

WEBVTT

NOTE duration:"01:01:18"

NOTE recognizability:0.849

NOTE language:en-us

NOTE Confidence: 0.92240998625

00:00:00.000 --> 00:00:04.375 OK, So I'm very pleased and very

NOTE Confidence: 0.92240998625

00:00:04.375 --> 00:00:06.824 excited to introduce Doctor NI.

NOTE Confidence: 0.92240998625

00:00:06.824 --> 00:00:08.336 Addy. NI is the Doctor.

NOTE Confidence: 0.92240998625

00:00:08.336 --> 00:00:10.432 Addy is the Albert E Kent Associate

NOTE Confidence: 0.92240998625

00:00:10.432 --> 00:00:12.672 Professor of Psychiatry and associate

NOTE Confidence: 0.92240998625

00:00:12.672 --> 00:00:15.145 professor of Cellular and Molecular

NOTE Confidence: 0.92240998625

00:00:15.145 --> 00:00:18.480 Physiology and the inaugural director of

NOTE Confidence: 0.92240998625

00:00:18.480 --> 00:00:21.200 the Scientific Diversity and Inclusion

NOTE Confidence: 0.92240998625

00:00:21.280 --> 00:00:23.000 at the Yale School of Medicine.

NOTE Confidence: 0.92240998625

00:00:23.000 --> 00:00:25.200 He's also director of faculty

NOTE Confidence: 0.92240998625

00:00:25.200 --> 00:00:27.364 mentoring program for the Moore

NOTE Confidence: 0.92240998625

00:00:27.364 --> 00:00:29.788 Organization and Co chair of the

NOTE Confidence: 0.92240998625

00:00:29.788 --> 00:00:31.319 Career Development Subcommittee of

NOTE Confidence: 0.92240998625

00:00:31.319 --> 00:00:33.132 the Anti Racism Tax Task Force in
NOTE Confidence: 0.92240998625

00:00:33.132 --> 00:00:35.159 the Yale Department of Psychiatry.
NOTE Confidence: 0.92240998625

00:00:35.160 --> 00:00:37.680 He received his BS from Duke University
NOTE Confidence: 0.92240998625

00:00:37.680 --> 00:00:40.680 and his PhD in neuroscience from Yale.
NOTE Confidence: 0.92240998625

00:00:40.680 --> 00:00:42.845 He directs A federally funded
NOTE Confidence: 0.92240998625

00:00:42.845 --> 00:00:44.577 research program investigating the
NOTE Confidence: 0.92240998625

00:00:44.577 --> 00:00:45.968 biological mechanisms mediating
NOTE Confidence: 0.92240998625

00:00:45.968 --> 00:00:48.198 substance use and mood disorders.
NOTE Confidence: 0.92240998625

00:00:48.200 --> 00:00:51.176 And Doctor Addy also his team also studies
NOTE Confidence: 0.92240998625

00:00:51.176 --> 00:00:53.673 the ability of tobacco product flavor
NOTE Confidence: 0.92240998625

00:00:53.673 --> 00:00:56.193 additives to to alter nicotine use,
NOTE Confidence: 0.92240998625

00:00:56.200 --> 00:00:57.493 behavior and addiction.
NOTE Confidence: 0.92240998625

00:00:57.493 --> 00:01:00.079 OK, so he's an established scholar.
NOTE Confidence: 0.92240998625

00:01:00.080 --> 00:01:01.928 He has published widely,
NOTE Confidence: 0.92240998625

00:01:01.928 --> 00:01:04.535 sits on different journal review boards,
NOTE Confidence: 0.92240998625

00:01:04.535 --> 00:01:06.560 and also has presented his

NOTE Confidence: 0.92240998625
00:01:06.560 --> 00:01:08.189 scientific lectures at universities
NOTE Confidence: 0.92240998625
00:01:08.189 --> 00:01:10.074 throughout the US and Europe.
NOTE Confidence: 0.92240998625
00:01:10.080 --> 00:01:11.136 But that's not the reason that
NOTE Confidence: 0.92240998625
00:01:11.136 --> 00:01:12.279 he was invited to talk today.
NOTE Confidence: 0.92240998625
00:01:12.280 --> 00:01:14.037 That's only one piece of the puzzle.
NOTE Confidence: 0.92240998625
00:01:14.040 --> 00:01:16.236 OK, so the really interesting stuff,
NOTE Confidence: 0.92240998625
00:01:16.240 --> 00:01:18.380 at least from my perspective, all the sides.
NOTE Confidence: 0.92240998625
00:01:18.380 --> 00:01:19.520 It's interesting too,
NOTE Confidence: 0.92240998625
00:01:19.520 --> 00:01:23.120 is that he also hosts the Addy Hour podcast,
NOTE Confidence: 0.92240998625
00:01:23.120 --> 00:01:25.328 which focuses on topics at the
NOTE Confidence: 0.92240998625
00:01:25.328 --> 00:01:26.432 intersection of neuroscience,
NOTE Confidence: 0.92240998625
00:01:26.440 --> 00:01:28.588 mental health, faith, culture,
NOTE Confidence: 0.92240998625
00:01:28.588 --> 00:01:30.199 and social justice.
NOTE Confidence: 0.92240998625
00:01:30.200 --> 00:01:31.760 Episodes include dynamic conversations
NOTE Confidence: 0.92240998625
00:01:31.760 --> 00:01:34.100 based on the lived experience and
NOTE Confidence: 0.92240998625

00:01:34.155 --> 00:01:36.160 professional expertise of his guests,
NOTE Confidence: 0.92240998625

00:01:36.160 --> 00:01:37.792 which include community leaders,
NOTE Confidence: 0.92240998625

00:01:37.792 --> 00:01:39.832 clinicians and mental health experts,
NOTE Confidence: 0.92240998625

00:01:39.840 --> 00:01:40.504 scientists,
NOTE Confidence: 0.92240998625

00:01:40.504 --> 00:01:43.160 professional athletes and entertainers,
NOTE Confidence: 0.92240998625

00:01:43.160 --> 00:01:45.680 faith leaders, and mental health advocates.
NOTE Confidence: 0.92240998625

00:01:45.680 --> 00:01:48.288 As the creator and host of these
NOTE Confidence: 0.92240998625

00:01:48.288 --> 00:01:49.760 town hall community events,
NOTE Confidence: 0.92240998625

00:01:49.760 --> 00:01:51.812 Doctor Addie has also built unique
NOTE Confidence: 0.92240998625

00:01:51.812 --> 00:01:53.556 partnerships to encourage and equip
NOTE Confidence: 0.92240998625

00:01:53.556 --> 00:01:55.754 audiences to embrace the use of holistic,
NOTE Confidence: 0.92240998625

00:01:55.760 --> 00:01:57.792 integrated tools to address
NOTE Confidence: 0.92240998625

00:01:57.792 --> 00:01:59.316 mental health challenges.
NOTE Confidence: 0.92240998625

00:01:59.320 --> 00:02:01.045 His research and community work
NOTE Confidence: 0.92240998625

00:02:01.045 --> 00:02:03.613 have been featured by NPR Newsday,
NOTE Confidence: 0.92240998625

00:02:03.613 --> 00:02:06.168 the National Football League Players

NOTE Confidence: 0.92240998625
00:02:06.168 --> 00:02:07.560 Association, Source Magazine,
NOTE Confidence: 0.92240998625
00:02:07.560 --> 00:02:09.320 Chuck Norris Bowl TV,
NOTE Confidence: 0.92240998625
00:02:09.320 --> 00:02:11.760 Legitimate Matters and Relevant Magazine.
NOTE Confidence: 0.92240998625
00:02:11.760 --> 00:02:12.006 Finally,
NOTE Confidence: 0.92240998625
00:02:12.006 --> 00:02:13.728 he serves on the Board of Trustees
NOTE Confidence: 0.92240998625
00:02:13.728 --> 00:02:14.999 for the Carver Project,
NOTE Confidence: 0.92240998625
00:02:15.000 --> 00:02:17.350 aimed at empowering and connecting
NOTE Confidence: 0.92240998625
00:02:17.350 --> 00:02:18.760 individuals across university,
NOTE Confidence: 0.92240998625
00:02:18.760 --> 00:02:19.780 church and society.
NOTE Confidence: 0.92240998625
00:02:19.780 --> 00:02:22.160 So please join me in welcoming Dr.
NOTE Confidence: 0.92240998625
00:02:22.160 --> 00:02:23.756 Addy to the Child Study Center.
NOTE Confidence: 0.885737161428572
00:02:30.920 --> 00:02:31.948 Thank you, Doctor David,
NOTE Confidence: 0.885737161428572
00:02:31.948 --> 00:02:32.719 for that introduction.
NOTE Confidence: 0.885737161428572
00:02:32.720 --> 00:02:33.953 It's good to be here with all of you.
NOTE Confidence: 0.885737161428572
00:02:33.960 --> 00:02:35.328 I've been told that that's the camera I'm
NOTE Confidence: 0.885737161428572

00:02:35.328 --> 00:02:36.640 supposed to look at for the folks online,
NOTE Confidence: 0.885737161428572

00:02:36.640 --> 00:02:37.920 so I'll try and address
NOTE Confidence: 0.885737161428572

00:02:37.920 --> 00:02:39.560 you all at times as well.
NOTE Confidence: 0.885737161428572

00:02:39.560 --> 00:02:41.156 But it's great to be here.
NOTE Confidence: 0.885737161428572

00:02:41.160 --> 00:02:43.026 I've been really encouraged to hear
NOTE Confidence: 0.885737161428572

00:02:43.026 --> 00:02:45.120 about this Grand Rounds lecture series,
NOTE Confidence: 0.885737161428572

00:02:45.120 --> 00:02:46.080 so thanks to Doctor David.
NOTE Confidence: 0.885737161428572

00:02:46.080 --> 00:02:47.376 Thanks to Doctor Maze
NOTE Confidence: 0.885737161428572

00:02:47.376 --> 00:02:48.996 for the support as well.
NOTE Confidence: 0.885737161428572

00:02:49.000 --> 00:02:50.164 Specifically because of how
NOTE Confidence: 0.885737161428572

00:02:50.164 --> 00:02:51.910 transformative it is to really have
NOTE Confidence: 0.885737161428572

00:02:51.958 --> 00:02:53.758 something that's focused on leadership.
NOTE Confidence: 0.885737161428572

00:02:53.760 --> 00:02:54.770 I know you've had transformative
NOTE Confidence: 0.885737161428572

00:02:54.770 --> 00:02:56.120 leaders that have been here speaking.
NOTE Confidence: 0.885737161428572

00:02:56.120 --> 00:02:58.144 And so I feel very honoured to be
NOTE Confidence: 0.885737161428572

00:02:58.144 --> 00:02:59.853 included in that fold, as it were,

NOTE Confidence: 0.885737161428572

00:02:59.853 --> 00:03:01.720 to be able to speak with you all today.

NOTE Confidence: 0.885737161428572

00:03:01.720 --> 00:03:03.008 So I know we're going to have

NOTE Confidence: 0.885737161428572

00:03:03.008 --> 00:03:04.080 some Q&A time afterwards.

NOTE Confidence: 0.885737161428572

00:03:04.080 --> 00:03:06.112 What I thought I would do is just

NOTE Confidence: 0.885737161428572

00:03:06.112 --> 00:03:08.279 start out with some general comments.

NOTE Confidence: 0.885737161428572

00:03:08.280 --> 00:03:10.640 I will admit my title is a little bit,

NOTE Confidence: 0.885737161428572

00:03:10.640 --> 00:03:11.876 what's the right word to say,

NOTE Confidence: 0.885737161428572

00:03:11.880 --> 00:03:12.750 ambitious, grandiose.

NOTE Confidence: 0.885737161428572

00:03:12.750 --> 00:03:15.795 I see you all are are reacting,

NOTE Confidence: 0.885737161428572

00:03:15.800 --> 00:03:16.976 so you may have had some thoughts

NOTE Confidence: 0.885737161428572

00:03:16.976 --> 00:03:18.197 as you read the title as well.

NOTE Confidence: 0.885737161428572

00:03:18.200 --> 00:03:19.439 But I thought I'd give you a

NOTE Confidence: 0.885737161428572

00:03:19.439 --> 00:03:20.763 little bit of a sense of how

NOTE Confidence: 0.885737161428572

00:03:20.763 --> 00:03:21.879 I actually got to that place.

NOTE Confidence: 0.885737161428572

00:03:21.880 --> 00:03:24.120 So I'm going to try and be a little bit

NOTE Confidence: 0.885737161428572

00:03:24.185 --> 00:03:26.713 vulnerable and kind of peel back the layers,

NOTE Confidence: 0.885737161428572

00:03:26.720 --> 00:03:27.365 as it were,

NOTE Confidence: 0.885737161428572

00:03:27.365 --> 00:03:29.204 for how I actually got to this place

NOTE Confidence: 0.885737161428572

00:03:29.204 --> 00:03:30.890 of serving in these different roles

NOTE Confidence: 0.885737161428572

00:03:30.890 --> 00:03:32.752 and trying to have the ambition to

NOTE Confidence: 0.885737161428572

00:03:32.752 --> 00:03:34.842 make an impact in terms of societal good.

NOTE Confidence: 0.885737161428572

00:03:34.842 --> 00:03:36.768 So hopefully that will be something

NOTE Confidence: 0.885737161428572

00:03:36.768 --> 00:03:38.638 that will be helpful to you all.

NOTE Confidence: 0.885737161428572

00:03:38.640 --> 00:03:40.474 I will also say there's a a

NOTE Confidence: 0.885737161428572

00:03:40.474 --> 00:03:42.237 shift here that I feel as well.

NOTE Confidence: 0.885737161428572

00:03:42.240 --> 00:03:43.717 So even as you heard about as

NOTE Confidence: 0.885737161428572

00:03:43.717 --> 00:03:44.920 Doctor Dave was describing,

NOTE Confidence: 0.885737161428572

00:03:44.920 --> 00:03:46.600 some of the things that I've done,

NOTE Confidence: 0.885737161428572

00:03:46.600 --> 00:03:48.622 a lot of that involves interacting

NOTE Confidence: 0.885737161428572

00:03:48.622 --> 00:03:49.633 in different communities.

NOTE Confidence: 0.885737161428572

00:03:49.640 --> 00:03:51.915 And so just with who I am,

NOTE Confidence: 0.885737161428572
00:03:51.920 --> 00:03:52.414 my personality,
NOTE Confidence: 0.885737161428572
00:03:52.414 --> 00:03:53.896 I really enjoy getting out and
NOTE Confidence: 0.885737161428572
00:03:53.896 --> 00:03:55.118 doing those types of things.
NOTE Confidence: 0.885737161428572
00:03:55.120 --> 00:03:56.752 I enjoy that much more than
NOTE Confidence: 0.885737161428572
00:03:56.752 --> 00:03:57.840 actually talking about it.
NOTE Confidence: 0.885737161428572
00:03:57.840 --> 00:03:59.436 So if I had my choice,
NOTE Confidence: 0.885737161428572
00:03:59.440 --> 00:04:00.220 this might surprise me.
NOTE Confidence: 0.885737161428572
00:04:00.220 --> 00:04:01.195 I'm actually a background person.
NOTE Confidence: 0.885737161428572
00:04:01.200 --> 00:04:03.118 I don't like being in the spotlight.
NOTE Confidence: 0.885737161428572
00:04:03.120 --> 00:04:04.800 And so it's been a shift to actually
NOTE Confidence: 0.885737161428572
00:04:04.800 --> 00:04:06.234 step into leadership roles to
NOTE Confidence: 0.885737161428572
00:04:06.234 --> 00:04:07.514 actually move things forward.
NOTE Confidence: 0.885737161428572
00:04:07.520 --> 00:04:08.996 But there is also a little bit of just,
NOTE Confidence: 0.885737161428572
00:04:09.000 --> 00:04:09.720 this is not the right word,
NOTE Confidence: 0.885737161428572
00:04:09.720 --> 00:04:11.658 but weirdness for me to actually
NOTE Confidence: 0.885737161428572

00:04:11.658 --> 00:04:13.662 talk about that here at Yale because
NOTE Confidence: 0.885737161428572

00:04:13.662 --> 00:04:15.438 so much of it has been with Yale,
NOTE Confidence: 0.885737161428572

00:04:15.440 --> 00:04:16.676 but also going out into communities.
NOTE Confidence: 0.885737161428572

00:04:16.680 --> 00:04:18.096 So this is, I think, a healthy shift,
NOTE Confidence: 0.885737161428572

00:04:18.096 --> 00:04:19.488 and hopefully that will be helpful
NOTE Confidence: 0.885737161428572

00:04:19.488 --> 00:04:20.440 for you all as well.
NOTE Confidence: 0.885737161428572

00:04:20.440 --> 00:04:22.072 And thank you to Doctor David
NOTE Confidence: 0.885737161428572

00:04:22.072 --> 00:04:23.160 for actually facilitating that.
NOTE Confidence: 0.885737161428572

00:04:23.160 --> 00:04:24.396 Because I'll just tell you honestly,
NOTE Confidence: 0.885737161428572

00:04:24.400 --> 00:04:25.420 that's not something I would
NOTE Confidence: 0.885737161428572

00:04:25.420 --> 00:04:26.799 choose to jump into and be like,
NOTE Confidence: 0.885737161428572

00:04:26.800 --> 00:04:28.718 let me just talk about all the other
NOTE Confidence: 0.885737161428572

00:04:28.720 --> 00:04:30.186 things I'm doing while I'm here on campus.
NOTE Confidence: 0.885737161428572

00:04:30.186 --> 00:04:31.198 So in a sense,
NOTE Confidence: 0.885737161428572

00:04:31.200 --> 00:04:32.292 you've created an opportunity.
NOTE Confidence: 0.885737161428572

00:04:32.292 --> 00:04:33.930 So I've given a lot of

NOTE Confidence: 0.856181551818182
00:04:33.987 --> 00:04:35.866 caveats, but let me go ahead and jump
NOTE Confidence: 0.856181551818182
00:04:35.866 --> 00:04:37.800 into just some of the opening remarks.
NOTE Confidence: 0.856181551818182
00:04:37.800 --> 00:04:38.988 And I will say this will
NOTE Confidence: 0.856181551818182
00:04:38.988 --> 00:04:40.200 sound a little bit strange,
NOTE Confidence: 0.856181551818182
00:04:40.200 --> 00:04:42.368 but one of the main reasons I feel
NOTE Confidence: 0.856181551818182
00:04:42.368 --> 00:04:44.686 like I'm doing so much of this work
NOTE Confidence: 0.856181551818182
00:04:44.686 --> 00:04:46.839 is really born out of frustration.
NOTE Confidence: 0.856181551818182
00:04:46.840 --> 00:04:49.600 And I've used that phrase in other scenarios
NOTE Confidence: 0.856181551818182
00:04:49.600 --> 00:04:51.758 before sometimes when I've given keynotes.
NOTE Confidence: 0.856181551818182
00:04:51.760 --> 00:04:53.200 And I always acknowledge that's a little bit
NOTE Confidence: 0.856181551818182
00:04:53.200 --> 00:04:54.917 of a weird place to start a presentation,
NOTE Confidence: 0.856181551818182
00:04:54.920 --> 00:04:56.152 like to tell you,
NOTE Confidence: 0.856181551818182
00:04:56.152 --> 00:04:57.076 obviously you're frustrated,
NOTE Confidence: 0.856181551818182
00:04:57.080 --> 00:04:58.262 but it's kind of the reality
NOTE Confidence: 0.856181551818182
00:04:58.262 --> 00:04:59.799 of how I step into this work.
NOTE Confidence: 0.856181551818182

00:04:59.800 --> 00:05:01.770 So it's what I thought I would do is tell
NOTE Confidence: 0.856181551818182

00:05:01.827 --> 00:05:03.827 you a few different stories about where some
NOTE Confidence: 0.856181551818182

00:05:03.827 --> 00:05:05.880 of that frustration actually came from.
NOTE Confidence: 0.856181551818182

00:05:05.880 --> 00:05:06.846 So the first story,
NOTE Confidence: 0.856181551818182

00:05:06.846 --> 00:05:07.876 this is actually going back
NOTE Confidence: 0.856181551818182

00:05:07.880 --> 00:05:09.680 maybe about 10 years or so.
NOTE Confidence: 0.856181551818182

00:05:09.680 --> 00:05:12.000 I was giving a talk at Emory University.
NOTE Confidence: 0.856181551818182

00:05:12.000 --> 00:05:14.421 I've been invited by the students to come and
NOTE Confidence: 0.856181551818182

00:05:14.421 --> 00:05:16.597 speak on a mental health and faith topic,
NOTE Confidence: 0.856181551818182

00:05:16.600 --> 00:05:18.518 so they had me as a neuroscientist.
NOTE Confidence: 0.856181551818182

00:05:18.520 --> 00:05:20.248 They also paired me with a
NOTE Confidence: 0.856181551818182

00:05:20.248 --> 00:05:21.400 clinical psychologist on campus,
NOTE Confidence: 0.856181551818182

00:05:21.400 --> 00:05:22.735 and we're just talking about
NOTE Confidence: 0.856181551818182

00:05:22.735 --> 00:05:24.070 different aspects of mental health
NOTE Confidence: 0.856181551818182

00:05:24.120 --> 00:05:25.480 from a neuroscience perspective,
NOTE Confidence: 0.856181551818182

00:05:25.480 --> 00:05:26.208 psychological perspective,

NOTE Confidence: 0.856181551818182
00:05:26.208 --> 00:05:28.028 and then also thinking about
NOTE Confidence: 0.856181551818182
00:05:28.028 --> 00:05:29.120 aspects of faith.
NOTE Confidence: 0.856181551818182
00:05:29.120 --> 00:05:30.745 So it's a really generous
NOTE Confidence: 0.856181551818182
00:05:30.745 --> 00:05:31.720 and generative conversation.
NOTE Confidence: 0.856181551818182
00:05:31.720 --> 00:05:33.800 I remember at the end of the conversation,
NOTE Confidence: 0.856181551818182
00:05:33.800 --> 00:05:35.168 one of the students in the
NOTE Confidence: 0.856181551818182
00:05:35.168 --> 00:05:36.080 class raised her hand.
NOTE Confidence: 0.856181551818182
00:05:36.080 --> 00:05:37.776 So I have found out later she was
NOTE Confidence: 0.856181551818182
00:05:37.776 --> 00:05:39.240 actually studying behavioral neuroscience.
NOTE Confidence: 0.856181551818182
00:05:39.240 --> 00:05:41.144 So she's already thinking a lot about the
NOTE Confidence: 0.856181551818182
00:05:41.144 --> 00:05:43.116 brain and how that impacts mental health.
NOTE Confidence: 0.856181551818182
00:05:43.120 --> 00:05:45.184 But she said she had a hard time
NOTE Confidence: 0.856181551818182
00:05:45.184 --> 00:05:46.394 interacting and giving guidance
NOTE Confidence: 0.856181551818182
00:05:46.394 --> 00:05:48.296 to an aunt who is struggling
NOTE Confidence: 0.856181551818182
00:05:48.296 --> 00:05:49.800 with addiction and depression.
NOTE Confidence: 0.856181551818182

00:05:49.800 --> 00:05:51.920 And she said that aunt kept being told
NOTE Confidence: 0.856181551818182

00:05:51.920 --> 00:05:54.178 that the only reason she wasn't getting
NOTE Confidence: 0.856181551818182

00:05:54.178 --> 00:05:56.639 better is because she wasn't praying hard.
NOTE Confidence: 0.856181551818182

00:05:56.640 --> 00:05:58.110 So I'm seeing some of your facial
NOTE Confidence: 0.856181551818182

00:05:58.110 --> 00:05:59.119 reactions to that as well.
NOTE Confidence: 0.856181551818182

00:05:59.120 --> 00:06:00.236 I can't see the folks online.
NOTE Confidence: 0.856181551818182

00:06:00.240 --> 00:06:01.365 You might have also had
NOTE Confidence: 0.856181551818182

00:06:01.365 --> 00:06:02.040 some facial reactions,
NOTE Confidence: 0.856181551818182

00:06:02.040 --> 00:06:04.294 but that's something that hit me in
NOTE Confidence: 0.856181551818182

00:06:04.294 --> 00:06:07.176 a really odd way and just LED to a
NOTE Confidence: 0.856181551818182

00:06:07.176 --> 00:06:08.901 a feeling of frustration because
NOTE Confidence: 0.856181551818182

00:06:08.901 --> 00:06:10.158 of that scenario.
NOTE Confidence: 0.856181551818182

00:06:10.160 --> 00:06:11.798 Now Fast forward a few years later,
NOTE Confidence: 0.856181551818182

00:06:11.800 --> 00:06:13.844 this time I was teaching a class
NOTE Confidence: 0.856181551818182

00:06:13.844 --> 00:06:14.720 here on campus,
NOTE Confidence: 0.856181551818182

00:06:14.720 --> 00:06:16.148 teaching the medical students and talking

NOTE Confidence: 0.856181551818182
00:06:16.148 --> 00:06:18.276 a lot about the work that we do in the lab,
NOTE Confidence: 0.856181551818182
00:06:18.280 --> 00:06:20.250 looking at the neurobiology of
NOTE Confidence: 0.856181551818182
00:06:20.250 --> 00:06:22.220 relapse and how different processes
NOTE Confidence: 0.856181551818182
00:06:22.280 --> 00:06:23.950 in the brain facilitate craving
NOTE Confidence: 0.856181551818182
00:06:23.950 --> 00:06:26.160 and can actually lead to relapse.
NOTE Confidence: 0.856181551818182
00:06:26.160 --> 00:06:27.024 Now in this situation,
NOTE Confidence: 0.856181551818182
00:06:27.024 --> 00:06:28.735 it has students in that lecturer who raised
NOTE Confidence: 0.856181551818182
00:06:28.735 --> 00:06:30.480 their hands that this is all well and good,
NOTE Confidence: 0.856181551818182
00:06:30.480 --> 00:06:32.069 but what are we supposed to do
NOTE Confidence: 0.856181551818182
00:06:32.069 --> 00:06:33.808 with those people that think that a
NOTE Confidence: 0.856181551818182
00:06:33.808 --> 00:06:35.314 higher power can help them navigate
NOTE Confidence: 0.856181551818182
00:06:35.365 --> 00:06:37.120 through their mental health channels?
NOTE Confidence: 0.856181551818182
00:06:37.120 --> 00:06:38.998 So again, I was feeling frustrated.
NOTE Confidence: 0.856181551818182
00:06:39.000 --> 00:06:40.204 On the one hand,
NOTE Confidence: 0.856181551818182
00:06:40.204 --> 00:06:41.709 I was frustrated that somebody
NOTE Confidence: 0.856181551818182

00:06:41.709 --> 00:06:43.552 would be appropriately, I think,
NOTE Confidence: 0.856181551818182

00:06:43.552 --> 00:06:44.320 using spiritual practices,
NOTE Confidence: 0.856181551818182

00:06:44.320 --> 00:06:45.760 but almost being told to ignore
NOTE Confidence: 0.856181551818182

00:06:45.760 --> 00:06:47.240 everything we know about psychology,
NOTE Confidence: 0.856181551818182

00:06:47.240 --> 00:06:47.568 psychiatry,
NOTE Confidence: 0.856181551818182

00:06:47.568 --> 00:06:48.880 all these other aspects.
NOTE Confidence: 0.856181551818182

00:06:48.880 --> 00:06:50.120 And on the other hand,
NOTE Confidence: 0.856181551818182

00:06:50.120 --> 00:06:50.940 having someone who's paying
NOTE Confidence: 0.856181551818182

00:06:50.940 --> 00:06:51.760 attention to those pieces,
NOTE Confidence: 0.940125678461538

00:06:51.760 --> 00:06:53.224 but ignoring everything we know about
NOTE Confidence: 0.940125678461538

00:06:53.224 --> 00:06:55.039 the power of being part of community,
NOTE Confidence: 0.940125678461538

00:06:55.040 --> 00:06:56.475 the power of being the faith community.
NOTE Confidence: 0.940125678461538

00:06:56.480 --> 00:06:58.776 And so it was a frustration that
NOTE Confidence: 0.940125678461538

00:06:58.776 --> 00:07:00.838 I was feeling on both sides.
NOTE Confidence: 0.940125678461538

00:07:00.840 --> 00:07:01.620 Now, that wasn't the only
NOTE Confidence: 0.940125678461538

00:07:01.620 --> 00:07:02.400 thing that was frustrating me.

