745995

00:17:48.050 --> 00:17:51.050 had a very serious medical condition,
NOTE Confidence: 0.93745995

00:17:51.050 --> 00:17:52.570 required a bone marrow transplant
NOTE Confidence: 0.93745995

00:17:52.570 --> 00:17:54.090 when he was a baby.
NOTE Confidence: 0.93745995

00:17:54.090 --> 00:17:56.225 That was part of my that was
NOTE Confidence: 0.93745995

00:17:56.225 --> 00:17:57.849 something that happened in my life.
NOTE Confidence: 0.93745995

00:17:57.850 --> 00:17:59.890 Women that are in our,
NOTE Confidence: 0.93745995

00:17:59.890 --> 00:18:02.514 that are in our society tend to provide
NOTE Confidence: 0.93745995

00:18:02.514 --> 00:18:05.291 more of these kinds of caregiving needs,
NOTE Confidence: 0.93745995

00:18:05.291 --> 00:18:07.398 not only at the workplace where you're
NOTE Confidence: 0.93745995

00:18:07.398 --> 00:18:09.529 caring for our patients and maybe even
NOTE Confidence: 0.93745995

00:18:09.529 --> 00:18:11.710 the other people within the institution,

NOTE Confidence: 0.93745995

00:18:11.710 --> 00:18:14.374 but you're also at home caring for the

NOTE Confidence: 0.93745995

00:18:14.374 --> 00:18:17.430 family, including when they're sick.

NOTE Confidence: 0.93745995

00:18:17.430 --> 00:18:19.662 So I've given you a lot of kind

NOTE Confidence: 0.93745995

00:18:19.662 --> 00:18:21.430 of depressing information, right?

NOTE Confidence: 0.93745995

00:18:21.430 --> 00:18:23.642 Like, Oh my gosh, you know,

NOTE Confidence: 0.93745995

00:18:23.642 --> 00:18:24.866 here there's so much,

NOTE Confidence: 0.93745995

00:18:24.870 --> 00:18:26.103 so many problems.

NOTE Confidence: 0.93745995

00:18:26.103 --> 00:18:28.746 Sometimes it can feel hard to

NOTE Confidence: 0.93745995

00:18:28.746 --> 00:18:31.734 figure out what can I do,

NOTE Confidence: 0.94009674

00:18:31.740 --> 00:18:33.460 especially what can I do as an individual.

NOTE Confidence: 0.94009674

00:18:33.460 --> 00:18:35.820 This is too overwhelming, right?

NOTE Confidence: 0.94009674

00:18:35.820 --> 00:18:37.420 So I'm going to give you some stories.

NOTE Confidence: 0.94009674

00:18:37.420 --> 00:18:39.220 I'm going to show you some

NOTE Confidence: 0.94009674

00:18:39.220 --> 00:18:41.100 things that I've done and again,

NOTE Confidence: 0.94009674

00:18:41.100 --> 00:18:43.820 some things that you can hopefully pick up

NOTE Confidence: 0.94009674

00:18:43.820 --> 00:18:46.540 and take with you to try to do as you move,
NOTE Confidence: 0.94009674

00:18:46.540 --> 00:18:48.395 you know, in your institution or your
NOTE Confidence: 0.94009674

00:18:48.395 --> 00:18:51.100 little sphere of influence, right.
NOTE Confidence: 0.94009674

00:18:51.100 --> 00:18:54.090 So I'm showing part of a talk that I gave
NOTE Confidence: 0.94009674

00:18:54.172 --> 00:18:56.687 where I become the inaugural Vicechair
NOTE Confidence: 0.94009674

00:18:56.687 --> 00:18:59.489 for diversity and HealthEquity in the
NOTE Confidence: 0.94009674

00:18:59.489 --> 00:19:02.045 Department of Psychiatry from 2015 to 2022.
NOTE Confidence: 0.94009674

00:19:02.045 --> 00:19:04.485 So I'm going to tell you about some
NOTE Confidence: 0.94009674

00:19:04.485 --> 00:19:07.286 of the things that I did in that role.
NOTE Confidence: 0.94009674

00:19:07.290 --> 00:19:08.730 So and I'm looking at John.
NOTE Confidence: 0.94009674

00:19:08.730 --> 00:19:09.915 John, you may recognize this
NOTE Confidence: 0.94009674

00:19:09.915 --> 00:19:11.410 guy up here on the left.
NOTE Confidence: 0.94009674

00:19:11.410 --> 00:19:12.690 This is Andy Crystal,
NOTE Confidence: 0.94009674

00:19:12.690 --> 00:19:14.610 his brother who is the vice
NOTE Confidence: 0.94009674

00:19:14.681 --> 00:19:16.411 chair for research here who
NOTE Confidence: 0.94009674

00:19:16.411 --> 00:19:18.410 is an active partner with me.

NOTE Confidence: 0.94009674

00:19:18.410 --> 00:19:21.786 So something that I did was I focused

NOTE Confidence: 0.94009674

00:19:21.786 --> 00:19:24.733 on women faculty and increasing

NOTE Confidence: 0.94009674

00:19:24.733 --> 00:19:27.409 and advancing women faculty.

NOTE Confidence: 0.94009674

00:19:27.410 --> 00:19:29.010 So I was very much,

NOTE Confidence: 0.94009674

00:19:29.010 --> 00:19:31.970 because I'm a scientist, focus on the data.

NOTE Confidence: 0.94009674

00:19:31.970 --> 00:19:35.756 So I targeted our advancement strategy.

NOTE Confidence: 0.94009674

00:19:35.760 --> 00:19:37.976 I looked at our how we go about

NOTE Confidence: 0.94009674

00:19:37.976 --> 00:19:39.920 in our search committees,

NOTE Confidence: 0.94009674

00:19:39.920 --> 00:19:44.800 what we do in an appointment and advancement,

NOTE Confidence: 0.94009674

00:19:44.800 --> 00:19:47.240 how we're moving people forward.

NOTE Confidence: 0.94009674

00:19:47.240 --> 00:19:48.870 I actually would write the

NOTE Confidence: 0.94009674

00:19:48.870 --> 00:19:51.283 division chiefs to say hey so and

NOTE Confidence: 0.94009674

00:19:51.283 --> 00:19:52.719 so's an associate professor.

NOTE Confidence: 0.94009674

00:19:52.720 --> 00:19:54.890 Have you thought about them going up

NOTE Confidence: 0.94009674

00:19:54.890 --> 00:19:56.958 for full professor what are you doing?

NOTE Confidence: 0.94009674

00:19:56.960 --> 00:20:01.188 And I have some pretty impressive outcomes.

NOTE Confidence: 0.94009674

00:20:01.190 --> 00:20:03.766 We went up for an increase in our

NOTE Confidence: 0.94009674

00:20:03.766 --> 00:20:05.470 full professors from 30 to 50%.

NOTE Confidence: 0.94009674

00:20:05.470 --> 00:20:07.978 We increased our overall women faculty

NOTE Confidence: 0.94009674

00:20:07.978 --> 00:20:10.850 in the department up to close to 58%,

NOTE Confidence: 0.94009674

00:20:10.850 --> 00:20:13.504 which is higher than the AM CI can

NOTE Confidence: 0.94009674

00:20:13.504 --> 00:20:14.776 talk about specific strategies

NOTE Confidence: 0.94009674

00:20:14.776 --> 00:20:16.468 that we did to do this.

NOTE Confidence: 0.94009674

00:20:16.470 --> 00:20:18.876 I created Mom Pods during the

NOTE Confidence: 0.94009674

00:20:18.876 --> 00:20:21.530 pandemic to help some people who

NOTE Confidence: 0.94009674

00:20:21.530 --> 00:20:23.470 felt isolated be together.

NOTE Confidence: 0.94009674

00:20:23.470 --> 00:20:26.595 I'd actually created groups of

NOTE Confidence: 0.94009674

00:20:26.595 --> 00:20:28.540 women earlier in my career when

NOTE Confidence: 0.94009674

00:20:28.540 --> 00:20:29.860 I was an assistant professor.

NOTE Confidence: 0.94009674

00:20:29.860 --> 00:20:33.052 I'd gone to the AM C Early Career

NOTE Confidence: 0.94009674

00:20:33.052 --> 00:20:34.956 Workshop for women and I noticed

NOTE Confidence: 0.94009674

00:20:34.956 --> 00:20:36.620 that I learned a lot from my peers.

NOTE Confidence: 0.94009674

00:20:36.620 --> 00:20:38.797 And so I just created a women's

NOTE Confidence: 0.94009674

00:20:38.797 --> 00:20:40.980 group and it's going on to this day,

NOTE Confidence: 0.94009674

00:20:40.980 --> 00:20:43.580 and they have all sorts of different events.

NOTE Confidence: 0.94009674

00:20:43.580 --> 00:20:46.431 It was called warm hearts and this was

NOTE Confidence: 0.94009674

00:20:46.431 --> 00:20:49.312 I I think these peer groups are very

NOTE Confidence: 0.94009674

00:20:49.312 --> 00:20:51.934 important to reduce isolation and also

NOTE Confidence: 0.94009674

00:20:51.934 --> 00:20:54.939 can be really advocates for change.

NOTE Confidence: 0.94009674

00:20:54.940 --> 00:20:57.649 And so I encourage you all to

NOTE Confidence: 0.94009674

00:20:57.649 --> 00:20:59.580 think about community building.

NOTE Confidence: 0.94009674

00:20:59.580 --> 00:21:01.100 I had some listening tours.

NOTE Confidence: 0.94009674

00:21:01.100 --> 00:21:05.818 I developed reports, I focused on research.

NOTE Confidence: 0.94009674

00:21:05.820 --> 00:21:08.628 So I was fortunate with Christine

NOTE Confidence: 0.94009674

00:21:08.628 --> 00:21:11.067 Yaffe to get one of the Doris Duke

NOTE Confidence: 0.94009674

00:21:11.067 --> 00:21:13.260 funds to retain clinical scientists.

NOTE Confidence: 0.94009674

00:21:13.260 --> 00:21:16.376 This was funds to actually give small
NOTE Confidence: 0.94009674

00:21:16.376 --> 00:21:19.794 grants to informal caregivers like I
NOTE Confidence: 0.94009674

00:21:19.794 --> 00:21:22.080 mentioned to fact to research faculty
NOTE Confidence: 0.94009674

00:21:22.144 --> 00:21:24.230 who were caring for ill loved ones.
NOTE Confidence: 0.94009674

00:21:24.230 --> 00:21:26.790 I believe GAIL has one of these doors
NOTE Confidence: 0.94009674

00:21:26.790 --> 00:21:29.750 to FRCS grants, grant mechanisms.
NOTE Confidence: 0.94009674

00:21:29.750 --> 00:21:33.770 I created a URM Research Mentorship Award.
NOTE Confidence: 0.94009674

00:21:33.770 --> 00:21:37.750 We created a gender equity work in progress.
NOTE Confidence: 0.94009674

00:21:37.750 --> 00:21:39.990 We were looking at the data in
NOTE Confidence: 0.94009674

00:21:39.990 --> 00:21:40.630 our department.
NOTE Confidence: 0.9328994

00:21:40.630 --> 00:21:45.380 We created several high impact papers
NOTE Confidence: 0.9328994

00:21:45.380 --> 00:21:47.704 and I also created a mid career
NOTE Confidence: 0.9328994

00:21:47.704 --> 00:21:49.500 program across the university.
NOTE Confidence: 0.9328994

00:21:49.500 --> 00:21:51.060 This is Kirsten, this is me.
NOTE Confidence: 0.9328994

00:21:51.060 --> 00:21:53.298 These are our three first fellows.
NOTE Confidence: 0.9328994

00:21:53.300 --> 00:21:54.945 And so I felt like there was

NOTE Confidence: 0.9328994

00:21:54.945 --> 00:21:56.680 a gap in providing mentorship

NOTE Confidence: 0.9328994

00:21:56.680 --> 00:21:58.780 and support for our mentors.

