WEBVTT

00:00:00.000 --> 00:00:00.622 Morning everyone.

00:00:00.622 --> 00:00:03.679 It is great here to be here with you all.

00:00:03.680 --> 00:00:07.712 I'm just going to pull this slide up quickly.

00:00:07.720 --> 00:00:09.152 Actually let me do that once more just

00:00:09.152 --> 00:00:10.861 to make sure I got the sound on because

00:00:10.861 --> 00:00:12.277 you're not going to want to miss this.

00:00:12.280 --> 00:00:15.160 It's very key to hear the sound. OK.

00:00:30.760 --> 00:00:32.755 All right. So before we move forward,

00:00:32.760 --> 00:00:35.260 I just want to share that I don't have any

00:00:35.320 --> 00:00:37.760 relevant financial disclosures to report.

00:00:37.760 --> 00:00:39.752 So I'm so pleased to be here this

00:00:39.752 --> 00:00:41.549 morning with you all to share about

00:00:41.549 --> 00:00:43.150 the GROW program or the Getting

1

00:00:43.150 --> 00:00:44.956 Racism out of our Work program.

NOTE Confidence: 0.87115794

00:00:44.960 --> 00:00:47.021 I will just say right here at the top

NOTE Confidence: 0.87115794

00:00:47.021 --> 00:00:49.084 that all credit goes to Doctor Rebecca

NOTE Confidence: 0.87115794

00:00:49.084 --> 00:00:51.473 Miller for coming up with that incredibly

NOTE Confidence: 0.87115794

00:00:51.473 --> 00:00:53.332 beautiful name and aspirational name

NOTE Confidence: 0.87115794

00:00:53.332 --> 00:00:55.880 that I think describes the work of

NOTE Confidence: 0.87115794

00:00:55.949 --> 00:00:58.700 our initiative so, so perfectly.

NOTE Confidence: 0.87115794

00:00:58.700 --> 00:01:03.328 I will never forget when I walked into

NOTE Confidence: 0.87115794

00:01:03.328 --> 00:01:06.057 the shared office space that I had

NOTE Confidence: 0.87115794

00:01:06.057 --> 00:01:08.272 with my postdoctoral supervisor almost

NOTE Confidence: 0.87115794

00:01:08.272 --> 00:01:11.367 10 years ago now in Hartford, CT.

NOTE Confidence: 0.87115794

00:01:11.367 --> 00:01:13.449 I was working on a psychiatric

NOTE Confidence: 0.87115794

00:01:13.449 --> 00:01:15.938 inpatient unit for my full postdoc year.

NOTE Confidence: 0.87115794

00:01:15.940 --> 00:01:17.760 And I specialize in child and adolescent

NOTE Confidence: 0.87115794

00:01:17.760 --> 00:01:19.658 work, as you heard at the top.

NOTE Confidence: 0.87115794

00:01:19.660 --> 00:01:22.423 And I said to the supervisor in

NOTE Confidence: 0.87115794

00:01:22.423 --> 00:01:23.988 this tiny little cramped office,

NOTE Confidence: 0.87115794

00:01:23.990 --> 00:01:24.910 I said, all right,

NOTE Confidence: 0.87115794

00:01:24.910 --> 00:01:26.797 I'm going to head onto the unit so

NOTE Confidence: 0.87115794

00:01:26.797 --> 00:01:28.386 that I can see my first patient.

NOTE Confidence: 0.87115794

00:01:28.390 --> 00:01:29.908 You've already been onto the unit.

NOTE Confidence: 0.87115794

00:01:29.910 --> 00:01:31.910 Do you have any idea of where he might be?

NOTE Confidence: 0.87115794

00:01:31.910 --> 00:01:33.590 Have you seen him there?

NOTE Confidence: 0.87115794

00:01:33.590 --> 00:01:35.310 And without even looking up,

NOTE Confidence: 0.87115794

00:01:35.310 --> 00:01:39.110 she quickly threw over her shoulder and said,

NOTE Confidence: 0.87115794

00:01:39.110 --> 00:01:42.190 yeah, he's out there on the basketball

NOTE Confidence: 0.87115794

00:01:42.190 --> 00:01:45.148 court jumping around like a little monkey.

NOTE Confidence: 0.87115794

00:01:45.150 --> 00:01:45.636 Now,

NOTE Confidence: 0.87115794

00:01:45.636 --> 00:01:50.010 this patient of mine was under 10 years old,

NOTE Confidence: 0.87115794

00:01:50.010 --> 00:01:52.622 had experienced significant and

NOTE Confidence: 0.87115794

00:01:52.622 --> 00:01:55.887 perpetual familial and community trauma,

NOTE Confidence: 0.87115794

3

00:01:55.890 --> 00:01:58.018 and was psychiatrically hospitalized

NOTE Confidence: 0.87115794

00:01:58.018 --> 00:02:01.210 related to some of those experiences.

NOTE Confidence: 0.87115794

00:02:01.210 --> 00:02:04.273 And also that patient was black and

NOTE Confidence: 0.87115794

00:02:04.273 --> 00:02:06.838 the immediate rush of OK,

NOTE Confidence: 0.87115794

00:02:06.840 --> 00:02:09.080 did she really just call this patient

NOTE Confidence: 0.87115794

00:02:09.080 --> 00:02:10.040 a little monkey?

NOTE Confidence: 0.87115794

00:02:10.040 --> 00:02:11.592 Am I overthinking this?

NOTE Confidence: 0.87115794

00:02:11.592 --> 00:02:12.756 Am I overreacting?

NOTE Confidence: 0.87115794

00:02:12.760 --> 00:02:14.956 Maybe she didn't really mean that

NOTE Confidence: 0.87115794

00:02:14.960 --> 00:02:16.535 those questions started to populate

NOTE Confidence: 0.87115794

00:02:16.535 --> 00:02:19.146 to the front of my brain as they

NOTE Confidence: 0.87115794

00:02:19.146 --> 00:02:20.776 ordinarily would when she would

NOTE Confidence: 0.87115794

00:02:20.776 --> 00:02:22.797 make these kinds of remarks or

NOTE Confidence: 0.87115794

00:02:22.797 --> 00:02:24.753 engage in these kinds of behaviours.

NOTE Confidence: 0.87115794

00:02:24.760 --> 00:02:26.398 But there was something different as

NOTE Confidence: 0.87115794

00:02:26.398 --> 00:02:28.359 I started to walk toward the unit,

NOTE Confidence: 0.87115794

00:02:28.360 --> 00:02:30.316 A sense of dread that really,

NOTE Confidence: 0.87115794

00:02:30.320 --> 00:02:32.528 really hit me and that I will never

NOTE Confidence: 0.87115794

00:02:32.528 --> 00:02:33.080 ever forget.

NOTE Confidence: 0.87115794

00:02:33.080 --> 00:02:35.992 Because it was at that moment that I

NOTE Confidence: 0.87115794

00:02:35.992 --> 00:02:38.432 knew that what I had believed to be

NOTE Confidence: 0.87115794

00:02:38.432 --> 00:02:40.617 true about the supervisor engaging in

NOTE Confidence: 0.87115794

00:02:40.617 --> 00:02:43.473 this racist behaviour was in fact true.

NOTE Confidence: 0.87115794

00:02:43.480 --> 00:02:45.040 So two reasons why this happened to me.

NOTE Confidence: 0.87115794

00:02:45.040 --> 00:02:47.496 I think the 1st is that I had

NOTE Confidence: 0.87115794

00:02:47.496 --> 00:02:49.594 been socialized to question any

NOTE Confidence: 0.87115794

00:02:49.594 --> 00:02:51.470 experience of micro aggressions.

NOTE Confidence: 0.87115794

00:02:51.470 --> 00:02:53.786 That no, you are overreacting Amber.

NOTE Confidence: 0.87115794

00:02:53.790 --> 00:02:55.876 You are misreading that little off handed

NOTE Confidence: 0.87115794

00:02:55.876 --> 00:02:57.990 comment that that person might have said.

NOTE Confidence: 0.87115794

00:02:57.990 --> 00:03:00.055 You are blowing this out of proportion

NOTE Confidence: 0.87115794

00:03:00.055 --> 00:03:02.632 and that is part of the socialization

NOTE Confidence: 0.87115794

00:03:02.632 --> 00:03:04.667 to really disregard racist experiences

NOTE Confidence: 0.87115794

00:03:04.667 --> 00:03:07.143 that have happened and really allows

NOTE Confidence: 0.87115794

00:03:07.143 --> 00:03:09.198 them to perpetuate and proliferate.

NOTE Confidence: 0.87115794

00:03:09.200 --> 00:03:10.817 And the second reason I think this

NOTE Confidence: 0.87115794

00:03:10.817 --> 00:03:12.519 happened was out of self preservation.

NOTE Confidence: 0.87115794

00:03:12.520 --> 00:03:14.782 I really didn't want to believe

NOTE Confidence: 0.87115794

00:03:14.782 --> 00:03:17.025 that those experiences were in fact

NOTE Confidence: 0.87115794

00:03:17.025 --> 00:03:19.035 the experiences that I was having.

NOTE Confidence: 0.87115794

00:03:19.040 --> 00:03:21.133 So this morning I'm going to share

NOTE Confidence: 0.87115794

00:03:21.133 --> 00:03:23.166 with you about a program that

NOTE Confidence: 0.87115794

00:03:23.166 --> 00:03:24.594 without even realizing it,

NOTE Confidence: 0.87115794

00:03:24.600 --> 00:03:27.510 has been a program that in some ways I have

NOTE Confidence: 0.9653507

00:03:27.578 --> 00:03:29.000 developed for myself.

NOTE Confidence: 0.9653507

00:03:29.000 --> 00:03:31.080 That Amber 10 years ago,

NOTE Confidence: 0.9653507

00:03:31.080 --> 00:03:33.313 who really needed her supervisor to be

NOTE Confidence: 0.9653507

00:03:33.313 --> 00:03:35.889 able to have the knowledge and skills

NOTE Confidence: 0.9653507

00:03:35.889 --> 00:03:38.217 to confront some of these challenges.

NOTE Confidence: 0.9653507

00:03:38.220 --> 00:03:40.588 This program is for you and this program

NOTE Confidence: 0.9653507

00:03:40.588 --> 00:03:43.289 is for the next generation of people

NOTE Confidence: 0.9653507

00:03:43.289 --> 00:03:45.334 who come throughout our discipline.

NOTE Confidence: 0.9653507

00:03:45.340 --> 00:03:46.498 So in a lot of ways,

NOTE Confidence: 0.9653507

00:03:46.500 --> 00:03:48.186 this has been a corrective experience

NOTE Confidence: 0.9653507

00:03:48.186 --> 00:03:50.478 for me over the past couple of years.

NOTE Confidence: 0.9653507

00:03:50.480 --> 00:03:52.400 So the agenda is displayed here.

NOTE Confidence: 0.9653507

00:03:52.400 --> 00:03:54.512 I'm going to talk a little bit about

NOTE Confidence: 0.9653507

00:03:54.512 --> 00:03:56.777 the relevance of Grow's mission to our

NOTE Confidence: 0.9653507

00:03:56.777 --> 00:03:58.462 clinical and educational mission within

NOTE Confidence: 0.9653507

00:03:58.524 --> 00:04:00.589 our department and also what we think

NOTE Confidence: 0.9653507

00:04:00.589 --> 00:04:02.484 matches or mirrors the School of Medicine.

NOTE Confidence: 0.9653507

00:04:02.484 --> 00:04:04.309 I want to talk to people in

NOTE Confidence: 0.9653507

00:04:04.309 --> 00:04:05.881 the audience who might not be

NOTE Confidence: 0.9653507

00:04:05.881 --> 00:04:07.399 familiar with the GROW program.

NOTE Confidence: 0.9653507

00:04:07.400 --> 00:04:08.856 But for those of you who have

NOTE Confidence: 0.9653507

00:04:08.856 --> 00:04:10.085 been following our journey and

NOTE Confidence: 0.9653507

00:04:10.085 --> 00:04:11.480 have participated in the journey,

NOTE Confidence: 0.9653507

00:04:11.480 --> 00:04:13.433 want to share with you about the status of

NOTE Confidence: 0.9653507

00:04:13.433 --> 00:04:15.279 some of our current evaluation efforts.

NOTE Confidence: 0.9653507

00:04:15.280 --> 00:04:16.288 And then all together,

NOTE Confidence: 0.9653507

00:04:16.288 --> 00:04:18.150 we'll talk a little bit about the

NOTE Confidence: 0.9653507

00:04:18.150 --> 00:04:19.926 forming of the GROW initiative because

NOTE Confidence: 0.9653507

00:04:19.926 --> 00:04:21.873 we've really moved this beyond a

NOTE Confidence: 0.9653507

00:04:21.873 --> 00:04:24.238 curriculum program to really form

NOTE Confidence: 0.9653507

00:04:24.240 --> 00:04:26.022 what we think is something much

NOTE Confidence: 0.9653507

00:04:26.022 --> 00:04:27.740 bigger and talk about the future

NOTE Confidence: 0.9653507

00:04:27.740 --> 00:04:29.160 directions of the initiative overall.

NOTE Confidence: 0.9653507

00:04:29.160 --> 00:04:31.572 I'm going to try to leave some room for

NOTE Confidence: 0.9653507

00:04:31.572 --> 00:04:33.157 reflections at the end of this talk,

NOTE Confidence: 0.9653507

00:04:33.160 --> 00:04:34.360 as well as some questions.

NOTE Confidence: 0.9653507

00:04:34.360 --> 00:04:36.148 I'm going to quickly display the

NOTE Confidence: 0.9653507

00:04:36.148 --> 00:04:37.640 learning objectives for you here.

NOTE Confidence: 0.9653507

00:04:37.640 --> 00:04:39.080 You're able to see them elsewhere.

NOTE Confidence: 0.9653507

00:04:39.080 --> 00:04:41.306 I'm going to describe the context and

NOTE Confidence: 0.9653507

00:04:41.306 --> 00:04:43.488 development of this program to really

NOTE Confidence: 0.9653507

00:04:43.488 --> 00:04:45.438 help supervisors gain skills and

NOTE Confidence: 0.9653507

00:04:45.438 --> 00:04:47.509 knowledge regarding culture and diversity.

NOTE Confidence: 0.9653507

00:04:47.510 --> 00:04:49.206 I'll talk a little bit about some of

NOTE Confidence: 0.9653507

00:04:49.206 --> 00:04:50.589 the commonly cited challenges that

NOTE Confidence: 0.9653507

00:04:50.589 --> 00:04:52.446 folks encounter during the program and

NOTE Confidence: 0.9653507

00:04:52.446 --> 00:04:54.798 then some of the barriers of potential

NOTE Confidence: 0.9653507

00:04:54.798 --> 00:04:56.857 facilitators to try to incorporate

NOTE Confidence: 0.9653507

00:04:56.857 --> 00:04:58.385 these opportunities in the training

NOTE Confidence: 0.9653507

00:04:58.385 --> 00:05:00.430 that we provide and in in we in in

NOTE Confidence: 0.9653507

00:05:00.430 --> 00:05:01.894 the education that we think about.

NOTE Confidence: 0.9653507

00:05:01.900 --> 00:05:04.375 Now before I I go any further than this,

NOTE Confidence: 0.9653507

00:05:04.380 --> 00:05:06.700 I want to just make sure that I

NOTE Confidence: 0.9653507

00:05:06.700 --> 00:05:08.568 really note and acknowledge my

NOTE Confidence: 0.9653507

00:05:08.568 --> 00:05:10.181 two friends and also colleagues,

NOTE Confidence: 0.9653507

00:05:10.181 --> 00:05:12.050 both of whom are Co founders of

NOTE Confidence: 0.9653507

00:05:12.102 --> 00:05:13.538 the Grow Initiative doctors,

NOTE Confidence: 0.9653507

00:05:13.540 --> 00:05:15.620 Rebecca Miller and Cindy Crusto.

NOTE Confidence: 0.9653507

00:05:15.620 --> 00:05:17.237 I'm honored to be able to speak

NOTE Confidence: 0.9653507

00:05:17.237 --> 00:05:18.908 on behalf of our work together and

NOTE Confidence: 0.9653507

00:05:18.908 --> 00:05:20.978 I just want to make it very clear

NOTE Confidence: 0.9653507

00:05:20.978 --> 00:05:22.868 that this has been a collaborative

NOTE Confidence: 0.9653507

00:05:22.868 --> 00:05:24.268 effort through and through.

NOTE Confidence: 0.9653507

00:05:24.268 --> 00:05:26.956 We have met almost every single Friday

NOTE Confidence: 0.9653507

00:05:26.956 --> 00:05:29.458 morning for the the past several years.

NOTE Confidence: 0.9653507

00:05:29.460 --> 00:05:30.235 I'm pleased that they're both

NOTE Confidence: 0.9653507

00:05:30.235 --> 00:05:30.700 here this morning.

NOTE Confidence: 0.9653507

00:05:30.700 --> 00:05:31.925 They'll be able to support

NOTE Confidence: 0.9653507

00:05:31.925 --> 00:05:33.596 some of the Q&amp;A toward the end.

NOTE Confidence: 0.9653507

00:05:33.596 --> 00:05:35.000 There are a number of other

NOTE Confidence: 0.9653507

00:05:35.050 --> 00:05:36.370 acknowledgements that I'll do at

NOTE Confidence: 0.9653507

00:05:36.370 --> 00:05:38.228 the end of this talk because this

NOTE Confidence: 0.9653507

00:05:38.228 --> 00:05:39.936 has really been an all hands on

NOTE Confidence: 0.9653507

00:05:39.936 --> 00:05:41.888 deck effort within the department,

NOTE Confidence: 0.9653507

00:05:41.888 --> 00:05:44.450 within the school and even within

NOTE Confidence: 0.9653507

00:05:44.522 --> 00:05:45.540 the university.

NOTE Confidence: 0.9653507

00:05:45.540 --> 00:05:47.440 So supervision has been called

NOTE Confidence: 0.9653507

00:05:47.440 --> 00:05:49.340 the signature pedagogy within the

NOTE Confidence: 0.9653507

00:05:49.401 --> 00:05:51.121 mental health profession and for

NOTE Confidence: 0.9653507

00:05:51.121 --> 00:05:53.715 good reason because it is a multi

NOTE Confidence: 0.9653507

00:05:53.715 --> 00:05:55.335 faceted and complex relationship.

NOTE Confidence: 0.9653507

00:05:55.340 --> 00:05:57.290 It serves as a mechanism for

NOTE Confidence: 0.9653507

00:05:57.290 --> 00:05:58.392 critical clinical governance,

NOTE Confidence: 0.9653507

00:05:58.392 --> 00:05:59.550 attainment of competencies

NOTE Confidence: 0.9653507

00:05:59.550 --> 00:06:01.480 and it's really a cornerstone

NOTE Confidence: 0.8870721

00:06:01.537 --> 00:06:02.570 of training, professional

NOTE Confidence: 0.8870721

00:06:02.570 --> 00:06:03.860 development and well-being.

NOTE Confidence: 0.8870721

00:06:03.860 --> 00:06:07.300 So a lot is happening in supervision.

NOTE Confidence: 0.8870721

00:06:07.300 --> 00:06:09.375 In this taxonomy of what

NOTE Confidence: 0.8870721

00:06:09.375 --> 00:06:10.620 makes exceptional supervision,

NOTE Confidence: 0.8870721

00:06:10.620 --> 00:06:12.666 it's really for when supervisors go

NOTE Confidence: 0.8870721

00:06:12.666 --> 00:06:14.815 above and beyond simply being qualified

NOTE Confidence: 0.8870721

00:06:14.815 --> 00:06:16.868 or having potentials in the discipline

NOTE Confidence: 0.8870721

00:06:16.868 --> 00:06:18.860 for which the Supervisee seeks training.

NOTE Confidence: 0.8870721

00:06:18.860 --> 00:06:20.638 But they're really engaging in some of

NOTE Confidence: 0.8870721

00:06:20.638 --> 00:06:22.417 these behaviours that you see displayed here.

00:06:22.420 --> 00:06:24.940 They're reliable and give clear expectations.

00:06:24.940 --> 00:06:26.110 They're monitoring clinical

00:06:26.110 --> 00:06:28.060 services to protect the public.

00:06:28.060 --> 00:06:30.156 They are collaborative and

00:06:30.156 --> 00:06:32.776 engage the trainee with humility,

00:06:32.780 --> 00:06:34.043 respect and flexibility.

00:06:34.043 --> 00:06:36.148 They are aware and attentive

00:06:36.148 --> 00:06:38.020 to power differentials.

00:06:38.020 --> 00:06:39.480 They really promote supervisees

00:06:39.480 --> 00:06:40.575 growth and development.

00:06:40.580 --> 00:06:43.009 And the thing that we're really going

00:06:43.009 --> 00:06:45.470 to highlight and zone in on today is

00:06:45.470 --> 00:06:48.129 they seek to learn and apply a deep

00:06:48.129 --> 00:06:50.613 understanding and respect of the supervisees,

00:06:50.620 --> 00:06:53.572 cultural identities as well as the

00:06:53.572 --> 00:06:55.540 clients served cultural identities.

NOTE Confidence: 0.8870721

00:06:55.540 --> 00:06:55.827 Now,

NOTE Confidence: 0.8870721

00:06:55.827 --> 00:06:57.262 even though supervision plays such

NOTE Confidence: 0.8870721

00:06:57.262 --> 00:06:59.060 a critical role in this discipline

NOTE Confidence: 0.8870721

00:06:59.060 --> 00:07:00.842 and this is information that you

NOTE Confidence: 0.8870721

00:07:00.842 --> 00:07:01.740 all already know,

NOTE Confidence: 0.8870721

00:07:01.740 --> 00:07:03.540 so I'll move through this with some pace,

NOTE Confidence: 0.8870721

00:07:03.540 --> 00:07:06.044 but do you want to just clarify that

NOTE Confidence: 0.8870721

00:07:06.044 --> 00:07:08.034 many training supervisors lack the

NOTE Confidence: 0.8870721

00:07:08.034 --> 00:07:10.194 fundamental knowledge and skill sets

NOTE Confidence: 0.8870721

00:07:10.194 --> 00:07:13.166 required to engage in culturally and

NOTE Confidence: 0.8870721

00:07:13.166 --> 00:07:14.696 racially responsive supervision?