NOTE Confidence: 0.940125678461538
00:07:02.400 --> 00:07:04.206 Those I mentioned were two separate
NOTE Confidence: 0.940125678461538
00:07:04.206 --> 00:07:05.760 events that happened years apart.
NOTE Confidence: 0.940125678461538
00:07:05.760 --> 00:07:07.704 But some of the things that were frustrating
NOTE Confidence: 0.940125678461538
00:07:07.704 --> 00:07:09.639 were just kind of in my daily navigation.
NOTE Confidence: 0.940125678461538
00:07:09.640 --> 00:07:10.616 So as you heard,
NOTE Confidence: 0.940125678461538
00:07:10.616 --> 00:07:12.080 I actually lead a research program
NOTE Confidence: 0.940125678461538
00:07:12.131 --> 00:07:13.756 here in the psychiatry department.
NOTE Confidence: 0.940125678461538
00:07:13.760 --> 00:07:14.800 So running a research lab,
NOTE Confidence: 0.940125678461538
00:07:14.800 --> 00:07:16.640 we're particularly focused on anxiety,
NOTE Confidence: 0.940125678461538
00:07:16.640 --> 00:07:17.408 depression, addiction,
NOTE Confidence: 0.940125678461538
00:07:17.408 --> 00:07:19.712 really trying to understand the basic
NOTE Confidence: 0.940125678461538
00:07:19.712 --> 00:07:21.399 neurobiology of those challenges.
NOTE Confidence: 0.940125678461538
00:07:21.400 --> 00:07:23.116 And then also to do work,
NOTE Confidence: 0.940125678461538
00:07:23.120 --> 00:07:24.856 we can try and look for novel therapeutic
NOTE Confidence: 0.940125678461538
00:07:24.856 --> 00:07:26.539 targets and then build collaborations with
NOTE Confidence: 0.940125678461538

00:07:26.539 --> 00:07:28.351 clinicians to actually do clinical studies,
NOTE Confidence: 0.940125678461538

00:07:28.360 --> 00:07:30.440 which we're in the middle of setting up.
NOTE Confidence: 0.940125678461538

00:07:30.440 --> 00:07:32.555 So with that is also a large research team.
NOTE Confidence: 0.940125678461538

00:07:32.560 --> 00:07:34.512 And I always think about the aspects of
NOTE Confidence: 0.940125678461538

00:07:34.512 --> 00:07:36.400 community that we have together as community,
NOTE Confidence: 0.940125678461538

00:07:36.400 --> 00:07:37.996 but doing that work as a community.
NOTE Confidence: 0.940125678461538

00:07:38.000 --> 00:07:39.320 I have undergraduates in the lab,
NOTE Confidence: 0.940125678461538

00:07:39.320 --> 00:07:40.376 graduate students,
NOTE Confidence: 0.940125678461538

00:07:40.376 --> 00:07:41.960 post BAC students,
NOTE Confidence: 0.940125678461538

00:07:41.960 --> 00:07:44.240 some PhD students, MDPHD students,
NOTE Confidence: 0.940125678461538

00:07:44.240 --> 00:07:45.041 the research staff.
NOTE Confidence: 0.940125678461538

00:07:45.041 --> 00:07:46.376 And so we're all community
NOTE Confidence: 0.940125678461538

00:07:46.376 --> 00:07:47.399 together doing that work.
NOTE Confidence: 0.940125678461538

00:07:47.400 --> 00:07:48.330 There's a lot of mentorship
NOTE Confidence: 0.940125678461538

00:07:48.330 --> 00:07:49.074 that comes from that,
NOTE Confidence: 0.940125678461538

00:07:49.080 --> 00:07:50.921 but there's also aspects where we all

NOTE Confidence: 0.940125678461538
00:07:50.921 --> 00:07:52.918 have to walk through life together.
NOTE Confidence: 0.940125678461538
00:07:52.920 --> 00:07:54.300 That's something I think hopefully
NOTE Confidence: 0.940125678461538
00:07:54.300 --> 00:07:55.982 we can all appreciate even more
NOTE Confidence: 0.940125678461538
00:07:55.982 --> 00:07:57.247 so after everything that we've
NOTE Confidence: 0.940125678461538
00:07:57.247 --> 00:07:58.720 gone through for the pandemic.
NOTE Confidence: 0.940125678461538
00:07:58.720 --> 00:08:00.680 So one specific situation,
NOTE Confidence: 0.940125678461538
00:08:00.680 --> 00:08:02.255 I remember going up to the
NOTE Confidence: 0.940125678461538
00:08:02.255 --> 00:08:03.280 lab one day out this,
NOTE Confidence: 0.940125678461538
00:08:03.280 --> 00:08:04.504 I was in the building where I had to
NOTE Confidence: 0.940125678461538
00:08:04.504 --> 00:08:05.836 take the elevator to go up to my office.
NOTE Confidence: 0.940125678461538
00:08:05.840 --> 00:08:07.240 And on the way to my office,
NOTE Confidence: 0.940125678461538
00:08:07.240 --> 00:08:08.830 I felt like I heard someone
NOTE Confidence: 0.940125678461538
00:08:08.830 --> 00:08:10.480 weeping in in the restroom.
NOTE Confidence: 0.940125678461538
00:08:10.480 --> 00:08:12.797 Wasn't sure exactly what that was about.
NOTE Confidence: 0.940125678461538
00:08:12.800 --> 00:08:13.672 But later that morning,
NOTE Confidence: 0.940125678461538

00:08:13.672 --> 00:08:15.443 I had a meeting with one of my
NOTE Confidence: 0.940125678461538

00:08:15.443 --> 00:08:16.468 students to basically just do
NOTE Confidence: 0.940125678461538

00:08:16.468 --> 00:08:18.037 kind of a a research check in,
NOTE Confidence: 0.940125678461538

00:08:18.040 --> 00:08:19.096 talk about research progress.
NOTE Confidence: 0.940125678461538

00:08:19.096 --> 00:08:21.224 And I could tell the students really trying
NOTE Confidence: 0.940125678461538

00:08:21.224 --> 00:08:23.192 to kind of move through all the research,
NOTE Confidence: 0.940125678461538

00:08:23.200 --> 00:08:25.240 but was having a hard time.
NOTE Confidence: 0.940125678461538

00:08:25.240 --> 00:08:26.880 So I took a pause to just kind
NOTE Confidence: 0.940125678461538

00:08:26.880 --> 00:08:28.616 of check in with the students and
NOTE Confidence: 0.940125678461538

00:08:28.616 --> 00:08:30.360 see how they were doing overall.
NOTE Confidence: 0.940125678461538

00:08:30.360 --> 00:08:30.629 Now,
NOTE Confidence: 0.940125678461538

00:08:30.629 --> 00:08:32.512 this actually happened to be the same
NOTE Confidence: 0.940125678461538

00:08:32.512 --> 00:08:34.421 day of the George Zimmerman trial
NOTE Confidence: 0.940125678461538

00:08:34.421 --> 00:08:36.395 in the killing of Trayvon Martin.
NOTE Confidence: 0.940125678461538

00:08:36.400 --> 00:08:38.479 The student also was a black student,
NOTE Confidence: 0.940125678461538

00:08:38.480 --> 00:08:40.104 and so they were having a really

NOTE Confidence: 0.940125678461538
00:08:40.104 --> 00:08:41.788 difficult time with the verdict and
NOTE Confidence: 0.940125678461538
00:08:41.788 --> 00:08:43.040 actually navigating through that.
NOTE Confidence: 0.940125678461538
00:08:43.040 --> 00:08:43.956 So in that moment,
NOTE Confidence: 0.940125678461538
00:08:43.956 --> 00:08:45.330 I think it was really important
NOTE Confidence: 0.940125678461538
00:08:45.378 --> 00:08:46.757 for me and really helpful for me
NOTE Confidence: 0.940125678461538
00:08:46.757 --> 00:08:48.514 to kind of pause and step back and
NOTE Confidence: 0.940125678461538
00:08:48.514 --> 00:08:49.981 have that space where the student
NOTE Confidence: 0.940125678461538
00:08:49.981 --> 00:08:52.027 can really process all the emotions
NOTE Confidence: 0.940125678461538
00:08:52.027 --> 00:08:53.838 they were feeling at that time.
NOTE Confidence: 0.940125678461538
00:08:53.840 --> 00:08:54.520 Now, at the same time,
NOTE Confidence: 0.940125678461538
00:08:54.520 --> 00:08:56.004 I was doing this while I was
NOTE Confidence: 0.940125678461538
00:08:56.004 --> 00:08:57.280 also processing my own emotions,
NOTE Confidence: 0.940125678461538
00:08:57.280 --> 00:08:59.800 a mixture of emotions, frustration,
NOTE Confidence: 0.940125678461538
00:08:59.800 --> 00:09:01.186 outrage, anger, hopelessness,
NOTE Confidence: 0.940125678461538
00:09:01.186 --> 00:09:03.958 all kind of mixed in together,
NOTE Confidence: 0.940125678461538

00:09:03.960 --> 00:09:05.568 but trying to guide a student
NOTE Confidence: 0.940125678461538

00:09:05.568 --> 00:09:06.640 through that process at
NOTE Confidence: 0.863394998461539

00:09:06.692 --> 00:09:08.160 the same time. So I say that to
NOTE Confidence: 0.863394998461539

00:09:08.160 --> 00:09:09.240 say it wasn't an easy moment,
NOTE Confidence: 0.863394998461539

00:09:09.240 --> 00:09:11.151 but I think it was a very
NOTE Confidence: 0.863394998461539

00:09:11.151 --> 00:09:12.720 helpful moment for both of us.
NOTE Confidence: 0.863394998461539

00:09:12.720 --> 00:09:14.280 But the part that got even more challenging
NOTE Confidence: 0.863394998461539

00:09:14.280 --> 00:09:15.840 is after that meeting later on the day,
NOTE Confidence: 0.863394998461539

00:09:15.840 --> 00:09:17.838 I had to go to a a more general
NOTE Confidence: 0.863394998461539

00:09:17.838 --> 00:09:19.198 meeting with other faculty.
NOTE Confidence: 0.863394998461539

00:09:19.200 --> 00:09:20.796 It was actually very strange to
NOTE Confidence: 0.863394998461539

00:09:20.796 --> 00:09:22.190 walk into that setting because
NOTE Confidence: 0.863394998461539

00:09:22.190 --> 00:09:23.876 when I walked into that setting,
NOTE Confidence: 0.863394998461539

00:09:23.880 --> 00:09:24.975 everybody was smiling.
NOTE Confidence: 0.863394998461539

00:09:24.975 --> 00:09:26.800 People were just checking in,
NOTE Confidence: 0.863394998461539

00:09:26.800 --> 00:09:27.838 saying, oh, how are you doing?

NOTE Confidence: 0.863394998461539
00:09:27.840 --> 00:09:28.720 And I have to admit,
NOTE Confidence: 0.863394998461539
00:09:28.720 --> 00:09:31.023 I didn't feel courageous enough to actually
NOTE Confidence: 0.863394998461539
00:09:31.023 --> 00:09:33.760 say how I was feeling in that moment.
NOTE Confidence: 0.863394998461539
00:09:33.760 --> 00:09:35.622 And it felt a little bit surreal
NOTE Confidence: 0.863394998461539
00:09:35.622 --> 00:09:37.633 because it was almost as if nothing
NOTE Confidence: 0.863394998461539
00:09:37.633 --> 00:09:39.506 had happened to touch our national
NOTE Confidence: 0.863394998461539
00:09:39.506 --> 00:09:41.636 public conscience in that moment.
NOTE Confidence: 0.863394998461539
00:09:41.640 --> 00:09:43.320 People were just doing business as usual.
NOTE Confidence: 0.863394998461539
00:09:43.320 --> 00:09:44.748 I don't know if that's because people
NOTE Confidence: 0.863394998461539
00:09:44.748 --> 00:09:46.140 didn't know about the situation or
NOTE Confidence: 0.863394998461539
00:09:46.140 --> 00:09:47.877 they didn't know how to respond to it.
NOTE Confidence: 0.863394998461539
00:09:47.880 --> 00:09:48.450 But again,
NOTE Confidence: 0.863394998461539
00:09:48.450 --> 00:09:50.672 I kind of left that setting feeling
NOTE Confidence: 0.863394998461539
00:09:50.672 --> 00:09:53.048 very disjointed and then and then
NOTE Confidence: 0.863394998461539
00:09:53.048 --> 00:09:55.160 again also feeling frustrated.
NOTE Confidence: 0.863394998461539

00:09:55.160 --> 00:09:56.308 So with that frustration,
NOTE Confidence: 0.863394998461539

00:09:56.308 --> 00:09:58.879 I try to channel things into making actions.
NOTE Confidence: 0.863394998461539

00:09:58.880 --> 00:10:00.416 And one of the things that you heard
NOTE Confidence: 0.863394998461539

00:10:00.416 --> 00:10:01.958 about is the podcast conversations.
NOTE Confidence: 0.863394998461539

00:10:01.960 --> 00:10:03.360 I started in 2021,
NOTE Confidence: 0.863394998461539

00:10:03.360 --> 00:10:05.110 or I have these conversations
NOTE Confidence: 0.863394998461539

00:10:05.110 --> 00:10:07.360 with lots of different people at
NOTE Confidence: 0.863394998461539

00:10:07.360 --> 00:10:08.480 the intersection of neuroscience,
NOTE Confidence: 0.863394998461539

00:10:08.480 --> 00:10:10.032 mental health, faith, culture,
NOTE Confidence: 0.863394998461539

00:10:10.032 --> 00:10:11.196 and social justice.
NOTE Confidence: 0.863394998461539

00:10:11.200 --> 00:10:13.240 So that has been very encouraging to see.
NOTE Confidence: 0.863394998461539

00:10:13.240 --> 00:10:15.238 But initially there was also from
NOTE Confidence: 0.863394998461539

00:10:15.238 --> 00:10:17.079 some frustration with that as well.
NOTE Confidence: 0.863394998461539

00:10:17.080 --> 00:10:19.173 So I remember talking to a prominent
NOTE Confidence: 0.863394998461539

00:10:19.173 --> 00:10:21.258 basic scientists in the field and their
NOTE Confidence: 0.863394998461539

00:10:21.258 --> 00:10:23.440 knee jerk reaction to the podcast was why?

NOTE Confidence: 0.863394998461539
00:10:23.440 --> 00:10:24.520 Why are you talking about that?
NOTE Confidence: 0.863394998461539
00:10:24.520 --> 00:10:25.676 You're a basic scientist?
NOTE Confidence: 0.863394998461539
00:10:25.676 --> 00:10:28.236 As if I had somehow stepped out of my
NOTE Confidence: 0.863394998461539
00:10:28.236 --> 00:10:30.028 lane and was doing something that was
NOTE Confidence: 0.863394998461539
00:10:30.089 --> 00:10:31.993 outside of the realm of what I was,
NOTE Confidence: 0.863394998461539
00:10:32.000 --> 00:10:34.160 quote UN quote, allowed to do.
NOTE Confidence: 0.863394998461539
00:10:34.160 --> 00:10:34.403 Now,
NOTE Confidence: 0.863394998461539
00:10:34.403 --> 00:10:34.889 in retrospect,
NOTE Confidence: 0.863394998461539
00:10:34.889 --> 00:10:36.347 I think that was that comment
NOTE Confidence: 0.863394998461539
00:10:36.347 --> 00:10:37.880 was actually said in innocence,
NOTE Confidence: 0.863394998461539
00:10:37.880 --> 00:10:40.000 not with any ill intent.
NOTE Confidence: 0.863394998461539
00:10:40.000 --> 00:10:41.225 And this is someone who has actually
NOTE Confidence: 0.863394998461539
00:10:41.225 --> 00:10:42.679 been much more supportive after the fact.
NOTE Confidence: 0.863394998461539
00:10:42.680 --> 00:10:44.444 But just hearing that also gave me
NOTE Confidence: 0.863394998461539
00:10:44.444 --> 00:10:46.520 a glimpse of how people respond to
NOTE Confidence: 0.863394998461539

00:10:46.520 --> 00:10:48.100 these types of conversations and
NOTE Confidence: 0.863394998461539

00:10:48.100 --> 00:10:50.084 kind of the boxes that we sometimes
NOTE Confidence: 0.863394998461539

00:10:50.084 --> 00:10:51.902 put ourselves in or have other
NOTE Confidence: 0.863394998461539

00:10:51.902 --> 00:10:53.757 people put us in inadvertently.
NOTE Confidence: 0.863394998461539

00:10:53.760 --> 00:10:56.400 So again, another source of frustration.
NOTE Confidence: 0.863394998461539

00:10:56.400 --> 00:10:57.070 But thankfully,
NOTE Confidence: 0.863394998461539

00:10:57.070 --> 00:10:58.745 it's not just frustration that
NOTE Confidence: 0.863394998461539

00:10:58.745 --> 00:11:00.400 has facilitated this whole piece.
NOTE Confidence: 0.863394998461539

00:11:00.400 --> 00:11:01.741 There is a lot of also a lot of
NOTE Confidence: 0.863394998461539

00:11:01.741 --> 00:11:03.192 hope that I felt throughout the
NOTE Confidence: 0.863394998461539

00:11:03.192 --> 00:11:04.452 processes and the different things
NOTE Confidence: 0.863394998461539

00:11:04.500 --> 00:11:06.252 I've been able to be involved in.
NOTE Confidence: 0.863394998461539

00:11:06.252 --> 00:11:08.520 So the one that caught me off guard,
NOTE Confidence: 0.863394998461539

00:11:08.520 --> 00:11:09.756 this was about two years ago.
NOTE Confidence: 0.863394998461539

00:11:09.760 --> 00:11:11.488 I was actually giving a talk for the
NOTE Confidence: 0.863394998461539

00:11:11.488 --> 00:11:13.120 Behavior and Brain Research Foundation,

NOTE Confidence: 0.863394998461539
00:11:13.120 --> 00:11:14.446 basically talking about some of the
NOTE Confidence: 0.863394998461539
00:11:14.446 --> 00:11:16.135 work that we're doing in the lab and
NOTE Confidence: 0.863394998461539
00:11:16.135 --> 00:11:17.275 rodent models and trying to again,
NOTE Confidence: 0.863394998461539
00:11:17.280 --> 00:11:20.240 translate things into clinical populations.
NOTE Confidence: 0.863394998461539
00:11:20.240 --> 00:11:20.777 So, you know,
NOTE Confidence: 0.863394998461539
00:11:20.777 --> 00:11:22.030 I inherently I thought that might be
NOTE Confidence: 0.863394998461539
00:11:22.074 --> 00:11:23.439 something that would encourage people,
NOTE Confidence: 0.863394998461539
00:11:23.440 --> 00:11:24.982 but I didn't expect people to
NOTE Confidence: 0.863394998461539
00:11:24.982 --> 00:11:26.010 be encouraged the way
NOTE Confidence: 0.929102245384615
00:11:26.061 --> 00:11:27.120 they were encouraged.
NOTE Confidence: 0.929102245384615
00:11:27.120 --> 00:11:28.256 So after that talk,
NOTE Confidence: 0.929102245384615
00:11:28.256 --> 00:11:29.676 someone actually emailed me and
NOTE Confidence: 0.929102245384615
00:11:29.676 --> 00:11:31.648 said that hearing me talk about the
NOTE Confidence: 0.929102245384615
00:11:31.648 --> 00:11:33.558 behaviors that we study in the rodents,
NOTE Confidence: 0.929102245384615
00:11:33.560 --> 00:11:34.840 basically where the rodents
NOTE Confidence: 0.929102245384615

00:11:34.840 --> 00:11:36.120 will self administer substances,
NOTE Confidence: 0.929102245384615

00:11:36.120 --> 00:11:38.040 they'll display relapsed behavior,
NOTE Confidence: 0.929102245384615

00:11:38.040 --> 00:11:39.960 they'll display withdrawal behavior,
NOTE Confidence: 0.929102245384615

00:11:39.960 --> 00:11:41.295 craving, increased anxiety.
NOTE Confidence: 0.929102245384615

00:11:41.295 --> 00:11:43.965 There was someone who said that
NOTE Confidence: 0.929102245384615

00:11:43.965 --> 00:11:46.457 listening to me talk about the behavior
NOTE Confidence: 0.929102245384615

00:11:46.457 --> 00:11:48.617 behaviors of the rats actually gave
NOTE Confidence: 0.929102245384615

00:11:48.617 --> 00:11:50.939 him more understanding and empathy for
NOTE Confidence: 0.929102245384615

00:11:50.939 --> 00:11:53.445 his son who had been navigating through
NOTE Confidence: 0.929102245384615

00:11:53.445 --> 00:11:55.560 substance use challenges for a while.
NOTE Confidence: 0.929102245384615

00:11:55.560 --> 00:11:56.824 And I think in that he was saying
NOTE Confidence: 0.929102245384615

00:11:56.824 --> 00:11:58.364 that now he could actually have more
NOTE Confidence: 0.929102245384615

00:11:58.364 --> 00:11:59.549 understanding of what was happening
NOTE Confidence: 0.929102245384615

00:11:59.590 --> 00:12:00.829 in the brain that was leading his
NOTE Confidence: 0.929102245384615

00:12:00.829 --> 00:12:02.053 son to behave in different ways.
NOTE Confidence: 0.929102245384615

00:12:02.053 --> 00:12:04.119 Now, I was fully expecting him to say that,

NOTE Confidence: 0.929102245384615
00:12:04.120 --> 00:12:05.450 oh, I got really excited about the
NOTE Confidence: 0.929102245384615
00:12:05.450 --> 00:12:06.840 clinical interventions that are coming,
NOTE Confidence: 0.929102245384615
00:12:06.840 --> 00:12:09.039 but no hearing about rats
NOTE Confidence: 0.929102245384615
00:12:09.040 --> 00:12:10.422 helped him understand his son.
NOTE Confidence: 0.929102245384615
00:12:10.422 --> 00:12:12.528 So not something that I expected whatsoever,
NOTE Confidence: 0.929102245384615
00:12:12.528 --> 00:12:15.072 but really facilitated for me that
NOTE Confidence: 0.929102245384615
00:12:15.072 --> 00:12:17.203 importance of really talking about
NOTE Confidence: 0.929102245384615
00:12:17.203 --> 00:12:19.238 these things in public settings.
NOTE Confidence: 0.929102245384615
00:12:19.240 --> 00:12:21.100 I've also had colleagues who have joined
NOTE Confidence: 0.929102245384615
00:12:21.100 --> 00:12:22.834 me on the podcast for psychiatrists and
NOTE Confidence: 0.929102245384615
00:12:22.834 --> 00:12:24.360 who have really emphasized this as well,
NOTE Confidence: 0.929102245384615
00:12:24.360 --> 00:12:25.788 who said it's so important for basic
NOTE Confidence: 0.929102245384615
00:12:25.788 --> 00:12:27.485 scientists to be able to continue to talk
NOTE Confidence: 0.929102245384615
00:12:27.485 --> 00:12:28.800 about what's happening in the brain.
NOTE Confidence: 0.929102245384615
00:12:28.800 --> 00:12:30.960 How much that's giving her patients
NOTE Confidence: 0.929102245384615

00:12:30.960 --> 00:12:32.460 hope to have a better understanding
NOTE Confidence: 0.929102245384615

00:12:32.460 --> 00:12:33.880 of what's happening in the brain,
NOTE Confidence: 0.929102245384615

00:12:33.880 --> 00:12:35.320 but then also decreasing the stigma.
NOTE Confidence: 0.929102245384615

00:12:35.320 --> 00:12:36.965 So if family members have a better
NOTE Confidence: 0.929102245384615

00:12:36.965 --> 00:12:38.165 appreciation for some of the
NOTE Confidence: 0.929102245384615

00:12:38.165 --> 00:12:39.295 components that actually lead to
NOTE Confidence: 0.929102245384615

00:12:39.295 --> 00:12:40.400 the changes in behavior,
NOTE Confidence: 0.929102245384615

00:12:40.400 --> 00:12:42.479 Not that that's the only piece in of itself.
NOTE Confidence: 0.929102245384615

00:12:42.480 --> 00:12:43.160 That was also an
NOTE Confidence: 0.95985167

00:12:43.160 --> 00:12:44.798 important context for them as well.
NOTE Confidence: 0.899635066363636

00:12:45.960 --> 00:12:47.248 I'll say the other thing that's given
NOTE Confidence: 0.899635066363636

00:12:47.248 --> 00:12:48.710 me hope is some of the events that
NOTE Confidence: 0.899635066363636

00:12:48.710 --> 00:12:50.285 we've been able to do over time. Again,
NOTE Confidence: 0.899635066363636

00:12:50.285 --> 00:12:52.280 I talked about being a background person,
NOTE Confidence: 0.899635066363636

00:12:52.280 --> 00:12:54.079 so I'm always wanted to be like,
NOTE Confidence: 0.899635066363636

00:12:54.080 --> 00:12:55.492 let me facilitate other

NOTE Confidence: 0.899635066363636

00:12:55.492 --> 00:12:56.198 people's conversations.