NOTE Confidence: 0.9328994

00:21:58.780 --> 00:22:02.200 So created this program for extraordinary

NOTE Confidence: 0.9328994

00:22:02.200 --> 00:22:04.940 mentors at UCSF and they actually

NOTE Confidence: 0.9328994

00:22:04.940 --> 00:22:07.916 get some funding and a sponsorship

NOTE Confidence: 0.9328994

00:22:07.916 --> 00:22:11.180 and mentorship from us through this.

NOTE Confidence: 0.9328994

00:22:11.180 --> 00:22:13.460 I mentioned the family leave.

NOTE Confidence: 0.9328994

00:22:13.460 --> 00:22:16.052 I'm really proud of this work that I did.

NOTE Confidence: 0.9328994

00:22:16.060 --> 00:22:17.218 And you see my chair here,

NOTE Confidence: 0.9328994

00:22:17.220 --> 00:22:19.820 Matt, Matt Gold, Matt State,

NOTE Confidence: 0.9328994

00:22:19.820 --> 00:22:22.188 as well as Brian and his who's who's

NOTE Confidence: 0.9328994

00:22:22.188 --> 00:22:23.820 from Yale, as many of you know,

NOTE Confidence: 0.9328994

00:22:23.820 --> 00:22:26.578 a friend of many and Brian Aldridge.

NOTE Confidence: 0.9328994

00:22:26.580 --> 00:22:28.995 And I remember Matt saying to me, hey,

NOTE Confidence: 0.9328994

00:22:28.995 --> 00:22:31.270 let let's, let's let's do this together.

NOTE Confidence: 0.9328994

00:22:31.270 --> 00:22:32.990 We should, we should increase our paid leave.

NOTE Confidence: 0.9328994

00:22:32.990 --> 00:22:35.186 And then I spoke to Brian Aldridge and he

NOTE Confidence: 0.9328994

00:22:35.186 --> 00:22:36.949 said, you know what would really help me?

NOTE Confidence: 0.9328994

00:22:36.950 --> 00:22:38.588 Brian Aldridge is our vice Provost.

NOTE Confidence: 0.9328994

00:22:38.590 --> 00:22:39.854 He said, you know,

NOTE Confidence: 0.9328994

00:22:39.854 --> 00:22:42.949 if you collected data on all on some of

NOTE Confidence: 0.9328994

00:22:42.949 --> 00:22:45.581 our peer institutions and their family leave.

NOTE Confidence: 0.9328994

00:22:45.590 --> 00:22:48.447 So I collected this data and

NOTE Confidence: 0.9328994

00:22:48.447 --> 00:22:50.709 then I published on this data.

NOTE Confidence: 0.9328994

00:22:50.710 --> 00:22:53.222 So this is something that I suggest to

NOTE Confidence: 0.9328994

00:22:53.222 --> 00:22:56.130 those of you who are doing diversity work.

NOTE Confidence: 0.9328994

00:22:56.130 --> 00:22:57.790 Make sure you're publishing some

NOTE Confidence: 0.9328994

00:22:57.790 --> 00:23:00.328 of your work so that the work gets

NOTE Confidence: 0.9307921

00:23:02.410 --> 00:23:04.930 gets out to others to try to use,

NOTE Confidence: 0.9307921

00:23:04.930 --> 00:23:06.610 but also advances your career.

NOTE Confidence: 0.9307921

00:23:06.610 --> 00:23:09.410 So I certainly suggest publishing the work.

NOTE Confidence: 0.9307921

00:23:09.410 --> 00:23:11.251 So I published the work kind of

NOTE Confidence: 0.9307921

00:23:11.251 --> 00:23:12.610 against shining the spotlight.

NOTE Confidence: 0.9307921

00:23:12.610 --> 00:23:14.598 There's a gap in our paid lead

NOTE Confidence: 0.9307921

00:23:14.598 --> 00:23:16.809 policies at the leading institutions.

NOTE Confidence: 0.9307921

00:23:16.810 --> 00:23:18.994 I looked at that UCSF expanded

NOTE Confidence: 0.9307921

00:23:18.994 --> 00:23:20.970 to after after that piece,

NOTE Confidence: 0.9307921

00:23:20.970 --> 00:23:23.644 along with decades of work by others.

NOTE Confidence: 0.9307921

00:23:23.650 --> 00:23:26.256 This is kind of the last straw on it

NOTE Confidence: 0.9307921

00:23:26.256 --> 00:23:28.308 And because of really strong leaders,

NOTE Confidence: 0.9307921

00:23:28.310 --> 00:23:30.718 we were able to get 12 weeks of

NOTE Confidence: 0.9307921

00:23:30.718 --> 00:23:33.210 paid leave from a CGME and A/B Ms.

NOTE Confidence: 0.9307921

00:23:33.210 --> 00:23:34.590 thanks to Kirsten here,

NOTE Confidence: 0.9307921

00:23:34.590 --> 00:23:36.718 we were able to actually increase based

NOTE Confidence: 0.9307921

00:23:36.718 --> 00:23:39.546 on some of our data looking at residents

NOTE Confidence: 0.9307921

00:23:39.546 --> 00:23:42.070 increase resident paid leave to six weeks,

NOTE Confidence: 0.9307921

00:23:42.070 --> 00:23:42.966 now I wanted 12.
NOTE Confidence: 0.9307921

00:23:42.966 --> 00:23:44.990 You can look at some of the pieces,
NOTE Confidence: 0.9307921

00:23:44.990 --> 00:23:46.870 a piece that we have in the New
NOTE Confidence: 0.9307921

00:23:46.870 --> 00:23:48.370 England Journal where there's talk of
NOTE Confidence: 0.9307921

00:23:48.370 --> 00:23:50.190 12 because I really want 12 weeks,
NOTE Confidence: 0.9307921

00:23:50.190 --> 00:23:53.140 but that's it's incremental steps
NOTE Confidence: 0.9307921

00:23:53.140 --> 00:23:55.800 are important and then there's been
NOTE Confidence: 0.9307921

00:23:55.800 --> 00:23:57.650 some really important policies that
NOTE Confidence: 0.9307921

00:23:57.650 --> 00:23:59.680 have been made on dependent care.
NOTE Confidence: 0.9360445

00:24:01.720 --> 00:24:04.275 I had a big focus on sponsorship.
NOTE Confidence: 0.9360445

00:24:04.280 --> 00:24:06.275 Now this is actually the wrong word,
NOTE Confidence: 0.9360445

00:24:06.280 --> 00:24:09.080 is the word we use in medicine is
NOTE Confidence: 0.9360445

00:24:09.080 --> 00:24:11.530 sponsorship and the business in business
NOTE Confidence: 0.9360445

00:24:11.530 --> 00:24:13.555 they use access to opportunities.
NOTE Confidence: 0.9360445

00:24:13.560 --> 00:24:15.240 I'm using sponsorship because more of,
NOTE Confidence: 0.9360445

00:24:15.240 --> 00:24:17.390 you know what sponsorship is.

NOTE Confidence: 0.9360445

00:24:17.390 --> 00:24:19.106 It's different from mentorship.

NOTE Confidence: 0.9360445

00:24:19.106 --> 00:24:21.680 It's when somebody's talking about you

NOTE Confidence: 0.9360445

00:24:21.742 --> 00:24:24.094 in high settings and also in a position

NOTE Confidence: 0.9360445

00:24:24.094 --> 00:24:26.846 of power to actually be able to give you

NOTE Confidence: 0.9360445

00:24:26.846 --> 00:24:28.978 resources or give you access to people.

NOTE Confidence: 0.9360445

00:24:28.978 --> 00:24:31.683 And so I focused a lot on sponsorship

NOTE Confidence: 0.9360445

00:24:31.683 --> 00:24:34.065 and in getting people into the

NOTE Confidence: 0.9360445

00:24:34.065 --> 00:24:36.747 right rooms and getting them awards

NOTE Confidence: 0.9360445

00:24:36.747 --> 00:24:39.012 to increase their visibility and

NOTE Confidence: 0.9360445

00:24:39.012 --> 00:24:40.798 increase their access to funds.

NOTE Confidence: 0.9360445

00:24:40.798 --> 00:24:43.830 And so I I definitely put up many

NOTE Confidence: 0.9360445

00:24:43.830 --> 00:24:45.766 individuals for Chancellor awards.

NOTE Confidence: 0.9360445

00:24:45.770 --> 00:24:46.458 Watson Fellows,

NOTE Confidence: 0.9360445

00:24:46.458 --> 00:24:47.850 which is at UCSF,

NOTE Confidence: 0.9360445

00:24:47.850 --> 00:24:50.370 gives \$75,000 a year to this prestigious

NOTE Confidence: 0.9360445

00:24:50.370 --> 00:24:52.529 program and sponsor people for the
NOTE Confidence: 0.9318942

00:24:54.970 --> 00:24:56.330 SMMA. At the same time,
NOTE Confidence: 0.9318942

00:24:56.330 --> 00:24:58.778 I had been asked to be the chair of
NOTE Confidence: 0.9318942

00:24:58.778 --> 00:25:01.326 the Council of Minority Mental Health
NOTE Confidence: 0.9318942

00:25:01.326 --> 00:25:03.803 and Health Disparities in the APAI
NOTE Confidence: 0.9318942

00:25:03.803 --> 00:25:05.714 did some things I I brought people
NOTE Confidence: 0.9318942

00:25:05.714 --> 00:25:07.767 together on the two sides of the house.
NOTE Confidence: 0.9318942

00:25:07.770 --> 00:25:09.348 So I don't know how many
NOTE Confidence: 0.9318942

00:25:09.348 --> 00:25:10.946 of you know about the APA,
NOTE Confidence: 0.9318942

00:25:10.946 --> 00:25:13.058 but the APA has caucuses and
NOTE Confidence: 0.9318942

00:25:13.058 --> 00:25:15.378 then they have these councils.
NOTE Confidence: 0.9318942

00:25:15.380 --> 00:25:17.420 It's almost like the House of
NOTE Confidence: 0.9318942

00:25:17.420 --> 00:25:18.780 Representatives in the Senate.
NOTE Confidence: 0.9318942

00:25:18.780 --> 00:25:20.065 And they're not really supposed
NOTE Confidence: 0.9318942

00:25:20.065 --> 00:25:21.093 to always get together.
NOTE Confidence: 0.9318942

00:25:21.100 --> 00:25:22.620 And in this case,

NOTE Confidence: 0.9318942

00:25:22.620 --> 00:25:24.900 I was bringing folks together to

NOTE Confidence: 0.9318942

00:25:24.900 --> 00:25:27.972 formally so that we could attend to our

NOTE Confidence: 0.9318942

00:25:27.972 --> 00:25:31.660 shared goals to diversify our profession.