NOTE Confidence: 0.8870721

00:07:14.700 --> 00:07:17.241 There have been national sets of data

NOTE Confidence: 0.8870721

00:07:17.241 --> 00:07:19.545 that have come forward in 2020-2021

NOTE Confidence: 0.8870721

00:07:19.545 --> 00:07:22.215 and well before that time where

NOTE Confidence: 0.8870721

00:07:22.215 --> 00:07:24.313 trainees are highlighting and crying

NOTE Confidence: 0.8870721

00:07:24.313 --> 00:07:26.728 out for these gaps in their own

NOTE Confidence: 0.8870721

00:07:26.728 --> 00:07:29.302 knowledge of race and culture as it

NOTE Confidence: 0.8870721

00:07:29.302 --> 00:07:31.162 relates to clinical practice and as

NOTE Confidence: 0.8870721

00:07:31.162 --> 00:07:32.639 it relates to just being people in

NOTE Confidence: 0.8870721

00:07:32.639 --> 00:07:34.252 the world and their supervisors as

NOTE Confidence: 0.8870721

00:07:34.252 --> 00:07:36.459 they're willing to bring it into supervision.

NOTE Confidence: 0.8870721

00:07:36.460 --> 00:07:38.794 And it won't surprise you that

NOTE Confidence: 0.8870721

00:07:38.794 --> 00:07:40.847 those implications and that that

NOTE Confidence: 0.8870721

00:07:40.847 --> 00:07:42.992 experience is really amplified among

NOTE Confidence: 0.8870721

00:07:42.992 --> 00:07:45.180 reports of trainees of color.

NOTE Confidence: 0.8870721

00:07:45.180 --> 00:07:47.178 So often times trainees are reporting,

NOTE Confidence: 0.8870721

00:07:47.180 --> 00:07:49.665 experiencing or witnessing instances of

NOTE Confidence: 0.8870721

00:07:49.665 --> 00:07:52.150 identity based harassment and discrimination

NOTE Confidence: 0.8870721

00:07:52.210 --> 00:07:54.340 within the trainee supervisory dyad,

NOTE Confidence: 0.8870721

00:07:54.340 --> 00:07:56.776 as well as within their clinical care

NOTE Confidence: 0.8870721

00:07:56.776 --> 00:07:58.613 settings that these things often

NOTE Confidence: 0.8870721

00:07:58.613 --> 00:08:00.540 recur and often times go unaddressed.

NOTE Confidence: 0.8870721

00:08:00.540 --> 00:08:02.670 Think about the sort of professional

NOTE Confidence: 0.8870721

00:08:02.670 --> 00:08:05.179 risk and raising to your supervisor.

NOTE Confidence: 0.8870721

00:08:05.180 --> 00:08:07.364 You know that that didn't sit right with

NOTE Confidence: 0.8870721

00:08:07.364 --> 00:08:09.697 me or that didn't sit well with me.

NOTE Confidence: 0.8870721

00:08:09.700 --> 00:08:11.338 When this happens,

NOTE Confidence: 0.8870721

00:08:11.338 --> 00:08:12.976 trainee satisfaction suffers,

NOTE Confidence: 0.8870721

00:08:12.980 --> 00:08:14.160 And you might say to yourself, well,

NOTE Confidence: 0.8870721

00:08:14.160 --> 00:08:15.700 trainees are not here to be satisfied,

NOTE Confidence: 0.8870721

00:08:15.700 --> 00:08:17.254 and partly that that might be true.

NOTE Confidence: 0.8870721

00:08:17.260 --> 00:08:18.820 But here's what else suffers?

NOTE Confidence: 0.8870721

00:08:18.820 --> 00:08:20.779 Clinical practice suffers.

NOTE Confidence: 0.8870721

00:08:20.779 --> 00:08:22.738 Trainees lose confidence,

NOTE Confidence: 0.8870721

00:08:22.740 --> 00:08:24.855 and this is shown in the literature in the

NOTE Confidence: 0.8870721

00:08:24.855 --> 00:08:26.618 clinical services that they're providing.

NOTE Confidence: 0.8870721

00:08:26.620 --> 00:08:28.964 They are less willing and they are more

NOTE Confidence: 0.8870721

00:08:28.964 --> 00:08:30.788 hesitant to raise critical patient

NOTE Confidence: 0.8870721

00:08:30.788 --> 00:08:33.134 issues within supervision to get the

NOTE Confidence: 0.8870721

00:08:33.134 --> 00:08:35.260 guidance that is needed and necessary.

NOTE Confidence: 0.8870721

00:08:35.260 --> 00:08:37.300 And their professional development suffers,

NOTE Confidence: 0.8870721

00:08:37.300 --> 00:08:39.230 including whether or not they

NOTE Confidence: 0.8870721

00:08:39.230 --> 00:08:41.680 choose to remain in the field.

NOTE Confidence: 0.8870721

00:08:41.680 --> 00:08:44.695 I sat on the front porch of my apartment

NOTE Confidence: 0.8870721

00:08:44.695 --> 00:08:47.596 almost 10 years ago here in West Hartford,

NOTE Confidence: 0.8870721

00:08:47.600 --> 00:08:49.007 and I remember a phone call to

NOTE Confidence: 0.8870721

00:08:49.007 --> 00:08:50.319 my dad where I said to him,

NOTE Confidence: 0.8870721

00:08:50.320 --> 00:08:52.637 Dad, I think I have to quit.

NOTE Confidence: 0.8870721

00:08:52.640 --> 00:08:55.128 I don't think I can go back to

NOTE Confidence: 0.8870721

00:08:55.128 --> 00:08:56.718 that placement one more day.

NOTE Confidence: 0.8870721

00:08:56.720 --> 00:09:00.596 So I thought very seriously about quitting,

NOTE Confidence: 0.8870721

00:09:00.596 --> 00:09:02.624 and that would have been years

NOTE Confidence: 0.9665881

00:09:02.630 --> 00:09:04.415 of really pouring into all of the

NOTE Confidence: 0.9665881

00:09:04.415 --> 00:09:06.429 work to try to get to this place.

NOTE Confidence: 0.9665881

00:09:06.430 --> 00:09:08.542 And if we are trying to change the

NOTE Confidence: 0.9665881

00:09:08.542 --> 00:09:10.399 composition of our discipline to really

NOTE Confidence: 0.9665881

00:09:10.399 --> 00:09:12.307 reflect what looks like the world,

NOTE Confidence: 0.9665881

00:09:12.310 --> 00:09:14.130 this has devastating potential

NOTE Confidence: 0.9665881

00:09:14.130 --> 00:09:15.950 implications for that work.

NOTE Confidence: 0.9665881

00:09:15.950 --> 00:09:17.847 So the bottom line here is that

NOTE Confidence: 0.9665881

00:09:17.847 --> 00:09:19.816 these gaps in knowledge can cause

NOTE Confidence: 0.9665881

00:09:19.816 --> 00:09:21.860 harm and training is an imperative.

NOTE Confidence: 0.9665881

00:09:21.860 --> 00:09:24.058 So we've heard about these data nationally.

NOTE Confidence: 0.9665881

00:09:24.060 --> 00:09:25.941 I'm going to flash before you some of the

NOTE Confidence: 0.9665881

00:09:25.941 --> 00:09:28.302 data that we've seen here within our own

NOTE Confidence: 0.9665881

00:09:28.302 --> 00:09:29.620 psychology doctoral internship program,

NOTE Confidence: 0.9665881

00:09:29.620 --> 00:09:30.500 the Diversity,

NOTE Confidence: 0.9665881

00:09:30.500 --> 00:09:32.260 Equity and Inclusion program,

NOTE Confidence: 0.9665881

00:09:32.260 --> 00:09:35.228 which was Co founded years ago by Doctor

NOTE Confidence: 0.9665881

00:09:35.228 --> 00:09:37.580 Cindy Crusto and Doctor Jack Teebs.

NOTE Confidence: 0.9665881

00:09:37.580 --> 00:09:39.603 It was really supported in an overarching

NOTE Confidence: 0.9665881

00:09:39.603 --> 00:09:41.860 way by some of the work that Michael

NOTE Confidence: 0.9665881

00:09:41.860 --> 00:09:43.810 Hogey had done in his role as Director

NOTE Confidence: 0.9665881

00:09:43.810 --> 00:09:45.383 of the training program in bringing

NOTE Confidence: 0.9665881

00:09:45.383 --> 00:09:46.859 in the diversity concentration,

NOTE Confidence: 0.9665881

00:09:46.860 --> 00:09:48.580 was doing comprehensive quality

NOTE Confidence: 0.9665881

00:09:48.580 --> 00:09:51.586 improvement work and really to look and

NOTE Confidence: 0.9665881

00:09:51.586 --> 00:09:53.535 examine about the climate related to

NOTE Confidence: 0.9665881

00:09:53.535 --> 00:09:55.564 culture and diversity in our training

NOTE Confidence: 0.9665881

00:09:55.564 --> 00:09:57.820 program and in regards to supervision.

NOTE Confidence: 0.9665881

00:09:57.820 --> 00:09:59.500 So in 2019 and 2020,

NOTE Confidence: 0.9665881

00:09:59.500 --> 00:10:01.061 what we found is that trainees were

NOTE Confidence: 0.9665881

19

00:10:01.061 --> 00:10:03.192 in the same way that we saw in

NOTE Confidence: 0.9665881

00:10:03.192 --> 00:10:04.316 that national literature reporting

NOTE Confidence: 0.9665881

00:10:04.316 --> 00:10:05.978 these perceived gaps in knowledge.

NOTE Confidence: 0.9665881

00:10:05.980 --> 00:10:08.409 So I want supervisors to have more

NOTE Confidence: 0.9665881

00:10:08.409 --> 00:10:10.419 training and issues regarding DEI.

NOTE Confidence: 0.9665881

00:10:10.420 --> 00:10:12.925 Supervisors are engaging in microaggressions

NOTE Confidence: 0.9665881

00:10:12.925 --> 00:10:15.430 with patients and with fellows.

NOTE Confidence: 0.9665881

00:10:15.430 --> 00:10:16.534 The next year,

NOTE Confidence: 0.9665881

00:10:16.534 --> 00:10:19.110 what we saw was very similar findings,

NOTE Confidence: 0.9665881

00:10:19.110 --> 00:10:20.605 but a different thing happened

NOTE Confidence: 0.9665881

00:10:20.605 --> 00:10:22.590 for us in the internship program.

NOTE Confidence: 0.9665881

00:10:22.590 --> 00:10:23.020 Typically,

NOTE Confidence: 0.9665881

00:10:23.020 --> 00:10:25.170 trainees will report moderate to

NOTE Confidence: 0.9665881

00:10:25.170 --> 00:10:27.333 high levels of satisfaction overall

NOTE Confidence: 0.9665881

00:10:27.333 --> 00:10:28.467 with the climate,

NOTE Confidence: 0.9665881

00:10:28.470 --> 00:10:30.766 and they would talk about some of these

NOTE Confidence: 0.9665881

00:10:30.766 --> 00:10:32.409 nuanced changes or nuanced challenges

NOTE Confidence: 0.9665881

00:10:32.409 --> 00:10:34.443 that they were experiencing that they

NOTE Confidence: 0.9665881

00:10:34.443 --> 00:10:36.347 would want to perhaps be different.

NOTE Confidence: 0.9665881

00:10:36.350 --> 00:10:37.192 This year,

NOTE Confidence: 0.9665881

00:10:37.192 --> 00:10:39.718 half of the trainees actually reported

NOTE Confidence: 0.9665881

00:10:39.718 --> 00:10:41.813 being dissatisfied with the training

NOTE Confidence: 0.9665881

00:10:41.813 --> 00:10:43.788 experience in regards to culture,

NOTE Confidence: 0.9665881

00:10:43.790 --> 00:10:45.100 and what was different about

NOTE Confidence: 0.9665881

00:10:45.100 --> 00:10:46.710 it was not the knowledge gaps.

NOTE Confidence: 0.9665881

00:10:46.710 --> 00:10:47.973 Those still persisted,

NOTE Confidence: 0.9665881

00:10:47.973 --> 00:10:50.078 but trainees started to report

NOTE Confidence: 0.9665881

00:10:50.078 --> 00:10:52.254 on their subjective distress in

NOTE Confidence: 0.9665881

00:10:52.254 --> 00:10:54.786 the face of those knowledge gaps.

NOTE Confidence: 0.9665881

00:10:54.790 --> 00:10:57.040 So trainees reported that supervisors were

NOTE Confidence: 0.9665881

00:10:57.040 --> 00:10:59.389 not acknowledging racism and power dynamics,

NOTE Confidence: 0.9665881

00:10:59.390 --> 00:11:01.165 that they were engaging in

NOTE Confidence: 0.9665881

00:11:01.165 --> 00:11:02.585 microaggression and assumptive behaviors.

NOTE Confidence: 0.9665881

00:11:02.590 --> 00:11:03.565 And then finally,

NOTE Confidence: 0.9665881

00:11:03.565 --> 00:11:05.840 there was this experience of a feeling

NOTE Confidence: 0.9665881

00:11:05.906 --> 00:11:08.106 disheartened about the the perception

NOTE Confidence: 0.9665881

00:11:08.106 --> 00:11:10.495 and consistency right in terms of how

NOTE Confidence: 0.9665881

00:11:10.495 --> 00:11:12.505 the program was responding to some of

NOTE Confidence: 0.9665881

00:11:12.505 --> 00:11:14.238 its own cited values and initiatives.

NOTE Confidence: 0.9665881

00:11:14.238 --> 00:11:16.700 We saw the same kinds of things

NOTE Confidence: 0.9665881

00:11:16.700 --> 00:11:19.055 reflected when we asked specific

NOTE Confidence: 0.9665881

00:11:19.055 --> 00:11:20.468 questions about supervisors

NOTE Confidence: 0.9665881

00:11:20.468 --> 00:11:22.430 theoretical and empirical knowledge.

NOTE Confidence: 0.9665881

00:11:22.430 --> 00:11:23.704 So not just what is the climate,

NOTE Confidence: 0.9665881

00:11:23.710 --> 00:11:25.150 but when you're in supervision,

NOTE Confidence: 0.9665881

00:11:25.150 --> 00:11:27.438 how much do you feel that your supervisor

NOTE Confidence: 0.9665881

00:11:27.438 --> 00:11:29.865 is helping you to refine your own

NOTE Confidence: 0.9665881

00:11:29.865 --> 00:11:31.305 theoretical and empirical knowledge?

NOTE Confidence: 0.9665881

00:11:31.310 --> 00:11:33.098 And to what extent are these

NOTE Confidence: 0.9665881

00:11:33.098 --> 00:11:35.050 issues being raised in supervision?

NOTE Confidence: 0.9665881

00:11:35.050 --> 00:11:37.367 So trainees talked about this idea that

NOTE Confidence: 0.9665881

00:11:37.367 --> 00:11:39.089 sometimes this modelling is happening,

NOTE Confidence: 0.9665881

00:11:39.090 --> 00:11:40.530 but we want to have direct,

NOTE Confidence: 0.9665881

00:11:40.530 --> 00:11:41.394 explicit conversations.

NOTE Confidence: 0.9665881

00:11:41.394 --> 00:11:43.986 Another thing that was interesting is

NOTE Confidence: 0.9665881

00:11:43.986 --> 00:11:46.680 that these discussions were a lot less

NOTE Confidence: 0.9665881

00:11:46.680 --> 00:11:48.895 likely when both the supervisor and

NOTE Confidence: 0.9665881

00:11:48.895 --> 00:11:51.205 Supervisee Diad both identified as white,

NOTE Confidence: 0.9665881

00:11:51.210 --> 00:11:54.829 and those knowledge gaps of course persisted.

NOTE Confidence: 0.97230756

00:11:54.830 --> 00:11:56.710 So at the same time,

NOTE Confidence: 0.97230756

00:11:56.710 --> 00:11:58.540 when supervisors who are themselves

NOTE Confidence: 0.97230756

00:11:58.540 --> 00:12:00.839 clinical leaders often are able to

NOTE Confidence: 0.97230756

00:12:00.839 --> 00:12:02.889 engage in racially and culturally

NOTE Confidence: 0.97230756

00:12:02.889 --> 00:12:04.460 responsive supervision, everybody wins.

NOTE Confidence: 0.97230756

00:12:04.460 --> 00:12:06.710 You see displayed here some of

NOTE Confidence: 0.97230756

00:12:06.710 --> 00:12:09.332 the key supervisory skills and

NOTE Confidence: 0.97230756

00:12:09.332 --> 00:12:11.582 characteristics that capture racially

NOTE Confidence: 0.97230756

00:12:11.582 --> 00:12:13.686 and culturally responsive supervision.

NOTE Confidence: 0.97230756

00:12:13.690 --> 00:12:15.146 Supervisors are self aware.

NOTE Confidence: 0.97230756

00:12:15.146 --> 00:12:17.330 They think about power and privilege

NOTE Confidence: 0.97230756

00:12:17.390 --> 00:12:19.609 inherent to the role of the supervisor.

NOTE Confidence: 0.97230756

00:12:19.610 --> 00:12:21.563 They are open and willing to engage

NOTE Confidence: 0.97230756

00:12:21.563 --> 00:12:23.609 in these direct critical discussions.

NOTE Confidence: 0.97230756

00:12:23.610 --> 00:12:25.682 And then the benefits of trainees are

NOTE Confidence: 0.97230756

00:12:25.682 --> 00:12:27.409 almost the opposite of what we see.

NOTE Confidence: 0.97230756

00:12:27.410 --> 00:12:29.010 Some of those challenges being

NOTE Confidence: 0.97230756

00:12:29.010 --> 00:12:30.290 that trainees actually report

NOTE Confidence: 0.97230756

00:12:30.290 --> 00:12:31.952 feeling more confidence in their

24

NOTE Confidence: 0.97230756

00:12:31.952 --> 00:12:33.244 clinical skills and abilities.

NOTE Confidence: 0.97230756

00:12:33.250 --> 00:12:34.605 They're more willing to disclose

NOTE Confidence: 0.97230756

00:12:34.605 --> 00:12:35.689 and get needed support.

NOTE Confidence: 0.97230756

00:12:35.690 --> 00:12:38.114 They have positive professional

NOTE Confidence: 0.97230756

00:12:38.114 --> 00:12:39.326 development attitudes.

NOTE Confidence: 0.97230756

00:12:39.330 --> 00:12:41.703 So this is really the data that

NOTE Confidence: 0.97230756

00:12:41.703 --> 00:12:44.380 sits behind our thinking of putting

NOTE Confidence: 0.97230756

00:12:44.380 --> 00:12:46.484 together this initial offering.

NOTE Confidence: 0.97230756

00:12:46.490 --> 00:12:48.690 So I'm going to use Kern's six

NOTE Confidence: 0.97230756

00:12:48.690 --> 00:12:50.290 step curriculum development as

NOTE Confidence: 0.97230756

00:12:50.290 --> 00:12:51.890 an overarching framework here.

NOTE Confidence: 0.97230756

00:12:51.890 --> 00:12:53.048 I'll just refer to it once,

NOTE Confidence: 0.97230756

00:12:53.050 --> 00:12:55.138 but I'm going to really step you through

NOTE Confidence: 0.97230756

00:12:55.138 --> 00:12:57.137 the process of how we put together our pilot.

NOTE Confidence: 0.97230756

00:12:57.140 --> 00:13:00.052 So you just heard about the problem

NOTE Confidence: 0.97230756

00:13:00.052 --> 00:13:02.219 identification that happened over 2 years,

NOTE Confidence: 0.97230756

00:13:02.220 --> 00:13:03.380 was rooted in the literature,

NOTE Confidence: 0.97230756

00:13:03.380 --> 00:13:05.140 was rooted in a lot of our data.

NOTE Confidence: 0.97230756

00:13:05.140 --> 00:13:06.582 And what we found was that we

NOTE Confidence: 0.97230756

00:13:06.582 --> 00:13:08.100 were hearing a lot from trainees,

NOTE Confidence: 0.97230756

00:13:08.100 --> 00:13:09.936 but in our targeted needs assessment,

NOTE Confidence: 0.97230756

00:13:09.940 --> 00:13:10.980 which was the next step.

NOTE Confidence: 0.97230756

00:13:10.980 --> 00:13:13.020 We really wanted to hear from our faculty.

NOTE Confidence: 0.97230756

00:13:13.020 --> 00:13:15.300 What do they say they need,

NOTE Confidence: 0.97230756

00:13:15.300 --> 00:13:17.058 and do they agree or disagree?

NOTE Confidence: 0.97230756

00:13:17.060 --> 00:13:19.804 And in if so, in what ways?

NOTE Confidence: 0.97230756

00:13:19.810 --> 00:13:20.362 So Becca,

NOTE Confidence: 0.97230756

00:13:20.362 --> 00:13:20.638 Cindy,

NOTE Confidence: 0.97230756

00:13:20.638 --> 00:13:22.570 and I really put our heads together.

NOTE Confidence: 0.97230756

00:13:22.570 --> 00:13:24.208 We were really thinking about a lot

NOTE Confidence: 0.97230756

00:13:24.208 --> 00:13:25.853 of what had been done previously

NOTE Confidence: 0.97230756

00:13:25.853 --> 00:13:27.045 in the DEI committee,

NOTE Confidence: 0.97230756

00:13:27.050 --> 00:13:28.220 and we developed a targeted

NOTE Confidence: 0.97230756

00:13:28.220 --> 00:13:29.390 needs assessment to really try

NOTE Confidence: 0.97230756

00:13:29.437 --> 00:13:30.609 to understand things further.