NOTE Confidence: 0.899635066363636

00:12:56.200 --> 00:12:57.400 But every once in a while,

NOTE Confidence: 0.899635066363636

00:12:57.400 --> 00:12:58.393 actually pretty frequently,

NOTE Confidence: 0.899635066363636

00:12:58.393 --> 00:13:01.439 I'm forced to kind of step into those roles.

NOTE Confidence: 0.899635066363636

00:13:01.440 --> 00:13:03.280 So I had a chance to actually interact.

NOTE Confidence: 0.899635066363636

00:13:03.280 --> 00:13:04.799 This is about six or seven years

NOTE Confidence: 0.899635066363636

00:13:04.799 --> 00:13:06.674 ago with a with a hip hop artist

NOTE Confidence: 0.899635066363636

00:13:06.674 --> 00:13:08.527 who's one of few Grammys had written

NOTE Confidence: 0.899635066363636

00:13:08.527 --> 00:13:10.117 New York Times bestselling book.

NOTE Confidence: 0.899635066363636

00:13:10.120 --> 00:13:11.695 And I'd met him through a mutual

NOTE Confidence: 0.899635066363636

00:13:11.695 --> 00:13:13.503 friend and could tell that he also had

NOTE Confidence: 0.899635066363636

00:13:13.503 --> 00:13:15.115 a passion about this type of mental

NOTE Confidence: 0.899635066363636

00:13:15.115 --> 00:13:16.795 health and talked about in his music.

NOTE Confidence: 0.899635066363636

00:13:16.800 --> 00:13:18.550 And so we actually brought him here

NOTE Confidence: 0.899635066363636

00:13:18.550 --> 00:13:20.896 to campus in 2018 where we had a town

NOTE Confidence: 0.899635066363636

00:13:20.896 --> 00:13:22.599 hall conversation on the main campus.
NOTE Confidence: 0.899635066363636

00:13:22.600 --> 00:13:24.520 It was Co sponsored by the chaplain's office.
NOTE Confidence: 0.899635066363636

00:13:24.520 --> 00:13:26.080 We also coordinated with Kim Goff
NOTE Confidence: 0.899635066363636

00:13:26.080 --> 00:13:27.940 Cruz's office of the Office of Student
NOTE Confidence: 0.899635066363636

00:13:27.940 --> 00:13:30.028 Life and really had a cross section of
NOTE Confidence: 0.899635066363636

00:13:30.028 --> 00:13:31.757 people across campus who came to that,
NOTE Confidence: 0.899635066363636

00:13:31.760 --> 00:13:33.008 undergrads, grad students,
NOTE Confidence: 0.899635066363636

00:13:33.008 --> 00:13:34.134 professional students, administrators,
NOTE Confidence: 0.899635066363636

00:13:34.134 --> 00:13:36.780 and a lot of people said they had never
NOTE Confidence: 0.899635066363636

00:13:36.842 --> 00:13:39.040 seen anything like that on campus before.
NOTE Confidence: 0.899635066363636

00:13:39.040 --> 00:13:39.311 Now.
NOTE Confidence: 0.899635066363636

00:13:39.311 --> 00:13:41.208 The hip hop artist Lecrae was really
NOTE Confidence: 0.899635066363636

00:13:41.208 --> 00:13:42.280 vulnerable with his story.
NOTE Confidence: 0.899635066363636

00:13:42.280 --> 00:13:43.528 And it just kind of facilitated
NOTE Confidence: 0.899635066363636

00:13:43.528 --> 00:13:45.106 an atmosphere in the room where
NOTE Confidence: 0.899635066363636

00:13:45.106 --> 00:13:46.254 people were sharing things.

NOTE Confidence: 0.899635066363636
00:13:46.254 --> 00:13:47.802 I would not expect people to
NOTE Confidence: 0.899635066363636
00:13:47.802 --> 00:13:49.240 share in a room of 200 people,
NOTE Confidence: 0.899635066363636
00:13:49.240 --> 00:13:50.542 but I think they had that
NOTE Confidence: 0.899635066363636
00:13:50.542 --> 00:13:51.193 connection with him.
NOTE Confidence: 0.899635066363636
00:13:51.200 --> 00:13:53.120 He could actually see everybody on the stage.
NOTE Confidence: 0.899635066363636
00:13:53.120 --> 00:13:54.638 We had students that were involved.
NOTE Confidence: 0.899635066363636
00:13:54.640 --> 00:13:56.528 We also partnered with the Black Church at
NOTE Confidence: 0.899635066363636
00:13:56.528 --> 00:13:58.719 Yale and you heard people saying things like,
NOTE Confidence: 0.899635066363636
00:13:58.720 --> 00:14:00.220 I've been waiting for this
NOTE Confidence: 0.899635066363636
00:14:00.220 --> 00:14:01.720 conversation for a long time,
NOTE Confidence: 0.899635066363636
00:14:01.720 --> 00:14:03.664 or this is the most powerful event that
NOTE Confidence: 0.899635066363636
00:14:03.664 --> 00:14:05.635 I've been to since I've been on campus.
NOTE Confidence: 0.899635066363636
00:14:05.640 --> 00:14:07.044 And to hear people talk vulnerably
NOTE Confidence: 0.899635066363636
00:14:07.044 --> 00:14:08.284 about feeling like they weren't
NOTE Confidence: 0.899635066363636
00:14:08.284 --> 00:14:09.316 being their true selves.
NOTE Confidence: 0.899635066363636

00:14:09.320 --> 00:14:10.946 There was an individual with bipolar
NOTE Confidence: 0.899635066363636

00:14:10.946 --> 00:14:12.485 disorder who was sharing his experience
NOTE Confidence: 0.899635066363636

00:14:12.485 --> 00:14:14.117 and how he was in the band with
NOTE Confidence: 0.899635066363636

00:14:14.167 --> 00:14:15.793 two other people with bipolar and
NOTE Confidence: 0.899635066363636

00:14:15.793 --> 00:14:17.136 how he's navigating through the
NOTE Confidence: 0.899635066363636

00:14:17.136 --> 00:14:18.672 spiritual components of that and the
NOTE Confidence: 0.899635066363636

00:14:18.672 --> 00:14:19.800 mental health components of that.
NOTE Confidence: 0.899635066363636

00:14:19.800 --> 00:14:21.600 So it was just a very eye opening
NOTE Confidence: 0.899635066363636

00:14:21.600 --> 00:14:23.057 experience and really showed me the
NOTE Confidence: 0.899635066363636

00:14:23.057 --> 00:14:25.200 power of having these types of conversations.
NOTE Confidence: 0.899635066363636

00:14:25.200 --> 00:14:26.704 And we were able to follow up on
NOTE Confidence: 0.899635066363636

00:14:26.704 --> 00:14:27.845 that with a similar conversation
NOTE Confidence: 0.899635066363636

00:14:27.845 --> 00:14:29.511 in New York City in 2019 where
NOTE Confidence: 0.899635066363636

00:14:29.556 --> 00:14:31.290 800 people actually showed up to
NOTE Confidence: 0.899635066363636

00:14:31.290 --> 00:14:32.157 have these conversations.
NOTE Confidence: 0.899635066363636

00:14:32.160 --> 00:14:33.000 And again, people were saying,

NOTE Confidence: 0.899635066363636
00:14:33.000 --> 00:14:34.848 I've been waiting 20 years for
NOTE Confidence: 0.899635066363636
00:14:34.848 --> 00:14:36.080 these types of conversations.
NOTE Confidence: 0.899635066363636
00:14:36.080 --> 00:14:37.529 So I've had a lot of opportunity
NOTE Confidence: 0.899635066363636
00:14:37.529 --> 00:14:39.187 to really see how much of A desire
NOTE Confidence: 0.899635066363636
00:14:39.187 --> 00:14:40.867 and a need there's been for people
NOTE Confidence: 0.899635066363636
00:14:40.867 --> 00:14:42.155 to continue these conversations.
NOTE Confidence: 0.899635066363636
00:14:42.160 --> 00:14:43.960 And every time people are in the room,
NOTE Confidence: 0.899635066363636
00:14:43.960 --> 00:14:46.080 it seems like they get a lot out of it.
NOTE Confidence: 0.899635066363636
00:14:46.080 --> 00:14:47.648 So I really felt a push to try
NOTE Confidence: 0.899635066363636
00:14:47.648 --> 00:14:48.959 and continue to do these things.
NOTE Confidence: 0.899635066363636
00:14:48.960 --> 00:14:50.020 When the pandemic hit,
NOTE Confidence: 0.899635066363636
00:14:50.020 --> 00:14:51.610 there was an opportunity to kind
NOTE Confidence: 0.957143117368421
00:14:51.665 --> 00:14:53.005 of increase the scope of
NOTE Confidence: 0.957143117368421
00:14:53.005 --> 00:14:54.077 that through the podcast.
NOTE Confidence: 0.957143117368421
00:14:54.080 --> 00:14:56.346 And again, going back to my my nature,
NOTE Confidence: 0.957143117368421

00:14:56.346 --> 00:14:57.557 I wanted to be in the background.
NOTE Confidence: 0.957143117368421

00:14:57.560 --> 00:14:58.918 I didn't want to to run it.
NOTE Confidence: 0.957143117368421

00:14:58.920 --> 00:14:59.880 I wanted to facilitate it,
NOTE Confidence: 0.957143117368421

00:14:59.880 --> 00:15:01.038 bring in all these different people.
NOTE Confidence: 0.957143117368421

00:15:01.040 --> 00:15:02.633 And I basically had a mentor who kept saying,
NOTE Confidence: 0.957143117368421

00:15:02.640 --> 00:15:04.200 why, why don't you want to host it?
NOTE Confidence: 0.957143117368421

00:15:04.200 --> 00:15:05.466 And I really didn't have any
NOTE Confidence: 0.957143117368421

00:15:05.466 --> 00:15:06.558 good reason other than not
NOTE Confidence: 0.957143117368421

00:15:06.558 --> 00:15:07.794 wanting to be in the spotlight.
NOTE Confidence: 0.957143117368421

00:15:07.800 --> 00:15:08.982 So again, that was something that
NOTE Confidence: 0.957143117368421

00:15:08.982 --> 00:15:11.069 gave me a lot of hope as I was able
NOTE Confidence: 0.957143117368421

00:15:11.069 --> 00:15:12.315 to start those conversations and to
NOTE Confidence: 0.957143117368421

00:15:12.315 --> 00:15:13.880 really learn from a lot of the folks who
NOTE Confidence: 0.9231964175

00:15:13.880 --> 00:15:15.640 were on the podcast.
NOTE Confidence: 0.96398119125

00:15:16.360 --> 00:15:18.700 So I'll just wrap up to say that, you know,
NOTE Confidence: 0.96398119125

00:15:18.700 --> 00:15:19.960 I've talked a lot about frustration.

NOTE Confidence: 0.96398119125

00:15:19.960 --> 00:15:21.076 I've talked a lot about hope.

NOTE Confidence: 0.96398119125

00:15:21.080 --> 00:15:22.754 I feel like basically at the

NOTE Confidence: 0.96398119125

00:15:22.754 --> 00:15:24.187 intersection of those two really

NOTE Confidence: 0.96398119125

00:15:24.187 --> 00:15:26.000 led me to a place of opportunity,

NOTE Confidence: 0.96398119125

00:15:26.000 --> 00:15:27.848 opportunity to decide how to kind

NOTE Confidence: 0.96398119125

00:15:27.848 --> 00:15:29.402 of navigate those two tensions

NOTE Confidence: 0.96398119125

00:15:29.402 --> 00:15:31.520 and how to move things forward.

NOTE Confidence: 0.96398119125

00:15:31.520 --> 00:15:32.906 And for me, it's been really important

NOTE Confidence: 0.96398119125

00:15:32.906 --> 00:15:34.517 to be able to do that in community.

NOTE Confidence: 0.96398119125

00:15:34.520 --> 00:15:36.396 I talked about my lab group often.

NOTE Confidence: 0.96398119125

00:15:36.400 --> 00:15:37.240 If I'm giving a slide,

NOTE Confidence: 0.96398119125

00:15:37.240 --> 00:15:38.983 I'll sometimes show pictures of a lab

NOTE Confidence: 0.96398119125

00:15:38.983 --> 00:15:40.281 group in different communities we've

NOTE Confidence: 0.96398119125

00:15:40.281 --> 00:15:42.052 been able to interact with at the

NOTE Confidence: 0.96398119125

00:15:42.052 --> 00:15:43.374 onset because I feel like community

NOTE Confidence: 0.96398119125

00:15:43.374 --> 00:15:45.096 is at the key of what we're doing.
NOTE Confidence: 0.96398119125

00:15:45.096 --> 00:15:46.488 I often encourage people think about
NOTE Confidence: 0.96398119125

00:15:46.488 --> 00:15:47.840 the communities they work with,
NOTE Confidence: 0.96398119125

00:15:47.840 --> 00:15:49.324 the communities they serve,
NOTE Confidence: 0.96398119125

00:15:49.324 --> 00:15:51.358 where they're located, where that's here,
NOTE Confidence: 0.96398119125

00:15:51.358 --> 00:15:53.194 the medical school in New Haven,
NOTE Confidence: 0.96398119125

00:15:53.200 --> 00:15:55.440 in Connecticut, in the US and globally.
NOTE Confidence: 0.96398119125

00:15:55.440 --> 00:15:57.407 Then also think about just all those
NOTE Confidence: 0.96398119125

00:15:57.407 --> 00:15:58.918 different touch points that we have.
NOTE Confidence: 0.96398119125

00:15:58.920 --> 00:16:00.024 One thing I'll leave you with
NOTE Confidence: 0.96398119125

00:16:00.024 --> 00:16:01.120 before we go into the Q&A,
NOTE Confidence: 0.96398119125

00:16:01.120 --> 00:16:02.596 it's also been, in a sense,
NOTE Confidence: 0.96398119125

00:16:02.600 --> 00:16:04.973 surprising to me to see how people
NOTE Confidence: 0.96398119125

00:16:04.973 --> 00:16:06.520 have actually responded to that.
NOTE Confidence: 0.96398119125

00:16:06.520 --> 00:16:07.710 So I've been able to speak in
NOTE Confidence: 0.96398119125

00:16:07.710 --> 00:16:08.811 lots of different venues where

NOTE Confidence: 0.96398119125

00:16:08.811 --> 00:16:09.636 that's faith communities.

NOTE Confidence: 0.96398119125

00:16:09.640 --> 00:16:11.758 I spoke to a Bar Association,

NOTE Confidence: 0.96398119125

00:16:11.760 --> 00:16:13.188 I spoke to all superintendents in

NOTE Confidence: 0.96398119125

00:16:13.188 --> 00:16:14.919 Connecticut at one point at the conference.

NOTE Confidence: 0.96398119125

00:16:14.920 --> 00:16:16.392 And so kind of being able to step

NOTE Confidence: 0.96398119125

00:16:16.392 --> 00:16:17.519 into these different worlds,

NOTE Confidence: 0.96398119125

00:16:17.520 --> 00:16:18.342 as it were,

NOTE Confidence: 0.96398119125

00:16:18.342 --> 00:16:20.260 and have people really resonate with these

NOTE Confidence: 0.96398119125

00:16:20.317 --> 00:16:22.092 topics has been really gratifying as well.

NOTE Confidence: 0.96398119125

00:16:22.092 --> 00:16:24.799 But I gave a talk at a science conference,

NOTE Confidence: 0.96398119125

00:16:24.800 --> 00:16:25.328 a Gordon conference.

NOTE Confidence: 0.96398119125

00:16:25.328 --> 00:16:26.560 So for any of you who know,

NOTE Confidence: 0.96398119125

00:16:26.560 --> 00:16:27.980 those are really specialized

NOTE Confidence: 0.96398119125

00:16:27.980 --> 00:16:29.400 conferences around specific topics.

NOTE Confidence: 0.96398119125

00:16:29.400 --> 00:16:30.877 And I was kind of talking about

NOTE Confidence: 0.96398119125

00:16:30.877 --> 00:16:31.840 this whole community aspect.
NOTE Confidence: 0.96398119125

00:16:31.840 --> 00:16:33.238 I showed my first slide with,
NOTE Confidence: 0.96398119125

00:16:33.240 --> 00:16:34.480 you know, all the people in the lab,
NOTE Confidence: 0.96398119125

00:16:34.480 --> 00:16:35.560 the communities we've worked with,
NOTE Confidence: 0.96398119125

00:16:35.560 --> 00:16:37.330 and we're just talking about kind
NOTE Confidence: 0.96398119125

00:16:37.330 --> 00:16:38.978 of the importance of holistic
NOTE Confidence: 0.96398119125

00:16:38.978 --> 00:16:40.598 approaches to mental health,
NOTE Confidence: 0.96398119125

00:16:40.600 --> 00:16:42.080 thinking about aspects like neuroscience,
NOTE Confidence: 0.96398119125

00:16:42.080 --> 00:16:44.096 psychology, psychiatry, faith practices.
NOTE Confidence: 0.96398119125

00:16:44.096 --> 00:16:47.120 And then people actually started clapping
NOTE Confidence: 0.96398119125

00:16:47.185 --> 00:16:49.152 after that first slide, which I,
NOTE Confidence: 0.96398119125

00:16:49.152 --> 00:16:51.800 I had no idea what to do with that.
NOTE Confidence: 0.96398119125

00:16:51.800 --> 00:16:52.340 I was like,
NOTE Confidence: 0.96398119125

00:16:52.340 --> 00:16:54.275 am I in a church and am I in a
NOTE Confidence: 0.96398119125

00:16:54.275 --> 00:16:55.717 concert or am I giving a lecture?
NOTE Confidence: 0.96398119125

00:16:55.720 --> 00:16:57.712 But I think part of it was the fact

NOTE Confidence: 0.96398119125

00:16:57.712 --> 00:16:59.403 that people were resonating with it

NOTE Confidence: 0.96398119125

00:16:59.403 --> 00:17:01.552 and they hadn't heard that type of

NOTE Confidence: 0.96398119125

00:17:01.552 --> 00:17:03.197 commentary in that context before.

NOTE Confidence: 0.96398119125

00:17:03.200 --> 00:17:04.838 And so I think other people felt

NOTE Confidence: 0.96398119125

00:17:04.838 --> 00:17:06.258 very encouraged to see that work

NOTE Confidence: 0.96398119125

00:17:06.258 --> 00:17:07.805 being done and to actually come up

NOTE Confidence: 0.96398119125

00:17:07.851 --> 00:17:09.489 and tell me about ways they have

NOTE Confidence: 0.96398119125

00:17:09.489 --> 00:17:11.064 been doing similar work as well.

NOTE Confidence: 0.96398119125

00:17:11.064 --> 00:17:13.322 So I'm kind of giving you, you know,

NOTE Confidence: 0.96398119125

00:17:13.322 --> 00:17:15.149 the the behind the scenes kind of

NOTE Confidence: 0.96398119125

00:17:15.149 --> 00:17:17.154 journey of how I've gotten to this place.

NOTE Confidence: 0.96398119125

00:17:17.160 --> 00:17:18.036 But one thing I will say,

NOTE Confidence: 0.96398119125

00:17:18.040 --> 00:17:18.670 just in closing,

NOTE Confidence: 0.96398119125

00:17:18.670 --> 00:17:19.720 I think it's important again,

NOTE Confidence: 0.96398119125

00:17:19.720 --> 00:17:20.960 to put things in context.

NOTE Confidence: 0.96398119125

00:17:20.960 --> 00:17:22.772 There's obviously been a lot that's
NOTE Confidence: 0.96398119125

00:17:22.772 --> 00:17:24.155 happened at our community at Yale
NOTE Confidence: 0.96398119125

00:17:24.155 --> 00:17:25.794 the last few days going back into
NOTE Confidence: 0.96398119125

00:17:25.794 --> 00:17:27.074 the weekend with the protests,
NOTE Confidence: 0.967463829090909

00:17:27.080 --> 00:17:29.696 with all the different perspectives and
NOTE Confidence: 0.967463829090909

00:17:29.696 --> 00:17:31.880 different details and different facts,
NOTE Confidence: 0.967463829090909

00:17:31.880 --> 00:17:33.920 I'll call them, that have been
NOTE Confidence: 0.967463829090909

00:17:33.920 --> 00:17:35.240 sent out or seen, you know,
NOTE Confidence: 0.967463829090909

00:17:35.240 --> 00:17:37.200 shown on media and things like that.
NOTE Confidence: 0.967463829090909

00:17:37.200 --> 00:17:38.340 And so obviously it's a
NOTE Confidence: 0.967463829090909

00:17:38.340 --> 00:17:38.796 challenging situation,
NOTE Confidence: 0.967463829090909

00:17:38.800 --> 00:17:40.440 but I think it also reminds me and
NOTE Confidence: 0.967463829090909

00:17:40.440 --> 00:17:42.203 reminds us of the importance of really
NOTE Confidence: 0.967463829090909

00:17:42.203 --> 00:17:44.238 trying to grapple with things as a community.
NOTE Confidence: 0.967463829090909

00:17:44.240 --> 00:17:46.319 Not that there are any easy answers,
NOTE Confidence: 0.967463829090909

00:17:46.320 --> 00:17:48.228 but one thing that we've tried to be very

NOTE Confidence: 0.967463829090909
00:17:48.228 --> 00:17:50.212 intentional about in our group, in our team,
NOTE Confidence: 0.967463829090909
00:17:50.212 --> 00:17:52.156 is creating space for these conversations.
NOTE Confidence: 0.967463829090909
00:17:52.160 --> 00:17:53.736 But then also trying to do that in
NOTE Confidence: 0.967463829090909
00:17:53.736 --> 00:17:55.560 a way we can do that respectfully,
NOTE Confidence: 0.967463829090909
00:17:55.560 --> 00:17:57.800 not assuming that everybody will,
NOTE Confidence: 0.967463829090909
00:17:57.800 --> 00:17:58.592 everybody will agree,
NOTE Confidence: 0.967463829090909
00:17:58.592 --> 00:18:00.440 but also making sure that we can
NOTE Confidence: 0.967463829090909
00:18:00.491 --> 00:18:02.423 actually listen to each other with
NOTE Confidence: 0.967463829090909
00:18:02.423 --> 00:18:03.711 empathy and with understanding,
NOTE Confidence: 0.967463829090909
00:18:03.720 --> 00:18:04.536 actually move things forward.
NOTE Confidence: 0.967463829090909
00:18:04.536 --> 00:18:05.760 So I just thought that was
NOTE Confidence: 0.967463829090909
00:18:05.800 --> 00:18:06.893 important to stay just, again,
NOTE Confidence: 0.967463829090909
00:18:06.893 --> 00:18:08.664 with everything that's going on on this
NOTE Confidence: 0.967463829090909
00:18:08.664 --> 00:18:10.303 campus and to know that even though
NOTE Confidence: 0.967463829090909
00:18:10.303 --> 00:18:11.840 we may be doing business as usual,
NOTE Confidence: 0.967463829090909

00:18:11.840 --> 00:18:13.312 many of us may not be feel like
NOTE Confidence: 0.967463829090909

00:18:13.312 --> 00:18:14.558 we're as business as usual.
NOTE Confidence: 0.967463829090909

00:18:14.560 --> 00:18:16.296 Things that are in our minds may have
NOTE Confidence: 0.967463829090909

00:18:16.296 --> 00:18:17.795 family members in other parts of the
NOTE Confidence: 0.967463829090909

00:18:17.795 --> 00:18:19.240 world that are more acutely affected.
NOTE Confidence: 0.967463829090909

00:18:19.240 --> 00:18:20.888 And so I think it's really important to
NOTE Confidence: 0.967463829090909

00:18:20.888 --> 00:18:22.188 acknowledge that even though that can
NOTE Confidence: 0.967463829090909

00:18:22.188 --> 00:18:23.466 be a tension because sometimes people
NOTE Confidence: 0.967463829090909

00:18:23.506 --> 00:18:25.016 feel like we're talking about too much,
NOTE Confidence: 0.967463829090909

00:18:25.016 --> 00:18:26.866 we're not talking about it enough.
NOTE Confidence: 0.967463829090909

00:18:26.866 --> 00:18:28.198 There's no easy answer.
NOTE Confidence: 0.967463829090909

00:18:28.200 --> 00:18:29.656 But in the sense of just the
NOTE Confidence: 0.967463829090909

00:18:29.656 --> 00:18:30.280 importance of community,
NOTE Confidence: 0.967463829090909

00:18:30.280 --> 00:18:32.156 I always think it's good to put
NOTE Confidence: 0.967463829090909

00:18:32.156 --> 00:18:33.479 that in context as well.
NOTE Confidence: 0.967463829090909

00:18:33.480 --> 00:18:35.440 So I think I will stop there.

NOTE Confidence: 0.967463829090909

00:18:35.440 --> 00:18:36.630 Thank you to all of you for

NOTE Confidence: 0.967463829090909

00:18:36.630 --> 00:18:37.680 listening to that introduction.

NOTE Confidence: 0.967463829090909

00:18:37.680 --> 00:18:38.796 Thanks to those of you online.

NOTE Confidence: 0.967463829090909

00:18:38.800 --> 00:18:39.892 And then looking forward to our

NOTE Confidence: 0.967463829090909

00:18:39.892 --> 00:18:41.160 next part of the conversation.

NOTE Confidence: 0.555873875

00:18:59.800 --> 00:19:00.680 Yeah, there's Mike. OK,

NOTE Confidence: 0.58935046

00:19:02.840 --> 00:19:06.320 so I have to. Oh, is it OK, great.

NOTE Confidence: 0.58935046

00:19:06.320 --> 00:19:09.518 OK, that was wonderful. Thank you.

NOTE Confidence: 0.58935046

00:19:09.520 --> 00:19:11.960 So something that really struck

NOTE Confidence: 0.58935046

00:19:11.960 --> 00:19:14.400 me when you were talking,

NOTE Confidence: 0.58935046

00:19:14.400 --> 00:19:15.632 I guess there are two things to kind

NOTE Confidence: 0.58935046

00:19:15.632 --> 00:19:17.079 of to preface some of the questions.

NOTE Confidence: 0.58935046

00:19:17.080 --> 00:19:20.188 One, I really want to contextualize what

NOTE Confidence: 0.58935046

00:19:20.188 --> 00:19:23.359 you're saying and your journey within the

NOTE Confidence: 0.58935046

00:19:23.360 --> 00:19:26.645 scope and the framework of leadership, OK.