NOTE Confidence: 0.9318942

00:25:31.660 --> 00:25:35.815 I also created many APA position position

NOTE Confidence: 0.9318942

00:25:35.815 --> 00:25:39.385 statements and then had created this

NOTE Confidence: 0.9318942

00:25:39.385 --> 00:25:42.349 what's called Fierce sister could

NOTE Confidence: 0.9318942

00:25:42.350 --> 00:25:45.339 and this is a group of diversity

NOTE Confidence: 0.9318942

00:25:45.339 --> 00:25:47.510 leaders across psychiatry nationally.

NOTE Confidence: 0.9318942

00:25:47.510 --> 00:25:49.350 You'll recognize many of them

NOTE Confidence: 0.9318942

00:25:49.350 --> 00:25:51.190 including Ayanna Jordan who was

NOTE Confidence: 0.9318942

00:25:51.258 --> 00:25:53.260 there at Yale for many years and

NOTE Confidence: 0.9318942

00:25:53.260 --> 00:25:55.430 this group still meets to this day.

NOTE Confidence: 0.9318942

00:25:55.430 --> 00:25:58.070 We provide support to one another

NOTE Confidence: 0.9318942

00:25:58.070 --> 00:26:01.591 and the work that we do and and have

NOTE Confidence: 0.9318942

00:26:01.591 --> 00:26:04.126 written about our work including

NOTE Confidence: 0.9318942

00:26:04.126 --> 00:26:06.670 diversity leader guidelines in academic
NOTE Confidence: 0.9318942

00:26:06.670 --> 00:26:10.044 medicine that was published in a JP.
NOTE Confidence: 0.9318942

00:26:10.050 --> 00:26:13.590 Now for the main thing that I was the billing
NOTE Confidence: 0.9318942

00:26:13.672 --> 00:26:16.902 here was about the UCSF Arches program.
NOTE Confidence: 0.9318942

00:26:16.902 --> 00:26:20.526 So what is the Arches program?
NOTE Confidence: 0.9318942

00:26:20.530 --> 00:26:23.602 Okay the Arches is a career
NOTE Confidence: 0.9318942

00:26:23.602 --> 00:26:26.250 development program designed for the
NOTE Confidence: 0.9318942

00:26:26.250 --> 00:26:28.650 historically excluded research faculty.
NOTE Confidence: 0.9318942

00:26:28.650 --> 00:26:30.922 Recognizing the diversity is
NOTE Confidence: 0.9318942

00:26:30.922 --> 00:26:33.194 critical to institutional success
NOTE Confidence: 0.9318942

00:26:33.194 --> 00:26:35.070 and scientific progress.
NOTE Confidence: 0.9318942

00:26:35.070 --> 00:26:35.642 Now,
NOTE Confidence: 0.9318942

00:26:35.642 --> 00:26:37.930 historically excluded individuals are
NOTE Confidence: 0.9318942

00:26:37.930 --> 00:26:40.218 individuals who have historically
NOTE Confidence: 0.9318942

00:26:40.218 --> 00:26:41.910 faced discrimination,
NOTE Confidence: 0.9318942

00:26:41.910 --> 00:26:43.815 prejudice and systemic barriers that

NOTE Confidence: 0.9318942

00:26:43.815 --> 00:26:45.720 prevented them from achieving equal

NOTE Confidence: 0.9318942

00:26:45.777 --> 00:26:47.787 opportunities and access to resources.

NOTE Confidence: 0.9318942

00:26:47.790 --> 00:26:49.908 That's the definition that we used.

NOTE Confidence: 0.9318942

00:26:49.910 --> 00:26:52.750 Now this was stimulated by the 1st grant.

NOTE Confidence: 0.9318942

00:26:52.750 --> 00:26:54.304 Can I see a show of hands?

NOTE Confidence: 0.9318942

00:26:54.310 --> 00:26:57.586 How many people know what the first grant is?

NOTE Confidence: 0.9318942

00:26:57.590 --> 00:26:59.705 OKI see one of couple in the audience there.

NOTE Confidence: 0.9318942

00:26:59.710 --> 00:27:03.460 I don't see any in the OKA few in this.

NOTE Confidence: 0.9318942

00:27:03.460 --> 00:27:04.086 OK, great.

NOTE Confidence: 0.9318942

00:27:04.086 --> 00:27:05.338 OK, so a couple,

NOTE Confidence: 0.9318942

00:27:05.340 --> 00:27:06.820 but not many of you know about it.

NOTE Confidence: 0.9318942

00:27:06.820 --> 00:27:10.185 Oops, it took me forward. OK.

NOTE Confidence: 0.9318942

00:27:10.185 --> 00:27:13.208 So the first grant is an NIA.

NOTE Confidence: 0.9318942

00:27:13.208 --> 00:27:15.296 It was basically Hannah Valentine's baby.

NOTE Confidence: 0.9318942

00:27:15.300 --> 00:27:17.765 Hannah Valentine was the Chief

NOTE Confidence: 0.9318942

00:27:17.765 --> 00:27:19.737 diversity officer and NIH.
NOTE Confidence: 0.9318942

00:27:19.740 --> 00:27:21.340 And she created this award,
NOTE Confidence: 0.9318942

00:27:21.340 --> 00:27:24.140 which was a \$20 million award to
NOTE Confidence: 0.9318942

00:27:24.140 --> 00:27:25.995 institutions to recruit faculty,
NOTE Confidence: 0.9318942

00:27:25.995 --> 00:27:28.420 diverse faculty to their institution.
NOTE Confidence: 0.9318942

00:27:28.420 --> 00:27:30.334 So every institution under the sun
NOTE Confidence: 0.9318942

00:27:30.334 --> 00:27:32.297 was applying for this because this
NOTE Confidence: 0.9318942

00:27:32.297 --> 00:27:34.175 was dollars to bring people in.
NOTE Confidence: 0.9318942

00:27:34.180 --> 00:27:36.356 UCSF applied as well.
NOTE Confidence: 0.9318942

00:27:36.356 --> 00:27:37.670 Now, UCSF history,
NOTE Confidence: 0.9318942

00:27:37.670 --> 00:27:39.980 we were applying with Dan Lowenstein,
NOTE Confidence: 0.9318942

00:27:39.980 --> 00:27:41.300 who was our Executive Vice
NOTE Confidence: 0.9318942

00:27:41.300 --> 00:27:42.910 Chancellor and Provost at the time,
NOTE Confidence: 0.9318942

00:27:42.910 --> 00:27:44.350 and Kirsten Bibbins Domingo,
NOTE Confidence: 0.9318942

00:27:44.350 --> 00:27:46.246 who was, as I mentioned before,
NOTE Confidence: 0.9318942

00:27:46.246 --> 00:27:48.990 she was the one of the vice teams for

NOTE Confidence: 0.9318942

00:27:48.990 --> 00:27:51.228 HealthEquity at UC or the inaugural

NOTE Confidence: 0.9318942

00:27:51.228 --> 00:27:53.216 vice team for HealthEquity at UCSF.

NOTE Confidence: 0.9318942

00:27:53.216 --> 00:27:57.910 So they were both the MPI's on the grants or,

NOTE Confidence: 0.9318942

00:27:57.910 --> 00:27:58.470 you know,

NOTE Confidence: 0.9318942

00:27:58.470 --> 00:28:00.136 work and work at UCSF that many

NOTE Confidence: 0.9318942

00:28:00.136 --> 00:28:01.590 of you may or may not know is,

NOTE Confidence: 0.9318942

00:28:01.590 --> 00:28:03.624 you know, we've had really impressive

NOTE Confidence: 0.9318942

00:28:03.624 --> 00:28:05.390 DEI efforts over the years.

NOTE Confidence: 0.9318942

00:28:05.390 --> 00:28:05.855 Yeah,

NOTE Confidence: 0.9318942

00:28:05.855 --> 00:28:08.645 Our climate survey still identifies gaps,

NOTE Confidence: 0.9318942

00:28:08.650 --> 00:28:10.528 making people feel like they belong.

NOTE Confidence: 0.93646175

00:28:10.530 --> 00:28:11.766 It's not Nirvana.

NOTE Confidence: 0.93646175

00:28:11.766 --> 00:28:14.650 There's lots and lots of opportunities still.

NOTE Confidence: 0.93646175

00:28:14.650 --> 00:28:18.646 We've written this grant intending to

NOTE Confidence: 0.93646175

00:28:18.646 --> 00:28:21.570 create institutional transformation and we

NOTE Confidence: 0.93646175

00:28:21.570 --> 00:28:24.370 did not receive the grant despite trying.

NOTE Confidence: 0.93646175

00:28:24.370 --> 00:28:25.882 But then we just were like we're

NOTE Confidence: 0.93646175

00:28:25.882 --> 00:28:27.289 just going to do this anyway.

NOTE Confidence: 0.93646175

00:28:27.290 --> 00:28:29.746 So we initially called it the first light

NOTE Confidence: 0.93646175

00:28:29.746 --> 00:28:31.914 program and it was built just you know

NOTE Confidence: 0.93646175

00:28:31.914 --> 00:28:34.126 about a year and a half ago in March,

NOTE Confidence: 0.93646175

00:28:34.130 --> 00:28:35.830 the end of March of 2022.

NOTE Confidence: 0.93646175

00:28:35.830 --> 00:28:37.730 So what have we done?

NOTE Confidence: 0.93646175

00:28:37.730 --> 00:28:39.474 So because and the reason why I was

NOTE Confidence: 0.93646175

00:28:39.474 --> 00:28:41.630 chosen in is I was the head of the

NOTE Confidence: 0.93646175

00:28:41.630 --> 00:28:43.170 faculty development core for the program.

NOTE Confidence: 0.93646175

00:28:43.170 --> 00:28:47.010 So I had built this the the grant,

NOTE Confidence: 0.93646175

00:28:47.010 --> 00:28:48.810 the, the section of the grant.

NOTE Confidence: 0.93646175

00:28:48.810 --> 00:28:51.750 And so I was going to be

NOTE Confidence: 0.93646175

00:28:51.750 --> 00:28:54.648 launching this program component.

NOTE Confidence: 0.93646175

00:28:54.648 --> 00:28:59.710 Now the team was very important to me that

NOTE Confidence: 0.93646175

00:28:59.710 --> 00:29:03.603 we had diversity in terms of not just gender,

NOTE Confidence: 0.93646175

00:29:03.603 --> 00:29:06.568 race, ethnicity, types of science,

NOTE Confidence: 0.93646175

00:29:06.570 --> 00:29:07.866 types of school,

NOTE Confidence: 0.93646175

00:29:07.866 --> 00:29:10.890 that we had the right people here.