NOTE Confidence: 0.97230756

00:13:30.610 --> 00:13:33.305 So we asked the faculty of our

NOTE Confidence: 0.97230756

00:13:33.305 --> 00:13:35.297 psychology internship program at that

NOTE Confidence: 0.97230756

00:13:35.297 --> 00:13:37.607 time to just report their understanding,

NOTE Confidence: 0.97230756

00:13:37.610 --> 00:13:39.510 knowledge and comfort level,

NOTE Confidence: 0.97230756

00:13:39.510 --> 00:13:41.885 discussing various concepts and identities.

NOTE Confidence: 0.97230756

00:13:41.890 --> 00:13:43.890 And we also asked them to rate what

NOTE Confidence: 0.97230756

00:13:43.890 --> 00:13:46.261 are the topics that you feel that you

NOTE Confidence: 0.97230756

00:13:46.261 --> 00:13:48.169 are most interested in learning about

NOTE Confidence: 0.97230756

00:13:48.169 --> 00:13:50.721 and that you would find post high yield.

NOTE Confidence: 0.97230756

00:13:50.730 --> 00:13:52.326 And what you see displayed here,

NOTE Confidence: 0.97230756

00:13:52.330 --> 00:13:54.274 I think largely reflects what you

NOTE Confidence: 0.97230756

00:13:54.274 --> 00:13:56.792 just heard about the top topics.

NOTE Confidence: 0.97230756

00:13:56.792 --> 00:13:58.848 94% of our respondents,

NOTE Confidence: 0.97230756

00:13:58.850 --> 00:14:01.410 we had 34 completed surveys out

NOTE Confidence: 0.97230756

00:14:01.410 --> 00:14:02.530 to 76 supervisor said,

NOTE Confidence: 0.97230756

00:14:02.530 --> 00:14:04.182 I want to know how to discuss

NOTE Confidence: 0.97230756

00:14:04.182 --> 00:14:04.890 race and racism.

NOTE Confidence: 0.97230756

00:14:04.890 --> 00:14:06.642 I want to know how to do supervision

NOTE Confidence: 0.97230756

00:14:06.642 --> 00:14:08.208 with different race and ethnicity dyads,

NOTE Confidence: 0.97230756

00:14:08.210 --> 00:14:10.310 how do I support my trainee who

NOTE Confidence: 0.97230756

00:14:10.310 --> 00:14:11.999 experiences race or racism in

NOTE Confidence: 0.97230756

00:14:11.999 --> 00:14:13.809 the context of clinical services?

NOTE Confidence: 0.97230756

00:14:13.810 --> 00:14:15.652 Another theme that sort of arose

NOTE Confidence: 0.97230756

00:14:15.652 --> 00:14:18.273 in some of the qualitative data out

NOTE Confidence: 0.97230756

00:14:18.273 --> 00:14:20.457 of that survey was how do we manage

NOTE Confidence: 0.97230756

00:14:20.457 --> 00:14:22.825 racist information that we hear about

NOTE Confidence: 0.97230756

00:14:22.825 --> 00:14:26.838 other supervisors from our supervisees.

NOTE Confidence: 0.97230756

00:14:26.840 --> 00:14:29.448 We also did a revised version of the

NOTE Confidence: 0.97230756

00:14:29.448 --> 00:14:30.680 Multicultural Supervision Inventory,

NOTE Confidence: 0.97230756

00:14:30.680 --> 00:14:33.524 which was originally developed to ask

NOTE Confidence: 0.97230756

00:14:33.524 --> 00:14:36.320 Supervisee perceptions of their supervisors.

NOTE Confidence: 0.97230756

00:14:36.320 --> 00:14:38.252 And we refined it and adjusted it

NOTE Confidence: 0.97230756

00:14:38.252 --> 00:14:40.160 because this is a little bit wild,

NOTE Confidence: 0.97230756

00:14:40.160 --> 00:14:43.096 but there aren't very good empirically

NOTE Confidence: 0.97230756

00:14:43.096 --> 00:14:44.760 validated measures asking for

NOTE Confidence: 0.97230756

00:14:44.760 --> 00:14:46.840 supervisor assessment of their own

NOTE Confidence: 0.66755766

00:14:46.902 --> 00:14:49.120 perceptions. And even of those,

NOTE Confidence: 0.66755766

00:14:49.120 --> 00:14:50.680 those surveys themselves have

NOTE Confidence: 0.66755766

00:14:50.680 --> 00:14:52.640 some biased language in them.

NOTE Confidence: 0.66755766

00:14:52.640 --> 00:14:54.368 So Doctor Miller did an incredible

NOTE Confidence: 0.66755766

00:14:54.368 --> 00:14:56.420 job of of crafting something so that

NOTE Confidence: 0.66755766

00:14:56.420 --> 00:14:58.394 we could really get a clear sense.

NOTE Confidence: 0.66755766

00:14:58.400 --> 00:15:01.110 And what we found out of these two data or
NOTE Confidence: 0.66755766

00:15:01.183 --> 00:15:03.800 out of these data points were that when
NOTE Confidence: 0.66755766

00:15:03.800 --> 00:15:05.640 we thought about supervision strategy.
NOTE Confidence: 0.66755766

00:15:05.640 --> 00:15:08.510 So I encourage my supervisees to think
NOTE Confidence: 0.66755766

00:15:08.510 --> 00:15:11.092 about cultural issues when working with
NOTE Confidence: 0.66755766

00:15:11.092 --> 00:15:13.056 clients and multicultural knowledge.
NOTE Confidence: 0.66755766

00:15:13.056 --> 00:15:16.640 These were the two things that arose
NOTE Confidence: 0.66755766

00:15:16.722 --> 00:15:18.956 as rated much lower in terms of
NOTE Confidence: 0.66755766

00:15:18.960 --> 00:15:20.544 faculty's confidence and competence.
NOTE Confidence: 0.66755766

00:15:20.544 --> 00:15:22.920 Discussing these things in supervision so
NOTE Confidence: 0.66755766

00:15:22.978 --> 00:15:24.703 knowledge would be knowledgeable about
NOTE Confidence: 0.66755766

00:15:24.703 --> 00:15:27.200 groups who are different from me culturally.
NOTE Confidence: 0.66755766

00:15:27.200 --> 00:15:29.432 So we knew that we were really on to
NOTE Confidence: 0.66755766

00:15:29.432 --> 00:15:31.550 something in terms of thinking about
NOTE Confidence: 0.66755766

00:15:31.550 --> 00:15:33.360 knowledge and also skills incorporation.
NOTE Confidence: 0.66755766

00:15:33.360 --> 00:15:35.607 So the goals and desired outcomes of

NOTE Confidence: 0.66755766

00:15:35.607 --> 00:15:38.053 our pilot were pretty simple, simple.

NOTE Confidence: 0.66755766

00:15:38.053 --> 00:15:41.562 We wanted to give faculty a similar

NOTE Confidence: 0.66755766

00:15:41.562 --> 00:15:42.404 foundation, language,

NOTE Confidence: 0.66755766

00:15:42.404 --> 00:15:44.509 and knowledge of current research

NOTE Confidence: 0.66755766

00:15:44.509 --> 00:15:45.910 and best practices.

NOTE Confidence: 0.66755766

00:15:45.910 --> 00:15:48.166 But we didn't want faculty just

NOTE Confidence: 0.66755766

00:15:48.166 --> 00:15:49.670 to learn theoretical knowledge.

NOTE Confidence: 0.66755766

00:15:49.670 --> 00:15:51.332 We wanted them to learn personal

NOTE Confidence: 0.66755766

00:15:51.332 --> 00:15:52.950 knowledge about culture and diversity.

NOTE Confidence: 0.66755766

00:15:52.950 --> 00:15:55.820 So who am I as a cultural being in this

NOTE Confidence: 0.66755766

00:15:55.895 --> 00:15:58.630 work to improve their supervisory practices?

NOTE Confidence: 0.66755766

00:15:58.630 --> 00:16:01.066 We wanted to increase their ability

NOTE Confidence: 0.66755766

00:16:01.066 --> 00:16:03.238 to incorporate these skills within

NOTE Confidence: 0.66755766

00:16:03.238 --> 00:16:05.146 their supervision and teaching

NOTE Confidence: 0.66755766

00:16:05.150 --> 00:16:07.016 so that they could improve their

NOTE Confidence: 0.66755766

00:16:07.016 --> 00:16:07.949 supervisory practices overall.

NOTE Confidence: 0.66755766

00:16:07.950 --> 00:16:10.656 So we wanted to proactively help

NOTE Confidence: 0.66755766

00:16:10.656 --> 00:16:12.460 folks address training experiences

NOTE Confidence: 0.66755766

00:16:12.528 --> 00:16:14.736 of racial bias and increased ability

NOTE Confidence: 0.66755766

00:16:14.736 --> 00:16:17.268 to address racism in clinical care.

NOTE Confidence: 0.66755766

00:16:17.270 --> 00:16:19.230 Another goal that you don't see listed here,

NOTE Confidence: 0.66755766

00:16:19.230 --> 00:16:21.064 but that was certainly there is using

NOTE Confidence: 0.66755766

00:16:21.064 --> 00:16:23.348 a lot of these data and leveraging

NOTE Confidence: 0.66755766

00:16:23.348 --> 00:16:25.143 them within the internship program

NOTE Confidence: 0.66755766

00:16:25.143 --> 00:16:26.589 to make improvements.

NOTE Confidence: 0.66755766

00:16:26.590 --> 00:16:27.612 And then as you'll see when we

NOTE Confidence: 0.66755766

00:16:27.612 --> 00:16:28.508 get to grow two point O,

NOTE Confidence: 0.66755766

00:16:28.510 --> 00:16:30.589 we really expanded that beyond just our

NOTE Confidence: 0.66755766

00:16:30.589 --> 00:16:32.470 own internship program and wanted to

NOTE Confidence: 0.66755766

00:16:32.470 --> 00:16:34.030 participate in a national conversation

NOTE Confidence: 0.66755766

00:16:34.030 --> 00:16:36.228 and into the national model around how

NOTE Confidence: 0.66755766

00:16:36.228 --> 00:16:39.287 we can get this done across the discipline.

NOTE Confidence: 0.66755766

00:16:39.290 --> 00:16:42.629 So just to Orient you to some of how

NOTE Confidence: 0.66755766

00:16:42.629 --> 00:16:45.530 we arrived at the specific program

NOTE Confidence: 0.66755766

00:16:45.530 --> 00:16:46.970 that you're going to hear about.

NOTE Confidence: 0.66755766

00:16:46.970 --> 00:16:48.782 We had our general and targeted

NOTE Confidence: 0.66755766

00:16:48.782 --> 00:16:49.688 needs assessment data,

NOTE Confidence: 0.66755766

00:16:49.690 --> 00:16:52.070 but we also had a number of

NOTE Confidence: 0.66755766

00:16:52.070 --> 00:16:53.090 collaborations and consultations.

NOTE Confidence: 0.66755766

00:16:53.090 --> 00:16:55.904 So we used our our collective subject

NOTE Confidence: 0.66755766

00:16:55.904 --> 00:16:58.334 matter expertise really took a deep

NOTE Confidence: 0.66755766

00:16:58.334 --> 00:17:00.632 dive into the literature and also

NOTE Confidence: 0.66755766

00:17:00.632 --> 00:17:03.186 collaborated with the the School of Medicine,

NOTE Confidence: 0.66755766

00:17:03.186 --> 00:17:05.156 Clinical Research and Education Librarian

NOTE Confidence: 0.66755766

00:17:05.156 --> 00:17:08.082 team to make sure that we had the most

NOTE Confidence: 0.66755766

00:17:08.082 --> 00:17:09.608 contemporary research in that regard.

NOTE Confidence: 0.66755766

00:17:09.610 --> 00:17:11.110 We developed a proposed

NOTE Confidence: 0.66755766

00:17:11.110 --> 00:17:12.610 structure of the curriculum.

NOTE Confidence: 0.66755766

00:17:12.610 --> 00:17:14.914 And then we had a series of focused

NOTE Confidence: 0.66755766

00:17:14.914 --> 00:17:16.748 consultations with the experts at the

NOTE Confidence: 0.66755766

00:17:16.748 --> 00:17:18.243 Porvu Teaching and Learning Center

NOTE Confidence: 0.66755766

00:17:18.243 --> 00:17:20.528 to really help us think about the

NOTE Confidence: 0.66755766

00:17:20.528 --> 00:17:22.770 curriculum design to make sure that it

NOTE Confidence: 0.66755766

00:17:22.770 --> 00:17:24.050 included inclusive teaching practices,

NOTE Confidence: 0.66755766

00:17:24.050 --> 00:17:26.690 was responsive to participants at varying

NOTE Confidence: 0.66755766

00:17:26.690 --> 00:17:28.994 levels of starting knowledge and foundation,

NOTE Confidence: 0.66755766

00:17:28.994 --> 00:17:31.902 and that it was really going to align with

NOTE Confidence: 0.66755766

00:17:31.902 --> 00:17:34.840 some of the outcomes that we had identified.

NOTE Confidence: 0.66755766

00:17:34.840 --> 00:17:35.782 We also didn't.

NOTE Confidence: 0.66755766

00:17:35.782 --> 00:17:37.352 What I've learned is called

NOTE Confidence: 0.66755766

00:17:37.352 --> 00:17:38.880 designing at the whiteboard,

NOTE Confidence: 0.66755766

00:17:38.880 --> 00:17:40.565 which is where you basically

NOTE Confidence: 0.66755766

00:17:40.565 --> 00:17:41.913 have this amazing idea.

NOTE Confidence: 0.66755766

00:17:41.920 --> 00:17:43.675 You wipe, I have a whiteboard in my office.

NOTE Confidence: 0.59932214

00:17:43.680 --> 00:17:44.877 You put it all in this whiteboard,

NOTE Confidence: 0.59932214

00:17:44.880 --> 00:17:46.315 you go out and you build it

NOTE Confidence: 0.59932214

00:17:46.315 --> 00:17:47.559 and then nobody comes to it.

NOTE Confidence: 0.59932214

00:17:47.560 --> 00:17:49.338 We wanted to make sure that we

NOTE Confidence: 0.59932214

00:17:49.338 --> 00:17:50.744 were engaging with key stakeholder

NOTE Confidence: 0.59932214

00:17:50.744 --> 00:17:52.514 groups that we knew we were

NOTE Confidence: 0.59932214

00:17:52.514 --> 00:17:54.273 building this for so that we could

NOTE Confidence: 0.59932214

00:17:54.273 --> 00:17:55.492 make sure that people would come.

NOTE Confidence: 0.59932214

00:17:55.492 --> 00:17:56.680 If you, if you build it,

NOTE Confidence: 0.59932214

00:17:56.680 --> 00:17:57.880 they will come type of vibes.

NOTE Confidence: 0.59932214

00:17:57.880 --> 00:18:00.280 So within the psychology internship program,

NOTE Confidence: 0.59932214

00:18:00.280 --> 00:18:03.076 we liaised with the DEI committee.

NOTE Confidence: 0.59932214

00:18:03.080 --> 00:18:04.745 We had many conversations with

NOTE Confidence: 0.59932214

00:18:04.745 --> 00:18:06.077 the Executive training committee,

NOTE Confidence: 0.59932214

00:18:06.080 --> 00:18:07.610 which is the governance body

NOTE Confidence: 0.59932214

00:18:07.610 --> 00:18:08.834 of of the internship.

NOTE Confidence: 0.59932214

00:18:08.840 --> 00:18:11.600 We had conversations with our internship

NOTE Confidence: 0.59932214

00:18:11.600 --> 00:18:13.824 core faculty did presentations on

NOTE Confidence: 0.59932214

00:18:13.824 --> 00:18:16.036 those data that you yourself just saw

NOTE Confidence: 0.59932214

00:18:16.036 --> 00:18:18.255 and really sought to get people's

NOTE Confidence: 0.59932214

00:18:18.255 --> 00:18:20.150 feedback about what what kinds

NOTE Confidence: 0.59932214

00:18:20.221 --> 00:18:22.309 of things would be highest yield.

NOTE Confidence: 0.59932214

00:18:22.310 --> 00:18:23.970 We also had consultation within

NOTE Confidence: 0.59932214

00:18:23.970 --> 00:18:25.630 the residency and the department.

NOTE Confidence: 0.59932214

00:18:25.630 --> 00:18:28.774 So had some really I think impactful

NOTE Confidence: 0.59932214

00:18:28.774 --> 00:18:30.694 conversations with the long term

NOTE Confidence: 0.59932214

00:18:30.694 --> 00:18:32.973 care clinic residents or or long

NOTE Confidence: 0.59932214

00:18:32.973 --> 00:18:34.345 term care clinic leadership,

NOTE Confidence: 0.59932214

00:18:34.350 --> 00:18:36.982 the psychiatry residency leadership,

NOTE Confidence: 0.59932214

00:18:36.982 --> 00:18:39.000 which we're really I think fruitful.

NOTE Confidence: 0.59932214

00:18:39.000 --> 00:18:40.880 Those discussions happened at the

NOTE Confidence: 0.59932214

00:18:40.880 --> 00:18:42.760 very beginning of our efforts

NOTE Confidence: 0.59932214

00:18:42.760 --> 00:18:45.060 and also our education faculty

NOTE Confidence: 0.59932214

00:18:45.060 --> 00:18:46.440 and clinical subcommittee,

NOTE Confidence: 0.59932214

00:18:46.440 --> 00:18:48.624 Co chairs of the ARTF were also

NOTE Confidence: 0.59932214

00:18:48.624 --> 00:18:50.770 invited to be participant observers

NOTE Confidence: 0.59932214

00:18:50.770 --> 00:18:53.600 to the curriculum materials online,

NOTE Confidence: 0.59932214

00:18:53.600 --> 00:18:54.986 provide feedback and to really think

NOTE Confidence: 0.59932214

00:18:54.986 --> 00:18:56.197 about whether there were synergies

NOTE Confidence: 0.59932214

00:18:56.197 --> 00:18:57.673 with the work that was happening

NOTE Confidence: 0.59932214

00:18:57.673 --> 00:18:58.880 or the recommendations that would

NOTE Confidence: 0.59932214

00:18:58.880 --> 00:19:00.158 be coming out of those committees.

NOTE Confidence: 0.59932214

00:19:00.160 --> 00:19:02.449 So we really tried to think broadly.

NOTE Confidence: 0.59932214

00:19:02.450 --> 00:19:03.871 I'm going to show you now there's

NOTE Confidence: 0.59932214

00:19:03.871 --> 00:19:04.890 there's no sound for this.

NOTE Confidence: 0.59932214

00:19:04.890 --> 00:19:06.367 I'm just going to narrate over it.

NOTE Confidence: 0.59932214

00:19:06.370 --> 00:19:08.218 But one of my biggest pieces is

NOTE Confidence: 0.59932214

00:19:08.218 --> 00:19:09.200 to really get, hi,

NOTE Confidence: 0.59932214

00:19:09.200 --> 00:19:10.340 I'm Becca Miller and I'm the

NOTE Confidence: 0.59932214

00:19:10.340 --> 00:19:11.569 Co chair of the Diversity,

NOTE Confidence: 0.59932214

00:19:11.570 --> 00:19:12.702 Equity and Inclusion Committee.

NOTE Confidence: 0.59932214

00:19:12.702 --> 00:19:15.059 And I'm so excited to offer you this

NOTE Confidence: 0.59932214

00:19:15.059 --> 00:19:16.569 curriculum that we've put together.

NOTE Confidence: 0.59932214

00:19:16.570 --> 00:19:18.035 This curriculum is really built

NOTE Confidence: 0.59932214

00:19:18.035 --> 00:19:19.500 on the work and accomplishments

NOTE Confidence: 0.59932214

00:19:19.552 --> 00:19:20.528 of the DEI committee,

NOTE Confidence: 0.59932214

00:19:20.530 --> 00:19:22.440 which was not just rely

NOTE Confidence: 0.59932214

00:19:22.440 --> 00:19:23.968 on information in emails,

NOTE Confidence: 0.59932214

00:19:23.970 --> 00:19:26.562 not just rely on information in

NOTE Confidence: 0.59932214

00:19:26.562 --> 00:19:28.290 bulletins or journal articles,

NOTE Confidence: 0.59932214

00:19:28.290 --> 00:19:30.420 but to really think about how

NOTE Confidence: 0.59932214

00:19:30.420 --> 00:19:31.485 we're actually recruiting.

NOTE Confidence: 0.59932214

00:19:31.490 --> 00:19:32.850 And so this was one of our strategies.

NOTE Confidence: 0.59932214

00:19:32.850 --> 00:19:35.382 We had a professionally developed video

NOTE Confidence: 0.59932214

00:19:35.382 --> 00:19:38.209 by Doctor Cindy Christo and Doctor Jack.

NOTE Confidence: 0.59932214

00:19:38.210 --> 00:19:39.895 Some of the accomplishments of

NOTE Confidence: 0.59932214

00:19:39.895 --> 00:19:41.580 the committee include things like

NOTE Confidence: 0.59932214

00:19:41.635 --> 00:19:43.345 bringing more DEI focused Grand

NOTE Confidence: 0.59932214

00:19:43.345 --> 00:19:45.055 Round speakers to the department,

NOTE Confidence: 0.59932214

00:19:45.060 --> 00:19:47.075 offering opportunities for supervisors of

NOTE Confidence: 0.59932214

00:19:47.075 --> 00:19:49.659 color to connect with trainees of color.

NOTE Confidence: 0.59932214

00:19:49.660 --> 00:19:52.516 Looking at what DEI offerings are in

NOTE Confidence: 0.59932214

00:19:52.516 --> 00:19:54.652 our seminars, in our clinical work,

NOTE Confidence: 0.59932214

00:19:54.652 --> 00:19:56.620 in our supervision and really making

NOTE Confidence: 0.59932214

00:19:56.679 --> 00:19:58.772 sure that we're meeting the needs of

NOTE Confidence: 0.59932214

00:19:58.772 --> 00:20:00.970 our trainees and training the best

NOTE Confidence: 0.59932214

00:20:00.970 --> 00:20:02.618 next generation of psychologists,

NOTE Confidence: 0.59932214

00:20:02.620 --> 00:20:04.975 the Diversity Equity and Inclusion

NOTE Confidence: 0.59932214

00:20:04.975 --> 00:20:06.388 Committee really began.