NOTE Confidence: 0.58935046

00:19:26.645 --> 00:19:29.760 And so something that really struck me,
NOTE Confidence: 0.58935046

00:19:29.760 --> 00:19:31.076 one thing that we talk about a
NOTE Confidence: 0.58935046

00:19:31.076 --> 00:19:32.768 lot at the Child Study Center is
NOTE Confidence: 0.58935046

00:19:32.768 --> 00:19:34.118 the idea of service leadership.
NOTE Confidence: 0.58935046

00:19:34.120 --> 00:19:37.288 And what really struck me is how as
NOTE Confidence: 0.58935046

00:19:37.288 --> 00:19:39.584 a leader of this journey that you're
NOTE Confidence: 0.58935046

00:19:39.584 --> 00:19:41.200 describing, it's you saw a need,
NOTE Confidence: 0.58935046

00:19:41.200 --> 00:19:42.280 you responded to a need,
NOTE Confidence: 0.58935046

00:19:42.280 --> 00:19:44.197 you saw a need, you responded to a need,
NOTE Confidence: 0.58935046

00:19:44.200 --> 00:19:48.019 and the needs got more complex, right?
NOTE Confidence: 0.58935046

00:19:48.019 --> 00:19:50.672 But you kept responding to them and
NOTE Confidence: 0.58935046

00:19:50.672 --> 00:19:53.720 trying to pull them all in in your response.
NOTE Confidence: 0.58935046

00:19:53.720 --> 00:19:57.553 So what was that like, right,
NOTE Confidence: 0.58935046

00:19:57.553 --> 00:19:59.744 to not go out with a vision
NOTE Confidence: 0.58935046

00:19:59.744 --> 00:20:01.320 necessarily and and impose it,
NOTE Confidence: 0.58935046

00:20:01.320 --> 00:20:03.846 but to keep yourself open and

NOTE Confidence: 0.58935046

00:20:03.846 --> 00:20:05.530 responsive and not necessarily

NOTE Confidence: 0.58935046

00:20:05.603 --> 00:20:07.920 know what the end point would be?

NOTE Confidence: 0.703972308888889

00:20:09.440 --> 00:20:10.226 It wasn't easy.

NOTE Confidence: 0.703972308888889

00:20:10.226 --> 00:20:11.798 I'll just have to say that.

NOTE Confidence: 0.703972308888889

00:20:11.800 --> 00:20:13.410 And you probably heard that as I

NOTE Confidence: 0.703972308888889

00:20:13.410 --> 00:20:14.876 was alluding to just my pension

NOTE Confidence: 0.703972308888889

00:20:14.876 --> 00:20:16.556 to try and stay in the background.

NOTE Confidence: 0.703972308888889

00:20:16.560 --> 00:20:18.120 So I think an important piece of it

NOTE Confidence: 0.703972308888889

00:20:18.120 --> 00:20:20.053 was I had good mentors who could point

NOTE Confidence: 0.703972308888889

00:20:20.053 --> 00:20:22.240 those things out to me and help me at least.

NOTE Confidence: 0.703972308888889

00:20:22.240 --> 00:20:22.838 Acknowledge that,

NOTE Confidence: 0.703972308888889

00:20:22.838 --> 00:20:25.720 but I also try not to rush into things.

NOTE Confidence: 0.703972308888889

00:20:25.720 --> 00:20:27.834 So some things I was actually sitting

NOTE Confidence: 0.703972308888889

00:20:27.834 --> 00:20:30.344 with for a few months or a year and

NOTE Confidence: 0.703972308888889

00:20:30.344 --> 00:20:32.559 kind of making steps along the way.

NOTE Confidence: 0.703972308888889

00:20:32.560 --> 00:20:33.519 I think the other piece of it,
NOTE Confidence: 0.703972308888889

00:20:33.520 --> 00:20:35.424 so I heard a sermon probably 15 years
NOTE Confidence: 0.703972308888889

00:20:35.424 --> 00:20:37.505 ago where the pastor was talking about
NOTE Confidence: 0.703972308888889

00:20:37.505 --> 00:20:39.331 finding your passion and paying attention
NOTE Confidence: 0.703972308888889

00:20:39.331 --> 00:20:41.113 to the things that irritate you.
NOTE Confidence: 0.703972308888889

00:20:41.120 --> 00:20:42.080 So I think that was probably,
NOTE Confidence: 0.703972308888889

00:20:42.080 --> 00:20:43.515 you probably noticed that in my comments,
NOTE Confidence: 0.703972308888889

00:20:43.520 --> 00:20:45.074 the things that frustrated me and
NOTE Confidence: 0.703972308888889

00:20:45.074 --> 00:20:46.758 irritated me then kind of showed me,
NOTE Confidence: 0.703972308888889

00:20:46.760 --> 00:20:48.973 OK, this is where my passion is.
NOTE Confidence: 0.703972308888889

00:20:48.973 --> 00:20:51.024 And so I had to reconcile that
NOTE Confidence: 0.703972308888889

00:20:51.024 --> 00:20:52.588 and actually think about ways
NOTE Confidence: 0.703972308888889

00:20:52.588 --> 00:20:53.956 to take steps to address those.
NOTE Confidence: 0.703972308888889

00:20:53.960 --> 00:20:56.760 But then also in a weird practical sense,
NOTE Confidence: 0.703972308888889

00:20:56.760 --> 00:20:59.120 I think part of it was also seeing
NOTE Confidence: 0.703972308888889

00:20:59.120 --> 00:21:01.320 high profile individuals who are

NOTE Confidence: 0.703972308888889
00:21:01.320 --> 00:21:03.970 putting value on the things that I was
NOTE Confidence: 0.703972308888889
00:21:03.970 --> 00:21:05.856 passionate about me expecting them to
NOTE Confidence: 0.703972308888889
00:21:05.856 --> 00:21:08.599 run with it because they had a platform,
NOTE Confidence: 0.703972308888889
00:21:08.600 --> 00:21:11.520 but them waiting on me to direct them.
NOTE Confidence: 0.703972308888889
00:21:11.520 --> 00:21:13.128 And so that basically forced me to get
NOTE Confidence: 0.703972308888889
00:21:13.128 --> 00:21:14.944 out of my I want other people to do it
NOTE Confidence: 0.703972308888889
00:21:14.944 --> 00:21:16.678 and to lead because if I didn't lead,
NOTE Confidence: 0.703972308888889
00:21:16.680 --> 00:21:17.850 then the things wouldn't actually
NOTE Confidence: 0.703972308888889
00:21:17.850 --> 00:21:18.318 move forward.
NOTE Confidence: 0.86619737
00:21:20.080 --> 00:21:21.088 Interesting. And,
NOTE Confidence: 0.86619737
00:21:21.088 --> 00:21:23.490 and how does that awareness,
NOTE Confidence: 0.86619737
00:21:23.490 --> 00:21:25.715 right, that sort of responsivity,
NOTE Confidence: 0.86619737
00:21:25.720 --> 00:21:27.742 how has that in turn informed
NOTE Confidence: 0.86619737
00:21:27.742 --> 00:21:29.992 how you are still running your
NOTE Confidence: 0.86619737
00:21:29.992 --> 00:21:32.482 lab and doing science and working
NOTE Confidence: 0.86619737

00:21:32.482 --> 00:21:33.948 within like academic medicine
NOTE Confidence: 0.86619737

00:21:33.948 --> 00:21:35.518 at at the highest levels?
NOTE Confidence: 0.681856794

00:21:36.400 --> 00:21:37.280 Yeah. So I, I mean,
NOTE Confidence: 0.681856794

00:21:37.280 --> 00:21:40.120 I'm also trying to be a lifelong learner.
NOTE Confidence: 0.681856794

00:21:40.120 --> 00:21:42.800 And I think that also goes
NOTE Confidence: 0.681856794

00:21:42.800 --> 00:21:44.000 back to personality as well.
NOTE Confidence: 0.681856794

00:21:44.000 --> 00:21:44.840 I'll, I'll put a little,
NOTE Confidence: 0.681856794

00:21:44.840 --> 00:21:46.560 it's going to seem like a shameless plug,
NOTE Confidence: 0.681856794

00:21:46.560 --> 00:21:48.000 but there's some context to it as well.
NOTE Confidence: 0.681856794

00:21:48.000 --> 00:21:49.962 So I was on a podcast that came out
NOTE Confidence: 0.681856794

00:21:49.962 --> 00:21:51.876 last week called Where You're From.
NOTE Confidence: 0.681856794

00:21:51.880 --> 00:21:54.786 And basically it ties narratives to people's
NOTE Confidence: 0.681856794

00:21:54.786 --> 00:21:56.716 experiences from different faith communities.
NOTE Confidence: 0.681856794

00:21:56.720 --> 00:21:58.358 And so when I was growing up,
NOTE Confidence: 0.681856794

00:21:58.360 --> 00:21:59.432 I didn't have this.
NOTE Confidence: 0.681856794

00:21:59.432 --> 00:22:01.280 What's the best way to say it?

NOTE Confidence: 0.681856794

00:22:01.280 --> 00:22:02.400 I'm here as a professor at Yale,

NOTE Confidence: 0.681856794

00:22:02.400 --> 00:22:03.936 but that was not the trajectory

NOTE Confidence: 0.681856794

00:22:03.936 --> 00:22:05.274 you would have expected because

NOTE Confidence: 0.681856794

00:22:05.274 --> 00:22:07.158 so just to put some constant,

NOTE Confidence: 0.681856794

00:22:07.160 --> 00:22:08.000 I'll get back to your question.

NOTE Confidence: 0.681856794

00:22:08.000 --> 00:22:08.820 My parents actually came

NOTE Confidence: 0.681856794

00:22:08.820 --> 00:22:09.640 here from West Africa,

NOTE Confidence: 0.681856794

00:22:09.640 --> 00:22:11.520 from Ghana in the 70s.

NOTE Confidence: 0.681856794

00:22:11.520 --> 00:22:13.053 They both went to medical school in

NOTE Confidence: 0.681856794

00:22:13.053 --> 00:22:14.630 Ghana and met there but sacrificed a

NOTE Confidence: 0.681856794

00:22:14.630 --> 00:22:16.480 lot to actually be here in the States.

NOTE Confidence: 0.681856794

00:22:16.480 --> 00:22:17.760 When they had me as their oldest child.

NOTE Confidence: 0.681856794

00:22:17.760 --> 00:22:19.584 I basically went the in stream of the

NOTE Confidence: 0.681856794

00:22:19.584 --> 00:22:21.124 direction some type of rebellion or

NOTE Confidence: 0.681856794

00:22:21.124 --> 00:22:22.678 something where I basically told them.

NOTE Confidence: 0.681856794

00:22:22.680 --> 00:22:24.258 I remember sitting with them in
NOTE Confidence: 0.681856794

00:22:24.258 --> 00:22:25.990 middle school and saying as long as
NOTE Confidence: 0.681856794

00:22:25.990 --> 00:22:27.467 I did better than one other person
NOTE Confidence: 0.681856794

00:22:27.517 --> 00:22:29.920 in the class I was completely fine.
NOTE Confidence: 0.681856794

00:22:29.920 --> 00:22:30.920 Which wasn't good if like,
NOTE Confidence: 0.681856794

00:22:30.920 --> 00:22:32.960 so if I got it, if I got AD on
NOTE Confidence: 0.681856794

00:22:32.960 --> 00:22:34.000 something and someone else failed,
NOTE Confidence: 0.681856794

00:22:34.000 --> 00:22:36.840 I was like, I'm good.
NOTE Confidence: 0.681856794

00:22:36.840 --> 00:22:38.124 So the host actually pitched this
NOTE Confidence: 0.681856794

00:22:38.124 --> 00:22:39.473 to me because there are other
NOTE Confidence: 0.681856794

00:22:39.473 --> 00:22:40.598 things that happened as well.
NOTE Confidence: 0.681856794

00:22:40.600 --> 00:22:41.102 Who said,
NOTE Confidence: 0.681856794

00:22:41.102 --> 00:22:42.859 it's almost like I had this rebellion
NOTE Confidence: 0.681856794

00:22:42.859 --> 00:22:44.399 against what people expected of me.
NOTE Confidence: 0.681856794

00:22:44.400 --> 00:22:45.880 So if I have high achieving parents,
NOTE Confidence: 0.681856794

00:22:45.880 --> 00:22:46.960 I'm going to work.

NOTE Confidence: 0.681856794

00:22:46.960 --> 00:22:49.680 It's like you were excellent at being second.

NOTE Confidence: 0.681856794

00:22:49.680 --> 00:22:51.549 Like it takes effort to be the

NOTE Confidence: 0.681856794

00:22:51.549 --> 00:22:53.000 second worst in the class.

NOTE Confidence: 0.681856794

00:22:53.000 --> 00:22:54.998 Like you have to actually kind

NOTE Confidence: 0.681856794

00:22:54.998 --> 00:22:55.997 of position yourself.

NOTE Confidence: 0.681856794

00:22:56.000 --> 00:22:56.876 So I say all this saying,

NOTE Confidence: 0.681856794

00:22:56.880 --> 00:22:58.512 so I had I had this kind of

NOTE Confidence: 0.681856794

00:22:58.512 --> 00:22:59.480 penchant towards excellence.

NOTE Confidence: 0.681856794

00:22:59.480 --> 00:23:01.916 That's not always in a good way,

NOTE Confidence: 0.681856794

00:23:01.920 --> 00:23:02.916 other ways where it was better.

NOTE Confidence: 0.681856794

00:23:02.920 --> 00:23:04.837 So I remember I went to Duke for undergrad.

NOTE Confidence: 0.681856794

00:23:04.840 --> 00:23:06.352 We were living in a predominantly wide area

NOTE Confidence: 0.681856794

00:23:06.352 --> 00:23:08.196 and I remember a Superintendent being like,

NOTE Confidence: 0.681856794

00:23:08.200 --> 00:23:09.397 oh, well, that's a really hard school,

NOTE Confidence: 0.681856794

00:23:09.400 --> 00:23:10.876 I don't know if you can get in there.

NOTE Confidence: 0.681856794

00:23:10.880 --> 00:23:12.520 So then I, I had that same reaction,
NOTE Confidence: 0.681856794

00:23:12.520 --> 00:23:14.840 but went the other extreme.
NOTE Confidence: 0.681856794

00:23:14.840 --> 00:23:17.405 So I say all that to say that often
NOTE Confidence: 0.681856794

00:23:17.405 --> 00:23:19.993 times when I get to a certain level of
NOTE Confidence: 0.681856794

00:23:20.000 --> 00:23:21.120 learning with something that's like,
NOTE Confidence: 0.681856794

00:23:21.120 --> 00:23:22.740 I'm looking for the next challenge
NOTE Confidence: 0.681856794

00:23:22.740 --> 00:23:24.800 to kind of come up along the way.
NOTE Confidence: 0.681856794

00:23:24.800 --> 00:23:25.464 So granted,
NOTE Confidence: 0.681856794

00:23:25.464 --> 00:23:27.124 it's a accommodation 'cause I
NOTE Confidence: 0.681856794

00:23:27.124 --> 00:23:28.120 like the challenge,
NOTE Confidence: 0.681856794

00:23:28.120 --> 00:23:29.360 but I don't like being the point person.
NOTE Confidence: 0.681856794

00:23:29.360 --> 00:23:30.560 So sometimes that is a
NOTE Confidence: 0.681856794

00:23:30.560 --> 00:23:31.760 challenge in and of itself.
NOTE Confidence: 0.681856794

00:23:31.760 --> 00:23:34.055 So part of this when I started the podcast
NOTE Confidence: 0.681856794

00:23:34.055 --> 00:23:36.062 was having conversations with like
NOTE Confidence: 0.681856794

00:23:36.062 --> 00:23:38.594 political scientists or political pundits or,

NOTE Confidence: 0.681856794
00:23:38.600 --> 00:23:39.132 you know,
NOTE Confidence: 0.681856794
00:23:39.132 --> 00:23:40.196 other clinician or clinicians
NOTE Confidence: 0.681856794
00:23:40.196 --> 00:23:41.520 and things and feeling like,
NOTE Confidence: 0.681856794
00:23:41.520 --> 00:23:41.770 oh,
NOTE Confidence: 0.681856794
00:23:41.770 --> 00:23:43.270 this has really stretched me because
NOTE Confidence: 0.681856794
00:23:43.270 --> 00:23:45.040 I do not know their content.
NOTE Confidence: 0.681856794
00:23:45.040 --> 00:23:47.000 And bringing my academic mindset to be like,
NOTE Confidence: 0.968181011428571
00:23:47.000 --> 00:23:48.392 I have to be an expert on this
NOTE Confidence: 0.968181011428571
00:23:48.392 --> 00:23:49.437 topic before I can host them,
NOTE Confidence: 0.968181011428571
00:23:49.440 --> 00:23:50.550 which is nonsensical.
NOTE Confidence: 0.968181011428571
00:23:50.550 --> 00:23:52.400 So having people say no,
NOTE Confidence: 0.968181011428571
00:23:52.400 --> 00:23:54.682 just act like an audience member and
NOTE Confidence: 0.968181011428571
00:23:54.682 --> 00:23:57.080 try to ask them what you would think
NOTE Confidence: 0.968181011428571
00:23:57.080 --> 00:23:58.760 your audience would try and ask them.
NOTE Confidence: 0.968181011428571
00:23:58.760 --> 00:24:00.440 And so I think that has helped me
NOTE Confidence: 0.968181011428571

00:24:00.440 --> 00:24:01.759 to navigate into those spaces.
NOTE Confidence: 0.968181011428571

00:24:01.760 --> 00:24:03.419 But it also goes back to your
NOTE Confidence: 0.968181011428571

00:24:03.419 --> 00:24:04.854 question because it forces me to
NOTE Confidence: 0.968181011428571

00:24:04.854 --> 00:24:06.192 continue to learn to learn how
NOTE Confidence: 0.968181011428571

00:24:06.192 --> 00:24:07.917 to be a better conversationalist,
NOTE Confidence: 0.968181011428571

00:24:07.920 --> 00:24:10.160 to learn how to be a better listener.
NOTE Confidence: 0.968181011428571

00:24:10.160 --> 00:24:11.212 I can divulge it.
NOTE Confidence: 0.968181011428571

00:24:11.212 --> 00:24:13.604 You were coaching me as I was in this
NOTE Confidence: 0.968181011428571

00:24:13.604 --> 00:24:15.296 transition process and you had sent
NOTE Confidence: 0.968181011428571

00:24:15.296 --> 00:24:17.475 me some helpful YouTube videos from
NOTE Confidence: 0.968181011428571

00:24:17.475 --> 00:24:19.415 from lifelong journals who actually
NOTE Confidence: 0.968181011428571

00:24:19.415 --> 00:24:21.798 talked a lot about the power of listening.
NOTE Confidence: 0.968181011428571

00:24:21.800 --> 00:24:22.800 And so for me,
NOTE Confidence: 0.968181011428571

00:24:22.800 --> 00:24:24.050 listening has been really important
NOTE Confidence: 0.968181011428571

00:24:24.050 --> 00:24:25.720 to inform everything that we do.
NOTE Confidence: 0.968181011428571

00:24:25.720 --> 00:24:27.197 So they give me one practical story.

NOTE Confidence: 0.968181011428571
00:24:27.200 --> 00:24:28.585 Sean Astin had actually come
NOTE Confidence: 0.968181011428571
00:24:28.585 --> 00:24:30.360 on the podcast at one point.
NOTE Confidence: 0.968181011428571
00:24:30.360 --> 00:24:32.160 He was the the son of Patty Duke,
NOTE Confidence: 0.968181011428571
00:24:32.160 --> 00:24:33.440 who was living with bipolar,
NOTE Confidence: 0.968181011428571
00:24:33.440 --> 00:24:34.598 wasn't called bipolar at a time,
NOTE Confidence: 0.968181011428571
00:24:34.600 --> 00:24:36.600 but talking through her whole
NOTE Confidence: 0.968181011428571
00:24:36.600 --> 00:24:37.736 experience and talking about the
NOTE Confidence: 0.968181011428571
00:24:37.736 --> 00:24:39.098 way that she always felt like people
NOTE Confidence: 0.968181011428571
00:24:39.098 --> 00:24:40.400 were telling her she was suffering.
NOTE Confidence: 0.968181011428571
00:24:40.400 --> 00:24:41.400 You're suffering with this,
NOTE Confidence: 0.968181011428571
00:24:41.400 --> 00:24:42.400 you're suffering with this.
NOTE Confidence: 0.968181011428571
00:24:42.400 --> 00:24:44.448 And just the shift in Word choice to
NOTE Confidence: 0.968181011428571
00:24:44.448 --> 00:24:46.310 talk about how she was navigating
NOTE Confidence: 0.968181011428571
00:24:46.310 --> 00:24:47.920 through with bipolar and could
NOTE Confidence: 0.968181011428571
00:24:47.920 --> 00:24:49.720 still have good mental Wellness.
NOTE Confidence: 0.968181011428571

00:24:49.720 --> 00:24:51.070 I've had some of those conversations
NOTE Confidence: 0.968181011428571

00:24:51.070 --> 00:24:52.743 with people in my lab and it's
NOTE Confidence: 0.968181011428571

00:24:52.743 --> 00:24:53.953 actually changed how we've written
NOTE Confidence: 0.968181011428571

00:24:53.953 --> 00:24:55.400 our papers and the language that
NOTE Confidence: 0.968181011428571

00:24:55.400 --> 00:24:56.600 we use in our introduction.
NOTE Confidence: 0.968181011428571

00:24:56.600 --> 00:24:58.224 So that's just one example of many
NOTE Confidence: 0.968181011428571

00:24:58.224 --> 00:24:59.743 things like that where all the
NOTE Confidence: 0.968181011428571

00:24:59.743 --> 00:25:01.556 different pieces kind of inform each other.
NOTE Confidence: 0.968181011428571

00:25:01.560 --> 00:25:02.952 And even though these are technically
NOTE Confidence: 0.968181011428571

00:25:02.952 --> 00:25:04.640 quote UN quote separate, the academic,
NOTE Confidence: 0.968181011428571

00:25:04.640 --> 00:25:06.920 the public facing and the diversity,
NOTE Confidence: 0.968181011428571

00:25:06.920 --> 00:25:07.510 equity, inclusion,
NOTE Confidence: 0.968181011428571

00:25:07.510 --> 00:25:09.280 they all intersect and that can
NOTE Confidence: 0.968181011428571

00:25:09.280 --> 00:25:10.824 actually learn from each of those and
NOTE Confidence: 0.968181011428571

00:25:10.824 --> 00:25:12.405 we can learn as a community together
NOTE Confidence: 0.968181011428571

00:25:12.405 --> 00:25:14.277 to inform all those pieces together.

NOTE Confidence: 0.968181011428571
00:25:14.280 --> 00:25:15.140 That's a long answer.
NOTE Confidence: 0.968181011428571
00:25:15.140 --> 00:25:16.000 Your question was short.
NOTE Confidence: 0.656031228333333
00:25:16.000 --> 00:25:17.080 It was a great answer though.
NOTE Confidence: 0.656031228333333
00:25:17.080 --> 00:25:20.200 But but has there ever been?
NOTE Confidence: 0.656031228333333
00:25:20.200 --> 00:25:22.560 So I, I think about, you know,
NOTE Confidence: 0.656031228333333
00:25:22.560 --> 00:25:24.560 in academic medicine there,
NOTE Confidence: 0.656031228333333
00:25:24.560 --> 00:25:25.560 just like in any field,
NOTE Confidence: 0.656031228333333
00:25:25.560 --> 00:25:26.960 there's language that we use,
NOTE Confidence: 0.656031228333333
00:25:26.960 --> 00:25:28.000 there's a way that we,
NOTE Confidence: 0.656031228333333
00:25:28.000 --> 00:25:28.960 there's a culture and there's
NOTE Confidence: 0.656031228333333
00:25:28.960 --> 00:25:30.349 a way that we behave, right.
NOTE Confidence: 0.656031228333333
00:25:30.349 --> 00:25:33.352 So have you faced any pushback in
NOTE Confidence: 0.656031228333333
00:25:33.352 --> 00:25:36.207 bringing in sort of the culture
NOTE Confidence: 0.656031228333333
00:25:36.207 --> 00:25:38.597 of other spaces into academic
NOTE Confidence: 0.656031228333333
00:25:38.597 --> 00:25:40.760 medicine or vice versa? Not
NOTE Confidence: 0.934544814285714

00:25:40.760 --> 00:25:42.237 as much as I would have expected,
NOTE Confidence: 0.934544814285714

00:25:42.240 --> 00:25:44.640 but I think I've also tried to be
NOTE Confidence: 0.934544814285714

00:25:44.640 --> 00:25:46.218 intentional about doing my homework
NOTE Confidence: 0.934544814285714

00:25:46.218 --> 00:25:48.360 before I go to any specific place.
NOTE Confidence: 0.934544814285714

00:25:48.360 --> 00:25:50.424 So obviously that's easy to do in an
NOTE Confidence: 0.934544814285714

00:25:50.424 --> 00:25:52.005 academic setting because that's my
NOTE Confidence: 0.934544814285714

00:25:52.005 --> 00:25:54.280 day-to-day language where I live and breathe.
NOTE Confidence: 0.934544814285714

00:25:54.280 --> 00:25:56.400 But speaking in different places,
NOTE Confidence: 0.934544814285714

00:25:56.400 --> 00:25:57.993 even when I'm speaking to a group of lawyers,
NOTE Confidence: 0.934544814285714

00:25:58.000 --> 00:25:59.584 trying to understand what are the
NOTE Confidence: 0.934544814285714

00:25:59.584 --> 00:26:00.640 challenges they've gone through,
NOTE Confidence: 0.934544814285714

00:26:00.640 --> 00:26:02.155 what are the opportunities and
NOTE Confidence: 0.934544814285714

00:26:02.155 --> 00:26:03.943 learning about the culture and asking
NOTE Confidence: 0.934544814285714

00:26:03.943 --> 00:26:05.687 a lot of questions so that when I
NOTE Confidence: 0.934544814285714

00:26:05.687 --> 00:26:07.340 get into that place, I'm informed.
NOTE Confidence: 0.934544814285714