NOTE Confidence: 0.93646175

00:29:10.890 --> 00:29:12.648 People often think of it as,

NOTE Confidence: 0.93646175

00:29:12.650 --> 00:29:15.008 you know, where their MD's and

NOTE Confidence: 0.93646175

00:29:15.010 --> 00:29:16.410 PHD's who who is at the table,

NOTE Confidence: 0.93646175

00:29:16.410 --> 00:29:18.888 do we have diversity and representation.

NOTE Confidence: 0.93646175

00:29:18.890 --> 00:29:20.528 We also had to have people who are able

NOTE Confidence: 0.93646175

00:29:20.528 --> 00:29:22.327 to be in the administrative assistants,

NOTE Confidence: 0.93646175

00:29:22.330 --> 00:29:23.440 the program manager.

NOTE Confidence: 0.93646175

00:29:23.440 --> 00:29:25.290 To help us run this,

NOTE Confidence: 0.93646175

00:29:25.290 --> 00:29:27.846 I created a group of advisors.

NOTE Confidence: 0.93646175

00:29:27.850 --> 00:29:30.034 So this is what I call

NOTE Confidence: 0.93646175

00:29:30.034 --> 00:29:31.126 the changemaker circle.

NOTE Confidence: 0.93646175

00:29:31.130 --> 00:29:34.562 So these are top senior leaders at the
NOTE Confidence: 0.93646175

00:29:34.562 --> 00:29:37.450 university who are also women of color.
NOTE Confidence: 0.93646175

00:29:37.450 --> 00:29:40.698 So wanted to have this group of leaders
NOTE Confidence: 0.93646175

00:29:40.698 --> 00:29:44.008 who could advise us as we move forward.
NOTE Confidence: 0.93646175

00:29:44.010 --> 00:29:47.190 I had continued to have advisors
NOTE Confidence: 0.93646175

00:29:47.190 --> 00:29:49.320 where we had an Advisory Board.
NOTE Confidence: 0.93646175

00:29:49.320 --> 00:29:51.759 So I put together the folks who are in,
NOTE Confidence: 0.93646175

00:29:51.760 --> 00:29:54.280 you know, this is the Vice Executive,
NOTE Confidence: 0.93646175

00:29:54.280 --> 00:29:55.600 Vice Chancellor and Provost.
NOTE Confidence: 0.93646175

00:29:55.600 --> 00:29:56.920 This is our Dean.
NOTE Confidence: 0.93646175

00:29:56.920 --> 00:29:58.360 This is the Vice Chancellor
NOTE Confidence: 0.93646175

00:29:58.360 --> 00:29:59.512 for diversity and outreach.
NOTE Confidence: 0.93646175

00:29:59.520 --> 00:30:02.448 This is the Associate Vice Chancellor
NOTE Confidence: 0.93646175

00:30:02.448 --> 00:30:04.400 for research in diversity.
NOTE Confidence: 0.93646175

00:30:04.400 --> 00:30:06.514 I was bringing together all the top
NOTE Confidence: 0.93646175

00:30:06.514 --> 00:30:08.766 leaders and had the sponsors and actually

NOTE Confidence: 0.93646175

00:30:08.766 --> 00:30:11.638 had other ad hoc advisors to guide the work.

NOTE Confidence: 0.93646175

00:30:11.640 --> 00:30:13.920 And many of you will recognize Kamara Jones,

NOTE Confidence: 0.93646175

00:30:13.920 --> 00:30:16.736 who's obviously an incredible

NOTE Confidence: 0.93646175

00:30:16.736 --> 00:30:20.269 scholar in this space.

NOTE Confidence: 0.93646175

00:30:20.270 --> 00:30:22.470 I also wanted to develop

NOTE Confidence: 0.93646175

00:30:22.470 --> 00:30:23.790 the target population.

NOTE Confidence: 0.93646175

00:30:23.790 --> 00:30:25.505 So you might not have heard it,

NOTE Confidence: 0.93646175

00:30:25.510 --> 00:30:26.790 but with the first grant,

NOTE Confidence: 0.93646175

00:30:26.790 --> 00:30:28.855 what they were focused on

NOTE Confidence: 0.93646175

00:30:28.855 --> 00:30:30.507 was bringing in individuals.

NOTE Confidence: 0.93646175

00:30:30.510 --> 00:30:33.058 So they wanted to bring in like

NOTE Confidence: 0.93646175

00:30:33.058 --> 00:30:35.478 12 people and dump all the

NOTE Confidence: 0.93646175

00:30:35.478 --> 00:30:37.588 resources into these 12 people.

NOTE Confidence: 0.93646175

00:30:37.590 --> 00:30:38.781 And that's important.

NOTE Confidence: 0.93646175

00:30:38.781 --> 00:30:41.163 I think it's important to bring

NOTE Confidence: 0.93646175

00:30:41.163 --> 00:30:43.813 people in like this and and various
NOTE Confidence: 0.93646175

00:30:43.813 --> 00:30:45.767 places including Sinai and Yu
NOTE Confidence: 0.93646175

00:30:45.767 --> 00:30:47.917 others have developed these cohorts,
NOTE Confidence: 0.93646175

00:30:47.920 --> 00:30:50.068 right that they bring in cohort
NOTE Confidence: 0.93646175

00:30:50.068 --> 00:30:51.857 models are incredible bringing in
NOTE Confidence: 0.93646175

00:30:51.857 --> 00:30:53.639 cohorts be together form a group.
NOTE Confidence: 0.93646175

00:30:53.640 --> 00:30:54.132 However,
NOTE Confidence: 0.93646175

00:30:54.132 --> 00:30:57.084 it leaves out the masses who
NOTE Confidence: 0.93646175

00:30:57.084 --> 00:30:58.929 are already there, right?
NOTE Confidence: 0.93646175

00:30:58.929 --> 00:31:01.143 And there's a lot more people
NOTE Confidence: 0.93646175

00:31:01.143 --> 00:31:02.680 who are already here.
NOTE Confidence: 0.93646175

00:31:02.680 --> 00:31:05.634 So rather than selecting a few faculty,
NOTE Confidence: 0.93646175

00:31:05.640 --> 00:31:09.386 recruits 12 we you know we have 3500 faculty,
NOTE Confidence: 0.93646175

00:31:09.386 --> 00:31:13.265 let's look at all UCSF historically excluded
NOTE Confidence: 0.93646175

00:31:13.265 --> 00:31:15.240 research faculty across all schools.
NOTE Confidence: 0.93646175

00:31:15.240 --> 00:31:17.169 That's our target.

NOTE Confidence: 0.93646175

00:31:17.170 --> 00:31:18.646 And So what our goal was,

NOTE Confidence: 0.93646175

00:31:18.650 --> 00:31:20.702 was to build activities in response

NOTE Confidence: 0.93646175

00:31:20.702 --> 00:31:22.070 to what our people

NOTE Confidence: 0.9360005

00:31:22.133 --> 00:31:24.438 said. They needed specific skills,

NOTE Confidence: 0.9360005

00:31:24.438 --> 00:31:25.929 sponsorship and community,

NOTE Confidence: 0.9360005

00:31:25.930 --> 00:31:27.646 and we would know we'd succeeded.

NOTE Confidence: 0.9360005

00:31:27.650 --> 00:31:30.010 I remember asking Kirsten and Dan about this.

NOTE Confidence: 0.9360005

00:31:30.010 --> 00:31:31.890 We know. So you succeeded.

NOTE Confidence: 0.9360005

00:31:31.890 --> 00:31:34.368 If people knew about the program,

NOTE Confidence: 0.9360005

00:31:34.370 --> 00:31:36.370 and I'll just tell you as a teaser,

NOTE Confidence: 0.9360005

00:31:36.370 --> 00:31:38.995 they definitely know about the program now.

NOTE Confidence: 0.9360005

00:31:39.000 --> 00:31:41.439 And now our next goal for this year is

NOTE Confidence: 0.9360005

00:31:41.439 --> 00:31:43.795 that people feel part of the program,

NOTE Confidence: 0.9360005

00:31:43.800 --> 00:31:44.920 feel like they're part of the program,

NOTE Confidence: 0.9360005

00:31:44.920 --> 00:31:47.880 not just and they trust the arches program.

NOTE Confidence: 0.9360005

00:31:47.880 --> 00:31:50.320 So here I'm going to tell you about
NOTE Confidence: 0.9360005

00:31:50.320 --> 00:31:52.838 building the different program components.
NOTE Confidence: 0.9360005

00:31:52.840 --> 00:31:54.778 As usual we've we've done a
NOTE Confidence: 0.9360005

00:31:54.778 --> 00:31:56.679 listening tour and talked to folks.
NOTE Confidence: 0.9360005

00:31:56.680 --> 00:31:59.984 We all also had our own experience
NOTE Confidence: 0.9360005

00:31:59.984 --> 00:32:02.130 as historically excluded faculty,
NOTE Confidence: 0.9360005

00:32:02.130 --> 00:32:04.570 but it came in in areas that were
NOTE Confidence: 0.9360005

00:32:04.570 --> 00:32:07.435 predictable, right We when people
NOTE Confidence: 0.9360005

00:32:07.435 --> 00:32:09.727 wanted community and mentorship,
NOTE Confidence: 0.9360005

00:32:09.730 --> 00:32:11.146 they wanted, you know,
NOTE Confidence: 0.9360005

00:32:11.146 --> 00:32:12.986 working to support, you know,
NOTE Confidence: 0.9360005

00:32:12.986 --> 00:32:15.314 needed advocacy from us and working
NOTE Confidence: 0.9360005

00:32:15.314 --> 00:32:17.662 to train all people regardless of
NOTE Confidence: 0.9360005

00:32:17.662 --> 00:32:20.745 where you were early to mid and senior
NOTE Confidence: 0.9360005

00:32:20.745 --> 00:32:24.049 folks and building infrastructure,
NOTE Confidence: 0.9360005

00:32:24.050 --> 00:32:25.850 they also wanted skills, right?

NOTE Confidence: 0.9360005

00:32:25.850 --> 00:32:28.394 So we wanted we developed an

NOTE Confidence: 0.9360005

00:32:28.394 --> 00:32:30.090 early career development program,

NOTE Confidence: 0.9360005

00:32:30.090 --> 00:32:31.389 program seminar series.

NOTE Confidence: 0.9360005

00:32:31.389 --> 00:32:34.420 So this we've had several of these,

NOTE Confidence: 0.9360005

00:32:34.420 --> 00:32:35.833 these are quarterly,

NOTE Confidence: 0.9360005

00:32:35.833 --> 00:32:38.659 we had a mentoring panel discussion,

NOTE Confidence: 0.9360005

00:32:38.660 --> 00:32:41.813 we had a discussion focused on your

NOTE Confidence: 0.9360005

00:32:41.813 --> 00:32:45.178 advancement and optimizing your CV

NOTE Confidence: 0.9360005

00:32:45.180 --> 00:32:47.508 because this is focused on research

NOTE Confidence: 0.9360005

00:32:47.508 --> 00:32:49.566 faculty and we define research

NOTE Confidence: 0.9360005

00:32:49.566 --> 00:32:52.134 broadly as any kind of scholarship.