NOTE Confidence: 0.59932214

00:20:06.390 --> 00:20:08.310 OK, so you've already seen enough of me,

NOTE Confidence: 0.59932214

00:20:08.310 --> 00:20:10.110 but there's a teaser there.

NOTE Confidence: 0.59932214

00:20:10.110 --> 00:20:11.706 If you're interested to see this

NOTE Confidence: 0.59932214

00:20:11.706 --> 00:20:12.504 longer fuller video,

NOTE Confidence: 0.59932214

00:20:12.510 --> 00:20:14.029 please do get in touch with me,

NOTE Confidence: 0.59932214

00:20:14.030 --> 00:20:14.163 I'll,

NOTE Confidence: 0.59932214

00:20:14.163 --> 00:20:15.227 I'll let you know what that looks like.

NOTE Confidence: 0.59932214

00:20:15.230 --> 00:20:16.838 But that's that's a theme that

NOTE Confidence: 0.59932214

00:20:16.838 --> 00:20:18.453 you'll see throughout as we really

NOTE Confidence: 0.59932214

00:20:18.453 --> 00:20:20.759 tried to think about how do we,

NOTE Confidence: 0.59932214

00:20:20.759 --> 00:20:23.860 how do we engage our stakeholders differently

NOTE Confidence: 0.40384814

00:20:23.939 --> 00:20:26.550 to the some of the usual methods.

NOTE Confidence: 0.40384814

00:20:26.550 --> 00:20:28.430 All right, So what were the core design

NOTE Confidence: 0.40384814

00:20:28.430 --> 00:20:29.910 principles for the curriculum itself?

NOTE Confidence: 0.40384814

00:20:29.910 --> 00:20:30.586 And I promise you,

NOTE Confidence: 0.40384814

00:20:30.586 --> 00:20:32.190 I'm going to tell you about the curriculum,

NOTE Confidence: 0.40384814

00:20:32.190 --> 00:20:33.990 but really want to share with you the,

NOTE Confidence: 0.40384814

00:20:33.990 --> 00:20:35.598 the complexity of the thinking that

NOTE Confidence: 0.40384814

00:20:35.598 --> 00:20:37.310 went behind what you're going to see.

NOTE Confidence: 0.40384814

00:20:37.310 --> 00:20:39.206 We wanted to make sure that

NOTE Confidence: 0.40384814

00:20:39.206 --> 00:20:40.470 the learning was planful,

NOTE Confidence: 0.40384814

00:20:40.470 --> 00:20:42.006 sequenced, graded in complexity.

NOTE Confidence: 0.40384814

00:20:42.006 --> 00:20:43.926 So really thinking about evidence

NOTE Confidence: 0.40384814

00:20:43.926 --> 00:20:45.590 based approaches to teaching,

NOTE Confidence: 0.40384814

00:20:45.590 --> 00:20:48.146 we had expected competencies and learning

NOTE Confidence: 0.40384814

00:20:48.146 --> 00:20:50.333 objectives that were clearly clearly

NOTE Confidence: 0.40384814

00:20:50.333 --> 00:20:52.835 defined and assessed at multiple points.

NOTE Confidence: 0.40384814

00:20:52.840 --> 00:20:55.112 We wanted faculty to play an active role

NOTE Confidence: 0.40384814

00:20:55.112 --> 00:20:57.395 in self reflection and assessment so

NOTE Confidence: 0.40384814

00:20:57.395 --> 00:20:59.879 that they could identify their strengths,

NOTE Confidence: 0.40384814

00:20:59.880 --> 00:21:01.272 their personal learning needs

NOTE Confidence: 0.40384814

00:21:01.272 --> 00:21:03.360 and objectives and allow some of

NOTE Confidence: 0.40384814

00:21:03.419 --> 00:21:05.159 this work to be learner driven.

NOTE Confidence: 0.40384814

00:21:05.160 --> 00:21:07.631 We also wanted to reduce the burden

NOTE Confidence: 0.40384814

00:21:07.631 --> 00:21:09.516 on our internal subject matter

NOTE Confidence: 0.40384814

00:21:09.516 --> 00:21:11.760 experts who are often called upon

NOTE Confidence: 0.40384814

00:21:11.760 --> 00:21:14.038 to do this work repeatedly.

NOTE Confidence: 0.40384814

00:21:14.040 --> 00:21:15.769 But we also knew that that was

NOTE Confidence: 0.40384814

00:21:15.769 --> 00:21:17.735 important for us to bring in external

NOTE Confidence: 0.40384814

00:21:17.735 --> 00:21:19.195 people to reduce that burden,

NOTE Confidence: 0.40384814

00:21:19.200 --> 00:21:22.080 but also to facilitate some of the honest,

NOTE Confidence: 0.40384814

00:21:22.080 --> 00:21:24.260 difficult and I think ultimately

NOTE Confidence: 0.40384814

00:21:24.260 --> 00:21:25.568 transformative discussions that

NOTE Confidence: 0.40384814

00:21:25.568 --> 00:21:28.119 would be so key to having this work.

NOTE Confidence: 0.40384814

00:21:28.120 --> 00:21:29.464 We also wanted people to be able

NOTE Confidence: 0.40384814

00:21:29.464 --> 00:21:30.520 to learn in community.

NOTE Confidence: 0.40384814

00:21:30.520 --> 00:21:32.224 So if we're asking people to

NOTE Confidence: 0.40384814

00:21:32.224 --> 00:21:33.360 learn something about themselves,

NOTE Confidence: 0.40384814

00:21:33.360 --> 00:21:34.980 part of that immersive experience is

NOTE Confidence: 0.40384814

00:21:34.980 --> 00:21:36.839 being within and among your colleagues.

NOTE Confidence: 0.40384814

00:21:36.840 --> 00:21:38.456 And so we wanted to make sure that

NOTE Confidence: 0.40384814

00:21:38.456 --> 00:21:39.584 there was immersive discussion

NOTE Confidence: 0.40384814

00:21:39.584 --> 00:21:41.264 and engagement with faculty peers

NOTE Confidence: 0.40384814

00:21:41.264 --> 00:21:43.054 moving beyond that content knowledge

NOTE Confidence: 0.40384814

00:21:43.054 --> 00:21:44.158 to personal knowledge.

NOTE Confidence: 0.40384814

00:21:44.160 --> 00:21:45.560 And then practicality was something

NOTE Confidence: 0.40384814

00:21:45.560 --> 00:21:46.680 that we consider deeply,

NOTE Confidence: 0.40384814

00:21:46.680 --> 00:21:47.955 and it's certainly not something

NOTE Confidence: 0.40384814

00:21:47.955 --> 00:21:49.896 that we have solved for entirely,

NOTE Confidence: 0.40384814

00:21:49.896 --> 00:21:52.248 But we wanted to be thoughtful

NOTE Confidence: 0.40384814

00:21:52.248 --> 00:21:53.208 about time commitment.

NOTE Confidence: 0.40384814

00:21:53.208 --> 00:21:55.196 We wanted to be thoughtful about flexibility,

NOTE Confidence: 0.40384814

00:21:55.200 --> 00:21:57.332 so synchronous and asynchronous

NOTE Confidence: 0.40384814

00:21:57.332 --> 00:21:58.398 learning opportunities.

NOTE Confidence: 0.40384814

00:21:58.400 --> 00:22:00.276 And then we also thought about incentives,

NOTE Confidence: 0.40384814

00:22:00.280 --> 00:22:02.004 so continuing education credits,

NOTE Confidence: 0.40384814

00:22:02.004 --> 00:22:04.159 branded items and books research

NOTE Confidence: 0.40384814

00:22:04.159 --> 00:22:06.598 and professional development funds.

NOTE Confidence: 0.40384814

00:22:06.600 --> 00:22:09.420 I I actually eliminated our quarterly

NOTE Confidence: 0.40384814

00:22:09.420 --> 00:22:11.770 core training faculty meeting in

NOTE Confidence: 0.40384814

00:22:11.770 --> 00:22:13.755 lieu of having these trainings.

NOTE Confidence: 0.40384814

00:22:13.760 --> 00:22:15.830 So really trying to be thoughtful

NOTE Confidence: 0.40384814

00:22:15.830 --> 00:22:16.520 around that.

NOTE Confidence: 0.40384814

00:22:16.520 --> 00:22:20.664 We started this out on an incredibly,

NOTE Confidence: 0.40384814

00:22:20.670 --> 00:22:22.410 an incredibly small budget and we're

NOTE Confidence: 0.40384814

00:22:22.410 --> 00:22:24.445 so grateful to have been sponsored

NOTE Confidence: 0.40384814

00:22:24.445 --> 00:22:26.490 originally by the American Psychological

NOTE Confidence: 0.40384814

00:22:26.490 --> 00:22:28.709 Association and matched by the department.

NOTE Confidence: 0.40384814

00:22:28.710 --> 00:22:30.270 But when I say very small C grant,

NOTE Confidence: 0.40384814

00:22:30.270 --> 00:22:31.014 I mean $7000.

NOTE Confidence: 0.40384814

00:22:31.014 --> 00:22:32.750 That is how we started this program

NOTE Confidence: 0.40384814

00:22:32.803 --> 00:22:34.231 that you're going to see before

NOTE Confidence: 0.40384814

00:22:34.231 --> 00:22:36.171 you and we have really grown and

NOTE Confidence: 0.40384814

00:22:36.171 --> 00:22:37.588 developed this much, much further.

NOTE Confidence: 0.40384814

00:22:37.588 --> 00:22:40.029 But this is what we were able to get done.

NOTE Confidence: 0.40384814

00:22:40.030 --> 00:22:41.948 We also were able to secure some

NOTE Confidence: 0.40384814

00:22:41.948 --> 00:22:43.438 additional small funds from the

NOTE Confidence: 0.40384814

00:22:43.438 --> 00:22:45.087 teaching and Learning Center and

NOTE Confidence: 0.40384814

00:22:45.087 --> 00:22:47.172 then we collaborated with Dean

NOTE Confidence: 0.40384814

00:22:47.172 --> 00:22:49.740 Lattimore within the office of DVI.

NOTE Confidence: 0.40384814

00:22:49.740 --> 00:22:52.179 So the pilot curriculum is what you see here.

NOTE Confidence: 0.40384814

00:22:52.180 --> 00:22:54.749 It had four core content domains each

NOTE Confidence: 0.40384814

00:22:54.749 --> 00:22:56.940 drawing on three major elements.

NOTE Confidence: 0.40384814

00:22:56.940 --> 00:22:59.856 So the first were core workshops,

NOTE Confidence: 0.40384814

00:22:59.860 --> 00:23:01.722 the second was Co small Co learning

NOTE Confidence: 0.40384814

00:23:01.722 --> 00:23:04.020 groups and the third were self-paced

NOTE Confidence: 0.40384814

00:23:04.020 --> 00:23:04.980 supplemental offerings.

NOTE Confidence: 0.40384814

00:23:04.980 --> 00:23:06.779 So the content domains that you see

NOTE Confidence: 0.40384814

00:23:06.779 --> 00:23:08.657 there are really aligned with this

NOTE Confidence: 0.40384814

00:23:08.657 --> 00:23:10.417 idea of getting foundational knowledge,

NOTE Confidence: 0.5179958

00:23:10.420 --> 00:23:11.400 skills integration.

NOTE Confidence: 0.5179958

00:23:11.400 --> 00:23:14.340 And then the final two domains

NOTE Confidence: 0.5179958

00:23:14.340 --> 00:23:17.098 really try to amplify 2 specific

NOTE Confidence: 0.5179958

00:23:17.100 --> 00:23:18.860 areas of content knowledge,

NOTE Confidence: 0.5179958

00:23:18.860 --> 00:23:20.180 so intersectionality and

NOTE Confidence: 0.5179958

00:23:20.180 --> 00:23:21.060 structural competence.

NOTE Confidence: 0.5179958

00:23:21.060 --> 00:23:22.615 So the program was designed

NOTE Confidence: 0.5179958

00:23:22.615 --> 00:23:23.859 to be highly interactive.

NOTE Confidence: 0.5179958

00:23:23.860 --> 00:23:27.252 There were two to our live virtual

NOTE Confidence: 0.5179958

00:23:27.252 --> 00:23:29.160 workshops that were delivered by external

NOTE Confidence: 0.5179958

00:23:29.220 --> 00:23:30.942 subject matter experts who we reached

NOTE Confidence: 0.5179958

00:23:30.942 --> 00:23:33.140 out to people all across the country,

NOTE Confidence: 0.5179958

00:23:33.140 --> 00:23:35.912 met with every single one of

NOTE Confidence: 0.5179958

00:23:35.912 --> 00:23:37.298 those people individually.

NOTE Confidence: 0.5179958

00:23:37.300 --> 00:23:40.196 There was, there was perhaps over 20 or

NOTE Confidence: 0.5179958

00:23:40.196 --> 00:23:42.657 25 different contacts that were made.

NOTE Confidence: 0.5179958

00:23:42.660 --> 00:23:44.124 We wanted to make sure that

NOTE Confidence: 0.5179958

00:23:44.124 --> 00:23:44.856 structurally the curriculum

NOTE Confidence: 0.5179958

00:23:44.856 --> 00:23:46.180 was delivered at a good pace.

NOTE Confidence: 0.5179958

00:23:46.180 --> 00:23:48.280 So the intention was to have it

NOTE Confidence: 0.5179958

00:23:48.280 --> 00:23:50.427 go over about six months with

NOTE Confidence: 0.5179958

00:23:50.427 --> 00:23:52.785 those core seminars or those core

NOTE Confidence: 0.5179958

00:23:52.785 --> 00:23:54.849 workshops about every other month.

NOTE Confidence: 0.5179958

00:23:54.850 --> 00:23:56.674 And participants received

NOTE Confidence: 0.5179958

00:23:56.674 --> 00:23:57.890 electronic reminders.

NOTE Confidence: 0.5179958

00:23:57.890 --> 00:24:00.770 They had the ability to log into Canvas,

NOTE Confidence: 0.5179958

00:24:00.770 --> 00:24:02.135 which was the learning tool that we

NOTE Confidence: 0.5179958

00:24:02.135 --> 00:24:03.986 used to make sure that they had access

NOTE Confidence: 0.5179958

00:24:03.986 --> 00:24:05.206 to all the supplemental materials.

NOTE Confidence: 0.5179958

00:24:05.210 --> 00:24:07.720 And I'll show you that here in just a second.

NOTE Confidence: 0.5179958

00:24:07.720 --> 00:24:08.950 We had small Co learning groups

NOTE Confidence: 0.5179958

00:24:08.950 --> 00:24:10.280 because as I said at the top,

NOTE Confidence: 0.5179958

00:24:10.280 --> 00:24:11.636 we wanted to make sure that

NOTE Confidence: 0.5179958

00:24:11.636 --> 00:24:12.991 there was peer community and

NOTE Confidence: 0.5179958

00:24:12.991 --> 00:24:14.200 immersive discussion opportunity.

NOTE Confidence: 0.5179958

00:24:14.200 --> 00:24:14.976 So as we had,

NOTE Confidence: 0.5179958

00:24:14.976 --> 00:24:16.569 you know a large group of people

NOTE Confidence: 0.5179958

00:24:16.569 --> 00:24:18.439 coming together for content knowledge,

NOTE Confidence: 0.5179958

00:24:18.440 --> 00:24:20.215 we wanted people to have

NOTE Confidence: 0.5179958

00:24:20.215 --> 00:24:21.280 that process opportunity.

NOTE Confidence: 0.5179958

00:24:21.280 --> 00:24:22.778 But we made these optional just because

NOTE Confidence: 0.5179958

00:24:22.778 --> 00:24:24.331 we were trying to really get a good

NOTE Confidence: 0.5179958

00:24:24.331 --> 00:24:25.758 sense of what was going to work well.

NOTE Confidence: 0.5179958

00:24:25.760 --> 00:24:27.680 But we did design A workbook

NOTE Confidence: 0.5179958

00:24:27.680 --> 00:24:29.413 to really guide people through

NOTE Confidence: 0.5179958

00:24:29.413 --> 00:24:31.348 some of those initial stages,

NOTE Confidence: 0.5179958

00:24:31.350 --> 00:24:32.646 with recommendations about how

NOTE Confidence: 0.5179958

00:24:32.646 --> 00:24:34.266 they could form their groups,

NOTE Confidence: 0.5179958

00:24:34.270 --> 00:24:36.430 recommended materials for them to read,

NOTE Confidence: 0.5179958

00:24:36.430 --> 00:24:38.225 and then certainly guidance about

NOTE Confidence: 0.5179958

00:24:38.225 --> 00:24:40.020 different questions or prompts that

NOTE Confidence: 0.5179958

00:24:40.075 --> 00:24:41.944 they might talk to each other about.

NOTE Confidence: 0.5179958

00:24:41.950 --> 00:24:43.990 But we didn't. We didn't sort of prescribe.

NOTE Confidence: 0.5179958

00:24:43.990 --> 00:24:47.364 This is what you'll what you'll do.

NOTE Confidence: 0.5179958

00:24:47.370 --> 00:24:49.127 This is don't break out a microscope.

NOTE Confidence: 0.5179958

00:24:49.130 --> 00:24:50.780 This is a glamour shot of

NOTE Confidence: 0.5179958

00:24:50.780 --> 00:24:51.605 our learning objectives.

NOTE Confidence: 0.5179958

00:24:51.610 --> 00:24:52.768 You're not intended to read these.

NOTE Confidence: 0.5179958

00:24:52.770 --> 00:24:54.093 I just want you to know that

NOTE Confidence: 0.5179958

00:24:54.093 --> 00:24:55.541 they are exist and that they're

NOTE Confidence: 0.5179958

00:24:55.541 --> 00:24:56.649 anchored in the literature.

NOTE Confidence: 0.5179958

00:24:56.650 --> 00:24:58.408 Here's zooming out on 2 examples

NOTE Confidence: 0.5179958

00:24:58.408 --> 00:25:00.016 of the learning objectives from

NOTE Confidence: 0.5179958

00:25:00.016 --> 00:25:01.528 the practical application domain.

NOTE Confidence: 0.5179958

00:25:01.530 --> 00:25:02.292 So skills,

NOTE Confidence: 0.5179958

00:25:02.292 --> 00:25:02.673 integration.

NOTE Confidence: 0.5179958

00:25:02.673 --> 00:25:04.959 Can you identify 3 strategies to

NOTE Confidence: 0.5179958

00:25:04.959 --> 00:25:06.975 manage the challenges and anxieties

NOTE Confidence: 0.5179958

00:25:06.975 --> 00:25:08.940 related to discussing race and

NOTE Confidence: 0.5179958

00:25:08.940 --> 00:25:10.969 forms of racism and supervision?

NOTE Confidence: 0.5179958

00:25:10.970 --> 00:25:12.922 So that would be an example of one

NOTE Confidence: 0.5179958

00:25:12.922 --> 00:25:14.494 of those concrete learning objectives

NOTE Confidence: 0.5179958

00:25:14.494 --> 00:25:17.280 that we had for faculty in that pilot.

NOTE Confidence: 0.5179958

00:25:17.280 --> 00:25:19.220 A couple glamour shots of

NOTE Confidence: 0.5179958

00:25:19.220 --> 00:25:21.160 the workbook for the pilot,

NOTE Confidence: 0.5179958

00:25:21.160 --> 00:25:22.198 just to really show you here.

NOTE Confidence: 0.5179958

00:25:22.200 --> 00:25:23.874 You're not intended to be able to read this,

NOTE Confidence: 0.5179958

00:25:23.880 --> 00:25:26.688 but this is our really original

NOTE Confidence: 0.5179958

00:25:26.688 --> 00:25:28.558 workbook and as you can see here,

NOTE Confidence: 0.5179958

00:25:28.560 --> 00:25:30.160 this was largely learner driven,

NOTE Confidence: 0.5179958

00:25:30.160 --> 00:25:31.960 so there were open-ended questions.

NOTE Confidence: 0.5179958

00:25:31.960 --> 00:25:33.492 Participants were really intended

NOTE Confidence: 0.5179958

00:25:33.492 --> 00:25:35.790 to guide their own learning with

NOTE Confidence: 0.5179958

00:25:35.856 --> 00:25:37.436 recommendations about prompts and

NOTE Confidence: 0.5179958

00:25:37.436 --> 00:25:40.160 different book chapters from us to read.

NOTE Confidence: 0.5179958

00:25:40.160 --> 00:25:41.840 So what you're going to see here now

NOTE Confidence: 0.5179958

00:25:41.840 --> 00:25:43.952 is a sneak peek of the Canvas website

NOTE Confidence: 0.5179958

00:25:43.952 --> 00:25:45.431 that was designed in collaboration

NOTE Confidence: 0.5179958

00:25:45.431 --> 00:25:47.435 with the digital education team at

NOTE Confidence: 0.5179958

00:25:47.435 --> 00:25:49.352 the Teaching and Learning Centre.

NOTE Confidence: 0.5179958

00:25:49.352 --> 00:25:50.720 So we had

NOTE Confidence: 0.7832521

00:25:50.720 --> 00:25:52.444 our our our professionally

NOTE Confidence: 0.7832521

00:25:52.444 --> 00:25:54.599 developed video that was here.

NOTE Confidence: 0.7832521

00:25:54.600 --> 00:25:56.418 Faculty were also given a special

NOTE Confidence: 0.7832521

00:25:56.418 --> 00:25:58.677 video to walk them through how to

NOTE Confidence: 0.7832521

00:25:58.677 --> 00:26:00.317 use the Canvas paging website.