00:26:07.340 --> 00:26:09.370 And I always try to be really

NOTE Confidence: 0.934544814285714
00:26:09.370 --> 00:26:10.919 intentional about having conversations
NOTE Confidence: 0.934544814285714
00:26:10.919 --> 00:26:12.519 and not didactic lectures.
NOTE Confidence: 0.934544814285714
00:26:12.520 --> 00:26:13.558 So another story.
NOTE Confidence: 0.934544814285714
00:26:13.558 --> 00:26:14.596 So years back,
NOTE Confidence: 0.934544814285714
00:26:14.600 --> 00:26:16.706 my wife actually started a series
NOTE Confidence: 0.934544814285714
00:26:16.706 --> 00:26:19.026 called The STEM Coffee Hour in our
NOTE Confidence: 0.934544814285714
00:26:19.026 --> 00:26:21.414 local library and had me come and speak
NOTE Confidence: 0.934544814285714
00:26:21.414 --> 00:26:23.252 about the neuroscience of addiction.
NOTE Confidence: 0.934544814285714
00:26:23.252 --> 00:26:25.845 There were a lot of folks in
NOTE Confidence: 0.934544814285714
00:26:25.845 --> 00:26:27.555 that event who came from a,
NOTE Confidence: 0.934544814285714
00:26:27.560 --> 00:26:28.605 a recovery house basically who
NOTE Confidence: 0.934544814285714
00:26:28.605 --> 00:26:29.880 wanted to just hear about that.
NOTE Confidence: 0.934544814285714
00:26:29.880 --> 00:26:31.068 They were involved in the faith
NOTE Confidence: 0.934544814285714
00:26:31.068 --> 00:26:32.000 committee we were involved in,
NOTE Confidence: 0.934544814285714
00:26:32.000 --> 00:26:33.274 but I was really intentional about not
NOTE Confidence: 0.934544814285714

00:26:33.274 --> 00:26:34.759 going in and being the quote UN quote,
NOTE Confidence: 0.934544814285714

00:26:34.760 --> 00:26:36.245 expert to share all this
NOTE Confidence: 0.934544814285714

00:26:36.245 --> 00:26:36.839 didactic information.
NOTE Confidence: 0.934544814285714

00:26:36.840 --> 00:26:38.149 So it really was kind of a
NOTE Confidence: 0.934544814285714

00:26:38.149 --> 00:26:39.360 back and forth conversation.
NOTE Confidence: 0.934544814285714

00:26:39.360 --> 00:26:39.720 I mean,
NOTE Confidence: 0.934544814285714

00:26:39.720 --> 00:26:40.800 I did share about the neuroscience
NOTE Confidence: 0.934544814285714

00:26:40.800 --> 00:26:41.160 of addiction,
NOTE Confidence: 0.934544814285714

00:26:41.160 --> 00:26:43.029 but I also listened to them share
NOTE Confidence: 0.934544814285714

00:26:43.029 --> 00:26:44.399 about their experiences with medic,
NOTE Confidence: 0.934544814285714

00:26:44.400 --> 00:26:45.264 medication assisted treatment,
NOTE Confidence: 0.934544814285714

00:26:45.264 --> 00:26:46.992 things that worked well for them,
NOTE Confidence: 0.934544814285714

00:26:47.000 --> 00:26:47.642 things they hated,
NOTE Confidence: 0.934544814285714

00:26:47.642 --> 00:26:48.926 things they felt like their clinicians
NOTE Confidence: 0.934544814285714

00:26:48.926 --> 00:26:50.357 told them they weren't listening about.
NOTE Confidence: 0.934544814285714

00:26:50.360 --> 00:26:52.480 And so we had kind of this dynamic

NOTE Confidence: 0.934544814285714
00:26:52.480 --> 00:26:54.487 back and forth where I think it
NOTE Confidence: 0.934544814285714
00:26:54.487 --> 00:26:56.399 opened up spaces for me to lead
NOTE Confidence: 0.934544814285714
00:26:56.400 --> 00:26:57.728 in a collaborative manner,
NOTE Confidence: 0.934544814285714
00:26:57.728 --> 00:27:00.998 not to lead in a dogmatic or didactic manner.
NOTE Confidence: 0.934544814285714
00:27:01.000 --> 00:27:02.337 And then there were people who came
NOTE Confidence: 0.934544814285714
00:27:02.337 --> 00:27:03.718 to that saying when they walked in,
NOTE Confidence: 0.934544814285714
00:27:03.720 --> 00:27:04.998 they thought, oh, well, you know,
NOTE Confidence: 0.934544814285714
00:27:05.000 --> 00:27:06.240 addiction isn't really an illness.
NOTE Confidence: 0.934544814285714
00:27:06.240 --> 00:27:07.997 This is something I did to myself,
NOTE Confidence: 0.934544814285714
00:27:08.000 --> 00:27:09.876 which I acknowledge on the one hand,
NOTE Confidence: 0.934544814285714
00:27:09.880 --> 00:27:11.679 you have to use before you can
NOTE Confidence: 0.934544814285714
00:27:11.679 --> 00:27:12.193 become addicted.
NOTE Confidence: 0.934544814285714
00:27:12.200 --> 00:27:13.698 But they also said that they had
NOTE Confidence: 0.934544814285714
00:27:13.698 --> 00:27:15.259 left that place having a better
NOTE Confidence: 0.934544814285714
00:27:15.259 --> 00:27:16.709 understanding for how their long
NOTE Confidence: 0.934544814285714

00:27:16.709 --> 00:27:17.838 term substitutes has actually
NOTE Confidence: 0.934544814285714

00:27:17.838 --> 00:27:19.338 impacted their brain and how they
NOTE Confidence: 0.934544814285714

00:27:19.338 --> 00:27:20.852 could get to a new normal.
NOTE Confidence: 0.934544814285714

00:27:20.852 --> 00:27:21.358 So again,
NOTE Confidence: 0.934544814285714

00:27:21.360 --> 00:27:23.016 I feel like I haven't gotten
NOTE Confidence: 0.934544814285714

00:27:23.016 --> 00:27:24.783 this much pushback or vitriol as
NOTE Confidence: 0.934544814285714

00:27:24.783 --> 00:27:25.995 I would have expected.
NOTE Confidence: 0.934544814285714

00:27:26.000 --> 00:27:27.890 But I think part of that has me been
NOTE Confidence: 0.934544814285714

00:27:27.890 --> 00:27:29.909 me trying to be intentional about
NOTE Confidence: 0.934544814285714

00:27:29.909 --> 00:27:31.659 the framing of those conversations
NOTE Confidence: 0.934544814285714

00:27:31.721 --> 00:27:33.659 and almost even a sense building
NOTE Confidence: 0.934544814285714

00:27:33.659 --> 00:27:35.126 up some psychological trust in
NOTE Confidence: 0.934544814285714

00:27:35.126 --> 00:27:35.956 the room and the spaces,
NOTE Confidence: 0.934544814285714

00:27:35.960 --> 00:27:36.860 which obviously takes intention.
NOTE Confidence: 0.934544814285714

00:27:36.860 --> 00:27:38.800 I also takes a lot of work as well.
NOTE Confidence: 0.691266696

00:27:40.360 --> 00:27:42.560 Yeah, yeah, yeah. That, that,

NOTE Confidence: 0.691266696

00:27:42.560 --> 00:27:46.116 that absolutely makes a lot of sense.

NOTE Confidence: 0.691266696

00:27:46.120 --> 00:27:47.176 So one other piece.

NOTE Confidence: 0.691266696

00:27:47.176 --> 00:27:48.670 Well, I'm sure there are more

NOTE Confidence: 0.691266696

00:27:48.670 --> 00:27:50.588 than just one other piece,

NOTE Confidence: 0.691266696

00:27:50.588 --> 00:27:52.673 but this question of faith.

NOTE Confidence: 0.691266696

00:27:52.680 --> 00:27:54.269 So, you know, we were talking about

NOTE Confidence: 0.691266696

00:27:54.269 --> 00:27:55.769 when you were preparing this talk

NOTE Confidence: 0.691266696

00:27:55.769 --> 00:27:57.554 and you used the phrase there that,

NOTE Confidence: 0.691266696

00:27:57.560 --> 00:27:58.477 you know, you're a man of faith.

NOTE Confidence: 0.691266696

00:27:58.480 --> 00:28:00.160 And I've heard you say that before.

NOTE Confidence: 0.691266696

00:28:00.160 --> 00:28:02.197 So what do you mean by that?

NOTE Confidence: 0.691266696

00:28:02.200 --> 00:28:04.840 And what role does that play?

NOTE Confidence: 0.691266696

00:28:04.840 --> 00:28:06.160 I think.

NOTE Confidence: 0.691266696

00:28:06.160 --> 00:28:07.520 All right.

NOTE Confidence: 0.691266696

00:28:07.520 --> 00:28:08.880 Thanks, everybody.

NOTE Confidence: 0.691266696

00:28:08.880 --> 00:28:09.040 Judge,
NOTE Confidence: 0.3977136025

00:28:10.400 --> 00:28:11.560 can someone mute? Yeah,
NOTE Confidence: 0.689152006

00:28:12.760 --> 00:28:13.880 someone on Zoom, please. Mute.
NOTE Confidence: 0.715682746

00:28:15.320 --> 00:28:17.350 So I think from there's many different
NOTE Confidence: 0.715682746

00:28:17.350 --> 00:28:18.760 ways I could answer that question.
NOTE Confidence: 0.715682746

00:28:18.760 --> 00:28:21.172 So I'd say my faith as a Christian is
NOTE Confidence: 0.715682746

00:28:21.172 --> 00:28:22.875 something that's core to who I am.
NOTE Confidence: 0.715682746

00:28:22.880 --> 00:28:24.842 It also impacts how I think
NOTE Confidence: 0.715682746

00:28:24.842 --> 00:28:26.879 about my work and how I am,
NOTE Confidence: 0.715682746

00:28:26.880 --> 00:28:30.410 how I see other people in the sense
NOTE Confidence: 0.715682746

00:28:30.410 --> 00:28:32.546 that I hope that helps me lead with
NOTE Confidence: 0.715682746

00:28:32.546 --> 00:28:34.060 compassion and with empathy and with
NOTE Confidence: 0.715682746

00:28:34.060 --> 00:28:35.796 grace in any situation that I'm in.
NOTE Confidence: 0.715682746

00:28:35.800 --> 00:28:36.988 All the different communities
NOTE Confidence: 0.715682746

00:28:36.988 --> 00:28:37.879 I've talked about,
NOTE Confidence: 0.715682746

00:28:37.880 --> 00:28:39.476 but I've also said in other places,

NOTE Confidence: 0.715682746

00:28:39.480 --> 00:28:41.055 I feel like I have the opportunity

NOTE Confidence: 0.715682746

00:28:41.055 --> 00:28:42.200 to study God's creation.

NOTE Confidence: 0.715682746

00:28:42.200 --> 00:28:43.982 And so that impacts how I

NOTE Confidence: 0.715682746

00:28:43.982 --> 00:28:45.720 actually do my research as well,

NOTE Confidence: 0.715682746

00:28:45.720 --> 00:28:47.120 but also impacts how I think about

NOTE Confidence: 0.715682746

00:28:47.120 --> 00:28:48.467 how we think about mental health

NOTE Confidence: 0.715682746

00:28:48.467 --> 00:28:50.105 and all the different tools that we

NOTE Confidence: 0.715682746

00:28:50.151 --> 00:28:51.600 can use to address our our health,

NOTE Confidence: 0.715682746

00:28:51.600 --> 00:28:52.104 mental health.

NOTE Confidence: 0.715682746

00:28:52.104 --> 00:28:53.616 And so I'm speaking in faith

NOTE Confidence: 0.715682746

00:28:53.616 --> 00:28:54.679 communities and in churches.

NOTE Confidence: 0.715682746

00:28:54.680 --> 00:28:56.185 I also talk about my perspective that

NOTE Confidence: 0.715682746

00:28:56.185 --> 00:28:57.789 we have lots of different tools that

NOTE Confidence: 0.715682746

00:28:57.789 --> 00:28:59.556 God has allowed us to design, develop.

NOTE Confidence: 0.715682746

00:28:59.556 --> 00:29:02.328 And so it really is a framing

NOTE Confidence: 0.715682746

00:29:02.328 --> 00:29:03.960 of everything that I do.
NOTE Confidence: 0.715682746

00:29:03.960 --> 00:29:05.574 But I'll also say just, you know,
NOTE Confidence: 0.715682746

00:29:05.574 --> 00:29:07.390 in the day-to-day kind of shapes how I
NOTE Confidence: 0.715682746

00:29:07.446 --> 00:29:09.438 really try to think about what I'm called,
NOTE Confidence: 0.715682746

00:29:09.440 --> 00:29:11.200 what I feel like I'm called to do.
NOTE Confidence: 0.715682746

00:29:11.200 --> 00:29:12.220 That's a phrase people often
NOTE Confidence: 0.715682746

00:29:12.220 --> 00:29:13.036 use in face settings,
NOTE Confidence: 0.715682746

00:29:13.040 --> 00:29:14.916 which can sound a little bit abstract.
NOTE Confidence: 0.715682746

00:29:14.920 --> 00:29:16.423 But I feel like one of the things I'm
NOTE Confidence: 0.715682746

00:29:16.423 --> 00:29:17.999 called to do is to serve in different ways.
NOTE Confidence: 0.715682746

00:29:18.000 --> 00:29:19.392 And I think that gets back to what
NOTE Confidence: 0.715682746

00:29:19.392 --> 00:29:20.718 you were talking about early on,
NOTE Confidence: 0.715682746

00:29:20.720 --> 00:29:21.704 that there's a need.
NOTE Confidence: 0.715682746

00:29:21.704 --> 00:29:23.180 And I feel like I'm called
NOTE Confidence: 0.715682746

00:29:23.237 --> 00:29:24.597 to serve in specific ways.
NOTE Confidence: 0.715682746

00:29:24.600 --> 00:29:24.849 Grant,

NOTE Confidence: 0.715682746

00:29:24.849 --> 00:29:26.343 there has to be some discernment

NOTE Confidence: 0.715682746

00:29:26.343 --> 00:29:27.349 there because that's another

NOTE Confidence: 0.715682746

00:29:27.349 --> 00:29:28.840 topic that comes up all the time.

NOTE Confidence: 0.715682746

00:29:28.840 --> 00:29:30.025 Being called doesn't mean that

NOTE Confidence: 0.715682746

00:29:30.025 --> 00:29:31.449 you respond to every single crisis

NOTE Confidence: 0.715682746

00:29:31.449 --> 00:29:32.637 that comes in front of you,

NOTE Confidence: 0.715682746

00:29:32.640 --> 00:29:33.728 especially as a leader.

NOTE Confidence: 0.715682746

00:29:33.728 --> 00:29:35.088 And that's something that I've

NOTE Confidence: 0.715682746

00:29:35.088 --> 00:29:36.630 also had to learn to adjust and

NOTE Confidence: 0.715682746

00:29:36.630 --> 00:29:38.000 not saying yes to everything,

NOTE Confidence: 0.715682746

00:29:38.000 --> 00:29:38.378 but basically,

NOTE Confidence: 0.715682746

00:29:38.378 --> 00:29:39.890 I'd say that faith is kind of the

NOTE Confidence: 0.715682746

00:29:39.938 --> 00:29:41.600 overarching framework for everything I do.

NOTE Confidence: 0.91723521875

00:29:42.400 --> 00:29:45.680 So, yeah. So, so that process of discernment,

NOTE Confidence: 0.91723521875

00:29:45.680 --> 00:29:47.920 how did that develop and how do

NOTE Confidence: 0.91723521875

00:29:47.920 --> 00:29:50.513 you know now what to where to lead
NOTE Confidence: 0.91723521875

00:29:50.513 --> 00:29:53.160 and where to where to hang back? I
NOTE Confidence: 0.974251036666667

00:29:53.160 --> 00:29:55.236 don't know that I do know.
NOTE Confidence: 0.974251036666667

00:29:55.240 --> 00:29:56.084 That's why I'm laughing.
NOTE Confidence: 0.974251036666667

00:29:56.084 --> 00:29:58.160 But I think that's been a process over time.
NOTE Confidence: 0.974251036666667

00:29:58.160 --> 00:29:59.560 Some of that is trial and error.
NOTE Confidence: 0.974251036666667

00:29:59.560 --> 00:30:01.056 Some of it was the feedback that you
NOTE Confidence: 0.974251036666667

00:30:01.056 --> 00:30:02.758 gave me as we were doing the coaching.
NOTE Confidence: 0.974251036666667

00:30:02.760 --> 00:30:05.049 Some of that's having mentors who have
NOTE Confidence: 0.974251036666667

00:30:05.049 --> 00:30:07.638 tried to point things out to me as well,
NOTE Confidence: 0.974251036666667

00:30:07.640 --> 00:30:09.320 and some of this just practical.
NOTE Confidence: 0.974251036666667

00:30:09.320 --> 00:30:11.918 So basically saying, so for instance,
NOTE Confidence: 0.974251036666667

00:30:11.920 --> 00:30:12.640 when I started the lab,
NOTE Confidence: 0.974251036666667

00:30:12.640 --> 00:30:13.756 when there were three of us,
NOTE Confidence: 0.974251036666667

00:30:13.760 --> 00:30:15.517 I was in the lab doing experiments,
NOTE Confidence: 0.974251036666667

00:30:15.520 --> 00:30:16.216 doing surgeries,

NOTE Confidence: 0.974251036666667
00:30:16.216 --> 00:30:17.956 all those types of things.
NOTE Confidence: 0.974251036666667
00:30:17.960 --> 00:30:19.380 I can't physically do that
NOTE Confidence: 0.974251036666667
00:30:19.380 --> 00:30:20.800 anymore unless I never sleep.
NOTE Confidence: 0.974251036666667
00:30:20.800 --> 00:30:22.375 So being willing to let go of
NOTE Confidence: 0.974251036666667
00:30:22.375 --> 00:30:23.790 some things and realize that in
NOTE Confidence: 0.974251036666667
00:30:23.790 --> 00:30:25.400 order to say yes to one thing,
NOTE Confidence: 0.974251036666667
00:30:25.400 --> 00:30:27.596 I might have to say no to something else,
NOTE Confidence: 0.974251036666667
00:30:27.600 --> 00:30:29.440 or I might have to delegate something else,
NOTE Confidence: 0.974251036666667
00:30:29.440 --> 00:30:31.648 or I might have to change my leadership
NOTE Confidence: 0.974251036666667
00:30:31.648 --> 00:30:33.206 structure within my lab, for instance.
NOTE Confidence: 0.974251036666667
00:30:33.206 --> 00:30:36.609 Or even in terms of how I go about engaging
NOTE Confidence: 0.974251036666667
00:30:36.609 --> 00:30:39.315 with different requests that I get.
NOTE Confidence: 0.974251036666667
00:30:39.320 --> 00:30:40.067 So I mean,
NOTE Confidence: 0.974251036666667
00:30:40.067 --> 00:30:41.312 even practical things like being
NOTE Confidence: 0.974251036666667
00:30:41.312 --> 00:30:43.268 a person who is so focused on
NOTE Confidence: 0.974251036666667

00:30:43.268 --> 00:30:44.396 relationship and wanting to
NOTE Confidence: 0.974251036666667

00:30:44.396 --> 00:30:45.879 personally respond to every e-mail,
NOTE Confidence: 0.974251036666667

00:30:45.880 --> 00:30:48.316 but then realizing that that's not practical.
NOTE Confidence: 0.974251036666667

00:30:48.320 --> 00:30:49.385 If I'm getting all these
NOTE Confidence: 0.974251036666667

00:30:49.385 --> 00:30:50.237 requests all the time,
NOTE Confidence: 0.974251036666667

00:30:50.240 --> 00:30:51.878 it can be helpful to have someone
NOTE Confidence: 0.974251036666667

00:30:51.878 --> 00:30:53.272 who can represent me and respond
NOTE Confidence: 0.974251036666667

00:30:53.272 --> 00:30:54.777 for me and then getting over the
NOTE Confidence: 0.974251036666667

00:30:54.830 --> 00:30:56.372 guilt of not responding to the
NOTE Confidence: 0.974251036666667

00:30:56.372 --> 00:30:57.617 e-mail and then realizing that
NOTE Confidence: 0.974251036666667

00:30:57.617 --> 00:30:58.919 people are actually fine with that.
NOTE Confidence: 0.974251036666667

00:30:58.920 --> 00:31:00.160 So it's a learning process,
NOTE Confidence: 0.974251036666667

00:31:00.160 --> 00:31:01.196 but some of it's trial and error.
NOTE Confidence: 0.974251036666667

00:31:01.200 --> 00:31:01.536 I mean,
NOTE Confidence: 0.974251036666667

00:31:01.536 --> 00:31:02.880 there have been things I've said yes to
NOTE Confidence: 0.974251036666667

00:31:02.917 --> 00:31:04.237 that while I'm in the middle of them,

NOTE Confidence: 0.974251036666667
00:31:04.240 --> 00:31:05.251 I'm thinking, oh,
NOTE Confidence: 0.974251036666667
00:31:05.251 --> 00:31:07.544 I really should not said yes to this.
NOTE Confidence: 0.974251036666667
00:31:07.544 --> 00:31:09.583 So that helps me the next time if
NOTE Confidence: 0.974251036666667
00:31:09.583 --> 00:31:11.097 it's a similar request, realizing,
NOTE Confidence: 0.974251036666667
00:31:11.097 --> 00:31:14.113 OK, let me take a little bit more.
NOTE Confidence: 0.974251036666667
00:31:14.120 --> 00:31:15.380 What's the right word?
NOTE Confidence: 0.974251036666667
00:31:15.380 --> 00:31:16.955 Courage isn't the right word,
NOTE Confidence: 0.974251036666667
00:31:16.960 --> 00:31:17.878 but that's what it feels like,
NOTE Confidence: 0.974251036666667
00:31:17.880 --> 00:31:19.098 courage to actually say no when I
NOTE Confidence: 0.974251036666667
00:31:19.098 --> 00:31:20.570 should say no so I can say yes to
NOTE Confidence: 0.974251036666667
00:31:20.570 --> 00:31:24.120 other things. So not perfected yet.
NOTE Confidence: 0.974251036666667
00:31:24.120 --> 00:31:24.240 Yeah,
NOTE Confidence: 0.722402355714286
00:31:24.720 --> 00:31:28.430 it's a work in progress for everybody. OK.
NOTE Confidence: 0.722402355714286
00:31:28.430 --> 00:31:31.230 So going back to 'cause we are obviously
NOTE Confidence: 0.722402355714286
00:31:31.230 --> 00:31:33.880 here in an academic medical context,
NOTE Confidence: 0.722402355714286

00:31:33.880 --> 00:31:39.640 so advancement, promotion, tenure,
NOTE Confidence: 0.722402355714286

00:31:39.640 --> 00:31:46.080 how has that those how have those questions?
NOTE Confidence: 0.722402355714286

00:31:46.080 --> 00:31:48.243 I'm trying to think how to phrase
NOTE Confidence: 0.722402355714286

00:31:48.243 --> 00:31:50.716 this question fed into your openness
NOTE Confidence: 0.722402355714286

00:31:50.716 --> 00:31:55.042 to doing non work that might not
NOTE Confidence: 0.722402355714286

00:31:55.042 --> 00:31:56.968 traditionally count for that.
NOTE Confidence: 0.722402355714286

00:31:56.968 --> 00:32:00.240 How have you skirted that or you know,
NOTE Confidence: 0.722402355714286

00:32:00.240 --> 00:32:01.040 navigated that?
NOTE Confidence: 0.8419378392

00:32:01.040 --> 00:32:01.805 Yeah, good question.
NOTE Confidence: 0.8419378392

00:32:01.805 --> 00:32:03.895 So I'm going to decide how I'm going
NOTE Confidence: 0.8419378392

00:32:03.895 --> 00:32:05.935 to to phrase it in terms of responses
NOTE Confidence: 0.8419378392

00:32:05.935 --> 00:32:07.440 because I know this is recorded,
NOTE Confidence: 0.8419378392

00:32:07.440 --> 00:32:10.384 which is completely fine.
NOTE Confidence: 0.8419378392

00:32:10.384 --> 00:32:12.398 But I said that with a copy.
NOTE Confidence: 0.8419378392

00:32:12.400 --> 00:32:13.328 Turn it off. Yeah.
NOTE Confidence: 0.8419378392

00:32:13.328 --> 00:32:15.872 So I think I've tried to be intentional,

NOTE Confidence: 0.8419378392

00:32:15.872 --> 00:32:16.832 but there are also circumstances

NOTE Confidence: 0.8419378392

00:32:16.832 --> 00:32:17.800 of a change of time.

NOTE Confidence: 0.8419378392

00:32:17.800 --> 00:32:18.800 So this is something I've

NOTE Confidence: 0.8419378392

00:32:18.800 --> 00:32:19.600 shared in different settings.

NOTE Confidence: 0.8419378392

00:32:19.600 --> 00:32:20.446 I was actually,

NOTE Confidence: 0.8419378392

00:32:20.446 --> 00:32:22.960 I'm a fellow at the at Trumbull College.

NOTE Confidence: 0.8419378392

00:32:22.960 --> 00:32:24.409 I was sharing with some of the

NOTE Confidence: 0.8419378392

00:32:24.409 --> 00:32:25.838 faculty about this last week as well.

NOTE Confidence: 0.8419378392

00:32:25.840 --> 00:32:27.135 But I think part of it goes

NOTE Confidence: 0.8419378392

00:32:27.135 --> 00:32:28.440 back to that rebellion side,

NOTE Confidence: 0.8419378392

00:32:28.440 --> 00:32:29.560 which I talked about before,

NOTE Confidence: 0.8419378392

00:32:29.560 --> 00:32:30.407 not in the same way it was

NOTE Confidence: 0.8419378392

00:32:30.407 --> 00:32:31.400 when I was a middle schooler,

NOTE Confidence: 0.8419378392

00:32:31.400 --> 00:32:31.770 thankfully.

NOTE Confidence: 0.8419378392

00:32:31.770 --> 00:32:33.990 I probably wouldn't be sitting here

NOTE Confidence: 0.8419378392

00:32:33.990 --> 00:32:37.096 but not wanting to be pitching A
NOTE Confidence: 0.8419378392

00:32:37.096 --> 00:32:39.232 holed into a certain expectation,
NOTE Confidence: 0.8419378392

00:32:39.232 --> 00:32:41.104 but then also knowing there are
NOTE Confidence: 0.8419378392

00:32:41.104 --> 00:32:42.878 certain things that need to be done.
NOTE Confidence: 0.8419378392

00:32:42.880 --> 00:32:44.856 So obviously I still have a passion for
NOTE Confidence: 0.8419378392

00:32:44.856 --> 00:32:46.703 the research and the neuroscience and
NOTE Confidence: 0.8419378392

00:32:46.703 --> 00:32:48.323 there are certain scientific questions
NOTE Confidence: 0.8419378392

00:32:48.323 --> 00:32:50.077 that I would like to see answered.
NOTE Confidence: 0.8419378392

00:32:50.080 --> 00:32:52.047 But I've also talked to people who
NOTE Confidence: 0.8419378392

00:32:52.047 --> 00:32:53.834 have done lots of high profile
NOTE Confidence: 0.8419378392

00:32:53.834 --> 00:32:55.592 papers over the years and have
NOTE Confidence: 0.8419378392

00:32:55.600 --> 00:32:57.456 acknowledged how time consuming
NOTE Confidence: 0.8419378392

00:32:57.456 --> 00:33:00.240 those types of endeavors have been.
NOTE Confidence: 0.8419378392

00:33:00.240 --> 00:33:02.240 Not to say that if that doesn't happen,
NOTE Confidence: 0.8419378392

00:33:02.240 --> 00:33:03.794 I wouldn't be pleased or feel like
NOTE Confidence: 0.8419378392

00:33:03.794 --> 00:33:05.119 we're moving the field forward,

NOTE Confidence: 0.8419378392

00:33:05.120 --> 00:33:07.880 but also having a realistic expectation.