NOTE Confidence: 0.9360005

00:32:52.140 --> 00:32:54.814 We talked about building your research team.

NOTE Confidence: 0.9360005

00:32:54.820 --> 00:32:58.005 And then the one that's been really

NOTE Confidence: 0.9360005

00:32:58.005 --> 00:33:00.083 concerning and important I think

NOTE Confidence: 0.9360005

00:33:00.083 --> 00:33:02.905 is how little a lot of the faculty

NOTE Confidence: 0.9360005

00:33:02.905 --> 00:33:05.228 knew about their finances and making
NOTE Confidence: 0.9360005

00:33:05.228 --> 00:33:07.712 sure that the that they understood
NOTE Confidence: 0.9360005

00:33:07.712 --> 00:33:09.879 the research support they should
NOTE Confidence: 0.9360005

00:33:09.879 --> 00:33:11.984 be getting from the institution
NOTE Confidence: 0.9360005

00:33:11.984 --> 00:33:14.340 and get some kind of finance 101.
NOTE Confidence: 0.9360005

00:33:14.340 --> 00:33:16.080 So that they really start looking
NOTE Confidence: 0.9360005

00:33:16.080 --> 00:33:17.879 at their budget status reports,
NOTE Confidence: 0.9360005

00:33:17.880 --> 00:33:19.380 understand those status reports,
NOTE Confidence: 0.9360005

00:33:19.380 --> 00:33:21.255 understand the projections so that
NOTE Confidence: 0.9360005

00:33:21.255 --> 00:33:23.360 they can manage their resources well.
NOTE Confidence: 0.9360005

00:33:23.360 --> 00:33:27.450 We also created online resources.
NOTE Confidence: 0.9360005

00:33:27.450 --> 00:33:30.250 I mentioned that I created this program.
NOTE Confidence: 0.9360005

00:33:30.250 --> 00:33:33.130 I brought this program into arches.
NOTE Confidence: 0.9360005

00:33:33.130 --> 00:33:35.244 This was our next group of faculty
NOTE Confidence: 0.9360005

00:33:35.244 --> 00:33:37.249 that we were able to recruit.
NOTE Confidence: 0.9360005

00:33:37.250 --> 00:33:41.009 Thanks to the Chan Zuckerberg Bio Hub,

NOTE Confidence: 0.9360005

00:33:41.010 --> 00:33:44.124 I was able to expand our group to four.

NOTE Confidence: 0.9360005

00:33:44.130 --> 00:33:46.580 We also have some funding from Genentech

NOTE Confidence: 0.9360005

00:33:46.580 --> 00:33:49.050 to get this work off the ground.

NOTE Confidence: 0.9360005

00:33:49.050 --> 00:33:51.894 And this is just a quote from one of

NOTE Confidence: 0.9360005

00:33:51.894 --> 00:33:54.345 the people who took the program and

NOTE Confidence: 0.9360005

00:33:54.345 --> 00:33:56.956 just how much it meant to them and

NOTE Confidence: 0.9360005

00:33:56.956 --> 00:33:59.210 how career changing it was for them.

NOTE Confidence: 0.9323987

00:34:01.410 --> 00:34:03.250 We, I said this before,

NOTE Confidence: 0.9323987

00:34:03.250 --> 00:34:06.050 but we provided flexible funds,

NOTE Confidence: 0.9323987

00:34:06.050 --> 00:34:08.164 \$75,000 a year to each of them.

NOTE Confidence: 0.9323987

00:34:08.170 --> 00:34:10.658 And the impact is there's been over \$10

NOTE Confidence: 0.9323987

00:34:10.658 --> 00:34:13.750 million in new funds and we've been,

NOTE Confidence: 0.9323987

00:34:13.750 --> 00:34:16.130 as I said, we've been able to

NOTE Confidence: 0.9323987

00:34:16.130 --> 00:34:18.130 leverage efforts across the campus.

NOTE Confidence: 0.9323987

00:34:18.130 --> 00:34:19.102 Here's another quote.

NOTE Confidence: 0.9323987

00:34:19.102 --> 00:34:21.711 My mentees and I've been impacted in more
NOTE Confidence: 0.9323987

00:34:21.711 --> 00:34:24.222 ways than count than I can describe or count.
NOTE Confidence: 0.9323987

00:34:24.230 --> 00:34:26.750 My confidence has great has improved greatly,
NOTE Confidence: 0.9323987

00:34:26.750 --> 00:34:27.910 making me a better leader,
NOTE Confidence: 0.9323987

00:34:27.910 --> 00:34:28.864 mentor and sponsor.
NOTE Confidence: 0.9323987

00:34:28.864 --> 00:34:32.135 I'm able to ask for what I need and advocate
NOTE Confidence: 0.9323987

00:34:32.135 --> 00:34:35.308 on my on behalf of my mentees in new ways,
NOTE Confidence: 0.9323987

00:34:35.310 --> 00:34:36.310 and it was amazing what
NOTE Confidence: 0.9323987

00:34:36.310 --> 00:34:37.310 they did for their people.
NOTE Confidence: 0.9323987

00:34:37.310 --> 00:34:39.704 So it had not only an impact on them,
NOTE Confidence: 0.9323987

00:34:39.710 --> 00:34:41.678 but because they were selected for
NOTE Confidence: 0.9323987

00:34:41.678 --> 00:34:43.300 how extraordinary mentors they were,
NOTE Confidence: 0.9323987

00:34:43.300 --> 00:34:44.938 it trickled down and really had
NOTE Confidence: 0.9323987

00:34:44.938 --> 00:34:46.580 an impact on their trainees.
NOTE Confidence: 0.9323987

00:34:46.580 --> 00:34:48.660 We will have more data on the impact
NOTE Confidence: 0.9323987

00:34:48.660 --> 00:34:50.666 of this and comparing to those who

NOTE Confidence: 0.9323987
00:34:50.666 --> 00:34:52.859 are not able to enter the program.
NOTE Confidence: 0.9323987
00:34:52.860 --> 00:34:56.508 I'll get into that a little bit later.
NOTE Confidence: 0.9323987
00:34:56.510 --> 00:34:58.190 We also have done a lot of
NOTE Confidence: 0.9323987
00:34:58.190 --> 00:34:58.670 community building.
NOTE Confidence: 0.9323987
00:34:58.670 --> 00:35:02.030 This is led by Ryan and Steve,
NOTE Confidence: 0.9323987
00:35:02.030 --> 00:35:04.310 Ryan Hernandez and Steve Mack.
NOTE Confidence: 0.9323987
00:35:04.310 --> 00:35:06.030 We have a we had a little social.
NOTE Confidence: 0.9323987
00:35:06.030 --> 00:35:07.614 This is some part of the
NOTE Confidence: 0.9323987
00:35:07.614 --> 00:35:08.670 people at the social.
NOTE Confidence: 0.9323987
00:35:08.670 --> 00:35:10.908 We created a listserv so arches,
NOTE Confidence: 0.9323987
00:35:10.910 --> 00:35:14.830 faculty receive information from us.
NOTE Confidence: 0.9323987
00:35:14.830 --> 00:35:17.170 We have an online landscape
NOTE Confidence: 0.9323987
00:35:17.170 --> 00:35:18.864 of community affinity groups,
NOTE Confidence: 0.9323987
00:35:18.864 --> 00:35:21.126 so people can find different groups
NOTE Confidence: 0.9323987
00:35:21.126 --> 00:35:23.100 that they might want to join.
NOTE Confidence: 0.9323987

00:35:23.100 --> 00:35:25.900 And we have developed peer mentorship groups.

NOTE Confidence: 0.9323987

00:35:25.900 --> 00:35:27.228 These are not funded,

NOTE Confidence: 0.9323987

00:35:27.228 --> 00:35:28.556 meaning people don't receive

NOTE Confidence: 0.9323987

00:35:28.556 --> 00:35:29.898 funds to go to this,

NOTE Confidence: 0.9323987

00:35:29.900 --> 00:35:31.570 but they just receive some

NOTE Confidence: 0.9323987

00:35:31.570 --> 00:35:32.906 of the administrative support

NOTE Confidence: 0.9323987

00:35:32.906 --> 00:35:34.660 to put the groups together.

NOTE Confidence: 0.9323987

00:35:34.660 --> 00:35:37.345 And we also built what's called arches,

NOTE Confidence: 0.9323987

00:35:37.345 --> 00:35:37.670 coins.

NOTE Confidence: 0.9323987

00:35:37.670 --> 00:35:39.295 And So what this is,

NOTE Confidence: 0.9323987

00:35:39.300 --> 00:35:41.740 is actually money for people

NOTE Confidence: 0.9323987

00:35:41.740 --> 00:35:43.692 to go out together.

NOTE Confidence: 0.9323987

00:35:43.700 --> 00:35:46.454 And so all all you have to do is

NOTE Confidence: 0.9323987

00:35:46.454 --> 00:35:49.340 just organize a community activity,

NOTE Confidence: 0.9323987

00:35:49.340 --> 00:35:51.104 going out to dinner and then take

NOTE Confidence: 0.9323987

00:35:51.104 --> 00:35:52.654 a picture of yourself and then

NOTE Confidence: 0.9323987

00:35:52.654 --> 00:35:54.760 send it to us And you, you know,

NOTE Confidence: 0.9323987

00:35:54.760 --> 00:35:57.752 you you get the funds for for for doing that.

NOTE Confidence: 0.9323987

00:35:57.752 --> 00:36:00.359 And so mostly it's just to build community.

NOTE Confidence: 0.9323987

00:36:00.360 --> 00:36:02.000 It's just to build community.

NOTE Confidence: 0.9323987

00:36:02.000 --> 00:36:03.770 So this has been launched very

NOTE Confidence: 0.9323987

00:36:03.770 --> 00:36:05.600 effectively in the Department of Medicine.

NOTE Confidence: 0.9323987

00:36:05.600 --> 00:36:08.078 So we borrowed it for arches.

NOTE Confidence: 0.9323987

00:36:08.080 --> 00:36:09.480 Here's some of our products.

NOTE Confidence: 0.9323987

00:36:09.480 --> 00:36:11.916 This is our, this is our website.

NOTE Confidence: 0.9323987

00:36:11.920 --> 00:36:13.380 You can look that up.

NOTE Confidence: 0.9323987

00:36:13.380 --> 00:36:16.116 Here is a picture of that website and

NOTE Confidence: 0.9323987

00:36:16.116 --> 00:36:18.818 here's a picture of our newsletter,

NOTE Confidence: 0.9323987

00:36:18.820 --> 00:36:21.052 what it looks like. This was the first one.