NOTE Confidence: 0.7832521

00:26:00.320 --> 00:26:01.928 They were able to see the

NOTE Confidence: 0.7832521

00:26:01.928 --> 00:26:03.000 full curriculum and schedule,

NOTE Confidence: 0.7832521

00:26:03.000 --> 00:26:05.016 but we also wanted them to know who

NOTE Confidence: 0.7832521

00:26:05.016 --> 00:26:06.743 the subject matter experts were that

NOTE Confidence: 0.7832521

00:26:06.743 --> 00:26:08.900 were coming into our space to talk to

NOTE Confidence: 0.7832521

00:26:08.900 --> 00:26:10.576 us and we wanted them to get a good

NOTE Confidence: 0.7832521

00:26:10.576 --> 00:26:12.622 sense of the caliber and level of

NOTE Confidence: 0.7832521

00:26:12.622 --> 00:26:13.918 national expertise and international

NOTE Confidence: 0.7832521

00:26:13.918 --> 00:26:15.466 expertise I would say that folks had.

NOTE Confidence: 0.7832521

00:26:15.466 --> 00:26:17.397 So you can see there that it was

NOTE Confidence: 0.7832521

00:26:17.397 --> 00:26:18.997 linking out to different websites,

NOTE Confidence: 0.7832521

00:26:19.000 --> 00:26:20.911 making sure that people had a good

NOTE Confidence: 0.7832521

00:26:20.911 --> 00:26:22.285 understanding of what the learning

NOTE Confidence: 0.7832521

00:26:22.285 --> 00:26:24.056 objectives were as well as a summary

NOTE Confidence: 0.7832521

00:26:24.056 --> 00:26:25.679 of each one of those sessions.

NOTE Confidence: 0.7832521

00:26:25.680 --> 00:26:27.184 There were also discussion

NOTE Confidence: 0.7832521

00:26:27.184 --> 00:26:29.064 boards that were available for

NOTE Confidence: 0.7832521

53

00:26:29.064 --> 00:26:30.917 people to use if they so chose.

NOTE Confidence: 0.7832521

00:26:30.920 --> 00:26:32.635 And you can see here again just

NOTE Confidence: 0.7832521

00:26:32.635 --> 00:26:34.709 where people are able to go in and

NOTE Confidence: 0.7832521

00:26:34.709 --> 00:26:35.989 access some of that supplemental

NOTE Confidence: 0.7832521

00:26:36.040 --> 00:26:37.576 content and what that might have

NOTE Confidence: 0.7832521

00:26:37.576 --> 00:26:39.800 looked like for a user in the pilot.

NOTE Confidence: 0.67329854

00:26:42.370 --> 00:26:44.240 We also had additional supplemental

NOTE Confidence: 0.67329854

00:26:44.240 --> 00:26:46.690 opportunities where we had an art tour,

NOTE Confidence: 0.67329854

00:26:46.690 --> 00:26:48.190 we had, there were video screenings

NOTE Confidence: 0.67329854

00:26:48.190 --> 00:26:49.500 that happened that were optional

NOTE Confidence: 0.67329854

00:26:49.500 --> 00:26:50.810 for folks to participate in.

NOTE Confidence: 0.67329854

00:26:50.810 --> 00:26:52.674 So you see here just a long running

NOTE Confidence: 0.67329854

00:26:52.674 --> 00:26:54.026 list of different materials

NOTE Confidence: 0.67329854

00:26:54.026 --> 00:26:55.686 made available to faculty.

NOTE Confidence: 0.8428971

00:26:59.810 --> 00:27:02.588 So enrollment we had about 44 folks

NOTE Confidence: 0.8428971

00:27:02.588 --> 00:27:04.420 enrolled and in the beginning as I said

NOTE Confidence: 0.8428971

00:27:04.469 --> 00:27:06.617 this was really targeted toward the

NOTE Confidence: 0.8428971

00:27:06.617 --> 00:27:08.049 psychology doctoral internship program.

NOTE Confidence: 0.8428971

00:27:08.050 --> 00:27:09.514 So the bulkhead of folks were

NOTE Confidence: 0.8428971

00:27:09.514 --> 00:27:10.490 coming from that program,

NOTE Confidence: 0.8428971

00:27:10.490 --> 00:27:12.583 but because we were really thinking about

NOTE Confidence: 0.8428971

00:27:12.583 --> 00:27:14.615 this as something that would that would

NOTE Confidence: 0.8428971

00:27:14.615 --> 00:27:16.690 scale up to the department more broadly.

NOTE Confidence: 0.8428971

00:27:16.690 --> 00:27:19.078 We were already having key conversations

NOTE Confidence: 0.8428971

00:27:19.078 --> 00:27:20.670 with the psychiatry residency

NOTE Confidence: 0.8428971

00:27:20.730 --> 00:27:22.665 leadership and together we identified

NOTE Confidence: 0.8428971

00:27:22.665 --> 00:27:25.453 a representative from each one of the

NOTE Confidence: 0.8428971

00:27:25.453 --> 00:27:27.446 clinical institutions to come and pilot

NOTE Confidence: 0.8428971

00:27:27.446 --> 00:27:29.728 the the program and give us their

NOTE Confidence: 0.8428971

00:27:29.728 --> 00:27:31.606 feedback back about the program and

NOTE Confidence: 0.8428971

00:27:31.606 --> 00:27:33.398 what perhaps if anything might need to

NOTE Confidence: 0.8428971

00:27:33.398 --> 00:27:35.072 be changed if we were to scale this up

NOTE Confidence: 0.8428971

00:27:35.126 --> 00:27:37.128 to the psychiatry residency faculty as well.

NOTE Confidence: 0.8428971

00:27:37.130 --> 00:27:38.690 We also had some really incredible

NOTE Confidence: 0.8428971

00:27:38.690 --> 00:27:40.490 participation from the long term care clinic.

NOTE Confidence: 0.8428971

00:27:40.490 --> 00:27:43.703 We actually came away with a wait list from

NOTE Confidence: 0.8428971

00:27:43.703 --> 00:27:46.808 the LTCC after we did that original pilot.

NOTE Confidence: 0.8428971

00:27:46.810 --> 00:27:48.749 You'll see here just some brief demographics

NOTE Confidence: 0.8428971

00:27:48.749 --> 00:27:50.899 that in large part the folks who came

NOTE Confidence: 0.8428971

00:27:50.899 --> 00:27:52.924 forward for the pilot reflect in many

NOTE Confidence: 0.8428971

00:27:52.924 --> 00:27:55.186 ways the composition of the department.

NOTE Confidence: 0.8428971

00:27:55.190 --> 00:27:57.142 We had a number of folks who were

NOTE Confidence: 0.8428971

00:27:57.142 --> 00:27:58.377 actually actively teaching within

NOTE Confidence: 0.8428971

00:27:58.377 --> 00:28:00.122 the psychology internship program and

NOTE Confidence: 0.8428971

00:28:00.122 --> 00:28:02.049 almost everyone who participated was

NOTE Confidence: 0.8428971

00:28:02.049 --> 00:28:03.705 engaging in individual supervision,

NOTE Confidence: 0.8428971

00:28:03.710 --> 00:28:07.020 at least of psychology or

NOTE Confidence: 0.8428971

00:28:07.020 --> 00:28:08.344 psychiatry trainees.

NOTE Confidence: 0.8428971

00:28:08.350 --> 00:28:11.059 So, but here is some workshop data.

NOTE Confidence: 0.8428971

00:28:11.060 --> 00:28:13.825 After each one of those live workshops

NOTE Confidence: 0.8428971

00:28:13.825 --> 00:28:16.540 we assessed to what extent did faculty

NOTE Confidence: 0.8428971

00:28:16.540 --> 00:28:18.255 find the workshop to be high quality,

NOTE Confidence: 0.8428971

00:28:18.260 --> 00:28:20.950 To what extent did they learn A lot,

NOTE Confidence: 0.8428971

00:28:20.950 --> 00:28:22.420 to what extent were they satisfied?

NOTE Confidence: 0.8428971

00:28:22.420 --> 00:28:24.510 And what you see here on a scale of one

NOTE Confidence: 0.8428971

00:28:24.567 --> 00:28:26.499 to five with five being the highest,

NOTE Confidence: 0.8428971

00:28:26.500 --> 00:28:28.670 is that overwhelmingly we had

NOTE Confidence: 0.8428971

00:28:28.670 --> 00:28:29.833 really positive feedback.

NOTE Confidence: 0.8428971

00:28:29.833 --> 00:28:31.884 And you'll have to remember that this

NOTE Confidence: 0.8428971

00:28:31.884 --> 00:28:34.168 was a voluntary group of people that

NOTE Confidence: 0.8428971

00:28:34.168 --> 00:28:36.398 were coming forward who said we want

NOTE Confidence: 0.8428971

00:28:36.398 --> 00:28:38.235 to learn about these issues and they

NOTE Confidence: 0.8428971

00:28:38.235 --> 00:28:39.740 were also saying like and we're finding

NOTE Confidence: 0.8428971

00:28:39.740 --> 00:28:41.418 them to be really high yield seminar.

NOTE Confidence: 0.8428971

00:28:41.420 --> 00:28:43.527 So you'll even see that the ratings

NOTE Confidence: 0.8428971

00:28:43.527 --> 00:28:44.940 increased throughout the sessions,

NOTE Confidence: 0.8428971

00:28:44.940 --> 00:28:46.490 particularly session 1:00 to 2:00

NOTE Confidence: 0.8428971

00:28:46.490 --> 00:28:48.426 because we were taking in feedback

NOTE Confidence: 0.8428971

00:28:48.426 --> 00:28:50.382 real time and making adjustments to

NOTE Confidence: 0.8428971

00:28:50.382 --> 00:28:52.260 those sessions as we went through.

NOTE Confidence: 0.8428971

00:28:52.260 --> 00:28:53.988 You will note that the attendance

NOTE Confidence: 0.8428971

00:28:53.988 --> 00:28:56.310 does start to a trip here and I'll

NOTE Confidence: 0.8428971

00:28:56.310 --> 00:28:58.294 talk a little bit about that when

NOTE Confidence: 0.8428971

00:28:58.294 --> 00:28:59.854 we get to a further slide.

NOTE Confidence: 0.8428971

00:28:59.860 --> 00:29:02.236 We did reassess some of those

NOTE Confidence: 0.8428971

00:29:02.236 --> 00:29:03.820 different domains of multicultural,

NOTE Confidence: 0.8428971

00:29:03.820 --> 00:29:04.820 supervisory behaviours.

NOTE Confidence: 0.8428971

00:29:04.820 --> 00:29:06.820 And what you'll find,

NOTE Confidence: 0.8428971

00:29:06.820 --> 00:29:09.178 what you'll see here is that we had really,

NOTE Confidence: 0.8428971

00:29:09.180 --> 00:29:12.580 really low response rates for

NOTE Confidence: 0.8428971

00:29:12.580 --> 00:29:14.574 our post program participants.

NOTE Confidence: 0.8428971

00:29:14.574 --> 00:29:17.110 So we had sixteen of our 44 folks

NOTE Confidence: 0.8428971

00:29:17.170 --> 00:29:18.900 actually fill out that survey.

NOTE Confidence: 0.8428971

00:29:18.900 --> 00:29:20.840 We also sent it out to a group of controls

NOTE Confidence: 0.8428971

00:29:20.893 --> 00:29:22.693 and we had only 11 people respond back.

NOTE Confidence: 0.8428971

00:29:22.700 --> 00:29:24.884 So we weren't able to do any

NOTE Confidence: 0.8428971

00:29:24.884 --> 00:29:26.540 statistical analysis or comparison.

NOTE Confidence: 0.8428971

00:29:26.540 --> 00:29:28.311 But what you will see here are

NOTE Confidence: 0.8428971

00:29:28.311 --> 00:29:30.058 mean scores and while they're not

NOTE Confidence: 0.8428971

00:29:30.060 --> 00:29:31.844 significantly different or they're

NOTE Confidence: 0.8428971

00:29:31.844 --> 00:29:34.099 not different in appearance from

NOTE Confidence: 0.8428971

00:29:34.099 --> 00:29:36.817 our our participants in the group,

NOTE Confidence: 0.8428971

00:29:36.820 --> 00:29:38.836 I'm going to show you some qualitative

NOTE Confidence: 0.8428971

00:29:38.836 --> 00:29:40.621 data that actually is discrepant from

NOTE Confidence: 0.8428971

00:29:40.621 --> 00:29:42.637 this and we'll just bookmark this here

NOTE Confidence: 0.828074300000001

00:29:42.693 --> 00:29:44.389 and know for the for grow two point

NOTE Confidence: 0.828074300000001

00:29:44.389 --> 00:29:45.936 O that we're going to try to have

NOTE Confidence: 0.828074300000001

00:29:45.936 --> 00:29:47.180 a much more robust evaluation,

NOTE Confidence: 0.828074300000001

00:29:47.180 --> 00:29:49.655 but I just wanted to show you that data.

NOTE Confidence: 0.828074300000001

00:29:49.660 --> 00:29:50.780 Here's where the really

NOTE Confidence: 0.828074300000001

00:29:50.780 --> 00:29:51.900 rich feedback came from,

NOTE Confidence: 0.828074300000001

00:29:51.900 --> 00:29:54.246 a lot of informal conversations but

NOTE Confidence: 0.828074300000001

00:29:54.246 --> 00:29:56.396 also formal assessment of supervisors

NOTE Confidence: 0.828074300000001

00:29:56.396 --> 00:29:57.860 perceptions and experiences.

NOTE Confidence: 0.828074300000001

00:29:57.860 --> 00:30:00.998 So the qualitative feedback really matched

NOTE Confidence: 0.828074300000001

00:30:00.998 --> 00:30:04.940 those high ratings for the workshops overall.

NOTE Confidence: 0.828074300000001

00:30:04.940 --> 00:30:06.215 And the qualitative feedback about

NOTE Confidence: 0.828074300000001

00:30:06.215 --> 00:30:07.860 the program overall was very similar.

NOTE Confidence: 0.828074300000001

00:30:07.860 --> 00:30:09.652 So we were hearing things like this

00:30:09.652 --> 00:30:11.099 material was rich and relevant.

00:30:11.100 --> 00:30:12.945 The session helped to convey

00:30:12.945 --> 00:30:14.790 confidence about the ability of

00:30:14.853 --> 00:30:17.003 supervisors to address these issues

00:30:17.003 --> 00:30:18.723 as they impact supervision.

00:30:18.730 --> 00:30:20.398 There was a positive theme and

00:30:20.398 --> 00:30:21.832 report of people being able

00:30:21.832 --> 00:30:23.404 to really engage in role play,

00:30:23.410 --> 00:30:25.786 so I felt like I was building actual

00:30:25.786 --> 00:30:27.968 skills and applying those concepts.

00:30:27.970 --> 00:30:30.245 Super supervise or presenters I should say,

00:30:30.250 --> 00:30:32.635 normalized the challenges that supervisors

00:30:32.635 --> 00:30:35.610 have while addressing race and culture.

00:30:35.610 --> 00:30:37.398 So really overwhelmingly positive

00:30:37.398 --> 00:30:39.633 feedback that we were getting

00:30:39.633 --> 00:30:41.790 from a qualitative standpoint.

NOTE Confidence: 0.828074300000001

00:30:41.790 --> 00:30:43.869 So what did we learn from this

NOTE Confidence: 0.828074300000001

00:30:43.869 --> 00:30:45.628 specific pilot, really taking stock,

NOTE Confidence: 0.828074300000001

00:30:45.628 --> 00:30:46.786 the workshop attrition.

NOTE Confidence: 0.828074300000001

00:30:46.790 --> 00:30:48.986 This is a real world implementation.

NOTE Confidence: 0.828074300000001

00:30:48.990 --> 00:30:51.290 We had clinical leaders with

NOTE Confidence: 0.828074300000001

00:30:51.290 --> 00:30:53.590 robust demands for their time.

NOTE Confidence: 0.828074300000001

00:30:53.590 --> 00:30:56.190 There were also our second set of sessions

NOTE Confidence: 0.828074300000001

00:30:56.190 --> 00:30:58.347 also happened during the Omicron surge.

NOTE Confidence: 0.828074300000001

00:30:58.350 --> 00:31:00.468 And so we had significant provider

NOTE Confidence: 0.828074300000001

00:31:00.468 --> 00:31:02.591 shortages as well as COVID absences.

NOTE Confidence: 0.828074300000001

00:31:02.591 --> 00:31:04.838 And then the meeting cadence didn't actually

NOTE Confidence: 0.828074300000001

00:31:04.838 --> 00:31:06.830 reflect what we had originally intended.

NOTE Confidence: 0.828074300000001

00:31:06.830 --> 00:31:09.053 It was about 8 months in total as opposed

NOTE Confidence: 0.828074300000001

00:31:09.053 --> 00:31:11.543 to those six months that we had aimed for.

NOTE Confidence: 0.828074300000001

00:31:11.550 --> 00:31:13.825 We heard some feedback about the formatting.

NOTE Confidence: 0.828074300000001

00:31:13.830 --> 00:31:15.338 Participants wanted more time

NOTE Confidence: 0.828074300000001

00:31:15.338 --> 00:31:17.223 with the subject matter experts.

NOTE Confidence: 0.828074300000001

00:31:17.230 --> 00:31:18.875 And I would have never thought that

NOTE Confidence: 0.828074300000001

00:31:18.875 --> 00:31:20.359 folks would say we actually want

NOTE Confidence: 0.828074300000001

00:31:20.359 --> 00:31:22.067 more time because as you just heard,

NOTE Confidence: 0.828074300000001

00:31:22.070 --> 00:31:23.150 like people were having a hard

NOTE Confidence: 0.828074300000001

00:31:23.150 --> 00:31:24.469 time making it to those sessions.

NOTE Confidence: 0.828074300000001

00:31:24.470 --> 00:31:26.346 But people were like, we need more,

NOTE Confidence: 0.828074300000001

00:31:26.350 --> 00:31:28.630 we need more from the subject matter experts.

NOTE Confidence: 0.828074300000001

00:31:28.630 --> 00:31:30.142 There were those logistical barriers that

NOTE Confidence: 0.828074300000001

00:31:30.142 --> 00:31:32.307 we did have the sessions at a fixed time.

NOTE Confidence: 0.828074300000001

00:31:32.310 --> 00:31:34.150 So people did raise that.

NOTE Confidence: 0.828074300000001

00:31:34.150 --> 00:31:35.614 And then we also had some

NOTE Confidence: 0.828074300000001

00:31:35.614 --> 00:31:36.590 feedback around the content.

NOTE Confidence: 0.828074300000001

00:31:36.590 --> 00:31:39.734 So we found that supervisors actually

NOTE Confidence: 0.828074300000001

00:31:39.734 --> 00:31:41.830 wanted like supervision fundamentals.

NOTE Confidence: 0.828074300000001

00:31:41.830 --> 00:31:43.312 How do we become a supervisor

NOTE Confidence: 0.828074300000001

00:31:43.312 --> 00:31:45.230 and how do we move away from,

NOTE Confidence: 0.828074300000001

00:31:45.230 --> 00:31:46.718 I'm just going to do what

NOTE Confidence: 0.828074300000001

00:31:46.718 --> 00:31:47.462 my really wonderful,

NOTE Confidence: 0.828074300000001

00:31:47.470 --> 00:31:49.216 amazing supervisors did and try to

NOTE Confidence: 0.828074300000001

00:31:49.216 --> 00:31:51.452 avoid what my not so great supervisors

NOTE Confidence: 0.828074300000001

00:31:51.452 --> 00:31:54.694 did to how do I engage in an evidence

NOTE Confidence: 0.828074300000001

00:31:54.694 --> 00:31:56.630 based practice of supervision.

NOTE Confidence: 0.828074300000001

00:31:56.630 --> 00:31:57.581 And then Amber,

NOTE Confidence: 0.828074300000001

00:31:57.581 --> 00:31:59.800 is there any way we can curate

NOTE Confidence: 0.828074300000001

00:31:59.871 --> 00:32:01.869 those supplemental materials?

NOTE Confidence: 0.828074300000001

00:32:01.870 --> 00:32:04.543 And so we, we had an answer to that.

NOTE Confidence: 0.828074300000001

00:32:04.550 --> 00:32:06.950 So I'm going to talk now about some

NOTE Confidence: 0.828074300000001

00:32:06.950 --> 00:32:09.382 of the GROW 2.0 efforts and GROW

NOTE Confidence: 0.828074300000001

00:32:09.382 --> 00:32:11.590 initiatives based on that original pilot.

NOTE Confidence: 0.828074300000001

00:32:11.590 --> 00:32:12.946 So I'll talk about the funding,

NOTE Confidence: 0.828074300000001

00:32:12.950 --> 00:32:14.150 I'll talk about collaborative

NOTE Confidence: 0.828074300000001

00:32:14.150 --> 00:32:15.950 partnerships and some of the expansion.

NOTE Confidence: 0.828074300000001

00:32:15.950 --> 00:32:17.784 So we were and y'all this metaphor

NOTE Confidence: 0.828074300000001

00:32:17.784 --> 00:32:19.658 really stretches. So we were growing.

NOTE Confidence: 0.828074300000001

00:32:19.658 --> 00:32:22.289 We wanted to really think about the

NOTE Confidence: 0.828074300000001

00:32:22.289 --> 00:32:24.449 opportunities within the psychiatry

NOTE Confidence: 0.828074300000001

00:32:24.449 --> 00:32:26.882 residency because those four folks

NOTE Confidence: 0.828074300000001

00:32:26.882 --> 00:32:28.934 that had participated in our pilot

NOTE Confidence: 0.828074300000001

00:32:28.934 --> 00:32:30.590 from each of the clinical institutions

NOTE Confidence: 0.5617805

00:32:30.638 --> 00:32:31.950 were like, yeah, I think that

NOTE Confidence: 0.5617805

00:32:31.950 --> 00:32:33.270 there's a lot of yield here.