NOTE Confidence: 0.8419378392

00:33:07.880 --> 00:33:09.728 There's certain things that I can't

NOTE Confidence: 0.8419378392

00:33:09.728 --> 00:33:11.865 do on the academic side and continue

NOTE Confidence: 0.8419378392

00:33:11.865 --> 00:33:14.215 to do on the public facing side and

NOTE Confidence: 0.8419378392

00:33:14.215 --> 00:33:16.532 continue to do in my diversity of

NOTE Confidence: 0.8419378392

00:33:16.532 --> 00:33:18.025 inclusion leadership all the same

NOTE Confidence: 0.8419378392

00:33:18.025 --> 00:33:19.675 level because I'm only one person.

NOTE Confidence: 0.8419378392

00:33:19.680 --> 00:33:20.800 I'm working with teams,

NOTE Confidence: 0.8419378392

00:33:20.800 --> 00:33:23.574 but there has to be kind of a choice about

NOTE Confidence: 0.8419378392

00:33:23.574 --> 00:33:25.880 what are the things that I truly value.

NOTE Confidence: 0.8419378392

00:33:25.880 --> 00:33:28.204 And so some of that should be inherent,

NOTE Confidence: 0.8419378392

00:33:28.204 --> 00:33:29.826 but some of that I've also gotten from

NOTE Confidence: 0.8419378392

00:33:29.826 --> 00:33:31.156 just working with different communities.

NOTE Confidence: 0.8419378392

00:33:31.160 --> 00:33:32.476 So even as I was talking about

NOTE Confidence: 0.8419378392

00:33:32.476 --> 00:33:33.880 the event that we did in New York,

NOTE Confidence: 0.8419378392

00:33:33.880 --> 00:33:36.634 to see the way that people respond to that,

NOTE Confidence: 0.8419378392

00:33:36.640 --> 00:33:38.998 I got to a point where I was able,

NOTE Confidence: 0.8419378392

00:33:39.000 --> 00:33:39.729 I had the,

NOTE Confidence: 0.8419378392

00:33:39.729 --> 00:33:42.095 I guess in the sense the the luxury or

NOTE Confidence: 0.8419378392

00:33:42.095 --> 00:33:44.487 the privilege to decide that I was not

NOTE Confidence: 0.8419378392

00:33:44.555 --> 00:33:46.702 necessarily going to pursue the loopholes.

NOTE Confidence: 0.8419378392

00:33:46.702 --> 00:33:48.319 I needed to get to certain state,

NOTE Confidence: 0.8419378392

00:33:48.320 --> 00:33:50.208 but just do the work that needs to

NOTE Confidence: 0.8419378392

00:33:50.208 --> 00:33:51.916 be done because it needs to be done.

NOTE Confidence: 0.8419378392

00:33:51.920 --> 00:33:54.240 And I was fortunate in the sense that

NOTE Confidence: 0.8419378392

00:33:54.240 --> 00:33:56.654 at that time there were other schools

NOTE Confidence: 0.8419378392

00:33:56.654 --> 00:33:58.740 that were also invested and involved.

NOTE Confidence: 0.8419378392

00:33:58.740 --> 00:34:01.120 So I was privileged enough to say,

NOTE Confidence: 0.8419378392

00:34:01.120 --> 00:34:03.720 I think this needs to be done and I

NOTE Confidence: 0.8419378392

00:34:03.720 --> 00:34:06.696 have a position to do it here at Yale,

NOTE Confidence: 0.8419378392

00:34:06.696 --> 00:34:09.720 but even if it's not supported here,

NOTE Confidence: 0.8419378392

00:34:09.720 --> 00:34:11.918 there's other places I could do it.

NOTE Confidence: 0.8419378392

00:34:11.920 --> 00:34:13.313 And so that that's just kind of

NOTE Confidence: 0.8419378392

00:34:13.313 --> 00:34:14.560 the reality of the situation.

NOTE Confidence: 0.8419378392

00:34:14.560 --> 00:34:16.352 I know that not everybody can be

NOTE Confidence: 0.8419378392

00:34:16.352 --> 00:34:18.328 in that place, but I felt like,

NOTE Confidence: 0.8419378392

00:34:18.328 --> 00:34:19.234 and then thankfully,

NOTE Confidence: 0.8419378392

00:34:19.240 --> 00:34:21.160 Yo has been supportive of that.

NOTE Confidence: 0.8419378392

00:34:21.160 --> 00:34:23.932 But that kind of internal shift

NOTE Confidence: 0.8419378392

00:34:23.932 --> 00:34:25.318 in my approach

NOTE Confidence: 0.946286204

00:34:25.320 --> 00:34:27.133 gave me the intellectual freedom to actually

NOTE Confidence: 0.946286204

00:34:27.133 --> 00:34:28.956 pursue the things that need to be pursued.

NOTE Confidence: 0.946286204

00:34:28.960 --> 00:34:31.204 And also changed some of my

NOTE Confidence: 0.946286204

00:34:31.204 --> 00:34:33.080 relationships with leadership as well.

NOTE Confidence: 0.946286204

00:34:33.080 --> 00:34:35.103 Because I noticed in myself that I

NOTE Confidence: 0.946286204

00:34:35.103 --> 00:34:36.959 stopped going into certain meetings,

NOTE Confidence: 0.946286204

00:34:36.960 --> 00:34:39.277 presenting my CV and waiting for feedback.

NOTE Confidence: 0.946286204

00:34:39.280 --> 00:34:40.440 And I more so said,

NOTE Confidence: 0.946286204

00:34:40.440 --> 00:34:41.875 these are the things that are important,

NOTE Confidence: 0.946286204

00:34:41.880 --> 00:34:42.874 these are the things that we're doing.

NOTE Confidence: 0.946286204

00:34:42.880 --> 00:34:44.165 And then I actually started

NOTE Confidence: 0.946286204

00:34:44.165 --> 00:34:45.193 to receive more mentorship.

NOTE Confidence: 0.946286204

00:34:45.200 --> 00:34:45.920 So I would say it was,

NOTE Confidence: 0.946286204

00:34:45.920 --> 00:34:48.440 it was mutual in that sense,

NOTE Confidence: 0.946286204

00:34:48.440 --> 00:34:49.514 but there was a lot of

NOTE Confidence: 0.946286204

00:34:49.514 --> 00:34:50.440 intentionality that came with that.

NOTE Confidence: 0.946286204

00:34:50.440 --> 00:34:51.812 And some of that was circumstances because

NOTE Confidence: 0.946286204

00:34:51.812 --> 00:34:53.719 I was for time at the times I was wondering,

NOTE Confidence: 0.946286204

00:34:53.720 --> 00:34:55.160 would I be able to do that here?

NOTE Confidence: 0.946286204

00:34:55.160 --> 00:34:56.528 But then again,

NOTE Confidence: 0.946286204

00:34:56.528 --> 00:34:58.196 seeing the responses from the

NOTE Confidence: 0.946286204

00:34:58.196 --> 00:34:59.456 public and from other institutions

NOTE Confidence: 0.946286204

00:34:59.456 --> 00:35:01.084 gave me that freedom to say, OK,

NOTE Confidence: 0.946286204

00:35:01.084 --> 00:35:03.036 this is important, it needs to be done.

NOTE Confidence: 0.946286204

00:35:03.040 --> 00:35:04.072 And I have the freedom to

NOTE Confidence: 0.946286204

00:35:04.072 --> 00:35:05.000 be able to pursue that.

NOTE Confidence: 0.939307823157895

00:35:05.800 --> 00:35:08.536 Yeah. And I, and I think it also

NOTE Confidence: 0.939307823157895

00:35:08.536 --> 00:35:10.852 speaks very much to the idea

NOTE Confidence: 0.939307823157895

00:35:10.852 --> 00:35:12.792 of doing values driven work,

NOTE Confidence: 0.939307823157895

00:35:12.800 --> 00:35:14.150 which is something that we've started

NOTE Confidence: 0.939307823157895

00:35:14.150 --> 00:35:15.520 to really talk about internally,

NOTE Confidence: 0.939307823157895

00:35:15.520 --> 00:35:17.039 the child study center and at the

NOTE Confidence: 0.939307823157895

00:35:17.039 --> 00:35:18.669 the School of Medicine that it's not

NOTE Confidence: 0.939307823157895

00:35:18.669 --> 00:35:20.479 just about tell me how high to jump,

NOTE Confidence: 0.939307823157895

00:35:20.480 --> 00:35:21.540 I'll jump even higher.

NOTE Confidence: 0.939307823157895

00:35:21.540 --> 00:35:22.852 But it's actually about, no,

NOTE Confidence: 0.939307823157895

00:35:22.852 --> 00:35:24.364 you're, you're at the center of

NOTE Confidence: 0.939307823157895

00:35:24.364 --> 00:35:26.040 your career at directing things.
NOTE Confidence: 0.939307823157895

00:35:26.040 --> 00:35:28.520 And how do you bring yourself forward and
NOTE Confidence: 0.939307823157895

00:35:28.520 --> 00:35:30.800 then negotiate right with the larger system.
NOTE Confidence: 0.939307823157895

00:35:30.800 --> 00:35:31.840 That's what I'm hearing a
NOTE Confidence: 0.939307823157895

00:35:31.840 --> 00:35:32.880 lot and what you're saying.
NOTE Confidence: 0.939307823157895

00:35:32.880 --> 00:35:33.753 Yeah, Yeah. OK.
NOTE Confidence: 0.939307823157895

00:35:33.753 --> 00:35:35.499 So one piece we haven't really
NOTE Confidence: 0.939307823157895

00:35:35.499 --> 00:35:36.998 talked that that much about.
NOTE Confidence: 0.939307823157895

00:35:37.000 --> 00:35:38.743 I've got just a couple more questions
NOTE Confidence: 0.939307823157895

00:35:38.743 --> 00:35:40.520 before I open it up to all of you.
NOTE Confidence: 0.939307823157895

00:35:40.520 --> 00:35:43.640 One piece is the DEI piece.
NOTE Confidence: 0.939307823157895

00:35:43.640 --> 00:35:45.800 So I'm hearing it the strand
NOTE Confidence: 0.939307823157895

00:35:45.800 --> 00:35:46.520 throughout everything,
NOTE Confidence: 0.939307823157895

00:35:46.520 --> 00:35:48.416 but can you share a little
NOTE Confidence: 0.939307823157895

00:35:48.416 --> 00:35:49.680 bit more about the,
NOTE Confidence: 0.939307823157895

00:35:49.680 --> 00:35:51.955 the like the nature of your work,

NOTE Confidence: 0.939307823157895
00:35:51.960 --> 00:35:56.280 how you got into that work at at Yale,
NOTE Confidence: 0.939307823157895
00:35:56.280 --> 00:35:56.800 etcetera?
NOTE Confidence: 0.782346534285714
00:35:57.960 --> 00:35:59.622 Good question. I'm going to try
NOTE Confidence: 0.782346534285714
00:35:59.622 --> 00:36:01.459 and keep it succinct cause part of
NOTE Confidence: 0.782346534285714
00:36:01.459 --> 00:36:03.400 that has been over a span of years.
NOTE Confidence: 0.782346534285714
00:36:03.400 --> 00:36:05.400 So I think part of that is my
NOTE Confidence: 0.782346534285714
00:36:05.400 --> 00:36:07.720 internal drive to really mentor.
NOTE Confidence: 0.782346534285714
00:36:07.720 --> 00:36:09.406 And so that's always been a
NOTE Confidence: 0.782346534285714
00:36:09.406 --> 00:36:11.108 passion of mine because I feel
NOTE Confidence: 0.782346534285714
00:36:11.108 --> 00:36:12.674 like I had really good mentors.
NOTE Confidence: 0.782346534285714
00:36:12.680 --> 00:36:13.960 Actually, I've still been in
NOTE Confidence: 0.782346534285714
00:36:13.960 --> 00:36:15.240 touch with my undergrad mentor.
NOTE Confidence: 0.782346534285714
00:36:15.240 --> 00:36:16.320 I saw him when I gave a talk.
NOTE Confidence: 0.782346534285714
00:36:16.320 --> 00:36:17.237 So I went to do for undergrad.
NOTE Confidence: 0.782346534285714
00:36:17.240 --> 00:36:18.768 I gave a talk at North in North
NOTE Confidence: 0.782346534285714

00:36:18.768 --> 00:36:19.911 Carolina last year and got to
NOTE Confidence: 0.782346534285714

00:36:19.911 --> 00:36:21.200 catch up with him a little bit.
NOTE Confidence: 0.782346534285714

00:36:21.200 --> 00:36:23.055 And so to see his long term
NOTE Confidence: 0.782346534285714

00:36:23.055 --> 00:36:24.520 investment in me was really
NOTE Confidence: 0.782346534285714

00:36:24.520 --> 00:36:26.158 endearing and just to his passion.
NOTE Confidence: 0.782346534285714

00:36:26.160 --> 00:36:27.392 And you know, he's been trying to
NOTE Confidence: 0.782346534285714

00:36:27.392 --> 00:36:28.756 recruit me back for the last 15 years,
NOTE Confidence: 0.782346534285714

00:36:28.760 --> 00:36:30.452 which I think it's just an
NOTE Confidence: 0.782346534285714

00:36:30.452 --> 00:36:32.040 inheritance to a former mentor,
NOTE Confidence: 0.782346534285714

00:36:32.040 --> 00:36:32.805 but perspective wise.
NOTE Confidence: 0.782346534285714

00:36:32.805 --> 00:36:34.875 So I remember telling people, oh, you know,
NOTE Confidence: 0.782346534285714

00:36:34.875 --> 00:36:37.320 I've been in touch with him for 25 years.
NOTE Confidence: 0.782346534285714

00:36:37.320 --> 00:36:38.840 I was on a Zoom call a couple
NOTE Confidence: 0.782346534285714

00:36:38.840 --> 00:36:40.314 years ago with Jones Stein's and
NOTE Confidence: 0.782346534285714

00:36:40.314 --> 00:36:41.868 she was talking about going to
NOTE Confidence: 0.782346534285714

00:36:41.922 --> 00:36:43.437 I think University of Michigan.

NOTE Confidence: 0.782346534285714

00:36:43.440 --> 00:36:44.640 And she was saying, oh,

NOTE Confidence: 0.782346534285714

00:36:44.640 --> 00:36:46.278 I got to catch up with my first grad

NOTE Confidence: 0.782346534285714

00:36:46.278 --> 00:36:48.034 student and we've been in touch for 50 years.

NOTE Confidence: 0.782346534285714

00:36:48.040 --> 00:36:49.400 And I was like, OK,

NOTE Confidence: 0.782346534285714

00:36:49.400 --> 00:36:51.760 my 25 years is nothing.

NOTE Confidence: 0.782346534285714

00:36:51.760 --> 00:36:53.250 But it was really nice and

NOTE Confidence: 0.782346534285714

00:36:53.250 --> 00:36:54.944 endearing to hear that same kind

NOTE Confidence: 0.782346534285714

00:36:54.944 --> 00:36:56.464 of long term relationship that

NOTE Confidence: 0.782346534285714

00:36:56.464 --> 00:36:58.159 she was talking about as well.

NOTE Confidence: 0.782346534285714

00:36:58.160 --> 00:36:59.637 So to get back to your question,

NOTE Confidence: 0.782346534285714

00:36:59.640 --> 00:37:01.232 I feel like I've done a lot of

NOTE Confidence: 0.782346534285714

00:37:01.232 --> 00:37:02.160 mentorship just in general,

NOTE Confidence: 0.782346534285714

00:37:02.160 --> 00:37:03.544 but especially with students

NOTE Confidence: 0.782346534285714

00:37:03.544 --> 00:37:04.582 from underrepresented backgrounds

NOTE Confidence: 0.782346534285714

00:37:04.582 --> 00:37:06.279 when they've come here and said,

NOTE Confidence: 0.782346534285714

00:37:06.280 --> 00:37:06.512 oh,
NOTE Confidence: 0.782346534285714
00:37:06.512 --> 00:37:08.600 I didn't see many people that look like me,
NOTE Confidence: 0.782346534285714
00:37:08.600 --> 00:37:09.596 it was really helpful to be
NOTE Confidence: 0.782346534285714
00:37:09.596 --> 00:37:10.440 able to connect with you.
NOTE Confidence: 0.782346534285714
00:37:10.440 --> 00:37:12.192 And so they'll be able to do that
NOTE Confidence: 0.782346534285714
00:37:12.192 --> 00:37:13.837 informally with students has been ongoing,
NOTE Confidence: 0.782346534285714
00:37:13.840 --> 00:37:15.106 but I've also done a lot
NOTE Confidence: 0.782346534285714
00:37:15.106 --> 00:37:16.240 of formal things as well.
NOTE Confidence: 0.782346534285714
00:37:16.240 --> 00:37:17.515 So there's a group here
NOTE Confidence: 0.782346534285714
00:37:17.515 --> 00:37:18.280 called the Collective,
NOTE Confidence: 0.782346534285714
00:37:18.280 --> 00:37:20.506 which is out of the biological and
NOTE Confidence: 0.782346534285714
00:37:20.506 --> 00:37:21.960 biomedical sciences PhD program.
NOTE Confidence: 0.782346534285714
00:37:21.960 --> 00:37:23.364 They had a previous iteration called
NOTE Confidence: 0.782346534285714
00:37:23.364 --> 00:37:24.640 the Yale Minority Science Network.
NOTE Confidence: 0.782346534285714
00:37:24.640 --> 00:37:26.192 I was able to kind of serve as
NOTE Confidence: 0.782346534285714
00:37:26.192 --> 00:37:27.599 a faculty consultant for them.

NOTE Confidence: 0.782346534285714
00:37:27.600 --> 00:37:28.780 I've had different students that
NOTE Confidence: 0.782346534285714
00:37:28.780 --> 00:37:29.960 have come through my lab,
NOTE Confidence: 0.782346534285714
00:37:29.960 --> 00:37:30.830 different summer programs.
NOTE Confidence: 0.782346534285714
00:37:30.830 --> 00:37:32.860 I've also been involved in some of
NOTE Confidence: 0.782346534285714
00:37:32.911 --> 00:37:34.717 the things at the post doctoral level.
NOTE Confidence: 0.782346534285714
00:37:34.720 --> 00:37:35.944 You all may be familiar with
NOTE Confidence: 0.782346534285714
00:37:35.944 --> 00:37:36.556 belonging at Yale.
NOTE Confidence: 0.782346534285714
00:37:36.560 --> 00:37:38.317 I was really fortunate to be involved
NOTE Confidence: 0.782346534285714
00:37:38.317 --> 00:37:40.440 in some of the initial conversations
NOTE Confidence: 0.782346534285714
00:37:40.440 --> 00:37:42.224 in that with Kim Goff Cruz and the
NOTE Confidence: 0.782346534285714
00:37:42.224 --> 00:37:43.454 working group that Dean Lattimore
NOTE Confidence: 0.782346534285714
00:37:43.454 --> 00:37:44.926 had allowed me to participate in.
NOTE Confidence: 0.782346534285714
00:37:44.926 --> 00:37:46.141 And then also obviously the
NOTE Confidence: 0.782346534285714
00:37:46.141 --> 00:37:47.319 role that I have now,
NOTE Confidence: 0.782346534285714
00:37:47.320 --> 00:37:49.120 which is more faculty facing,
NOTE Confidence: 0.782346534285714

00:37:49.120 --> 00:37:52.298 but basically it's a passion that has
NOTE Confidence: 0.782346534285714

00:37:52.298 --> 00:37:54.958 become more formal over the years,
NOTE Confidence: 0.782346534285714

00:37:54.960 --> 00:37:56.428 more formal over the years.
NOTE Confidence: 0.782346534285714

00:37:56.428 --> 00:37:58.486 And so it's been helpful for me
NOTE Confidence: 0.782346534285714

00:37:58.486 --> 00:38:00.358 to be able to be involved.
NOTE Confidence: 0.782346534285714

00:38:00.360 --> 00:38:02.152 A big piece of that was the Minority
NOTE Confidence: 0.782346534285714

00:38:02.152 --> 00:38:03.840 Organization for Attention Expansion or more,
NOTE Confidence: 0.782346534285714

00:38:03.840 --> 00:38:04.980 which you mentioned.
NOTE Confidence: 0.782346534285714

00:38:04.980 --> 00:38:06.120 And Cindy Crusto,
NOTE Confidence: 0.782346534285714

00:38:06.120 --> 00:38:06.376 Dr.
NOTE Confidence: 0.782346534285714

00:38:06.376 --> 00:38:06.888 Cindy Crusto,
NOTE Confidence: 0.782346534285714

00:38:06.888 --> 00:38:08.680 who's one of the founders of Moore,
NOTE Confidence: 0.943995226666667

00:38:08.680 --> 00:38:09.805 had asked me at some point, well,
NOTE Confidence: 0.943995226666667

00:38:09.805 --> 00:38:11.240 what's something you'd like to see more,
NOTE Confidence: 0.943995226666667

00:38:11.240 --> 00:38:13.274 do more of, for lack of a better word?
NOTE Confidence: 0.943995226666667

00:38:13.280 --> 00:38:14.514 I said mentorship and said, oh,

NOTE Confidence: 0.943995226666667
00:38:14.514 --> 00:38:16.066 why don't you come on board and lead
NOTE Confidence: 0.943995226666667
00:38:16.066 --> 00:38:17.597 some of our mentorship initiatives.
NOTE Confidence: 0.943995226666667
00:38:17.600 --> 00:38:20.050 So again, someone who was a a
NOTE Confidence: 0.943995226666667
00:38:20.050 --> 00:38:21.800 supporter sponsor in that way,
NOTE Confidence: 0.943995226666667
00:38:21.800 --> 00:38:23.375 which gave me a way to kind
NOTE Confidence: 0.943995226666667
00:38:23.375 --> 00:38:25.040 of start to facilitate that,
NOTE Confidence: 0.943995226666667
00:38:25.040 --> 00:38:27.000 but then also to get involved in leadership
NOTE Confidence: 0.943995226666667
00:38:27.000 --> 00:38:28.760 because we meet regularly with a Dean.
NOTE Confidence: 0.943995226666667
00:38:28.760 --> 00:38:30.258 And so part of it has been
NOTE Confidence: 0.943995226666667
00:38:30.258 --> 00:38:31.200 in evolving over time,
NOTE Confidence: 0.943995226666667
00:38:31.200 --> 00:38:33.072 but part of it has been a passion
NOTE Confidence: 0.943995226666667
00:38:33.072 --> 00:38:34.964 and having the structure in place
NOTE Confidence: 0.943995226666667
00:38:34.964 --> 00:38:36.669 through collaboration that I've been
NOTE Confidence: 0.943995226666667
00:38:36.669 --> 00:38:38.240 able to facilitate that as well.
NOTE Confidence: 0.943995226666667
00:38:38.240 --> 00:38:39.200 But hopefully that gets a little
NOTE Confidence: 0.943995226666667

00:38:39.200 --> 00:38:39.878 bit of an overview.
NOTE Confidence: 0.943995226666667

00:38:39.880 --> 00:38:40.696 There's a lot of detail I
NOTE Confidence: 0.943995226666667

00:38:40.696 --> 00:38:41.440 could go into as well.
NOTE Confidence: 0.943995226666667

00:38:41.440 --> 00:38:41.680 But
NOTE Confidence: 0.857078387333333

00:38:41.720 --> 00:38:43.666 yeah, but but just that it's organic
NOTE Confidence: 0.857078387333333

00:38:43.666 --> 00:38:46.157 to some of the work that you're doing.
NOTE Confidence: 0.857078387333333

00:38:46.160 --> 00:38:48.110 Yeah. OK, all right, so final
NOTE Confidence: 0.857078387333333

00:38:48.110 --> 00:38:50.325 question for me and then whoever
NOTE Confidence: 0.857078387333333

00:38:50.325 --> 00:38:52.120 else has questions, please ask.
NOTE Confidence: 0.967524895

00:38:54.320 --> 00:38:58.568 So one of the values for the School of
NOTE Confidence: 0.967524895

00:38:58.568 --> 00:39:01.462 Medicine, one of the five core values that
NOTE Confidence: 0.967524895

00:39:01.462 --> 00:39:03.816 leaders should have or should, you know,
NOTE Confidence: 0.967524895

00:39:03.816 --> 00:39:05.508 aspire to have 21st century leaders.
NOTE Confidence: 0.967524895

00:39:05.508 --> 00:39:07.440 I'm not even saying the sentence correctly.
NOTE Confidence: 0.967524895

00:39:07.440 --> 00:39:09.232 The 21st century leaders at the School
NOTE Confidence: 0.967524895

00:39:09.232 --> 00:39:10.718 of Medicine should aspire to have.

NOTE Confidence: 0.967524895
00:39:10.720 --> 00:39:13.240 There we go. Is the idea of
NOTE Confidence: 0.967524895
00:39:13.240 --> 00:39:15.200 generativity or or giving back.
NOTE Confidence: 0.967524895
00:39:15.200 --> 00:39:17.600 So if you were to, you know,
NOTE Confidence: 0.967524895
00:39:17.600 --> 00:39:18.600 often times in coaching there,
NOTE Confidence: 0.967524895
00:39:18.600 --> 00:39:19.536 it's something called like
NOTE Confidence: 0.967524895
00:39:19.536 --> 00:39:20.238 the legacy exercise.
NOTE Confidence: 0.967524895
00:39:20.240 --> 00:39:21.520 Looking back at your career,
NOTE Confidence: 0.967524895
00:39:21.520 --> 00:39:23.116 what do you hope that your biggest,
NOTE Confidence: 0.967524895
00:39:23.120 --> 00:39:24.640 you know, contributions will be?
NOTE Confidence: 0.967524895
00:39:24.640 --> 00:39:27.725 So in that spirit of
NOTE Confidence: 0.967524895
00:39:27.725 --> 00:39:30.193 generativity and giving back,
NOTE Confidence: 0.967524895
00:39:30.200 --> 00:39:31.280 what do you what do you
NOTE Confidence: 0.967524895
00:39:31.280 --> 00:39:32.000 hope to leave behind?
NOTE Confidence: 0.967524895
00:39:32.640 --> 00:39:34.680 Wow,
NOTE Confidence: 0.61231534
00:39:34.680 --> 00:39:36.000 I take some thought.
NOTE Confidence: 0.61231534

00:39:36.000 --> 00:39:37.078 I'm impressed with the question.