NOTE Confidence: 0.9323987

00:36:21.060 --> 00:36:24.172 And what we do within the newsletter is

NOTE Confidence: 0.9323987

00:36:24.172 --> 00:36:25.900 very intentionally spotlight individuals

NOTE Confidence: 0.9323987

00:36:25.900 --> 00:36:28.980 and we track who are we spotlighting,
NOTE Confidence: 0.9323987

00:36:28.980 --> 00:36:30.424 who are we sponsoring.
NOTE Confidence: 0.9323987

00:36:30.424 --> 00:36:33.772 So that we make sure that we have
NOTE Confidence: 0.9323987

00:36:33.772 --> 00:36:35.980 representation again across schools,
NOTE Confidence: 0.9323987

00:36:35.980 --> 00:36:36.832 across divisions,
NOTE Confidence: 0.9323987

00:36:36.832 --> 00:36:38.536 across types of science.
NOTE Confidence: 0.9323987

00:36:38.540 --> 00:36:40.577 That we're not just doing basic sciences,
NOTE Confidence: 0.9323987

00:36:40.580 --> 00:36:42.780 just doing physician scientists that
NOTE Confidence: 0.9323987

00:36:42.780 --> 00:36:45.597 we're really paying attention to making
NOTE Confidence: 0.9323987

00:36:45.597 --> 00:36:49.299 sure everybody feels included and seen.
NOTE Confidence: 0.9323987

00:36:49.300 --> 00:36:51.658 Now we also had as part of my grant,
NOTE Confidence: 0.9323987

00:36:51.660 --> 00:36:54.068 I had a change maker portion of
NOTE Confidence: 0.9323987

00:36:54.068 --> 00:36:56.685 the grant now that was much bigger
NOTE Confidence: 0.9323987

00:36:56.685 --> 00:36:58.935 within the grant and I have,
NOTE Confidence: 0.9305484

00:36:58.940 --> 00:37:00.540 I've still got this in my back pocket.
NOTE Confidence: 0.9305484

00:37:00.540 --> 00:37:02.660 I'm doing little elements of this and maybe

NOTE Confidence: 0.9305484

00:37:02.660 --> 00:37:04.938 in the Q&A we can talk more about this.

NOTE Confidence: 0.9305484

00:37:04.940 --> 00:37:08.924 But what I what I feel happens and

NOTE Confidence: 0.9305484

00:37:08.930 --> 00:37:11.738 many of you who maybe are in this

NOTE Confidence: 0.9305484

00:37:11.738 --> 00:37:14.026 diversity space or are historically

NOTE Confidence: 0.9305484

00:37:14.026 --> 00:37:15.472 excluded identifies historically

NOTE Confidence: 0.9305484

00:37:15.472 --> 00:37:18.298 excluded yourself often you know you're

NOTE Confidence: 0.9305484

00:37:18.298 --> 00:37:20.678 doing your research and you're doing

NOTE Confidence: 0.9305484

00:37:20.678 --> 00:37:23.306 some of this work at the same time.

NOTE Confidence: 0.9305484

00:37:23.306 --> 00:37:26.068 And So what I really wanted to do

NOTE Confidence: 0.9305484

00:37:26.068 --> 00:37:28.088 with changemakers was give people

NOTE Confidence: 0.9305484

00:37:28.088 --> 00:37:30.676 the resources they needed to do that

NOTE Confidence: 0.9305484

00:37:30.676 --> 00:37:33.645 extra work given funding and or people

NOTE Confidence: 0.9305484

00:37:33.645 --> 00:37:36.850 support and or access to sponsors.

NOTE Confidence: 0.9305484

00:37:36.850 --> 00:37:40.126 So what I did is I partnered with our

NOTE Confidence: 0.9305484

00:37:40.126 --> 00:37:42.114 institutional resource allocation program

NOTE Confidence: 0.9305484

00:37:42.114 --> 00:37:45.210 which gives these anti racism awards.

NOTE Confidence: 0.9305484

00:37:45.210 --> 00:37:47.220 So these are different scientists who

NOTE Confidence: 0.9305484

00:37:47.220 --> 00:37:50.295 won these awards and I met with them and

NOTE Confidence: 0.9305484

00:37:50.295 --> 00:37:51.970 connected them with different sponsors

NOTE Confidence: 0.9305484

00:37:52.031 --> 00:37:54.250 at the institution to amplify their work

NOTE Confidence: 0.9305484

00:37:54.250 --> 00:37:58.330 and make their work have even a higher reach.

NOTE Confidence: 0.9305484

00:37:58.330 --> 00:37:59.890 So not just giving the money

NOTE Confidence: 0.9305484

00:37:59.890 --> 00:38:00.930 went out to them,

NOTE Confidence: 0.9305484

00:38:00.930 --> 00:38:03.170 but then connect with them,

NOTE Confidence: 0.9305484

00:38:03.170 --> 00:38:05.096 get them connected to high level

NOTE Confidence: 0.9305484

00:38:05.096 --> 00:38:06.929 individuals and also sponsor them by

NOTE Confidence: 0.9305484

00:38:06.929 --> 00:38:08.646 showing their work in our newsletter.

NOTE Confidence: 0.9305484

00:38:08.646 --> 00:38:11.026 I've also been developing key

NOTE Confidence: 0.9305484

00:38:11.026 --> 00:38:13.470 partnerships with other folks across

NOTE Confidence: 0.9305484

00:38:13.470 --> 00:38:17.213 the university and exploring giving

NOTE Confidence: 0.9305484

00:38:17.213 --> 00:38:19.625 consultation to other investigators
NOTE Confidence: 0.9305484

00:38:19.625 --> 00:38:22.640 throughout the university who are
NOTE Confidence: 0.9305484

00:38:22.722 --> 00:38:25.578 doing NIH funded DEI focused awards.
NOTE Confidence: 0.9305484

00:38:25.580 --> 00:38:28.058 Finally, I also have been working,
NOTE Confidence: 0.9305484

00:38:28.060 --> 00:38:30.935 I mentioned Joan Williams before
NOTE Confidence: 0.9305484

00:38:30.935 --> 00:38:32.660 I recently received,
NOTE Confidence: 0.9305484

00:38:32.660 --> 00:38:35.859 you see an NSF Advanced Partnership Grant.
NOTE Confidence: 0.9305484

00:38:35.860 --> 00:38:38.476 This is a grant focused on
NOTE Confidence: 0.9305484

00:38:38.476 --> 00:38:40.220 interrupting bias in medicine.
NOTE Confidence: 0.9305484

00:38:40.220 --> 00:38:42.418 And so I've been working closely with
NOTE Confidence: 0.9305484

00:38:42.418 --> 00:38:45.278 Joan and what we're trying to do is
NOTE Confidence: 0.9305484

00:38:45.278 --> 00:38:47.700 increase access to opportunities for all
NOTE Confidence: 0.9305484

00:38:47.700 --> 00:38:50.520 faculty across the School of Medicine,
NOTE Confidence: 0.9305484

00:38:50.520 --> 00:38:53.112 focusing in on the research faculty
NOTE Confidence: 0.9305484

00:38:53.112 --> 00:38:56.040 and by doing this really delving into
NOTE Confidence: 0.9305484

00:38:56.040 --> 00:38:58.440 where bias occurs in the workplace.

NOTE Confidence: 0.9264915

00:39:01.480 --> 00:39:03.880 And then these are two women,

NOTE Confidence: 0.9264915

00:39:03.880 --> 00:39:05.760 Claire Brenda's is a Latina.

NOTE Confidence: 0.9264915

00:39:05.760 --> 00:39:08.714 You can't tell by her name either.

NOTE Confidence: 0.9264915

00:39:08.720 --> 00:39:09.895 So I'll I'll sponsor her

NOTE Confidence: 0.9264915

00:39:09.895 --> 00:39:11.320 and let you know about her.

NOTE Confidence: 0.9264915

00:39:11.320 --> 00:39:13.640 She is an incredible woman in the net.

NOTE Confidence: 0.9264915

00:39:13.640 --> 00:39:14.978 She was the director of the

NOTE Confidence: 0.9264915

00:39:14.978 --> 00:39:16.240 Institute for Health Policy Studies,

NOTE Confidence: 0.9264915

00:39:16.240 --> 00:39:18.850 nationally recognized for her work

NOTE Confidence: 0.9264915

00:39:18.850 --> 00:39:22.785 and family planning and is a member of

NOTE Confidence: 0.9264915

00:39:22.785 --> 00:39:24.060 the National Academies of Medicine.

NOTE Confidence: 0.9264915

00:39:24.060 --> 00:39:25.700 And this is Elizabeth Ozer,

NOTE Confidence: 0.9264915

00:39:25.700 --> 00:39:27.460 who's currently one of the

NOTE Confidence: 0.9264915

00:39:27.460 --> 00:39:29.220 Associate vice Provost for faculty.

NOTE Confidence: 0.9264915

00:39:29.220 --> 00:39:33.060 And they are leading the engagement,

NOTE Confidence: 0.9264915

00:39:33.060 --> 00:39:36.860 the evaluation portion of Arches.
NOTE Confidence: 0.9264915

00:39:36.860 --> 00:39:38.738 And they actually have new hot
NOTE Confidence: 0.9264915

00:39:38.738 --> 00:39:40.700 off the press late yesterday.
NOTE Confidence: 0.9264915

00:39:40.700 --> 00:39:43.969 So I didn't include this in here
NOTE Confidence: 0.9264915

00:39:43.970 --> 00:39:46.665 survey of our people and just how
NOTE Confidence: 0.9264915

00:39:46.665 --> 00:39:49.166 much the faculty really feel like
NOTE Confidence: 0.9264915

00:39:49.166 --> 00:39:51.704 they really like the arches program
NOTE Confidence: 0.9264915

00:39:51.704 --> 00:39:54.208 we had submitted as a survey.
NOTE Confidence: 0.9264915

00:39:54.210 --> 00:39:57.538 And they even if they're not
NOTE Confidence: 0.9264915

00:39:57.538 --> 00:39:58.564 attending the program,
NOTE Confidence: 0.9264915

00:39:58.570 --> 00:40:00.190 even having the newsletter
NOTE Confidence: 0.9264915

00:40:00.190 --> 00:40:01.810 components of the program,
NOTE Confidence: 0.9264915

00:40:01.810 --> 00:40:03.724 even having the newsletter was something
NOTE Confidence: 0.9264915

00:40:03.724 --> 00:40:05.688 that was very meaningful for for them,
NOTE Confidence: 0.9264915

00:40:05.690 --> 00:40:07.208 which was very surprising for us.
NOTE Confidence: 0.9264915

00:40:07.210 --> 00:40:08.158 So here's this.

NOTE Confidence: 0.9264915

00:40:08.158 --> 00:40:10.054 You know very high click rates

NOTE Confidence: 0.9264915

00:40:10.054 --> 00:40:11.129 and open rates.

NOTE Confidence: 0.9264915

00:40:11.130 --> 00:40:12.954 They did this survey and many

NOTE Confidence: 0.9264915

00:40:12.954 --> 00:40:15.581 of them felt like the work was

NOTE Confidence: 0.9264915

00:40:15.581 --> 00:40:16.922 there's wonderful qualitative

NOTE Confidence: 0.9264915

00:40:16.922 --> 00:40:19.072 and quantitative work that I'll

NOTE Confidence: 0.9264915

00:40:19.072 --> 00:40:21.090 be able to share more later when

NOTE Confidence: 0.9264915

00:40:21.090 --> 00:40:22.770 I when I have it all condensed.

NOTE Confidence: 0.9264915

00:40:22.770 --> 00:40:25.446 But but it's people are engaging.