NOTE Confidence: 0.5617805

00:32:33.270 --> 00:32:35.238 And in fact, there's not a lot changes

NOTE Confidence: 0.5617805

00:32:35.238 --> 00:32:37.429 that you need to make to have this be

NOTE Confidence: 0.5617805

00:32:37.429 --> 00:32:39.974 readily applicable to the faculty who are

NOTE Confidence: 0.5617805

00:32:39.974 --> 00:32:41.510 supervising our psychiatry residents.
NOTE Confidence: 0.5617805

00:32:41.510 --> 00:32:43.946 So we had several meetings with the
NOTE Confidence: 0.5617805

00:32:43.946 --> 00:32:45.279 interim psychiatry leadership to
NOTE Confidence: 0.5617805

00:32:45.279 --> 00:32:47.013 align on priorities and to really
NOTE Confidence: 0.5617805

00:32:47.013 --> 00:32:49.109 think about the recruitment strategy.
NOTE Confidence: 0.5617805

00:32:49.110 --> 00:32:51.231 We talked a lot with clinical institution
NOTE Confidence: 0.5617805

00:32:51.231 --> 00:32:53.474 leadership at Yale Health, at the VA,
NOTE Confidence: 0.5617805

00:32:53.474 --> 00:32:55.110 Yale New Haven Hospital, CMHC.
NOTE Confidence: 0.5617805

00:32:55.110 --> 00:32:57.910 We were able to be invited to
NOTE Confidence: 0.5617805

00:32:57.910 --> 00:32:59.510 attend faculty meetings.
NOTE Confidence: 0.5617805

00:32:59.510 --> 00:33:01.292 We were able to collaborate with
NOTE Confidence: 0.5617805

00:33:01.292 --> 00:33:02.817 especially at Yelding Haven Hospital
NOTE Confidence: 0.5617805

00:33:02.817 --> 00:33:04.826 at the time faculty who would want
NOTE Confidence: 0.5617805

00:33:04.826 --> 00:33:06.790 to participate and try to identify
NOTE Confidence: 0.5617805

00:33:06.790 --> 00:33:08.465 potential opportunities for release time.
NOTE Confidence: 0.5617805

00:33:08.470 --> 00:33:10.398 We re invited the long term care clinic

00:33:10.398 --> 00:33:12.171 because as I said before there was a

00:33:12.171 --> 00:33:13.870 wait list that we wanted to free up

00:33:13.870 --> 00:33:16.187 and again we made this available to

00:33:16.187 --> 00:33:17.670 the psychology internship faculty.

00:33:17.670 --> 00:33:19.350 We also started to go outside

00:33:19.350 --> 00:33:20.490 the department again, right?

00:33:20.490 --> 00:33:22.590 So we had consultation from the APE,

00:33:22.590 --> 00:33:25.406 American Psychological Association CEO,

00:33:25.406 --> 00:33:27.748 the their Chief Diversity Officer and who

00:33:27.748 --> 00:33:29.884 is now the Chief Diversity Officer and

00:33:29.884 --> 00:33:32.187 Chief of Psychology in the public interest.

00:33:32.190 --> 00:33:34.026 And then we also had consultation

00:33:34.026 --> 00:33:35.574 with subject matter experts who

00:33:35.574 --> 00:33:37.436 had taught some of our workshops to

00:33:37.436 --> 00:33:39.029 really refine the content further.

00:33:39.030 --> 00:33:42.118 We also started to have a number of

NOTE Confidence: 0.5617805

00:33:42.118 --> 00:33:43.390 collaborative partnerships emerge.

NOTE Confidence: 0.5617805

00:33:43.390 --> 00:33:45.135 So our collaborative partnerships with

NOTE Confidence: 0.5617805

00:33:45.135 --> 00:33:47.430 the Teaching and Learning Centre continued,

NOTE Confidence: 0.5617805

00:33:47.430 --> 00:33:50.078 have really great conversations

NOTE Confidence: 0.5617805

00:33:50.080 --> 00:33:51.142 with Janet Heffler,

NOTE Confidence: 0.5617805

00:33:51.142 --> 00:33:53.620 with John and Candela about early outcomes

NOTE Confidence: 0.5617805

00:33:53.680 --> 00:33:56.080 and about refining our two point O design.

NOTE Confidence: 0.5617805

00:33:56.080 --> 00:33:57.592 We got in touch with the Gilder

NOTE Confidence: 0.5617805

00:33:57.592 --> 00:33:59.504 Lehrman Center for the Study of Slavery

NOTE Confidence: 0.5617805

00:33:59.504 --> 00:34:00.716 Resistance and Abolition Abolition,

NOTE Confidence: 0.5617805

00:34:00.720 --> 00:34:02.477 which I'll talk about in an upcoming

NOTE Confidence: 0.5617805

00:34:02.477 --> 00:34:03.816 slide because we realized history

NOTE Confidence: 0.5617805

00:34:03.816 --> 00:34:05.699 was a domain that was really missing

NOTE Confidence: 0.5617805

00:34:05.699 --> 00:34:07.712 and that came out of some of our

NOTE Confidence: 0.5617805

00:34:07.712 --> 00:34:09.122 conversations with the APAC suite.

NOTE Confidence: 0.5617805

00:34:09.122 --> 00:34:11.168 And then we really continue to

NOTE Confidence: 0.5617805

00:34:11.168 --> 00:34:13.607 engage with the office of DEI within

NOTE Confidence: 0.5617805

00:34:13.607 --> 00:34:14.955 the School of Medicine.

NOTE Confidence: 0.5617805

00:34:14.960 --> 00:34:18.089 We also had our first national partnership

NOTE Confidence: 0.5617805

00:34:18.089 --> 00:34:20.200 with the Northwestern University

NOTE Confidence: 0.5617805

00:34:20.200 --> 00:34:21.576 Counselling and Psychological Services,

NOTE Confidence: 0.5617805

00:34:21.576 --> 00:34:23.640 who sent eight of their clinicians

NOTE Confidence: 0.5617805

00:34:23.693 --> 00:34:25.589 to pilot our program in the hopes of

NOTE Confidence: 0.5617805

00:34:25.589 --> 00:34:27.280 expanding this offering to Northwestern.

NOTE Confidence: 0.5617805

00:34:27.280 --> 00:34:31.148 CAPS did a lot of pitching throughout

NOTE Confidence: 0.5617805

00:34:31.148 --> 00:34:33.129 the School of Medicine to a number

NOTE Confidence: 0.5617805

00:34:33.129 --> 00:34:34.494 of different stakeholder groups as

NOTE Confidence: 0.5617805

00:34:34.494 --> 00:34:35.999 well as in the university.

NOTE Confidence: 0.5617805

00:34:36.000 --> 00:34:38.664 We were able to be and and thank you

NOTE Confidence: 0.5617805

00:34:38.664 --> 00:34:41.156 to Doctor Crystal for I think the

NOTE Confidence: 0.5617805

00:34:41.160 --> 00:34:43.150 overwhelming support and engagement in

NOTE Confidence: 0.5617805

00:34:43.150 --> 00:34:45.880 the GROW program throughout its development.

NOTE Confidence: 0.5617805

00:34:45.880 --> 00:34:46.732 But at that time,

NOTE Confidence: 0.5617805

00:34:46.732 --> 00:34:48.420 we were able to get some funding

NOTE Confidence: 0.5617805

00:34:48.420 --> 00:34:50.195 from the Department of Psychiatry,

NOTE Confidence: 0.5617805

00:34:50.200 --> 00:34:50.812 Constantive Funding,

NOTE Confidence: 0.5617805

00:34:50.812 --> 00:34:52.648 funding from all of the sources

NOTE Confidence: 0.5617805

00:34:52.648 --> 00:34:54.120 that you see listed here.

NOTE Confidence: 0.5617805

00:34:54.120 --> 00:34:55.545 So we were getting funded

NOTE Confidence: 0.5617805

00:34:55.545 --> 00:34:56.400 within the department,

NOTE Confidence: 0.5617805

00:34:56.400 --> 00:34:57.650 but also within the university

NOTE Confidence: 0.5617805

00:34:57.650 --> 00:34:59.360 and within the School of Medicine.

NOTE Confidence: 0.5523815

00:35:01.640 --> 00:35:02.904 So what did you add, Amber?

NOTE Confidence: 0.5523815

00:35:02.904 --> 00:35:04.440 We added two modules.

NOTE Confidence: 0.5523815

00:35:04.440 --> 00:35:06.720 We added a module on history.

NOTE Confidence: 0.5523815

00:35:06.720 --> 00:35:09.520 If we can't as a department and

00:35:09.520 --> 00:35:12.029 as an institution and as a field,

00:35:12.030 --> 00:35:13.535 articulate the implications of racism

00:35:13.535 --> 00:35:15.849 and as they currently show up in a

00:35:15.849 --> 00:35:17.119 contemporary way in the clinical

00:35:17.119 --> 00:35:19.129 services that we provide and in the

00:35:19.129 --> 00:35:20.584 teaching and education that's happening,

00:35:20.590 --> 00:35:22.389 then are we really doing the work?

00:35:22.390 --> 00:35:24.189 So we added a module on history

00:35:24.189 --> 00:35:26.189 and we added supervision one O 1.

00:35:26.190 --> 00:35:27.330 We curated the supplements.

00:35:27.330 --> 00:35:29.006 So we heard, we heard the people

00:35:29.006 --> 00:35:30.026 and we heard the feedback.

00:35:30.030 --> 00:35:31.866 We actually created a curated journey.

00:35:31.870 --> 00:35:32.910 So as you went through,

00:35:32.910 --> 00:35:34.475 you didn't have to guess and

00:35:34.475 --> 00:35:35.910 you only had up to 10 items.

NOTE Confidence: 0.5523815

00:35:35.910 --> 00:35:37.535 And we really shortened the

NOTE Confidence: 0.5523815

00:35:37.535 --> 00:35:38.835 length of those items.

NOTE Confidence: 0.5523815

00:35:38.840 --> 00:35:40.160 We adjusted the small group.

NOTE Confidence: 0.5523815

00:35:40.160 --> 00:35:42.136 So how are we going to actually get

NOTE Confidence: 0.5523815

00:35:42.136 --> 00:35:43.763 people more contact with subject

NOTE Confidence: 0.5523815

00:35:43.763 --> 00:35:45.195 matter experts without increasing

NOTE Confidence: 0.5523815

00:35:45.195 --> 00:35:47.149 the amount of time that they

NOTE Confidence: 0.5523815

00:35:47.149 --> 00:35:48.799 have to spend in live workshops?

NOTE Confidence: 0.5523815

00:35:48.800 --> 00:35:50.540 To an unfeasible degree,

NOTE Confidence: 0.5523815

00:35:50.540 --> 00:35:53.150 we had the small group workshop

NOTE Confidence: 0.5523815

00:35:53.233 --> 00:35:55.636 or small groups become a required

NOTE Confidence: 0.5523815

00:35:55.636 --> 00:35:58.108 component and then we hired additional

NOTE Confidence: 0.5523815

00:35:58.108 --> 00:36:00.679 external facilitators to facilitate those.

NOTE Confidence: 0.5523815

00:36:00.680 --> 00:36:02.840 And then I developed a protocol,

NOTE Confidence: 0.5523815

00:36:02.840 --> 00:36:04.460 A workbook that really guided

NOTE Confidence: 0.5523815

00:36:04.460 --> 00:36:06.080 people step by step through.

NOTE Confidence: 0.5523815

00:36:06.080 --> 00:36:07.330 Here's what's going to happen

NOTE Confidence: 0.5523815

00:36:07.330 --> 00:36:08.080 in this session.

NOTE Confidence: 0.5523815

00:36:08.080 --> 00:36:09.480 Here's what are the role play efforts,

NOTE Confidence: 0.5523815

00:36:09.480 --> 00:36:11.436 and here are the learning outcomes.

NOTE Confidence: 0.5523815

00:36:11.440 --> 00:36:13.636 We also developed a much more

NOTE Confidence: 0.5523815

00:36:13.636 --> 00:36:15.537 robust evaluation plan with several

NOTE Confidence: 0.5523815

00:36:15.537 --> 00:36:17.367 different domains that I'll show

NOTE Confidence: 0.5523815

00:36:17.367 --> 00:36:19.479 you here in just a moment.

NOTE Confidence: 0.5523815

00:36:19.480 --> 00:36:21.279 So here's now the key content domains.

NOTE Confidence: 0.5523815

00:36:21.280 --> 00:36:23.140 What you'll just see here is

NOTE Confidence: 0.5523815

00:36:23.140 --> 00:36:24.690 those two additional domains that

NOTE Confidence: 0.5523815

00:36:24.690 --> 00:36:25.960 are slidden at the top.

NOTE Confidence: 0.5523815

00:36:25.960 --> 00:36:27.710 We continue to have our same format

NOTE Confidence: 0.5523815

00:36:27.710 --> 00:36:29.773 but now know that those small Co

NOTE Confidence: 0.5523815

00:36:29.773 --> 00:36:31.025 learning groups are facilitated

NOTE Confidence: 0.5523815

00:36:31.025 --> 00:36:32.818 and that they are now required

NOTE Confidence: 0.5523815

00:36:32.818 --> 00:36:34.480 and we really thought about the

NOTE Confidence: 0.5523815

00:36:34.480 --> 00:36:36.400 composition of those groups to make

NOTE Confidence: 0.5523815

00:36:36.400 --> 00:36:38.570 sure that the people who were in

NOTE Confidence: 0.5523815

00:36:38.570 --> 00:36:40.220 those groups were able to actually

NOTE Confidence: 0.5523815

00:36:40.220 --> 00:36:41.595 effectively learn from one another.

NOTE Confidence: 0.5523815

00:36:41.600 --> 00:36:43.994 We thought about rank of the participants,

NOTE Confidence: 0.5523815

00:36:44.000 --> 00:36:45.380 we thought about position,

NOTE Confidence: 0.5523815

00:36:45.380 --> 00:36:46.760 we thought about race,

NOTE Confidence: 0.5523815

00:36:46.760 --> 00:36:49.370 we thought about gender and really

NOTE Confidence: 0.5523815

00:36:49.370 --> 00:36:52.050 kind of so wanted to move beyond

NOTE Confidence: 0.5523815

00:36:52.050 --> 00:36:54.219 just are you all available to

NOTE Confidence: 0.5523815

00:36:54.219 --> 00:36:56.240 meet at the same time some samples

NOTE Confidence: 0.5523815

00:36:56.240 --> 00:36:57.440 of the learning objectives?

NOTE Confidence: 0.5523815

00:36:57.440 --> 00:36:58.840 I'm happy to send these slides around

NOTE Confidence: 0.5523815

00:36:58.840 --> 00:37:00.600 later so you don't have to memorize this,

NOTE Confidence: 0.5523815

00:37:00.600 --> 00:37:02.406 but I'm really thinking about how

NOTE Confidence: 0.5523815

00:37:02.406 --> 00:37:04.263 does history impact and what are

NOTE Confidence: 0.5523815

00:37:04.263 --> 00:37:05.447 some fundamentals of supervision

NOTE Confidence: 0.5523815

00:37:05.447 --> 00:37:07.798 that can be an evidence based model.

NOTE Confidence: 0.5523815

00:37:07.800 --> 00:37:09.788 To get that done,

NOTE Confidence: 0.5523815

00:37:09.790 --> 00:37:12.422 we came up with a much more

NOTE Confidence: 0.5523815

00:37:12.422 --> 00:37:13.550 robust measurement process.

NOTE Confidence: 0.5523815

00:37:13.550 --> 00:37:16.826 So we were measuring readiness for change.

NOTE Confidence: 0.5523815

00:37:16.830 --> 00:37:18.162 We were measuring personal

NOTE Confidence: 0.5523815

00:37:18.162 --> 00:37:19.827 self-awareness of race and culture.

NOTE Confidence: 0.5523815

00:37:19.830 --> 00:37:22.014 We were measuring whether or not

NOTE Confidence: 0.5523815

00:37:22.014 --> 00:37:23.926 people were engaging in multicultural

NOTE Confidence: 0.5523815

00:37:23.926 --> 00:37:25.750 knowledge and supervision as

NOTE Confidence: 0.5523815

00:37:25.750 --> 00:37:28.030 well as in clinical practice.

NOTE Confidence: 0.5523815

00:37:28.030 --> 00:37:31.201 We were asking people supervisors about their

NOTE Confidence: 0.5523815

00:37:31.201 --> 00:37:33.240 supervisory working alliance behaviors.

NOTE Confidence: 0.5523815

00:37:33.240 --> 00:37:35.982 We were asking also about impression

NOTE Confidence: 0.5523815

00:37:35.982 --> 00:37:37.490 management and socially desirable

NOTE Confidence: 0.5523815

00:37:37.490 --> 00:37:39.240 responding as well as demographics.

NOTE Confidence: 0.5523815

00:37:39.240 --> 00:37:42.677 So we really tried to survey much more

NOTE Confidence: 0.5523815

00:37:42.677 --> 00:37:45.470 broadly and much more tightly to some

NOTE Confidence: 0.64502203

00:37:45.550 --> 00:37:47.398 of our expected outcomes.

NOTE Confidence: 0.64502203

00:37:47.400 --> 00:37:48.249 Don't memorize this,

NOTE Confidence: 0.64502203

00:37:48.249 --> 00:37:50.230 but the main tweet here or the

NOTE Confidence: 0.64502203

00:37:50.293 --> 00:37:52.078 main I guess post if now if

NOTE Confidence: 0.64502203

00:37:52.078 --> 00:37:53.520 we're now thinking about eggs,

NOTE Confidence: 0.64502203

00:37:53.520 --> 00:37:56.120 is that overall learning

NOTE Confidence: 0.64502203

00:37:56.120 --> 00:37:58.720 satisfaction and overall usefulness.

NOTE Confidence: 0.64502203

00:37:58.720 --> 00:38:01.016 And that question of usefulness is like

NOTE Confidence: 0.64502203

00:38:01.016 --> 00:38:03.780 to what extent can is this session

00:38:03.780 --> 00:38:06.005 applicable to my professional practice

00:38:06.005 --> 00:38:07.978 continue to be incredibly high.

00:38:07.980 --> 00:38:09.860 And what you see here is that these

00:38:09.860 --> 00:38:11.234 numbers are actually much higher

00:38:11.234 --> 00:38:12.932 than the numbers in our pilot.

00:38:12.940 --> 00:38:14.900 And you'll also note that the attendance,

00:38:14.900 --> 00:38:16.592 we had about 50 folks registered

00:38:16.592 --> 00:38:18.688 for this pilot with a couple folks

00:38:18.688 --> 00:38:20.500 dropping off at the very beginning,

00:38:20.500 --> 00:38:22.660 but our attendance was very consistent.

00:38:22.660 --> 00:38:24.473 We had those sessions happen once per

00:38:24.473 --> 00:38:26.248 month and the small group sessions

00:38:26.248 --> 00:38:28.138 were happening also within the same

00:38:28.138 --> 00:38:29.976 month and they met twice per month.

00:38:29.980 --> 00:38:32.494 And our attendance rates for the

00:38:32.494 --> 00:38:35.227 sessions but also of the small

NOTE Confidence: 0.64502203

00:38:35.227 --> 00:38:37.175 group work were phenomenal.

NOTE Confidence: 0.64502203

00:38:37.180 --> 00:38:39.860 OK, so post program, just a couple things.

NOTE Confidence: 0.64502203

00:38:39.860 --> 00:38:42.980 How useful were the overall workshops

NOTE Confidence: 0.64502203

00:38:42.980 --> 00:38:45.140 from very to extremely useful?

NOTE Confidence: 0.64502203

00:38:45.140 --> 00:38:46.620 87% saying they're very useful.

NOTE Confidence: 0.64502203

00:38:46.620 --> 00:38:48.870 How useful were the small groups?

NOTE Confidence: 0.64502203

00:38:48.870 --> 00:38:51.070 85% saying very too extremely.

NOTE Confidence: 0.64502203

00:38:51.070 --> 00:38:53.630 How engaged were you in your small group?

NOTE Confidence: 0.64502203

00:38:53.630 --> 00:38:55.502 People were reporting that they were

NOTE Confidence: 0.64502203

00:38:55.502 --> 00:38:57.509 very engaged in their small groups.

NOTE Confidence: 0.64502203

00:38:57.510 --> 00:38:57.841 Amber,

NOTE Confidence: 0.64502203

00:38:57.841 --> 00:38:59.827 how useful were the supplemental materials?

NOTE Confidence: 0.64502203

00:38:59.830 --> 00:39:01.146 There's still some work to be done,

NOTE Confidence: 0.64502203

00:39:01.150 --> 00:39:02.350 but at least we're more than

NOTE Confidence: 0.64502203

00:39:02.350 --> 00:39:03.150 a coin toss here.

NOTE Confidence: 0.64502203

00:39:03.150 --> 00:39:05.082 We're at 65% in terms of usefulness

NOTE Confidence: 0.64502203

00:39:05.082 --> 00:39:06.470 of the supplemental materials,

NOTE Confidence: 0.64502203

00:39:06.470 --> 00:39:08.315 which is an improvement to

NOTE Confidence: 0.64502203

00:39:08.315 --> 00:39:11.070 what we saw in the beginning.

NOTE Confidence: 0.64502203

00:39:11.070 --> 00:39:13.104 Now we also asked people to

NOTE Confidence: 0.64502203

00:39:13.104 --> 00:39:14.851 again complete like what's your

NOTE Confidence: 0.64502203

00:39:14.851 --> 00:39:16.771 level of competence and to what

NOTE Confidence: 0.64502203

00:39:16.771 --> 00:39:19.198 extent are you engaging in these

NOTE Confidence: 0.64502203

00:39:19.198 --> 00:39:21.058 racially and culturally responsive

NOTE Confidence: 0.64502203

00:39:21.058 --> 00:39:23.766 behaviors within your supervision?

NOTE Confidence: 0.64502203

00:39:23.766 --> 00:39:29.458 We had 46 people complete that post survey,

NOTE Confidence: 0.64502203

00:39:29.460 --> 00:39:31.620 35 of those were participants

NOTE Confidence: 0.64502203

00:39:31.620 --> 00:39:33.780 and the remainder were controls.

NOTE Confidence: 0.64502203

00:39:33.780 --> 00:39:35.698 We over indexed a little bit on

NOTE Confidence: 0.64502203

00:39:35.698 --> 00:39:37.575 anonymity and so had a little

NOTE Confidence: 0.64502203

79

00:39:37.575 --> 00:39:39.561 bit of a difficult time matching

NOTE Confidence: 0.64502203

00:39:39.561 --> 00:39:41.498 participants to their pre and post data.