NOTE Confidence: 0.89309886

00:39:40.360 --> 00:39:41.760 Maybe the people. I mean,

NOTE Confidence: 0.89309886

00:39:41.760 --> 00:39:44.216 one thing that comes to mind is that

NOTE Confidence: 0.89309886

00:39:44.216 --> 00:39:46.310 people would say that I was generous

NOTE Confidence: 0.89309886

00:39:46.310 --> 00:39:48.724 with my time and also with the

NOTE Confidence: 0.89309886

00:39:48.724 --> 00:39:51.840 knowledge that I was able to acquire,

NOTE Confidence: 0.89309886

00:39:51.840 --> 00:39:54.315 not just to kind of keep it for myself,

NOTE Confidence: 0.89309886

00:39:54.320 --> 00:39:56.320 but to share with others in a way

NOTE Confidence: 0.89309886

00:39:56.320 --> 00:39:58.080 they could empower them as well.

NOTE Confidence: 0.89309886

00:39:58.080 --> 00:39:59.439 And so getting back to the hip Hop Rs,

NOTE Confidence: 0.89309886

00:39:59.440 --> 00:40:00.580 I mentioned Lecrae at one point

NOTE Confidence: 0.89309886

00:40:00.580 --> 00:40:01.880 when he was on the podcast.

NOTE Confidence: 0.89309886

00:40:01.880 --> 00:40:04.040 He said he feels like academia

NOTE Confidence: 0.89309886

00:40:04.040 --> 00:40:05.388 has all this information,

NOTE Confidence: 0.89309886

00:40:05.388 --> 00:40:07.760 but we've taken the megaphone and like,

NOTE Confidence: 0.89309886

00:40:07.760 --> 00:40:10.896 pointed it at ourselves and like

NOTE Confidence: 0.89309886
00:40:10.896 --> 00:40:12.352 nothing is coming out the other end.
NOTE Confidence: 0.89309886
00:40:12.360 --> 00:40:14.520 So I think that really stuck with me.
NOTE Confidence: 0.89309886
00:40:14.520 --> 00:40:15.600 And I was already trying to do that,
NOTE Confidence: 0.89309886
00:40:15.600 --> 00:40:17.790 but really making sure that we
NOTE Confidence: 0.89309886
00:40:17.790 --> 00:40:19.563 can actually communicate what we
NOTE Confidence: 0.89309886
00:40:19.563 --> 00:40:21.320 do in a way that helps others,
NOTE Confidence: 0.89309886
00:40:21.320 --> 00:40:23.120 even in ways that aren't expected.
NOTE Confidence: 0.89309886
00:40:23.120 --> 00:40:24.326 So I referenced that story about
NOTE Confidence: 0.89309886
00:40:24.326 --> 00:40:25.439 talking about behaviors in the rat.
NOTE Confidence: 0.89309886
00:40:25.440 --> 00:40:27.640 That was not my plan,
NOTE Confidence: 0.89309886
00:40:27.640 --> 00:40:28.980 but that was still something
NOTE Confidence: 0.89309886
00:40:28.980 --> 00:40:30.320 that stuck with that individual.
NOTE Confidence: 0.89309886
00:40:30.320 --> 00:40:31.760 And so being able to continue
NOTE Confidence: 0.89309886
00:40:31.760 --> 00:40:32.720 to do those things.
NOTE Confidence: 0.89309886
00:40:32.720 --> 00:40:33.836 And I guess part of it,
NOTE Confidence: 0.89309886

00:40:33.840 --> 00:40:35.920 this will sound a little bit more religious,
NOTE Confidence: 0.89309886

00:40:35.920 --> 00:40:37.971 but kind of just being faithful in
NOTE Confidence: 0.89309886

00:40:37.971 --> 00:40:39.809 my calling and in the privileges
NOTE Confidence: 0.89309886

00:40:39.809 --> 00:40:41.902 that I've been given to not just
NOTE Confidence: 0.89309886

00:40:41.963 --> 00:40:44.204 keep them for myself or my lab even,
NOTE Confidence: 0.89309886

00:40:44.204 --> 00:40:46.270 but really pass those on to broader
NOTE Confidence: 0.89309886

00:40:46.270 --> 00:40:48.430 communities and to which includes
NOTE Confidence: 0.89309886

00:40:48.430 --> 00:40:50.158 academic communities as well.
NOTE Confidence: 0.917848

00:40:51.720 --> 00:40:55.304 Wonderful. Thank you. Great.
NOTE Confidence: 0.917848

00:40:55.304 --> 00:40:57.238 OK, who has questions,
NOTE Confidence: 0.678560593333333

00:41:03.920 --> 00:41:05.000 Larry? Yes, Larry,
NOTE Confidence: 0.96789753

00:41:07.040 --> 00:41:08.516 that was really wonderful. Thank you.
NOTE Confidence: 0.934484848

00:41:09.280 --> 00:41:10.240 One of the things that
NOTE Confidence: 0.80680482

00:41:10.560 --> 00:41:12.360 kind of struck me as when you you said,
NOTE Confidence: 0.80680482

00:41:12.360 --> 00:41:13.400 wait a minute, I got to be careful,
NOTE Confidence: 0.80680482

00:41:13.400 --> 00:41:14.412 this is being recorded.

NOTE Confidence: 0.80680482
00:41:14.412 --> 00:41:15.904 And it just touched something
NOTE Confidence: 0.80680482
00:41:15.904 --> 00:41:18.608 in me when you said it.
NOTE Confidence: 0.80680482
00:41:18.608 --> 00:41:20.775 And, and I think often about
NOTE Confidence: 0.80680482
00:41:20.775 --> 00:41:22.840 things like what holds us back?
NOTE Confidence: 0.80680482
00:41:22.840 --> 00:41:24.064 What holds me back,
NOTE Confidence: 0.80680482
00:41:24.064 --> 00:41:25.900 what holds us back from doing
NOTE Confidence: 0.80680482
00:41:25.965 --> 00:41:27.834 the things that we want to do.
NOTE Confidence: 0.80680482
00:41:27.840 --> 00:41:28.560 And something I've
NOTE Confidence: 0.933017255
00:41:28.560 --> 00:41:30.078 been thinking a lot about is
NOTE Confidence: 0.916407184444445
00:41:32.840 --> 00:41:33.924 I'm an old guy.
NOTE Confidence: 0.916407184444445
00:41:33.924 --> 00:41:35.698 I've been around a while. You know,
NOTE Confidence: 0.916407184444445
00:41:35.698 --> 00:41:37.880 I used to be able to make a mistake.
NOTE Confidence: 0.916407184444445
00:41:37.880 --> 00:41:39.640 I'm sorry, what'd you say?
NOTE Confidence: 0.916407184444445
00:41:39.640 --> 00:41:41.520 Thank you. Thank you.
NOTE Confidence: 0.916407184444445
00:41:41.520 --> 00:41:42.296 Thank you very much.
NOTE Confidence: 0.916407184444445

00:41:42.296 --> 00:41:44.279 But we used to be able to make mistakes.

NOTE Confidence: 0.916407184444445

00:41:44.280 --> 00:41:46.448 And then I'd say, hey, you know,

NOTE Confidence: 0.916407184444445

00:41:46.448 --> 00:41:48.996 I didn't exactly mean it that way.

NOTE Confidence: 0.916407184444445

00:41:49.000 --> 00:41:50.918 Can I, can I have a Mulligan?

NOTE Confidence: 0.916407184444445

00:41:50.920 --> 00:41:52.080 Can I redo this?

NOTE Confidence: 0.916407184444445

00:41:52.080 --> 00:41:53.232 And you'd say, sure.

NOTE Confidence: 0.916407184444445

00:41:53.232 --> 00:41:54.688 What, what did you mean?

NOTE Confidence: 0.916407184444445

00:41:54.688 --> 00:41:56.925 And and you can only do that

NOTE Confidence: 0.916407184444445

00:41:56.925 --> 00:41:58.955 now with very trusted friends.

NOTE Confidence: 0.960405128

00:42:01.040 --> 00:42:03.520 And I think it holds us back.

NOTE Confidence: 0.960405128

00:42:03.520 --> 00:42:06.340 I feel sometimes it does me, you know,

NOTE Confidence: 0.960405128

00:42:06.340 --> 00:42:07.700 I, I felt a little bit of that

NOTE Confidence: 0.960405128

00:42:07.749 --> 00:42:09.195 just before I asked this question.

NOTE Confidence: 0.960405128

00:42:09.200 --> 00:42:09.960 Like, I don't want this.

NOTE Confidence: 0.960405128

00:42:09.960 --> 00:42:12.425 I don't want to make a mistake because

NOTE Confidence: 0.960405128

00:42:12.425 --> 00:42:15.120 I can't explain it and redo it.

NOTE Confidence: 0.960405128
00:42:15.120 --> 00:42:16.920 You know, it's videoed,
NOTE Confidence: 0.960405128
00:42:16.920 --> 00:42:18.720 it's on social media.
NOTE Confidence: 0.960405128
00:42:18.720 --> 00:42:21.480 It's, you know, that's it.
NOTE Confidence: 0.960405128
00:42:21.480 --> 00:42:22.640 What's your thoughts about that?
NOTE Confidence: 0.960405128
00:42:22.640 --> 00:42:24.240 I mean, how do we think out loud?
NOTE Confidence: 0.960405128
00:42:24.240 --> 00:42:25.360 How do we think together?
NOTE Confidence: 0.960405128
00:42:25.360 --> 00:42:26.977 How do I ask you what you
NOTE Confidence: 0.960405128
00:42:26.977 --> 00:42:29.320 really meant by that without
NOTE Confidence: 0.960405128
00:42:29.320 --> 00:42:31.784 causing hurt and harm?
NOTE Confidence: 0.960405128
00:42:31.784 --> 00:42:32.400 Yeah,
NOTE Confidence: 0.922387815833333
00:42:32.400 --> 00:42:33.208 that's a great question.
NOTE Confidence: 0.922387815833333
00:42:33.208 --> 00:42:34.999 So just to repeat it for those online.
NOTE Confidence: 0.922387815833333
00:42:35.000 --> 00:42:37.320 So this tension of not being able to
NOTE Confidence: 0.922387815833333
00:42:37.320 --> 00:42:39.165 make mistakes when we are talking
NOTE Confidence: 0.922387815833333
00:42:39.165 --> 00:42:40.971 with each other or asking things
NOTE Confidence: 0.922387815833333

00:42:41.038 --> 00:42:43.068 and how we can actually move forward
NOTE Confidence: 0.922387815833333

00:42:43.068 --> 00:42:45.376 and be able to have those rooms
NOTE Confidence: 0.922387815833333

00:42:45.376 --> 00:42:47.324 for mistakes and actually I guess
NOTE Confidence: 0.922387815833333

00:42:47.324 --> 00:42:49.200 make an impact in a sense too.
NOTE Confidence: 0.922387815833333

00:42:49.200 --> 00:42:50.478 I think it's a great question.
NOTE Confidence: 0.922387815833333

00:42:50.480 --> 00:42:52.132 It's something that I've
NOTE Confidence: 0.922387815833333

00:42:52.132 --> 00:42:54.197 thought about quite a bit,
NOTE Confidence: 0.922387815833333

00:42:54.200 --> 00:42:55.720 and I think there's different layers to it.
NOTE Confidence: 0.922387815833333

00:42:55.720 --> 00:42:58.292 So some of that I mentioned, I guess,
NOTE Confidence: 0.922387815833333

00:42:58.292 --> 00:42:59.888 within the lab group and feeling
NOTE Confidence: 0.922387815833333

00:42:59.888 --> 00:43:01.919 like I was trying with mistakes I
NOTE Confidence: 0.922387815833333

00:43:01.919 --> 00:43:04.007 made in my own leadership to create
NOTE Confidence: 0.922387815833333

00:43:04.007 --> 00:43:05.771 a culture within the lab group
NOTE Confidence: 0.922387815833333

00:43:05.771 --> 00:43:08.300 where people could learn how to
NOTE Confidence: 0.922387815833333

00:43:08.300 --> 00:43:10.240 have dialogues across difference,
NOTE Confidence: 0.922387815833333

00:43:10.240 --> 00:43:12.152 which I know has been a really key

NOTE Confidence: 0.922387815833333

00:43:12.152 --> 00:43:13.800 emphasis for places like Dartmouth.

NOTE Confidence: 0.922387815833333

00:43:13.800 --> 00:43:15.634 And then being able to kind of

NOTE Confidence: 0.922387815833333

00:43:15.634 --> 00:43:17.328 work through the hurt that comes

NOTE Confidence: 0.922387815833333

00:43:17.328 --> 00:43:19.032 through that as well at times.

NOTE Confidence: 0.922387815833333

00:43:19.040 --> 00:43:19.528 I mean,

NOTE Confidence: 0.922387815833333

00:43:19.528 --> 00:43:20.992 that's easier to do within a

NOTE Confidence: 0.922387815833333

00:43:20.992 --> 00:43:22.600 group more than a small group,

NOTE Confidence: 0.922387815833333

00:43:22.600 --> 00:43:25.800 more difficult to do on a large platform.

NOTE Confidence: 0.922387815833333

00:43:25.800 --> 00:43:26.510 I mean,

NOTE Confidence: 0.922387815833333

00:43:26.510 --> 00:43:28.995 I think there are bigger societal pieces

NOTE Confidence: 0.922387815833333

00:43:28.995 --> 00:43:31.399 there around cancel culture as well.

NOTE Confidence: 0.922387815833333

00:43:31.400 --> 00:43:33.045 And so this actually is a question

NOTE Confidence: 0.922387815833333

00:43:33.045 --> 00:43:34.212 that's helpful because it also

NOTE Confidence: 0.922387815833333

00:43:34.212 --> 00:43:35.472 shows how I've been able to

NOTE Confidence: 0.922387815833333

00:43:35.472 --> 00:43:36.792 actually garner some of that from

NOTE Confidence: 0.922387815833333

00:43:36.792 --> 00:43:37.862 some of the conversations I've
NOTE Confidence: 0.922387815833333

00:43:37.862 --> 00:43:39.320 had with people on the podcast.
NOTE Confidence: 0.922387815833333

00:43:39.320 --> 00:43:41.406 So Michael Eric Dyson was one person
NOTE Confidence: 0.922387815833333

00:43:41.406 --> 00:43:43.265 who came on the podcast probably
NOTE Confidence: 0.922387815833333

00:43:43.265 --> 00:43:45.671 three years ago or so who I think
NOTE Confidence: 0.922387815833333

00:43:45.671 --> 00:43:46.880 is at Vanderbilt at the moment,
NOTE Confidence: 0.922387815833333

00:43:46.880 --> 00:43:47.480 but talks,
NOTE Confidence: 0.922387815833333

00:43:47.480 --> 00:43:48.080 you know,
NOTE Confidence: 0.922387815833333

00:43:48.080 --> 00:43:50.262 across the country about aspects of race
NOTE Confidence: 0.922387815833333

00:43:50.262 --> 00:43:52.558 and religion and different things like that.
NOTE Confidence: 0.922387815833333

00:43:52.560 --> 00:43:54.760 But he often time talks,
NOTE Confidence: 0.922387815833333

00:43:54.760 --> 00:43:56.445 often times talks about the
NOTE Confidence: 0.922387815833333

00:43:56.445 --> 00:43:58.111 danger of cancel culture and
NOTE Confidence: 0.922387815833333

00:43:58.111 --> 00:43:59.044 sometimes specifically references,
NOTE Confidence: 0.922387815833333

00:43:59.044 --> 00:44:00.599 I want to say Virginia,
NOTE Confidence: 0.922387815833333

00:44:00.600 --> 00:44:01.518 I might be getting it wrong.

NOTE Confidence: 0.922387815833333
00:44:01.520 --> 00:44:01.916 But one,
NOTE Confidence: 0.922387815833333
00:44:01.916 --> 00:44:03.500 I think this was the I think this
NOTE Confidence: 0.922387815833333
00:44:03.549 --> 00:44:05.236 was the governor who had gotten in
NOTE Confidence: 0.922387815833333
00:44:05.236 --> 00:44:07.744 trouble for doing blackface in college,
NOTE Confidence: 0.922387815833333
00:44:07.744 --> 00:44:09.416 who basically, you know,
NOTE Confidence: 0.922387815833333
00:44:09.416 --> 00:44:11.384 painted his face and done that
NOTE Confidence: 0.922387815833333
00:44:11.384 --> 00:44:13.020 whole character and how everybody
NOTE Confidence: 0.922387815833333
00:44:13.020 --> 00:44:14.555 was quick to cancel him.
NOTE Confidence: 0.922387815833333
00:44:14.560 --> 00:44:16.527 But what Michael Dyson pointed out is
NOTE Confidence: 0.922387815833333
00:44:16.527 --> 00:44:18.758 the fact that he didn't get cancelled.
NOTE Confidence: 0.922387815833333
00:44:18.760 --> 00:44:21.360 People actually sat down,
NOTE Confidence: 0.922387815833333
00:44:21.360 --> 00:44:21.728 listened,
NOTE Confidence: 0.922387815833333
00:44:21.728 --> 00:44:25.040 and this person has been someone who has had,
NOTE Confidence: 0.922387815833333
00:44:25.040 --> 00:44:27.434 who's actually made some of the
NOTE Confidence: 0.922387815833333
00:44:27.434 --> 00:44:29.393 most transformative changes in that
NOTE Confidence: 0.922387815833333

00:44:29.393 --> 00:44:31.496 state in terms of trying to have
NOTE Confidence: 0.922387815833333

00:44:31.496 --> 00:44:33.512 better equity for people of colour
NOTE Confidence: 0.922387815833333

00:44:33.512 --> 00:44:35.199 because he didn't get cancelled
NOTE Confidence: 0.922387815833333

00:44:35.199 --> 00:44:37.348 and because he had time to be
NOTE Confidence: 0.922387815833333

00:44:37.348 --> 00:44:39.394 restored and then actually use that
NOTE Confidence: 0.922387815833333

00:44:39.394 --> 00:44:41.074 restoration to make an impact.
NOTE Confidence: 0.922387815833333

00:44:41.080 --> 00:44:43.756 So from that example, I take,
NOTE Confidence: 0.922387815833333

00:44:43.760 --> 00:44:44.920 you know, if we don't,
NOTE Confidence: 0.922387815833333

00:44:44.920 --> 00:44:46.030 obviously if we don't give
NOTE Confidence: 0.922387815833333

00:44:46.030 --> 00:44:46.918 ourselves time to grow,
NOTE Confidence: 0.922387815833333

00:44:46.920 --> 00:44:48.765 we're going to lose a lot of the benefit
NOTE Confidence: 0.922387815833333

00:44:48.765 --> 00:44:50.477 that can come through growth as well.
NOTE Confidence: 0.922387815833333

00:44:50.480 --> 00:44:51.840 And I think there's a lot of things
NOTE Confidence: 0.922387815833333

00:44:51.840 --> 00:44:52.718 from our spiritual traditions
NOTE Confidence: 0.922387815833333

00:44:52.718 --> 00:44:54.200 which touches on that as well,
NOTE Confidence: 0.922387815833333

00:44:54.200 --> 00:44:56.153 the things you can learn through going

NOTE Confidence: 0.922387815833333

00:44:56.153 --> 00:44:57.881 something painful or where you made

NOTE Confidence: 0.922387815833333

00:44:57.881 --> 00:44:59.834 a mistake and the importance of forgiveness.

NOTE Confidence: 0.922387815833333

00:44:59.840 --> 00:45:01.256 And so I'm getting more towards

NOTE Confidence: 0.922387815833333

00:45:01.256 --> 00:45:02.200 the spiritual and philosophical,

NOTE Confidence: 0.855959868333333

00:45:02.200 --> 00:45:04.276 but I think it's so important.

NOTE Confidence: 0.855959868333333

00:45:04.280 --> 00:45:07.038 It's hard to to practically live out,

NOTE Confidence: 0.855959868333333

00:45:07.040 --> 00:45:08.435 but I feel like if we can do that

NOTE Confidence: 0.855959868333333

00:45:08.435 --> 00:45:10.248 in our own spheres of influence that

NOTE Confidence: 0.855959868333333

00:45:10.248 --> 00:45:11.908 hopefully that can propagate as well.

NOTE Confidence: 0.855959868333333

00:45:11.908 --> 00:45:13.672 And I appreciate you asking the

NOTE Confidence: 0.855959868333333

00:45:13.672 --> 00:45:15.524 question even as you were feeling

NOTE Confidence: 0.855959868333333

00:45:15.524 --> 00:45:17.034 that internal tension as well.

NOTE Confidence: 0.855959868333333

00:45:17.040 --> 00:45:18.520 So definitely appreciate it.

NOTE Confidence: 0.910866455

00:45:26.240 --> 00:45:29.320 I was thinking a lot about like

NOTE Confidence: 0.910866455

00:45:29.320 --> 00:45:31.520 your initial story about the

NOTE Confidence: 0.910866455

00:45:31.520 --> 00:45:33.550 person who kind of mentioned
NOTE Confidence: 0.910866455

00:45:33.550 --> 00:45:36.160 how one of her family members,
NOTE Confidence: 0.910866455

00:45:36.160 --> 00:45:37.635 she wasn't able to progress
NOTE Confidence: 0.910866455

00:45:37.635 --> 00:45:39.280 because she thought, you know,
NOTE Confidence: 0.910866455

00:45:39.280 --> 00:45:42.320 she wasn't praying hard enough and all that.
NOTE Confidence: 0.910866455

00:45:42.320 --> 00:45:44.210 Next year I'll be attending an institution
NOTE Confidence: 0.910866455

00:45:44.210 --> 00:45:46.021 that does have a religious affiliation
NOTE Confidence: 0.910866455

00:45:46.021 --> 00:45:47.917 that I don't necessarily align with.
NOTE Confidence: 0.910866455

00:45:47.920 --> 00:45:49.376 So I guess like,
NOTE Confidence: 0.910866455

00:45:49.376 --> 00:45:52.134 how do you mitigate those clients and
NOTE Confidence: 0.910866455

00:45:52.134 --> 00:45:54.634 that perspective without being like
NOTE Confidence: 0.910866455

00:45:54.634 --> 00:45:56.800 insensitive and kind of invalidating them?
NOTE Confidence: 0.85272681882353

00:45:57.280 --> 00:45:59.436 Yeah. So the question was how to
NOTE Confidence: 0.85272681882353

00:45:59.436 --> 00:46:00.714 mitigate different people's perspective
NOTE Confidence: 0.85272681882353

00:46:00.714 --> 00:46:02.514 in terms of if their clients,
NOTE Confidence: 0.85272681882353

00:46:02.520 --> 00:46:04.480 if you're not necessarily aligned

NOTE Confidence: 0.85272681882353

00:46:04.480 --> 00:46:06.685 with their faith tradition or this

NOTE Confidence: 0.85272681882353

00:46:06.685 --> 00:46:08.645 is going back to the story I shared

NOTE Confidence: 0.85272681882353

00:46:08.645 --> 00:46:10.192 earlier on about individual who

NOTE Confidence: 0.85272681882353

00:46:10.192 --> 00:46:12.004 said that her aunt wasn't getting

NOTE Confidence: 0.85272681882353

00:46:12.004 --> 00:46:13.132 help and wasn't was being told

NOTE Confidence: 0.85272681882353

00:46:13.132 --> 00:46:14.280 that she wasn't prey to her now.

NOTE Confidence: 0.85272681882353

00:46:14.280 --> 00:46:15.455 So basically how to kind

NOTE Confidence: 0.85272681882353

00:46:15.455 --> 00:46:16.395 of navigate through that,

NOTE Confidence: 0.85272681882353

00:46:16.400 --> 00:46:17.880 which I think is a really good question.

NOTE Confidence: 0.85272681882353

00:46:17.880 --> 00:46:19.368 So again, this all these questions

NOTE Confidence: 0.85272681882353

00:46:19.368 --> 00:46:21.806 you can see you kind of tie back to

NOTE Confidence: 0.85272681882353

00:46:21.806 --> 00:46:23.196 different experiences that I've had.

NOTE Confidence: 0.85272681882353

00:46:23.200 --> 00:46:24.380 But during the pandemic,

NOTE Confidence: 0.85272681882353

00:46:24.380 --> 00:46:25.560 well before the pandemic,

NOTE Confidence: 0.85272681882353

00:46:25.560 --> 00:46:26.576 I was on sabbatical.

NOTE Confidence: 0.85272681882353

00:46:26.576 --> 00:46:28.100 So I was actually spending time
NOTE Confidence: 0.85272681882353

00:46:28.149 --> 00:46:29.834 with clinical psychology interns at
NOTE Confidence: 0.85272681882353

00:46:29.834 --> 00:46:31.519 Montefiore Hospital in the Bronx.
NOTE Confidence: 0.85272681882353

00:46:31.520 --> 00:46:32.870 And this was something I felt
NOTE Confidence: 0.85272681882353

00:46:32.870 --> 00:46:34.040 like they did really well.
NOTE Confidence: 0.85272681882353

00:46:34.040 --> 00:46:36.280 So they're really intentional about
NOTE Confidence: 0.85272681882353

00:46:36.280 --> 00:46:38.072 partnering with the community.
NOTE Confidence: 0.85272681882353

00:46:38.080 --> 00:46:39.912 So people in the people who are going
NOTE Confidence: 0.85272681882353

00:46:39.912 --> 00:46:41.071 through the clinical psychology
NOTE Confidence: 0.85272681882353

00:46:41.071 --> 00:46:42.706 training had all different backgrounds
NOTE Confidence: 0.85272681882353

00:46:42.706 --> 00:46:44.630 in terms of faith traditions or
NOTE Confidence: 0.85272681882353

00:46:44.630 --> 00:46:46.120 those who identify as atheists,
NOTE Confidence: 0.85272681882353

00:46:46.120 --> 00:46:47.792 but they also knew that those they were
NOTE Confidence: 0.85272681882353

00:46:47.792 --> 00:46:49.514 serving also had a lot of different
NOTE Confidence: 0.85272681882353

00:46:49.514 --> 00:46:50.518 faith traditions and backgrounds.
NOTE Confidence: 0.85272681882353

00:46:50.520 --> 00:46:52.215 So we actually had intentional

NOTE Confidence: 0.85272681882353

00:46:52.215 --> 00:46:53.910 partnerships to spend time with

NOTE Confidence: 0.85272681882353

00:46:53.968 --> 00:46:55.720 different communities and learn,

NOTE Confidence: 0.85272681882353

00:46:55.720 --> 00:46:57.015 even just learning the language

NOTE Confidence: 0.85272681882353

00:46:57.015 --> 00:46:58.310 of how people talked about

NOTE Confidence: 0.85272681882353

00:46:58.354 --> 00:46:59.558 what they navigate through,

NOTE Confidence: 0.85272681882353

00:46:59.560 --> 00:47:01.870 even if it didn't necessarily align with

NOTE Confidence: 0.85272681882353

00:47:01.870 --> 00:47:03.999 everything that they themselves believed.