NOTE Confidence: 0.9264915

00:40:25.450 --> 00:40:27.436 I told you some of the outcomes

NOTE Confidence: 0.9264915

00:40:27.436 --> 00:40:29.766 from the mid career program.

NOTE Confidence: 0.9264915

00:40:29.770 --> 00:40:32.626 I didn't mention that I have a had

NOTE Confidence: 0.9264915

00:40:32.626 --> 00:40:35.196 a sponsorship component to it and I

NOTE Confidence: 0.9264915

00:40:35.196 --> 00:40:37.194 had kind of targeted their division

NOTE Confidence: 0.9264915

00:40:37.194 --> 00:40:39.514 chiefs and all of the scholarships

NOTE Confidence: 0.9264915

00:40:39.514 --> 00:40:41.499 were nominated that scholars that
NOTE Confidence: 0.9264915

00:40:41.499 --> 00:40:43.447 were nominated for awards received
NOTE Confidence: 0.9264915

00:40:43.447 --> 00:40:45.977 awards and half of them were invited
NOTE Confidence: 0.9264915

00:40:45.977 --> 00:40:47.759 to speak grand at grand rounds.
NOTE Confidence: 0.9264915

00:40:47.760 --> 00:40:50.215 And there were other opportunities
NOTE Confidence: 0.9264915

00:40:50.215 --> 00:40:51.820 as well here,
NOTE Confidence: 0.9264915

00:40:51.820 --> 00:40:54.868 let's see there's all all people
NOTE Confidence: 0.9264915

00:40:54.868 --> 00:40:56.848 are attending these seminars and
NOTE Confidence: 0.9264915

00:40:56.848 --> 00:40:59.155 there's a high degree unsatisfaction
NOTE Confidence: 0.9264915

00:40:59.155 --> 00:41:01.555 from attending the seminars and
NOTE Confidence: 0.9264915

00:41:01.555 --> 00:41:03.280 the people want them.
NOTE Confidence: 0.9264915

00:41:03.280 --> 00:41:05.176 We kind of afterwards write up
NOTE Confidence: 0.9264915

00:41:05.176 --> 00:41:07.200 the pearls from the seminar and
NOTE Confidence: 0.9264915

00:41:07.200 --> 00:41:08.920 post those on our website.
NOTE Confidence: 0.9264915

00:41:08.920 --> 00:41:10.486 And so actually folks at Yale
NOTE Confidence: 0.9264915

00:41:10.486 --> 00:41:12.410 can go look at our Arches website

NOTE Confidence: 0.9264915
00:41:12.410 --> 00:41:14.697 if you want to and see some of
NOTE Confidence: 0.9264915
00:41:14.697 --> 00:41:16.277 the information that we post.
NOTE Confidence: 0.9264915
00:41:16.280 --> 00:41:17.918 So then this is the last part,
NOTE Confidence: 0.9264915
00:41:17.920 --> 00:41:21.434 is just some pearls to take home.
NOTE Confidence: 0.9264915
00:41:21.440 --> 00:41:24.005 So my recommendations for you
NOTE Confidence: 0.9264915
00:41:24.005 --> 00:41:26.240 all and what you can do.
NOTE Confidence: 0.9264915
00:41:26.240 --> 00:41:31.875 So my thought a lot of institutions
NOTE Confidence: 0.9264915
00:41:31.880 --> 00:41:35.600 are focusing on recruitment now.
NOTE Confidence: 0.9264915
00:41:35.600 --> 00:41:36.932 Recruitment is important.
NOTE Confidence: 0.9264915
00:41:36.932 --> 00:41:40.040 I'm not saying a recruitment isn't important,
NOTE Confidence: 0.9264915
00:41:40.040 --> 00:41:42.176 but it really needs to go
NOTE Confidence: 0.9264915
00:41:42.176 --> 00:41:44.520 hand in hand with retention.
NOTE Confidence: 0.9264915
00:41:44.520 --> 00:41:47.572 I think there needs to be increased
NOTE Confidence: 0.9264915
00:41:47.572 --> 00:41:50.832 efforts focused on retaining the
NOTE Confidence: 0.9264915
00:41:50.832 --> 00:41:52.788 outstanding historically excluded
NOTE Confidence: 0.9264915

00:41:52.788 --> 00:41:55.200 faculty and trainees that enter
NOTE Confidence: 0.9264915

00:41:55.200 --> 00:41:57.714 and then faculty that we have,
NOTE Confidence: 0.9264915

00:41:57.720 --> 00:41:59.484 so keeping people here.
NOTE Confidence: 0.9264915

00:41:59.484 --> 00:42:02.959 So some of the ways that I think
NOTE Confidence: 0.9264915

00:42:02.959 --> 00:42:05.990 that you can do this are focused
NOTE Confidence: 0.9264915

00:42:05.990 --> 00:42:08.965 on improving the mentorship and
NOTE Confidence: 0.9264915

00:42:08.965 --> 00:42:10.790 sponsorship at your institution.
NOTE Confidence: 0.9264915

00:42:10.790 --> 00:42:12.840 So as I mentioned before,
NOTE Confidence: 0.9264915

00:42:12.840 --> 00:42:15.116 consider centering efforts around
NOTE Confidence: 0.9264915

00:42:15.116 --> 00:42:18.530 the idea of women of color.
NOTE Confidence: 0.9264915

00:42:18.530 --> 00:42:19.145 So for example,
NOTE Confidence: 0.9264915

00:42:19.145 --> 00:42:20.580 a lot of things that people are
NOTE Confidence: 0.9264915

00:42:20.625 --> 00:42:22.368 wondering about today is return to work.
NOTE Confidence: 0.9294747

00:42:22.370 --> 00:42:23.588 How many people are going to get
NOTE Confidence: 0.9294747

00:42:23.588 --> 00:42:25.006 come to work Now it looks in there,
NOTE Confidence: 0.9294747

00:42:25.010 --> 00:42:26.648 there's a big group of people together.

NOTE Confidence: 0.9294747

00:42:26.650 --> 00:42:28.533 But I know what UCSF sometimes there's

NOTE Confidence: 0.9294747

00:42:28.533 --> 00:42:30.466 big groups of people together and

NOTE Confidence: 0.9294747

00:42:30.466 --> 00:42:32.246 sometimes some buildings are empty,

NOTE Confidence: 0.9294747

00:42:32.250 --> 00:42:33.504 like a lot of people aren't

NOTE Confidence: 0.9294747

00:42:33.504 --> 00:42:34.890 in some of the buildings.

NOTE Confidence: 0.9294747

00:42:34.890 --> 00:42:37.546 And so when you're thinking about what is

NOTE Confidence: 0.9294747

00:42:37.546 --> 00:42:40.010 our return to work policy going to be,

NOTE Confidence: 0.9294747

00:42:40.010 --> 00:42:41.524 think about it and think about, well,

NOTE Confidence: 0.9294747

00:42:41.524 --> 00:42:44.036 how might this impact a woman of color?

NOTE Confidence: 0.9294747

00:42:44.040 --> 00:42:46.133 How might this impact her ability to

NOTE Confidence: 0.9294747

00:42:46.133 --> 00:42:48.718 get the kid into her kids into school?

NOTE Confidence: 0.9294747

00:42:48.720 --> 00:42:51.120 How might it impact her experiences

NOTE Confidence: 0.9294747

00:42:51.120 --> 00:42:53.200 of discrimination at work?

NOTE Confidence: 0.9294747

00:42:53.200 --> 00:42:54.658 What are we going to do to make sure

NOTE Confidence: 0.9294747

00:42:54.658 --> 00:42:56.354 that some of the policies that we put in

NOTE Confidence: 0.9294747

00:42:56.354 --> 00:42:57.837 place don't have these adverse effects?

NOTE Confidence: 0.9294747

00:42:57.840 --> 00:42:59.696 So it's not saying we're going to make

NOTE Confidence: 0.9294747

00:42:59.696 --> 00:43:00.998 something special for women of color.

NOTE Confidence: 0.9294747

00:43:01.000 --> 00:43:03.772 It's that we're thinking about that

NOTE Confidence: 0.9294747

00:43:03.772 --> 00:43:05.620 population when we're developing

NOTE Confidence: 0.9294747

00:43:05.689 --> 00:43:07.318 policies and procedures.

NOTE Confidence: 0.9294747

00:43:07.320 --> 00:43:09.768 I'm obviously biased to offer research

NOTE Confidence: 0.9294747

00:43:09.768 --> 00:43:11.400 support for family caregivers.

NOTE Confidence: 0.9294747

00:43:11.400 --> 00:43:14.330 I think especially in medicine we

NOTE Confidence: 0.9294747

00:43:14.330 --> 00:43:17.290 can learn a lot from people who are

NOTE Confidence: 0.9294747

00:43:17.290 --> 00:43:19.026 caregivers themselves lot about

NOTE Confidence: 0.9294747

00:43:19.026 --> 00:43:21.594 how we can improve our system.

NOTE Confidence: 0.9294747

00:43:21.600 --> 00:43:24.582 I think you should increase peer

NOTE Confidence: 0.9294747

00:43:24.582 --> 00:43:26.025 mentoring starting groups if

NOTE Confidence: 0.9294747

00:43:26.025 --> 00:43:27.600 you don't already have them,

NOTE Confidence: 0.9294747

00:43:27.600 --> 00:43:30.684 of identity groups or community affinity

NOTE Confidence: 0.9294747

00:43:30.684 --> 00:43:34.700 groups in the department and facilitate

NOTE Confidence: 0.9294747

00:43:34.700 --> 00:43:37.920 sponsorship for Latin eggs and or women.

NOTE Confidence: 0.9294747

00:43:37.920 --> 00:43:40.326 And think about specifically like looking

NOTE Confidence: 0.9294747

00:43:40.326 --> 00:43:42.971 at the population and saying oh are we

NOTE Confidence: 0.9294747

00:43:42.971 --> 00:43:44.444 are we distributing opportunities equally?

NOTE Confidence: 0.9294747

00:43:44.444 --> 00:43:47.155 How can we do this in a way

NOTE Confidence: 0.9294747

00:43:47.155 --> 00:43:48.579 that really lifts everybody?

NOTE Confidence: 0.9294747

00:43:48.580 --> 00:43:52.496 I don't know like couple more slides,

NOTE Confidence: 0.9294747

00:43:52.500 --> 00:43:56.436 use data to shine the spotlight

NOTE Confidence: 0.9294747

00:43:56.436 --> 00:43:57.738 on these issues.

NOTE Confidence: 0.9294747

00:43:57.740 --> 00:43:59.760 So sometimes what will happen

NOTE Confidence: 0.9294747

00:43:59.760 --> 00:44:02.135 is you'll look at like, no,

NOTE Confidence: 0.9294747

00:44:02.135 --> 00:44:03.555 we've got equal representation

NOTE Confidence: 0.9294747

00:44:03.555 --> 00:44:04.975 of women and men.

NOTE Confidence: 0.9294747

00:44:04.980 --> 00:44:07.056 There's no problem here.