NOTE Confidence: 0.64502203

00:39:41.500 --> 00:39:44.230 Even though we had 30 participants

NOTE Confidence: 0.64502203

00:39:44.230 --> 00:39:46.670 in that the the program group that

NOTE Confidence: 0.64502203

00:39:46.670 --> 00:39:48.660 said they completed the pre survey,

NOTE Confidence: 0.64502203

00:39:48.660 --> 00:39:50.496 we were only able to ultimately

NOTE Confidence: 0.64502203

00:39:50.496 --> 00:39:51.414 match 17 people.

NOTE Confidence: 0.64502203

00:39:51.420 --> 00:39:51.796 But again,

NOTE Confidence: 0.64502203

00:39:51.796 --> 00:39:53.112 it was really important to us that

NOTE Confidence: 0.64502203

00:39:53.112 --> 00:39:54.606 we had anonymity and so I think we

NOTE Confidence: 0.64502203

00:39:54.606 --> 00:39:55.937 over indexed a little bit on that,

NOTE Confidence: 0.64502203

00:39:55.940 --> 00:39:58.334 but but for the 17 people that we were

NOTE Confidence: 0.64502203

00:39:58.334 --> 00:40:00.579 able to match, we saw significant.

NOTE Confidence: 0.64502203

00:40:00.579 --> 00:40:02.391 Improvement in the expected

NOTE Confidence: 0.64502203

00:40:02.391 --> 00:40:05.171 direction across each one of those

NOTE Confidence: 0.64502203

00:40:05.171 --> 00:40:06.518 previously assessed domains.

NOTE Confidence: 0.64502203

00:40:06.520 --> 00:40:07.060 And as you saw,

NOTE Confidence: 0.64502203

00:40:07.060 --> 00:40:08.080 we asked a lot more than that,

NOTE Confidence: 0.64502203

00:40:08.080 --> 00:40:09.760 but I just want to keep it consistent,

NOTE Confidence: 0.64502203

00:40:09.760 --> 00:40:12.600 significant improvement in those behaviors.

NOTE Confidence: 0.64502203

00:40:12.600 --> 00:40:14.224 We didn't see significant

NOTE Confidence: 0.64502203

00:40:14.224 --> 00:40:16.254 differences between people who went

NOTE Confidence: 0.64502203

00:40:16.254 --> 00:40:18.198 through the program and controls.

NOTE Confidence: 0.64502203

00:40:18.200 --> 00:40:20.808 But what we did find is that controls

NOTE Confidence: 0.64502203

00:40:20.808 --> 00:40:22.806 reported higher levels of socially

NOTE Confidence: 0.64502203

00:40:22.806 --> 00:40:24.931 desirable responding and lower levels

NOTE Confidence: 0.64502203

00:40:24.931 --> 00:40:27.352 of readiness for change than our

NOTE Confidence: 0.64502203

00:40:27.352 --> 00:40:29.232 grow participants who came forward.

NOTE Confidence: 0.64502203

00:40:29.240 --> 00:40:31.913 So more data on that to come and stand

NOTE Confidence: 0.64502203

00:40:31.913 --> 00:40:34.528 by as we continue to analyze that.

NOTE Confidence: 0.64502203

00:40:34.530 --> 00:40:36.295 We asked participants how competent

NOTE Confidence: 0.64502203

81

00:40:36.295 --> 00:40:38.060 they felt with the following

NOTE Confidence: 0.94351146631579

00:40:38.120 --> 00:40:40.080 things and what we found is that when

NOTE Confidence: 0.94351146631579

00:40:40.080 --> 00:40:42.060 we had program competence from somewhat

NOTE Confidence: 0.94351146631579

00:40:42.060 --> 00:40:44.461 competent to very competent, which we did,

NOTE Confidence: 0.94351146631579

00:40:44.461 --> 00:40:46.483 a four point liquid skill here,

NOTE Confidence: 0.94351146631579

00:40:46.490 --> 00:40:48.806 91% feeling somewhat to very competent,

NOTE Confidence: 0.94351146631579

00:40:48.810 --> 00:40:50.610 talking about race and racism,

NOTE Confidence: 0.94351146631579

00:40:50.610 --> 00:40:53.088 talking about social determinants of health,

NOTE Confidence: 0.94351146631579

00:40:53.090 --> 00:40:55.970 talking about power dynamics and supervision,

NOTE Confidence: 0.94351146631579

00:40:55.970 --> 00:40:58.510 thinking about the historical basis

NOTE Confidence: 0.94351146631579

00:40:58.510 --> 00:41:01.062 for disparities with trainees and being

NOTE Confidence: 0.94351146631579

00:41:01.062 --> 00:41:03.360 able to discuss that in supervision,

NOTE Confidence: 0.94351146631579

00:41:03.360 --> 00:41:05.406 being able to discuss instances of

NOTE Confidence: 0.94351146631579

00:41:05.406 --> 00:41:07.295 identity based harassment or discrimination

NOTE Confidence: 0.94351146631579

00:41:07.295 --> 00:41:09.503 and supervision increased to 94%.

NOTE Confidence: 0.94351146631579

00:41:09.503 --> 00:41:10.875 There's still some opportunities

NOTE Confidence: 0.94351146631579

00:41:10.875 --> 00:41:13.441 here for us in terms of supervisors

NOTE Confidence: 0.94351146631579

00:41:13.441 --> 00:41:15.817 being able to discuss racial identity

NOTE Confidence: 0.94351146631579

00:41:15.817 --> 00:41:18.354 development in the context of clinical

NOTE Confidence: 0.94351146631579

00:41:18.354 --> 00:41:20.038 service delivery and supervision.

NOTE Confidence: 0.94351146631579

00:41:20.040 --> 00:41:22.416 But we did see some improvement in terms

NOTE Confidence: 0.94351146631579

00:41:22.416 --> 00:41:24.380 of discussing power and privilege in

NOTE Confidence: 0.94351146631579

00:41:24.380 --> 00:41:26.360 clinical work with trainees as well.

NOTE Confidence: 0.88018405

00:41:28.750 --> 00:41:31.070 As a result of attending the GROW curriculum,

NOTE Confidence: 0.88018405

00:41:31.070 --> 00:41:33.419 I feel I have a better understanding of race

NOTE Confidence: 0.88018405

00:41:33.419 --> 00:41:35.868 and racism in my supervisory relationships.

NOTE Confidence: 0.88018405

00:41:35.870 --> 00:41:37.950 This was rated on a scale of one to five,

NOTE Confidence: 0.88018405

00:41:37.950 --> 00:41:39.833 with five being strongly agreed and what

NOTE Confidence: 0.88018405

00:41:39.833 --> 00:41:42.151 you see here is a four that people were

NOTE Confidence: 0.88018405

00:41:42.151 --> 00:41:44.349 feeling like they had a better understanding.

NOTE Confidence: 0.9722882

00:41:46.510 --> 00:41:48.310 I'll jog through this here,

NOTE Confidence: 0.9722882

00:41:48.310 --> 00:41:50.885 but the main summary is those

NOTE Confidence: 0.9722882

00:41:50.885 --> 00:41:52.760 first two columns are really

NOTE Confidence: 0.9722882

00:41:52.760 --> 00:41:55.254 asking about the impact of those

NOTE Confidence: 0.9722882

00:41:55.254 --> 00:41:57.106 facilitated small learning groups.

NOTE Confidence: 0.9722882

00:41:57.110 --> 00:41:58.590 People talked about the

NOTE Confidence: 0.9722882

00:41:58.590 --> 00:42:00.070 group cohesion and community.

NOTE Confidence: 0.9722882

00:42:00.070 --> 00:42:02.420 They talked about the topics

NOTE Confidence: 0.9722882

00:42:02.420 --> 00:42:03.830 being highly relevant.

NOTE Confidence: 0.9722882

00:42:03.830 --> 00:42:05.552 They talked about the utility of

NOTE Confidence: 0.9722882

00:42:05.552 --> 00:42:07.949 the group size and of the group members.

NOTE Confidence: 0.9722882

00:42:07.950 --> 00:42:10.092 Being able to identify with the different

NOTE Confidence: 0.9722882

00:42:10.092 --> 00:42:12.056 group members on different struggles and

NOTE Confidence: 0.9722882

00:42:12.056 --> 00:42:14.352 work through them meeting on a regular

NOTE Confidence: 0.9722882

00:42:14.406 --> 00:42:16.464 basis as being really key and critical.

NOTE Confidence: 0.9722882

00:42:16.470 --> 00:42:17.430 And then that these groups,

NOTE Confidence: 0.9722882

00:42:17.430 --> 00:42:20.097 the content and the process helped raise

NOTE Confidence: 0.9722882

00:42:20.097 --> 00:42:22.350 their awareness of racial identity.

NOTE Confidence: 0.9722882

00:42:22.350 --> 00:42:24.345 It encouraged them to engage in more

NOTE Confidence: 0.9722882

00:42:24.345 --> 00:42:26.600 anti racist work outside the context

NOTE Confidence: 0.9722882

00:42:26.600 --> 00:42:28.384 of their supervisory responsibilities.

NOTE Confidence: 0.9722882

00:42:28.390 --> 00:42:30.450 It increased compassion and honesty

NOTE Confidence: 0.9722882

00:42:30.450 --> 00:42:32.510 within themselves and within others.

NOTE Confidence: 0.9722882

00:42:32.510 --> 00:42:34.742 And I'm going to go through now some

NOTE Confidence: 0.9722882

00:42:34.742 --> 00:42:36.668 just really I think impactful quotes

NOTE Confidence: 0.9722882

00:42:36.668 --> 00:42:39.150 about the impact of the overall program.

NOTE Confidence: 0.9722882

00:42:39.150 --> 00:42:41.229 As we heard from the qualitative data,

NOTE Confidence: 0.9722882

00:42:41.230 --> 00:42:44.674 we had almost 100 different pieces

NOTE Confidence: 0.9722882

00:42:44.674 --> 00:42:47.405 of qualitative data that came out

NOTE Confidence: 0.9722882

00:42:47.405 --> 00:42:49.080 of that post program survey.

NOTE Confidence: 0.9722882

00:42:49.080 --> 00:42:51.404 We are wrapping up right now an

NOTE Confidence: 0.9722882

00:42:51.404 --> 00:42:53.382 additional study that's doing individual

NOTE Confidence: 0.9722882

00:42:53.382 --> 00:42:55.677 qualitative interviews for small group

NOTE Confidence: 0.9722882

00:42:55.677 --> 00:42:57.976 participants as well as individual

NOTE Confidence: 0.9722882

00:42:57.976 --> 00:43:00.556 interviews of our small group facilitators.

NOTE Confidence: 0.9722882

00:43:00.560 --> 00:43:02.016 So more data on that to come

NOTE Confidence: 0.9722882

00:43:02.016 --> 00:43:03.640 and and and stay tuned for it.

NOTE Confidence: 0.9722882

00:43:03.640 --> 00:43:05.664 So now I'm going to focus on the

NOTE Confidence: 0.9722882

00:43:05.664 --> 00:43:07.040 overall impact of the program.

NOTE Confidence: 0.9722882

00:43:07.040 --> 00:43:08.636 These are just a couple out of,

NOTE Confidence: 0.9722882

00:43:08.640 --> 00:43:09.220 again,

NOTE Confidence: 0.9722882

00:43:09.220 --> 00:43:11.540 almost 100 different comments

NOTE Confidence: 0.9722882

00:43:11.540 --> 00:43:12.980 that we got across.

NOTE Confidence: 0.9722882

00:43:12.980 --> 00:43:15.140 Each of those questions grow made

NOTE Confidence: 0.9722882

00:43:15.212 --> 00:43:17.764 me think about how to have a better

NOTE Confidence: 0.9722882

00:43:17.764 --> 00:43:19.548 standard of practice for inviting

NOTE Confidence: 0.9722882

00:43:19.548 --> 00:43:20.868 discussions of race and racism

NOTE Confidence: 0.9722882

00:43:20.868 --> 00:43:22.540 to be present in my supervision.

NOTE Confidence: 0.9722882

00:43:22.540 --> 00:43:24.250 I think previously I had relied

NOTE Confidence: 0.9722882

00:43:24.250 --> 00:43:26.373 on being a person of colour and

NOTE Confidence: 0.9722882

00:43:26.373 --> 00:43:28.221 that my people of colour trainees

NOTE Confidence: 0.9722882

00:43:28.221 --> 00:43:29.579 would feel comfortable,

NOTE Confidence: 0.9722882

00:43:29.580 --> 00:43:31.752 but was not thinking about how

NOTE Confidence: 0.9722882

00:43:31.752 --> 00:43:33.200 to encourage these conversations

NOTE Confidence: 0.9722882

00:43:33.258 --> 00:43:34.578 with my white trainees.

NOTE Confidence: 0.9722882

00:43:34.580 --> 00:43:36.608 I'm more confident that I would

NOTE Confidence: 0.9722882

00:43:36.608 --> 00:43:38.719 initiate a discussion or raise a

NOTE Confidence: 0.9722882

00:43:38.719 --> 00:43:40.444 concern in my clinical practice.

NOTE Confidence: 0.9722882

00:43:40.450 --> 00:43:42.570 I'm more confident about introducing

NOTE Confidence: 0.9722882

00:43:42.570 --> 00:43:45.290 inquiries about bias with patients of color.

NOTE Confidence: 0.9722882

00:43:45.290 --> 00:43:47.999 So you see here that it has the impact

NOTE Confidence: 0.9722882

00:43:47.999 --> 00:43:50.567 extends beyond what is happening within

NOTE Confidence: 0.9722882

00:43:50.567 --> 00:43:52.762 the context of clinical supervision

NOTE Confidence: 0.9722882

00:43:52.832 --> 00:43:55.443 also to the clinical practice of our

NOTE Confidence: 0.9722882

00:43:55.443 --> 00:43:56.944 clinical leaders and supervisors.

NOTE Confidence: 0.9722882

00:43:56.944 --> 00:43:59.188 This what I thought was really

NOTE Confidence: 0.9722882

00:43:59.188 --> 00:44:00.310 beautiful forgiveness and

NOTE Confidence: 0.9722882

00:44:00.368 --> 00:44:02.048 grace toward myself and others.

NOTE Confidence: 0.9722882

00:44:02.050 --> 00:44:04.590 This is an incredibly complicated

NOTE Confidence: 0.9722882

00:44:04.590 --> 00:44:07.130 topic or issue and topic.

NOTE Confidence: 0.9722882

00:44:07.130 --> 00:44:07.490 Oh,

NOTE Confidence: 0.9722882

00:44:07.490 --> 00:44:08.210 increased awareness.

NOTE Confidence: 0.9722882

00:44:08.210 --> 00:44:11.141 I'm just so much more aware and these are

NOTE Confidence: 0.9722882

00:44:11.141 --> 00:44:12.683 all different individuals by the way.

NOTE Confidence: 0.9722882

00:44:12.690 --> 00:44:14.823 I'm just so much more aware of the racism

NOTE Confidence: 0.9722882

00:44:14.823 --> 00:44:16.810 and structural racism all around me.

NOTE Confidence: 0.562263

00:44:18.890 --> 00:44:21.458 I will actively address issues rather

NOTE Confidence: 0.562263

00:44:21.458 --> 00:44:24.731 than leaving it to supervise these to

NOTE Confidence: 0.562263

00:44:24.731 --> 00:44:27.689 bring these issues into the discussion.

00:44:27.690 --> 00:44:29.730 Grow impacted my supervision and

00:44:29.730 --> 00:44:31.362 clinical practices by renewing

00:44:31.362 --> 00:44:33.465 my commitment and enthusiasm for

00:44:33.465 --> 00:44:35.140 anti racism work in practices.

00:44:35.140 --> 00:44:36.808 I feel more confident,

00:44:36.808 --> 00:44:38.059 grounded and resilient.

00:44:38.060 --> 00:44:40.400 I feel more knowledgeable and

00:44:40.400 --> 00:44:42.272 skillful at conceptualizing and

00:44:42.272 --> 00:44:43.788 discussing intersectionality and

00:44:43.788 --> 00:44:45.740 structural analysis when working

00:44:45.740 --> 00:44:48.540 with clients or with supervisees.

00:44:48.540 --> 00:44:49.623 And then finally,

00:44:49.623 --> 00:44:51.789 I think the GROW program removed

00:44:51.789 --> 00:44:53.740 some of the fear of having

00:44:53.740 --> 00:44:54.940 discussions around race.

00:44:54.940 --> 00:44:57.580 The fear for this person was primarily of

NOTE Confidence: 0.562263

00:44:57.580 --> 00:44:59.889 making white individuals uncomfortable,

NOTE Confidence: 0.562263

00:44:59.890 --> 00:45:01.165 and they reported feeling less

NOTE Confidence: 0.562263

00:45:01.165 --> 00:45:01.930 concerned about that.

NOTE Confidence: 0.562263

00:45:01.930 --> 00:45:04.807 And I will say that that fearfulness,

NOTE Confidence: 0.562263

00:45:04.810 --> 00:45:05.560 reduction of anxiety,

NOTE Confidence: 0.562263

00:45:05.560 --> 00:45:07.310 that was also a theme that arose

NOTE Confidence: 0.562263

00:45:07.356 --> 00:45:08.926 throughout many of these comments.

NOTE Confidence: 0.7653278

00:45:10.950 --> 00:45:12.984 So a couple things that we still need to

NOTE Confidence: 0.7653278

00:45:12.984 --> 00:45:15.115 solve for because there were still lingering

NOTE Confidence: 0.7653278

00:45:15.115 --> 00:45:17.086 concerns around grow two point O similar

NOTE Confidence: 0.7653278

00:45:17.086 --> 00:45:18.995 to what we heard in the pilot, clinicians

NOTE Confidence: 0.7653278

00:45:18.995 --> 00:45:20.945 and faculty still had limited time.

NOTE Confidence: 0.7653278

00:45:20.950 --> 00:45:21.830 There were people who were

NOTE Confidence: 0.7653278

00:45:21.830 --> 00:45:22.950 reaching out to me saying Amber,

NOTE Confidence: 0.7653278

00:45:22.950 --> 00:45:24.665 I want to participate, but you know,

NOTE Confidence: 0.7653278

00:45:24.670 --> 00:45:27.438 I can't get to those live sessions, I can't

NOTE Confidence: 0.7653278

00:45:27.438 --> 00:45:29.710 get to all of the small group sessions.

NOTE Confidence: 0.7653278

00:45:29.710 --> 00:45:31.528 And so this is certainly something

NOTE Confidence: 0.7653278

00:45:31.528 --> 00:45:34.136 that we need to continue to think

NOTE Confidence: 0.7653278

00:45:34.136 --> 00:45:35.904 about flexibility and scheduling,

NOTE Confidence: 0.7653278

00:45:35.910 --> 00:45:37.625 really thinking about to what

NOTE Confidence: 0.7653278

00:45:37.625 --> 00:45:39.340 extent can we combine asynchronous

NOTE Confidence: 0.7653278

00:45:39.400 --> 00:45:40.849 and synchronous components.

NOTE Confidence: 0.7653278

00:45:40.850 --> 00:45:42.712 But we also as a grow team

NOTE Confidence: 0.7653278

00:45:42.712 --> 00:45:44.929 started thinking a lot more about

NOTE Confidence: 0.7653278

00:45:44.929 --> 00:45:46.288 scalability and sustainability.

NOTE Confidence: 0.7653278

00:45:46.290 --> 00:45:47.874 Are we able to scale this

NOTE Confidence: 0.7653278

00:45:47.874 --> 00:45:49.534 because we can have, you know,

NOTE Confidence: 0.7653278

00:45:49.534 --> 00:45:51.044 50 participants in this program.

NOTE Confidence: 0.7653278

00:45:51.050 --> 00:45:52.234 But if we want to think about this

NOTE Confidence: 0.7653278

00:45:52.234 --> 00:45:53.931 as a national model or if we want to

NOTE Confidence: 0.7653278

00:45:53.931 --> 00:45:55.321 think about getting to the many, many,

NOTE Confidence: 0.7653278

00:45:55.321 --> 00:45:57.498 many faculty that we have involved in

NOTE Confidence: 0.7653278

00:45:57.498 --> 00:45:59.450 clinical services and involved in training,

NOTE Confidence: 0.7653278

00:45:59.450 --> 00:46:01.178 we need to think about how to make

NOTE Confidence: 0.7653278

00:46:01.178 --> 00:46:03.210 this bigger And it also costs money,

NOTE Confidence: 0.7653278

00:46:03.210 --> 00:46:04.210 right, to to do this.

NOTE Confidence: 0.7653278

00:46:04.210 --> 00:46:05.883 And so how can we do this

NOTE Confidence: 0.7653278

00:46:05.883 --> 00:46:06.890 in a sustainable way?

NOTE Confidence: 0.7653278

00:46:06.890 --> 00:46:08.582 We also have the issue of you know to

NOTE Confidence: 0.7653278

00:46:08.582 --> 00:46:10.026 mandate the training or not to mandate

NOTE Confidence: 0.7653278

00:46:10.026 --> 00:46:11.732 and we really had the position that

NOTE Confidence: 0.7653278

00:46:11.732 --> 00:46:13.442 mandating doesn't address some of these

NOTE Confidence: 0.7653278

00:46:13.442 --> 00:46:14.965 additional barriers that are laid out

NOTE Confidence: 0.7653278

00:46:14.965 --> 00:46:16.929 here in terms of limited time etcetera.

NOTE Confidence: 0.7653278

00:46:16.930 --> 00:46:18.855 And really we're still holding the position

NOTE Confidence: 0.7653278

00:46:18.855 --> 00:46:21.179 of wanting to be able to get the data

NOTE Confidence: 0.7653278

00:46:21.179 --> 00:46:22.968 to prove the effectiveness of the outcomes.

NOTE Confidence: 0.7653278

00:46:22.970 --> 00:46:24.629 And you know really thinking about some

NOTE Confidence: 0.7653278

00:46:24.629 --> 00:46:25.995 of the literature that talks about

NOTE Confidence: 0.7653278

00:46:25.995 --> 00:46:27.541 that there can be some potentially

NOTE Confidence: 0.7653278

00:46:27.541 --> 00:46:30.727 adverse consequences to to to mandating.

NOTE Confidence: 0.7653278

00:46:30.730 --> 00:46:32.626 So our response to that and this is

NOTE Confidence: 0.7653278

00:46:32.626 --> 00:46:34.837 a future direction has been a program

NOTE Confidence: 0.7653278

00:46:34.837 --> 00:46:36.890 that we're developing called Grow Seeds.

NOTE Confidence: 0.7653278

00:46:36.890 --> 00:46:40.082 So Grow Seeds is a an adaptation

NOTE Confidence: 0.7653278

00:46:40.082 --> 00:46:41.737 of our advanced core program,

NOTE Confidence: 0.7653278

00:46:41.740 --> 00:46:43.618 which is the Grow 2.0 program.

NOTE Confidence: 0.7653278

00:46:43.620 --> 00:46:45.696 It's designed to provide a practical

NOTE Confidence: 0.7653278

00:46:45.696 --> 00:46:48.219 point of entry for our supervisors.

NOTE Confidence: 0.7653278

00:46:48.219 --> 00:46:51.593 It includes 3 core content domains and

NOTE Confidence: 0.7653278

00:46:51.593 --> 00:46:53.658 the learning elements are asynchronous,

NOTE Confidence: 0.7653278

00:46:53.660 --> 00:46:56.310 so there's didactic content that's

NOTE Confidence: 0.7653278

00:46:56.310 --> 00:46:57.900 taken virtually asynchronously,

NOTE Confidence: 0.7653278

00:46:57.900 --> 00:46:59.875 the learning supplements and then

NOTE Confidence: 0.7653278

00:46:59.875 --> 00:47:01.060 self reflective practice.

NOTE Confidence: 0.7653278

00:47:01.060 --> 00:47:02.572 And we've also thought about a

NOTE Confidence: 0.7653278

00:47:02.572 --> 00:47:04.828 model of this that would include a

NOTE Confidence: 0.7653278

00:47:04.828 --> 00:47:06.940 small group cohort facilitation,

NOTE Confidence: 0.7653278

00:47:06.940 --> 00:47:09.075 so people could opt in to attending

NOTE Confidence: 0.7653278

00:47:09.075 --> 00:47:10.913 a small group that's facilitated

NOTE Confidence: 0.7653278

00:47:10.913 --> 00:47:12.617 by an external expert.

NOTE Confidence: 0.7653278

00:47:12.620 --> 00:47:14.580 But more to come on grow seeds.

NOTE Confidence: 0.7653278

00:47:14.580 --> 00:47:16.232 It's still in development and our hope

NOTE Confidence: 0.7653278

00:47:16.232 --> 00:47:18.665 is to launch that as soon as I get

NOTE Confidence: 0.7653278

00:47:18.665 --> 00:47:21.339 back from from having a baby next year.

NOTE Confidence: 0.7653278

00:47:21.340 --> 00:47:24.319 Our hope is to launch that at that time.

NOTE Confidence: 0.7653278

00:47:24.320 --> 00:47:26.396 So with the few minutes that

NOTE Confidence: 0.7653278

00:47:26.396 --> 00:47:27.434 I have remaining,

NOTE Confidence: 0.7653278

00:47:27.440 --> 00:47:29.501 I want to talk to you about where we

NOTE Confidence: 0.7653278

00:47:29.501 --> 00:47:31.092 are now with the GROW initiative.

NOTE Confidence: 0.7653278

00:47:31.092 --> 00:47:33.451 So you're going to see a video here

NOTE Confidence: 0.7653278

00:47:33.451 --> 00:47:35.239 that I'm going to narrate over.

NOTE Confidence: 0.7653278

00:47:35.240 --> 00:47:36.944 But our mission of the initiative

NOTE Confidence: 0.7653278

00:47:36.944 --> 00:47:39.139 is to Foster and sustain clinical

NOTE Confidence: 0.7653278

00:47:39.139 --> 00:47:40.639 and educational excellence.

NOTE Confidence: 0.7653278

00:47:40.640 --> 00:47:41.965 And here's how we're thinking

NOTE Confidence: 0.7653278

00:47:41.965 --> 00:47:42.760 about doing that.

NOTE Confidence: 0.90520805

00:47:42.760 --> 00:47:44.280 First is investing in skills.

NOTE Confidence: 0.90520805

00:47:44.280 --> 00:47:45.732 You already saw that with the

NOTE Confidence: 0.90520805

00:47:45.732 --> 00:47:47.240 programs that I just presented.

NOTE Confidence: 0.90520805

00:47:47.240 --> 00:47:49.190 We want to drive innovation by

NOTE Confidence: 0.90520805

95

00:47:49.190 --> 00:47:50.490 producing and sponsoring cutting

NOTE Confidence: 0.90520805

00:47:50.547 --> 00:47:52.341 edge research and scholarship and we

NOTE Confidence: 0.90520805

00:47:52.341 --> 00:47:54.320 want to give training opportunities,

NOTE Confidence: 0.90520805

00:47:54.320 --> 00:47:55.248 advanced trainees.

NOTE Confidence: 0.90520805

00:47:55.248 --> 00:47:57.104 Some of the accomplishments

NOTE Confidence: 0.90520805

00:47:57.104 --> 00:47:59.360 we've had three National Toxo,

NOTE Confidence: 0.90520805

00:47:59.360 --> 00:48:01.985 University of Michigan at the

NOTE Confidence: 0.90520805

00:48:01.985 --> 00:48:03.560 American Psychological Association.

NOTE Confidence: 0.90520805

00:48:03.560 --> 00:48:05.560 We have two training programs,

NOTE Confidence: 0.90520805

00:48:05.560 --> 00:48:07.562 which you just heard about our core

NOTE Confidence: 0.90520805

00:48:07.562 --> 00:48:09.039 training program and grow seeds.

NOTE Confidence: 0.90520805

00:48:09.040 --> 00:48:11.356 We have 3 sponsored research projects.

NOTE Confidence: 0.90520805

00:48:11.360 --> 00:48:14.916 We launched our website earlier this year

NOTE Confidence: 0.90520805

00:48:14.920 --> 00:48:17.356 and we have had ongoing collaborations.

NOTE Confidence: 0.90520805

00:48:17.360 --> 00:48:20.239 What you see here is a couple of

NOTE Confidence: 0.90520805

00:48:20.239 --> 00:48:22.237 pictures of us from the American

NOTE Confidence: 0.90520805

00:48:22.237 --> 00:48:23.320 Psychological Association.

NOTE Confidence: 0.90520805

00:48:23.320 --> 00:48:24.970 We did a symposium with Doctor

NOTE Confidence: 0.90520805

00:48:24.970 --> 00:48:26.811 Nadine Kaslow who is a nationally

NOTE Confidence: 0.90520805

00:48:26.811 --> 00:48:28.511 and internationally I would say

NOTE Confidence: 0.90520805

00:48:28.511 --> 00:48:30.240 renowned leader in supervision.

NOTE Confidence: 0.90520805

00:48:30.240 --> 00:48:32.081 You see here some of our colleagues

NOTE Confidence: 0.90520805

00:48:32.081 --> 00:48:33.839 that might be here in the space

NOTE Confidence: 0.90520805

00:48:33.840 --> 00:48:35.424 and there is a feature that's

NOTE Confidence: 0.90520805

00:48:35.424 --> 00:48:36.960 happening in the APA Monitor.

NOTE Confidence: 0.90520805

00:48:36.960 --> 00:48:39.018 We also wanted to really think about

NOTE Confidence: 0.90520805

00:48:39.018 --> 00:48:40.560 ongoing community and celebration.

NOTE Confidence: 0.90520805

00:48:40.560 --> 00:48:41.916 So you see here in May,

NOTE Confidence: 0.90520805

00:48:41.920 --> 00:48:44.027 we brought together our pilot group and

NOTE Confidence: 0.90520805

00:48:44.027 --> 00:48:46.746 our primary Grow Two Point O group to

NOTE Confidence: 0.90520805

00:48:46.746 --> 00:48:48.154 really celebrate their accomplishment.

NOTE Confidence: 0.90520805

00:48:48.160 --> 00:48:51.480 And this is a screenshot of the ARTF,

NOTE Confidence: 0.90520805

00:48:51.480 --> 00:48:54.360 which the ARTF celebration which Grow

NOTE Confidence: 0.90520805

00:48:54.360 --> 00:48:56.656 Co sponsored with a lot of branded

NOTE Confidence: 0.90520805

00:48:56.656 --> 00:48:58.808 materials and I Co sponsored that

NOTE Confidence: 0.90520805

00:48:58.808 --> 00:49:00.998 dancing line that you saw there.

NOTE Confidence: 0.90520805

00:49:01.000 --> 00:49:02.032 So I was able to get the people

NOTE Confidence: 0.90520805

00:49:02.032 --> 00:49:02.720 up on their feet.

NOTE Confidence: 0.90520805

00:49:02.720 --> 00:49:03.830 So we don't take credit

NOTE Confidence: 0.90520805

00:49:03.830 --> 00:49:04.718 for the ARTF celebration,

NOTE Confidence: 0.90520805

00:49:04.720 --> 00:49:06.424 but certainly for some of the

NOTE Confidence: 0.90520805

00:49:06.424 --> 00:49:07.920 dancing that was happening there.

NOTE Confidence: 0.90520805

00:49:07.920 --> 00:49:09.845 And then I'm also really proud to

NOTE Confidence: 0.90520805

00:49:09.845 --> 00:49:11.827 showcase some of the funded and sponsored

NOTE Confidence: 0.90520805

00:49:11.827 --> 00:49:14.360 work that has come out of the initiative.

NOTE Confidence: 0.90520805

00:49:14.360 --> 00:49:16.904 We had a fellow faculty research

NOTE Confidence: 0.90520805

00:49:16.904 --> 00:49:18.795 scholarship that was funded for

NOTE Confidence: 0.90520805

00:49:18.795 --> 00:49:20.160 the two folks that you see here.

NOTE Confidence: 0.90520805

00:49:20.160 --> 00:49:20.848 Doctor Cartagena,

NOTE Confidence: 0.90520805

00:49:20.848 --> 00:49:22.912 who actually has just joined the

NOTE Confidence: 0.90520805

00:49:22.912 --> 00:49:24.726 faculty who was a psychology

NOTE Confidence: 0.90520805

00:49:24.726 --> 00:49:26.553 doctoral intern within our program,

NOTE Confidence: 0.90520805

00:49:26.553 --> 00:49:28.037 and Doctor Jennifer Kilkas,

NOTE Confidence: 0.90520805

00:49:28.040 --> 00:49:29.465 they're doing a project called

NOTE Confidence: 0.90520805

00:49:29.465 --> 00:49:30.320 Switching the Code,

NOTE Confidence: 0.90520805

00:49:30.320 --> 00:49:31.312 Understanding Professionalism.

NOTE Confidence: 0.90520805

00:49:31.312 --> 00:49:34.288 Doctor Angela Haney was able to

NOTE Confidence: 0.90520805

00:49:34.288 --> 00:49:37.518 benefit from one of our professional

NOTE Confidence: 0.90520805

00:49:37.518 --> 00:49:38.600 development scholarships.

NOTE Confidence: 0.90520805

00:49:38.600 --> 00:49:40.652 And then we have current psychology

NOTE Confidence: 0.90520805

00:49:40.652 --> 00:49:42.020 doctoral interns doing their

NOTE Confidence: 0.90520805

00:49:42.076 --> 00:49:43.520 scholarly projects with us.

NOTE Confidence: 0.90520805

00:49:43.520 --> 00:49:45.095 We had postgraduate research associates

NOTE Confidence: 0.90520805

00:49:45.095 --> 00:49:47.582 working with us and we also we have

NOTE Confidence: 0.90520805

00:49:47.582 --> 00:49:49.292 two trainees from the University of

NOTE Confidence: 0.90520805

00:49:49.292 --> 00:49:51.003 Georgia who are supporting us in our

NOTE Confidence: 0.90520805

00:49:51.003 --> 00:49:54.960 Grow Two Point O evaluation initiative.

NOTE Confidence: 0.90520805

00:49:54.960 --> 00:49:58.350 So I want to wrap up here and give us

NOTE Confidence: 0.90520805

00:49:58.443 --> 00:50:01.726 a couple of minutes more for questions

NOTE Confidence: 0.90520805

00:50:01.726 --> 00:50:05.640 by saying thank you to the entire GROW team.

NOTE Confidence: 0.90520805

00:50:05.640 --> 00:50:08.256 And I'm going to ask if we can have

NOTE Confidence: 0.90520805

00:50:08.256 --> 00:50:10.393 the link to the website put into

NOTE Confidence: 0.90520805

00:50:10.393 --> 00:50:12.440 the chat so that you all can see.

NOTE Confidence: 0.90520805

00:50:12.440 --> 00:50:13.079 There are many,

NOTE Confidence: 0.90520805

00:50:13.079 --> 00:50:13.292 many,

NOTE Confidence: 0.90520805

00:50:13.292 --> 00:50:15.200 many people who I won't be able to name.

NOTE Confidence: 0.90520805

00:50:15.200 --> 00:50:16.118 And in fact,

NOTE Confidence: 0.90520805

00:50:16.118 --> 00:50:17.954 I don't trust myself to remember

NOTE Confidence: 0.90520805

00:50:17.960 --> 00:50:20.216 every single person and don't want

NOTE Confidence: 0.90520805

00:50:20.216 --> 00:50:21.720 to omit someone inadvertently.

NOTE Confidence: 0.90520805

00:50:21.720 --> 00:50:24.040 But we had workshop presenters,

NOTE Confidence: 0.90520805

00:50:24.040 --> 00:50:25.795 small group facilitators,

NOTE Confidence: 0.90520805

00:50:25.795 --> 00:50:28.720 we had conversations in passing.

NOTE Confidence: 0.90520805

00:50:28.720 --> 00:50:30.743 All of these things contributed to the

NOTE Confidence: 0.90520805

00:50:30.743 --> 00:50:33.117 work that you see here before you today.

NOTE Confidence: 0.90520805

00:50:33.120 --> 00:50:34.770 I do want to thank

NOTE Confidence: 0.67666614

00:50:34.770 --> 00:50:36.970 many of the folks across the School of

NOTE Confidence: 0.67666614

00:50:36.970 --> 00:50:38.929 Medicine and across the university who

NOTE Confidence: 0.67666614

00:50:38.929 --> 00:50:40.963 really partnered with us around this.

NOTE Confidence: 0.67666614

00:50:40.970 --> 00:50:42.330 From a funding standpoint.

NOTE Confidence: 0.67666614

00:50:42.330 --> 00:50:44.862 I want to thank all of our

NOTE Confidence: 0.67666614

00:50:44.862 --> 00:50:46.530 grow fellows and trainees.

NOTE Confidence: 0.67666614

00:50:46.530 --> 00:50:48.726 I want to name Latasha Neal,

NOTE Confidence: 0.67666614

00:50:48.730 --> 00:50:50.515 they were our original trainee

NOTE Confidence: 0.67666614

00:50:50.515 --> 00:50:52.995 who worked with us and and now

NOTE Confidence: 0.67666614

00:50:52.995 --> 00:50:55.165 many of you may know Latasha Neal

NOTE Confidence: 0.67666614

00:50:55.165 --> 00:50:57.368 from the Anti Racism Task Force.

NOTE Confidence: 0.67666614

00:50:57.370 --> 00:50:58.609 But a lot of those glamour shots

NOTE Confidence: 0.67666614

00:50:58.609 --> 00:51:00.087 that you saw from the Grow Workbook,

NOTE Confidence: 0.67666614

00:51:00.090 --> 00:51:01.190 they were really partnering

NOTE Confidence: 0.67666614

00:51:01.190 --> 00:51:02.565 with us around that work.

NOTE Confidence: 0.67666614

00:51:02.570 --> 00:51:04.982 A couple other key folks that I want to

NOTE Confidence: 0.67666614

00:51:04.982 --> 00:51:07.690 name John Crystal for ongoing support,

NOTE Confidence: 0.67666614

00:51:07.690 --> 00:51:08.426 funding support,

NOTE Confidence: 0.67666614

00:51:08.426 --> 00:51:11.002 but also really helping to link and

NOTE Confidence: 0.67666614

00:51:11.002 --> 00:51:13.453 network us with really key folks across

NOTE Confidence: 0.67666614

00:51:13.453 --> 00:51:15.970 the department but also across the school.

NOTE Confidence: 0.67666614

00:51:15.970 --> 00:51:18.170 And I also want to thank Frank Fortunati,

NOTE Confidence: 0.67666614

00:51:18.170 --> 00:51:19.786 who had significant contributions,

NOTE Confidence: 0.67666614

00:51:19.786 --> 00:51:21.806 lots of conversations with me,

NOTE Confidence: 0.67666614

00:51:21.810 --> 00:51:23.964 and then also supported us from

NOTE Confidence: 0.67666614

00:51:23.964 --> 00:51:26.018 a funding standpoint to make sure

NOTE Confidence: 0.67666614

00:51:26.018 --> 00:51:27.936 that some of my time was able

NOTE Confidence: 0.67666614

00:51:27.936 --> 00:51:29.976 to be dedicated to this work.

NOTE Confidence: 0.67666614

00:51:29.980 --> 00:51:31.860 Thank you also to all of our supporters,

NOTE Confidence: 0.67666614

00:51:31.860 --> 00:51:33.280 which includes you, you,

NOTE Confidence: 0.67666614

00:51:33.280 --> 00:51:35.055 for being here this morning,

NOTE Confidence: 0.67666614

00:51:35.060 --> 00:51:37.048 and many of you who came through

NOTE Confidence: 0.67666614

00:51:37.048 --> 00:51:38.740 the program and participated.

NOTE Confidence: 0.67666614

00:51:38.740 --> 00:51:41.340 This program belongs to us

NOTE Confidence: 0.67666614

00:51:41.340 --> 00:51:42.672 and it's built for,

NOTE Confidence: 0.67666614

00:51:42.672 --> 00:51:44.980 it's built by us and for us.

NOTE Confidence: 0.67666614

00:51:44.980 --> 00:51:46.876 So thank you all for being here and

NOTE Confidence: 0.67666614

00:51:46.876 --> 00:51:48.179 participating in the conversation.

NOTE Confidence: 0.67666614

00:51:48.180 --> 00:51:50.777 Thank you for all of our grow,

NOTE Confidence: 0.67666614

00:51:50.780 --> 00:51:52.988 our grow program participants,

NOTE Confidence: 0.67666614

00:51:52.988 --> 00:51:54.720 for your openness,

NOTE Confidence: 0.67666614

00:51:54.720 --> 00:51:55.900 your honesty,

NOTE Confidence: 0.67666614

00:51:55.900 --> 00:51:57.990 your willingness and also for a lot

NOTE Confidence: 0.67666614

00:51:57.990 --> 00:51:59.566 of the good work that you've done

NOTE Confidence: 0.67666614

00:51:59.566 --> 00:52:00.802 to continue these conversations

NOTE Confidence: 0.67666614

00:52:00.802 --> 00:52:02.377 within your own clinical institutions

NOTE Confidence: 0.67666614

00:52:02.377 --> 00:52:03.812 and beyond the department and

NOTE Confidence: 0.67666614

00:52:03.812 --> 00:52:06.178 beyond the work that you do here.

NOTE Confidence: 0.67666614

00:52:06.178 --> 00:52:07.396 So with that,

NOTE Confidence: 0.67666614

00:52:07.400 --> 00:52:08.750 I'm going to stop and see

NOTE Confidence: 0.67666614

00:52:08.750 --> 00:52:10.240 if there are any questions.

NOTE Confidence: 0.67666614

00:52:10.240 --> 00:52:12.216 I think I've left us a pretty good

NOTE Confidence: 0.67666614

00:52:12.216 --> 00:52:13.580 margin of time for questions.

NOTE Confidence: 0.67666614

00:52:13.580 --> 00:52:15.900 There is the link in the chat if

NOTE Confidence: 0.67666614

00:52:15.963 --> 00:52:17.997 you want to go in and take a look

NOTE Confidence: 0.67666614

00:52:18.000 --> 00:52:19.428 at some of what we've got going

NOTE Confidence: 0.67666614

00:52:19.428 --> 00:52:20.360 on and brewing there.

NOTE Confidence: 0.67666614

00:52:20.360 --> 00:52:21.998 There is also a contact page

NOTE Confidence: 0.67666614

00:52:21.998 --> 00:52:23.670 that is on the website.

NOTE Confidence: 0.67666614

00:52:23.670 --> 00:52:25.030 So if you are interested

NOTE Confidence: 0.67666614

00:52:25.030 --> 00:52:26.390 in reaching out to us,

NOTE Confidence: 0.67666614

00:52:26.390 --> 00:52:28.291 seeing what we're working on or

NOTE Confidence: 0.67666614

00:52:28.291 --> 00:52:29.838 you want to refer us to different

NOTE Confidence: 0.67666614

00:52:29.838 --> 00:52:31.389 groups that we're happy to do that.

NOTE Confidence: 0.67666614

00:52:31.390 --> 00:52:33.710 So with that, I'm going to stop talking.

NOTE Confidence: 0.67666614

00:52:33.710 --> 00:52:35.588 I'm going to say that I,

NOTE Confidence: 0.67666614

00:52:35.590 --> 00:52:38.824 Cindy and Becca are here to collectively

NOTE Confidence: 0.67666614

00:52:38.830 --> 00:52:40.150 field any questions or comments,

NOTE Confidence: 0.67666614

00:52:40.150 --> 00:52:43.534 and I'm going to now go over into the

NOTE Confidence: 0.67666614

00:52:43.534 --> 00:52:45.110 chat because I haven't looked there yet.