NOTE Confidence: 0.9294747

00:44:07.056 --> 00:44:10.170 But I would separate out the
NOTE Confidence: 0.9294747

00:44:10.268 --> 00:44:13.100 data into what series are these.
NOTE Confidence: 0.9294747

00:44:13.100 --> 00:44:14.498 Let's say if I'm using faculty,
NOTE Confidence: 0.9294747

00:44:14.500 --> 00:44:15.820 what series are they in?
NOTE Confidence: 0.9294747

00:44:15.820 --> 00:44:17.420 Are they in clinical series?
NOTE Confidence: 0.9294747

00:44:17.420 --> 00:44:19.740 Are they in research series?
NOTE Confidence: 0.9294747

00:44:19.740 --> 00:44:21.460 What series are they in?
NOTE Confidence: 0.9294747

00:44:21.460 --> 00:44:25.140 What rank are they in?
NOTE Confidence: 0.9294747

00:44:25.140 --> 00:44:26.188 Are they in the,
NOTE Confidence: 0.9294747

00:44:26.188 --> 00:44:27.498 are they in leadership roles?
NOTE Confidence: 0.9294747

00:44:27.500 --> 00:44:28.764 And what you'll find,
NOTE Confidence: 0.9294747

00:44:28.764 --> 00:44:30.660 which is what we find everywhere,
NOTE Confidence: 0.9294747

00:44:30.660 --> 00:44:32.730 is that there are gaps and
NOTE Confidence: 0.9294747

00:44:32.730 --> 00:44:34.900 opportunities and that can target our,
NOTE Confidence: 0.9294747

00:44:34.900 --> 00:44:35.460 you know,
NOTE Confidence: 0.9294747

00:44:35.460 --> 00:44:37.420 that can help us to figure out

NOTE Confidence: 0.9294747

00:44:37.420 --> 00:44:39.097 where our efforts should be.

NOTE Confidence: 0.9294747

00:44:39.100 --> 00:44:42.362 I do think it's important to gather

NOTE Confidence: 0.9294747

00:44:42.362 --> 00:44:44.440 data on salaries and endowed

NOTE Confidence: 0.9294747

00:44:44.440 --> 00:44:46.820 chairs and to look at these things

NOTE Confidence: 0.9294747

00:44:46.820 --> 00:44:48.999 and be transparent about this.

NOTE Confidence: 0.9294747

00:44:49.000 --> 00:44:51.040 Where UCSF had been doing,

NOTE Confidence: 0.9294747

00:44:51.040 --> 00:44:53.680 I I published many pieces on

NOTE Confidence: 0.9294747

00:44:53.680 --> 00:44:55.440 endowed professorships and the

NOTE Confidence: 0.9294747

00:44:55.518 --> 00:44:58.278 differences in distribution of these.

NOTE Confidence: 0.9294747

00:44:58.280 --> 00:45:00.055 I'm particularly interested now in

NOTE Confidence: 0.9294747

00:45:00.055 --> 00:45:02.962 the size and finding out the size of

NOTE Confidence: 0.9294747

00:45:02.962 --> 00:45:04.737 these endowed professorships and I'm

NOTE Confidence: 0.9294747

00:45:04.737 --> 00:45:07.168 looking at our data internally at UCSF,

NOTE Confidence: 0.9294747

00:45:07.168 --> 00:45:09.792 those those with more Gray hairs like mine,

NOTE Confidence: 0.9294747

00:45:09.800 --> 00:45:10.880 which you can't see mine,

NOTE Confidence: 0.9294747

00:45:10.880 --> 00:45:12.920 but that's because of their dyed,
NOTE Confidence: 0.9294747

00:45:12.920 --> 00:45:13.648 you know,
NOTE Confidence: 0.9294747

00:45:13.648 --> 00:45:15.468 know that there's a difference
NOTE Confidence: 0.9294747

00:45:15.468 --> 00:45:17.931 between the baby endowed chairs
NOTE Confidence: 0.9294747

00:45:17.931 --> 00:45:20.239 and a distinguished professorship.
NOTE Confidence: 0.9294747

00:45:20.240 --> 00:45:24.038 So who has what are there differences?
NOTE Confidence: 0.9294747

00:45:24.038 --> 00:45:26.594 Can should they be like that?
NOTE Confidence: 0.9375879

00:45:26.600 --> 00:45:30.142 How are we distributing these these these
NOTE Confidence: 0.9375879

00:45:30.142 --> 00:45:33.240 are major resources that have impacts.
NOTE Confidence: 0.9375879

00:45:33.240 --> 00:45:35.545 And then focus on his
NOTE Confidence: 0.9375879

00:45:35.545 --> 00:45:36.928 policies and procedures.
NOTE Confidence: 0.9375879

00:45:36.930 --> 00:45:38.950 You know, these are accountability
NOTE Confidence: 0.9375879

00:45:38.950 --> 00:45:40.566 metrics with leadership reviews,
NOTE Confidence: 0.9375879

00:45:40.570 --> 00:45:43.810 salary transparency, paid family leave.
NOTE Confidence: 0.9375879

00:45:43.810 --> 00:45:46.276 I have a paper that's coming
NOTE Confidence: 0.9375879

00:45:46.276 --> 00:45:47.695 out around lactation policies.

NOTE Confidence: 0.9375879

00:45:47.695 --> 00:45:50.367 I think those are something else that is

NOTE Confidence: 0.9375879

00:45:50.367 --> 00:45:52.243 important for us to be thinking about,

NOTE Confidence: 0.9375879

00:45:52.250 --> 00:45:54.470 to encourage people who've had

NOTE Confidence: 0.9375879

00:45:54.470 --> 00:45:56.512 their children to be continuing to

NOTE Confidence: 0.9375879

00:45:56.512 --> 00:45:58.599 encourage and and allow there to be

NOTE Confidence: 0.9375879

00:45:58.599 --> 00:46:00.423 policies and procedures to allow them

NOTE Confidence: 0.9375879

00:46:00.423 --> 00:46:02.558 to continue to nurse their children.

NOTE Confidence: 0.9375879

00:46:02.560 --> 00:46:04.588 Given the strong evidence for health

NOTE Confidence: 0.9375879

00:46:04.588 --> 00:46:06.999 of of the baby and the mother.

NOTE Confidence: 0.9375879

00:46:07.000 --> 00:46:08.356 I also think around elder care,

NOTE Confidence: 0.93853015

00:46:10.560 --> 00:46:11.936 perhaps Yale is different,

NOTE Confidence: 0.93853015

00:46:11.936 --> 00:46:13.656 but most institutions do not

NOTE Confidence: 0.93853015

00:46:13.656 --> 00:46:15.556 have a specific elder care paid

NOTE Confidence: 0.93853015

00:46:15.560 --> 00:46:17.918 leave policy and this is going

NOTE Confidence: 0.93853015

00:46:17.918 --> 00:46:20.140 to increasingly become a problem.

NOTE Confidence: 0.93853015

00:46:20.140 --> 00:46:21.778 And then I think targeting recruitment

NOTE Confidence: 0.93853015

00:46:21.778 --> 00:46:23.423 for leadership roles and really thinking

NOTE Confidence: 0.93853015

00:46:23.423 --> 00:46:25.180 about making sure we have as diverse

NOTE Confidence: 0.9410728

00:46:27.500 --> 00:46:30.412 candidates as possible and that we have

NOTE Confidence: 0.9410728

00:46:30.412 --> 00:46:33.229 checks and balance for when you are

NOTE Confidence: 0.9410728

00:46:33.229 --> 00:46:35.902 selecting people so that our biases don't

NOTE Confidence: 0.9410728

00:46:35.902 --> 00:46:40.550 take over and select the majority group.

NOTE Confidence: 0.9410728

00:46:40.550 --> 00:46:42.670 I want to thank all of these people.

NOTE Confidence: 0.9410728

00:46:42.670 --> 00:46:45.988 These are mentors and sponsors that I've

NOTE Confidence: 0.9410728

00:46:45.988 --> 00:46:50.894 had over the years inside UCSF and outside

NOTE Confidence: 0.9410728

00:46:50.894 --> 00:46:55.590 of UCSFI did not get here on my own.

NOTE Confidence: 0.9410728

00:46:55.590 --> 00:46:57.704 These are people who have lifted me

NOTE Confidence: 0.9410728

00:46:57.704 --> 00:47:00.410 my career, served as role models,

NOTE Confidence: 0.9410728

00:47:00.410 --> 00:47:03.070 giving me sage advice and putting

NOTE Confidence: 0.9410728

00:47:03.070 --> 00:47:05.250 me in the room where it happens so

NOTE Confidence: 0.9410728

00:47:05.250 --> 00:47:07.511 I can make an impact. And I'm just

NOTE Confidence: 0.9410728

00:47:07.511 --> 00:47:09.833 extremely grateful to all of them.

NOTE Confidence: 0.9410728

00:47:09.840 --> 00:47:11.492 And there's actually many,

NOTE Confidence: 0.9410728

00:47:11.492 --> 00:47:14.397 many more peers and mentees that aren't

NOTE Confidence: 0.9410728

00:47:14.397 --> 00:47:16.550 even on this slide who've impacted

NOTE Confidence: 0.9410728

00:47:16.550 --> 00:47:18.800 my career and made it fulfilling.

NOTE Confidence: 0.9410728

00:47:18.800 --> 00:47:22.050 I'll leave you with this last slide.

NOTE Confidence: 0.9410728

00:47:22.050 --> 00:47:23.760 I I really like this quote.

NOTE Confidence: 0.9410728

00:47:23.760 --> 00:47:25.080 I changed it a little bit.

NOTE Confidence: 0.9410728

00:47:25.080 --> 00:47:29.040 It's from RFK, Bobby Kennedy.

NOTE Confidence: 0.9410728

00:47:29.040 --> 00:47:33.837 Each time a person stands up for an ideal,

NOTE Confidence: 0.9410728

00:47:33.840 --> 00:47:36.720 or acts to improve the lot of others,

NOTE Confidence: 0.9410728

00:47:36.720 --> 00:47:39.370 or strikes out against injustice,

NOTE Confidence: 0.9410728

00:47:39.370 --> 00:47:43.290 they send forth a tiny ripple of hope.

NOTE Confidence: 0.9410728

00:47:43.290 --> 00:47:46.769 And those ripples can be a current

NOTE Confidence: 0.9410728

00:47:46.770 --> 00:47:49.008 that can sweep down the mightiest

NOTE Confidence: 0.9410728

00:47:49.008 --> 00:47:50.127 walls of oppression.

NOTE Confidence: 0.9410728

00:47:50.130 --> 00:47:50.370 And

NOTE Confidence: 0.934294

00:47:52.970 --> 00:47:54.158 I really believe that.

NOTE Confidence: 0.934294

00:47:54.158 --> 00:47:55.643 So I really believe that

NOTE Confidence: 0.934294

00:47:55.643 --> 00:47:57.050 little things that you do,

NOTE Confidence: 0.934294

00:47:57.050 --> 00:47:59.648 it doesn't need to be big,

NOTE Confidence: 0.934294

00:47:59.650 --> 00:48:02.818 can make a huge difference and

NOTE Confidence: 0.934294

00:48:02.818 --> 00:48:07.059 help make our our home better.

NOTE Confidence: 0.934294

00:48:07.060 --> 00:48:08.999 So that's it. Thank you so much.