NOTE Confidence: 0.85272681882353

00:47:04.000 --> 00:47:06.114 It helped them build trust and also

NOTE Confidence: 0.85272681882353

00:47:06.114 --> 00:47:07.664 helped them gain the language to

NOTE Confidence: 0.85272681882353

00:47:07.664 --> 00:47:09.080 help the people they were trying

NOTE Confidence: 0.85272681882353

00:47:09.134 --> 00:47:10.519 to help navigate through those.

NOTE Confidence: 0.85272681882353

00:47:10.520 --> 00:47:12.170 So not that that's a straightforward

NOTE Confidence: 0.85272681882353

00:47:12.170 --> 00:47:12.995 question per SE,

NOTE Confidence: 0.85272681882353

00:47:13.000 --> 00:47:16.231 but it really was kind of a a partnership

NOTE Confidence: 0.85272681882353

00:47:16.231 --> 00:47:18.563 together that helped them navigate

NOTE Confidence: 0.85272681882353

00:47:18.563 --> 00:47:20.678 through Another funny story that comes up.

NOTE Confidence: 0.85272681882353

00:47:20.680 --> 00:47:21.928 So Doctor Charles DK,

NOTE Confidence: 0.85272681882353

00:47:21.928 --> 00:47:23.800 who's here in the psychiatry department,

NOTE Confidence: 0.85272681882353

00:47:23.800 --> 00:47:25.760 actually talked about spiritual and

NOTE Confidence: 0.85272681882353

00:47:25.760 --> 00:47:27.720 biological components of mental health

NOTE Confidence: 0.85272681882353

00:47:27.720 --> 00:47:29.960 and talked about that on the podcast.

NOTE Confidence: 0.85272681882353

00:47:29.960 --> 00:47:31.292 The evidence that he had found

NOTE Confidence: 0.85272681882353

00:47:31.292 --> 00:47:32.799 in a in a funny way.

NOTE Confidence: 0.85272681882353

00:47:32.800 --> 00:47:34.276 So you can actually help people.

NOTE Confidence: 0.85272681882353

00:47:34.280 --> 00:47:35.340 People sometimes do better

NOTE Confidence: 0.85272681882353

00:47:35.340 --> 00:47:36.400 when they can integrate,

NOTE Confidence: 0.85272681882353

00:47:36.400 --> 00:47:37.244 you know,

NOTE Confidence: 0.85272681882353

00:47:37.244 --> 00:47:38.932 spiritual traditions and say

NOTE Confidence: 0.85272681882353

00:47:38.932 --> 00:47:40.198 cognitive behavioral therapy.

NOTE Confidence: 0.85272681882353

00:47:40.200 --> 00:47:42.265 But it's most effective if it comes

NOTE Confidence: 0.85272681882353

00:47:42.265 --> 00:47:44.191 from someone who doesn't share that

NOTE Confidence: 0.85272681882353
00:47:44.191 --> 00:47:46.140 same faith background or trajectory,
NOTE Confidence: 0.85272681882353
00:47:46.140 --> 00:47:47.760 which I think speaks.
NOTE Confidence: 0.85272681882353
00:47:47.760 --> 00:47:48.870 There's lots of things we
NOTE Confidence: 0.85272681882353
00:47:48.870 --> 00:47:49.758 could speculate about that.
NOTE Confidence: 0.85272681882353
00:47:49.760 --> 00:47:51.614 But I think that can be helpful in this
NOTE Confidence: 0.85272681882353
00:47:51.614 --> 00:47:52.999 situation that you mentioned as well,
NOTE Confidence: 0.85272681882353
00:47:53.000 --> 00:47:54.488 that it's not that the person
NOTE Confidence: 0.85272681882353
00:47:54.488 --> 00:47:55.480 even has to align,
NOTE Confidence: 0.85272681882353
00:47:55.480 --> 00:47:57.262 but there's something about having that
NOTE Confidence: 0.85272681882353
00:47:57.262 --> 00:47:58.788 empathy and that understanding which
NOTE Confidence: 0.85272681882353
00:47:58.788 --> 00:48:00.238 actually helps people move through.
NOTE Confidence: 0.85272681882353
00:48:00.240 --> 00:48:01.698 So hopefully that gives you some
NOTE Confidence: 0.85272681882353
00:48:01.698 --> 00:48:02.670 encouragement as you're thinking
NOTE Confidence: 0.85272681882353
00:48:02.713 --> 00:48:03.799 about this next step as well.
NOTE Confidence: 0.9007481
00:48:10.920 --> 00:48:11.944 Thanks so much for that,
NOTE Confidence: 0.9007481

00:48:11.944 --> 00:48:13.040 That was awesome.
NOTE Confidence: 0.9007481

00:48:13.040 --> 00:48:14.485 Obviously, we're here in the Child
NOTE Confidence: 0.9007481

00:48:14.485 --> 00:48:15.600 Study Centre and we think a lot
NOTE Confidence: 0.9007481

00:48:15.600 --> 00:48:17.440 about early life experiences,
NOTE Confidence: 0.9007481

00:48:17.440 --> 00:48:19.160 developmental experiences,
NOTE Confidence: 0.9007481

00:48:19.160 --> 00:48:21.060 and you mentioned about your early
NOTE Confidence: 0.9007481

00:48:21.060 --> 00:48:21.713 mentorship experiences.
NOTE Confidence: 0.9007481

00:48:21.713 --> 00:48:23.152 Is there anything that you remember
NOTE Confidence: 0.9007481

00:48:23.152 --> 00:48:24.670 about how you cultivated that
NOTE Confidence: 0.9007481

00:48:24.670 --> 00:48:26.620 relationship with your mentor
NOTE Confidence: 0.9007481

00:48:26.620 --> 00:48:29.800 that led to being such a kind of
NOTE Confidence: 0.9007481

00:48:29.800 --> 00:48:30.880 sustained and positive relationship?
NOTE Confidence: 0.9007481

00:48:30.880 --> 00:48:32.760 And is there any advice that you
NOTE Confidence: 0.9007481

00:48:32.760 --> 00:48:34.638 give to your trainees and mentees
NOTE Confidence: 0.8862975933333333

00:48:34.640 --> 00:48:36.758 about how to kind of cultivate
NOTE Confidence: 0.8862975933333333

00:48:36.760 --> 00:48:37.785 positive relationships with

NOTE Confidence: 0.8862975933333333

00:48:37.785 --> 00:48:39.080 mentors or how to seek out mentors?

NOTE Confidence: 0.733894252

00:48:39.640 --> 00:48:40.480 Yeah, that's a great question.

NOTE Confidence: 0.733894252

00:48:40.480 --> 00:48:42.440 So positive, like positive

NOTE Confidence: 0.733894252

00:48:42.440 --> 00:48:44.400 long term mentorship pieces.

NOTE Confidence: 0.733894252

00:48:44.400 --> 00:48:45.640 I would say for me,

NOTE Confidence: 0.733894252

00:48:45.640 --> 00:48:46.940 I didn't actually cultivate that

NOTE Confidence: 0.733894252

00:48:46.940 --> 00:48:48.240 with my initial mentors much,

NOTE Confidence: 0.733894252

00:48:48.240 --> 00:48:50.004 but it was a lot of his

NOTE Confidence: 0.733894252

00:48:50.004 --> 00:48:50.760 initiation and persistence.

NOTE Confidence: 0.733894252

00:48:50.760 --> 00:48:52.000 I mean, even though I made the joke

NOTE Confidence: 0.733894252

00:48:52.000 --> 00:48:53.239 about him trying to recruit me back,

NOTE Confidence: 0.733894252

00:48:53.240 --> 00:48:54.924 that shows his persistence.

NOTE Confidence: 0.733894252

00:48:54.924 --> 00:48:57.029 And that's basically how he's

NOTE Confidence: 0.733894252

00:48:57.029 --> 00:48:59.360 been in our entire relationship.

NOTE Confidence: 0.733894252

00:48:59.360 --> 00:49:01.999 So keeping those lines of communication open.

NOTE Confidence: 0.733894252

00:49:02.000 --> 00:49:03.455 There's a national conference we
NOTE Confidence: 0.733894252

00:49:03.455 --> 00:49:05.711 would usually go to and he would have
NOTE Confidence: 0.733894252

00:49:05.711 --> 00:49:07.454 basically a dinner with all of his
NOTE Confidence: 0.733894252

00:49:07.512 --> 00:49:09.277 former mentees at that conference.
NOTE Confidence: 0.733894252

00:49:09.280 --> 00:49:11.079 So I think just practically some of
NOTE Confidence: 0.733894252

00:49:11.079 --> 00:49:13.559 it is just like staying in touch and
NOTE Confidence: 0.733894252

00:49:13.559 --> 00:49:15.209 being intentional and not letting
NOTE Confidence: 0.733894252

00:49:15.266 --> 00:49:17.275 the business of life crowd that out.
NOTE Confidence: 0.733894252

00:49:17.280 --> 00:49:19.037 In terms of for my own mentees,
NOTE Confidence: 0.733894252

00:49:19.040 --> 00:49:20.616 one thing that I've tried to do is
NOTE Confidence: 0.733894252

00:49:20.616 --> 00:49:22.478 also be really intentional about that.
NOTE Confidence: 0.733894252

00:49:22.480 --> 00:49:24.504 But this also gets back to this whole
NOTE Confidence: 0.733894252

00:49:24.504 --> 00:49:26.298 aspect of communication and trying to
NOTE Confidence: 0.733894252

00:49:26.298 --> 00:49:28.862 make sure that we have really open and
NOTE Confidence: 0.733894252

00:49:28.862 --> 00:49:30.517 honest communication from day one.
NOTE Confidence: 0.733894252

00:49:30.520 --> 00:49:32.476 Because I've seen so many mentorship

NOTE Confidence: 0.733894252

00:49:32.476 --> 00:49:34.197 relationships where you have a

NOTE Confidence: 0.733894252

00:49:34.197 --> 00:49:35.641 really well-intentioned hands off

NOTE Confidence: 0.733894252

00:49:35.641 --> 00:49:37.446 mentor and a really well-intentioned

NOTE Confidence: 0.733894252

00:49:37.504 --> 00:49:39.430 hands on mentee and they're just

NOTE Confidence: 0.733894252

00:49:39.430 --> 00:49:40.714 in completely different places.

NOTE Confidence: 0.733894252

00:49:40.720 --> 00:49:41.833 So I'm one thing it would be

NOTE Confidence: 0.733894252

00:49:41.833 --> 00:49:43.027 helpful if they actually spoke that

NOTE Confidence: 0.733894252

00:49:43.027 --> 00:49:44.157 out loud and acknowledge that.

NOTE Confidence: 0.733894252

00:49:44.160 --> 00:49:46.288 So I try to have those conversations

NOTE Confidence: 0.733894252

00:49:46.288 --> 00:49:47.920 early on and say, OK, well,

NOTE Confidence: 0.733894252

00:49:47.920 --> 00:49:48.720 we're in different places.

NOTE Confidence: 0.733894252

00:49:48.720 --> 00:49:50.568 How can we compromise and actually think

NOTE Confidence: 0.733894252

00:49:50.568 --> 00:49:52.677 about what that means to move this forward?

NOTE Confidence: 0.733894252

00:49:52.680 --> 00:49:53.946 And then also,

NOTE Confidence: 0.733894252

00:49:53.946 --> 00:49:55.634 not to be negative,

NOTE Confidence: 0.733894252

00:49:55.640 --> 00:49:57.120 but I also tell people we don't like,
NOTE Confidence: 0.733894252

00:49:57.120 --> 00:49:58.960 you can decide at that point that maybe
NOTE Confidence: 0.733894252

00:49:58.960 --> 00:50:00.208 this isn't the best mentor relation
NOTE Confidence: 0.733894252

00:50:00.208 --> 00:50:01.680 for us to work in the same team.
NOTE Confidence: 0.733894252

00:50:01.680 --> 00:50:03.038 Maybe it should shift into another way.
NOTE Confidence: 0.733894252

00:50:03.040 --> 00:50:04.762 And I think sometimes we get scared
NOTE Confidence: 0.733894252

00:50:04.762 --> 00:50:06.300 to have those conversations when
NOTE Confidence: 0.733894252

00:50:06.300 --> 00:50:07.788 they're actually more productive
NOTE Confidence: 0.733894252

00:50:07.788 --> 00:50:09.276 and helpful long term.
NOTE Confidence: 0.733894252

00:50:09.280 --> 00:50:10.778 But then just think about that on
NOTE Confidence: 0.733894252

00:50:10.778 --> 00:50:11.760 several different other aspects,
NOTE Confidence: 0.733894252

00:50:11.760 --> 00:50:13.324 thinking about people's experiences
NOTE Confidence: 0.733894252

00:50:13.324 --> 00:50:15.279 and what they've gone through.
NOTE Confidence: 0.733894252

00:50:15.280 --> 00:50:16.904 I was able fortunate to host somebody
NOTE Confidence: 0.733894252

00:50:16.904 --> 00:50:18.820 who does a lot of work around trauma
NOTE Confidence: 0.733894252

00:50:18.820 --> 00:50:20.320 informed mentorship and trauma informed

NOTE Confidence: 0.733894252

00:50:20.320 --> 00:50:21.760 teaching and trauma informed care.

NOTE Confidence: 0.733894252

00:50:21.760 --> 00:50:23.325 So even acknowledging that people's

NOTE Confidence: 0.733894252

00:50:23.325 --> 00:50:24.890 experiences are going to impact

NOTE Confidence: 0.733894252

00:50:24.938 --> 00:50:26.198 the mentoring relationship,

NOTE Confidence: 0.733894252

00:50:26.200 --> 00:50:27.676 how they show up to work.

NOTE Confidence: 0.733894252

00:50:27.680 --> 00:50:28.008 So I'd,

NOTE Confidence: 0.733894252

00:50:28.008 --> 00:50:30.080 I'd say a lot of it is just intentionality,

NOTE Confidence: 0.733894252

00:50:30.080 --> 00:50:30.960 to be completely honest.

NOTE Confidence: 0.34389949

00:50:33.720 --> 00:50:36.333 Yeah, that's us.

NOTE Confidence: 0.34389949

00:50:36.333 --> 00:50:40.600 I really, I think a lot about

NOTE Confidence: 0.34389949

00:50:40.600 --> 00:50:43.078 the factors that, I don't know,

NOTE Confidence: 0.34389949

00:50:43.080 --> 00:50:46.600 limit how academic institutions

NOTE Confidence: 0.34389949

00:50:46.600 --> 00:50:50.120 share and disseminate information.

NOTE Confidence: 0.34389949

00:50:50.120 --> 00:50:52.436 And I really like the megaphone

NOTE Confidence: 0.34389949

00:50:52.436 --> 00:50:53.804 examples that look great.

NOTE Confidence: 0.34389949

00:50:53.804 --> 00:50:54.824 And I think about the
NOTE Confidence: 0.34389949

00:50:54.824 --> 00:50:55.640 position that you're in.
NOTE Confidence: 0.34389949

00:50:55.640 --> 00:50:58.015 And that's something I've always
NOTE Confidence: 0.34389949

00:50:58.015 --> 00:51:00.220 like entertained and the idea
NOTE Confidence: 0.34389949

00:51:00.220 --> 00:51:03.075 of having a platform where you
NOTE Confidence: 0.34389949

00:51:03.075 --> 00:51:05.310 can connect with people outside
NOTE Confidence: 0.34389949

00:51:05.387 --> 00:51:06.953 of like a formal relationship.
NOTE Confidence: 0.34389949

00:51:06.953 --> 00:51:08.718 And I'm kind of wondering,
NOTE Confidence: 0.34389949

00:51:08.720 --> 00:51:12.266 based on your episodes and talks,
NOTE Confidence: 0.34389949

00:51:12.266 --> 00:51:14.342 like what feedback are you getting
NOTE Confidence: 0.34389949

00:51:14.342 --> 00:51:16.593 as to which topics are people
NOTE Confidence: 0.34389949

00:51:16.593 --> 00:51:18.358 most interested in learning about?
NOTE Confidence: 0.34389949

00:51:18.360 --> 00:51:19.736 You know what, what?
NOTE Confidence: 0.34389949

00:51:19.736 --> 00:51:22.096 What is there a big appetite for
NOTE Confidence: 0.34389949

00:51:22.096 --> 00:51:24.168 just in terms of knowing how to
NOTE Confidence: 0.34389949

00:51:24.168 --> 00:51:26.077 think and what the needs are?

NOTE Confidence: 0.858343848333333

00:51:26.560 --> 00:51:27.718 Yeah, it's a really good question.

NOTE Confidence: 0.858343848333333

00:51:27.720 --> 00:51:29.680 So what people's kind of big appetite has

NOTE Confidence: 0.858343848333333

00:51:29.680 --> 00:51:32.078 been in the different Conversations episodes?

NOTE Confidence: 0.858343848333333

00:51:32.080 --> 00:51:34.474 It's hard for me to pinpoint because

NOTE Confidence: 0.858343848333333

00:51:34.474 --> 00:51:36.598 we've covered so many different types

NOTE Confidence: 0.858343848333333

00:51:36.598 --> 00:51:39.594 of topics and I feel like people pick up

NOTE Confidence: 0.858343848333333

00:51:39.594 --> 00:51:41.673 the stuff that's really relevant to them.

NOTE Confidence: 0.858343848333333

00:51:41.680 --> 00:51:45.056 So even initially, like I got some feedback

NOTE Confidence: 0.858343848333333

00:51:45.056 --> 00:51:47.566 that that might not be the best approach

NOTE Confidence: 0.858343848333333

00:51:47.566 --> 00:51:49.245 because they're people from marketing

NOTE Confidence: 0.858343848333333

00:51:49.245 --> 00:51:51.080 or basically like you're basically,

NOTE Confidence: 0.858343848333333

00:51:51.080 --> 00:51:53.080 what's the right word,

NOTE Confidence: 0.858343848333333

00:51:53.080 --> 00:51:54.588 like dispersing your audience.

NOTE Confidence: 0.858343848333333

00:51:54.588 --> 00:51:56.473 So from a marketing standpoint,

NOTE Confidence: 0.858343848333333

00:51:56.480 --> 00:51:57.936 you kind of want to find your

NOTE Confidence: 0.858343848333333

00:51:57.936 --> 00:51:58.840 niche and pursue that.
NOTE Confidence: 0.858343848333333

00:51:58.840 --> 00:51:59.680 But then at the same point,
NOTE Confidence: 0.858343848333333

00:51:59.680 --> 00:52:00.640 I had other people who said,
NOTE Confidence: 0.858343848333333

00:52:00.640 --> 00:52:01.800 but that's who you are.
NOTE Confidence: 0.858343848333333

00:52:01.800 --> 00:52:03.393 So you're just being true to who you are.
NOTE Confidence: 0.858343848333333

00:52:03.400 --> 00:52:05.800 So like if we have an NBA player come on,
NOTE Confidence: 0.858343848333333

00:52:05.800 --> 00:52:08.680 then that kind of pulls 1 cohort of people.
NOTE Confidence: 0.858343848333333

00:52:08.680 --> 00:52:09.520 If we have a pastor,
NOTE Confidence: 0.858343848333333

00:52:09.520 --> 00:52:10.428 that pulls another cohort.
NOTE Confidence: 0.858343848333333

00:52:10.428 --> 00:52:12.196 If we had the president of the
NOTE Confidence: 0.858343848333333

00:52:12.196 --> 00:52:13.258 American Psychological Association
NOTE Confidence: 0.858343848333333

00:52:13.258 --> 00:52:14.674 that pulled another cohort.
NOTE Confidence: 0.858343848333333

00:52:14.680 --> 00:52:16.984 So I've kind of just come to terms
NOTE Confidence: 0.858343848333333

00:52:16.984 --> 00:52:18.720 with that and been fine with it.
NOTE Confidence: 0.858343848333333

00:52:18.720 --> 00:52:20.652 But there have been different themes
NOTE Confidence: 0.858343848333333

00:52:20.652 --> 00:52:22.838 that have come up along the way.

NOTE Confidence: 0.858343848333333

00:52:22.840 --> 00:52:24.832 Initially I was trying to focus

NOTE Confidence: 0.858343848333333

00:52:24.832 --> 00:52:26.160 primarily on public audiences,

NOTE Confidence: 0.858343848333333

00:52:26.160 --> 00:52:27.304 which has definitely happened.

NOTE Confidence: 0.858343848333333

00:52:27.304 --> 00:52:29.798 But then just because of the circles I'm in,

NOTE Confidence: 0.858343848333333

00:52:29.800 --> 00:52:30.916 there was also pulling a lot,

NOTE Confidence: 0.858343848333333

00:52:30.920 --> 00:52:32.918 pulling in a lot of scientists.

NOTE Confidence: 0.858343848333333

00:52:32.920 --> 00:52:34.000 And my initial reaction was like,

NOTE Confidence: 0.858343848333333

00:52:34.000 --> 00:52:35.360 no, that's not what I'm trying to do.

NOTE Confidence: 0.858343848333333

00:52:35.360 --> 00:52:36.672 Why is that happening?

NOTE Confidence: 0.858343848333333

00:52:36.672 --> 00:52:38.640 Which sounds like a bad reaction.

NOTE Confidence: 0.858343848333333

00:52:38.640 --> 00:52:39.234 And it was.

NOTE Confidence: 0.858343848333333

00:52:39.234 --> 00:52:40.422 But then it was also helpful

NOTE Confidence: 0.858343848333333

00:52:40.422 --> 00:52:41.880 for me to hear from scientists,

NOTE Confidence: 0.858343848333333

00:52:41.880 --> 00:52:42.126 oh,

NOTE Confidence: 0.858343848333333

00:52:42.126 --> 00:52:43.848 this is helping me think about things

NOTE Confidence: 0.858343848333333

00:52:43.848 --> 00:52:45.675 that are actually impacting the science
NOTE Confidence: 0.858343848333333

00:52:45.675 --> 00:52:47.595 I didn't quite think about before.
NOTE Confidence: 0.858343848333333

00:52:47.600 --> 00:52:48.944 So I'd say probably the consistent
NOTE Confidence: 0.858343848333333

00:52:48.944 --> 00:52:50.372 theme has been the integration and
NOTE Confidence: 0.858343848333333

00:52:50.372 --> 00:52:52.059 that people have been able to think
NOTE Confidence: 0.858343848333333

00:52:52.059 --> 00:52:53.724 about things outside the box of what
NOTE Confidence: 0.858343848333333

00:52:53.724 --> 00:52:55.530 they would have thought about otherwise.
NOTE Confidence: 0.858343848333333

00:52:55.530 --> 00:52:58.680 And so that's been really helpful to see.
NOTE Confidence: 0.858343848333333

00:52:58.680 --> 00:53:00.120 And then the other thing is
NOTE Confidence: 0.858343848333333

00:53:00.120 --> 00:53:01.920 I think different people see
NOTE Confidence: 0.858343848333333

00:53:01.920 --> 00:53:03.360 themselves in different situations,
NOTE Confidence: 0.858343848333333

00:53:03.360 --> 00:53:04.152 in different scenarios.
NOTE Confidence: 0.858343848333333

00:53:04.152 --> 00:53:05.736 Because I've had people on campus
NOTE Confidence: 0.858343848333333

00:53:05.736 --> 00:53:06.997 who've come up to me and said,
NOTE Confidence: 0.858343848333333

00:53:07.000 --> 00:53:08.052 oh, this, you know,
NOTE Confidence: 0.858343848333333

00:53:08.052 --> 00:53:10.142 like this one episode you had on black

NOTE Confidence: 0.858343848333333
00:53:10.142 --> 00:53:12.194 buys representation in art and science,
NOTE Confidence: 0.858343848333333
00:53:12.200 --> 00:53:13.238 like that really spoke to me.
NOTE Confidence: 0.858343848333333
00:53:13.240 --> 00:53:14.824 Like the speaker, the artist was
NOTE Confidence: 0.858343848333333
00:53:14.824 --> 00:53:16.400 talking about his experience in college.
NOTE Confidence: 0.858343848333333
00:53:16.400 --> 00:53:17.640 I really resonated with that.
NOTE Confidence: 0.858343848333333
00:53:17.640 --> 00:53:18.940 Or another episode where someone
NOTE Confidence: 0.858343848333333
00:53:18.940 --> 00:53:20.240 will say the same thing.
NOTE Confidence: 0.858343848333333
00:53:20.240 --> 00:53:21.260 So in a sense,
NOTE Confidence: 0.858343848333333
00:53:21.260 --> 00:53:23.799 I don't actually have a good answer for that,
NOTE Confidence: 0.858343848333333
00:53:23.800 --> 00:53:24.922 but it's kind of different things
NOTE Confidence: 0.858343848333333
00:53:24.922 --> 00:53:26.400 have come up in different pockets,
NOTE Confidence: 0.858343848333333
00:53:26.400 --> 00:53:28.297 which I finally came to terms with
NOTE Confidence: 0.858343848333333
00:53:28.297 --> 00:53:30.005 saying that's fine even if the
NOTE Confidence: 0.858343848333333
00:53:30.005 --> 00:53:31.679 audience is quote UN quote fractured.
NOTE Confidence: 0.858343848333333
00:53:31.680 --> 00:53:33.798 Because in a sense that fracturing
NOTE Confidence: 0.858343848333333

00:53:33.800 --> 00:53:35.144 has also allowed me to speak in
NOTE Confidence: 0.858343848333333
00:53:35.144 --> 00:53:36.040 lots of different places.
NOTE Confidence: 0.858343848333333
00:53:36.040 --> 00:53:38.112 Like I mentioned the Bar Association or
NOTE Confidence: 0.858343848333333
00:53:38.112 --> 00:53:39.989 a group of superintendents or speaking
NOTE Confidence: 0.858343848333333
00:53:39.989 --> 00:53:42.919 at A at a high school or in a church,
NOTE Confidence: 0.858343848333333
00:53:42.920 --> 00:53:45.320 Like those are all very different types of
NOTE Confidence: 0.95810413
00:53:45.320 --> 00:53:47.759 environments. Yeah, that's awesome.
NOTE Confidence: 0.697241288
00:53:47.760 --> 00:53:49.416 How do you decide what your
NOTE Confidence: 0.697241288
00:53:49.416 --> 00:53:52.559 next episode is going to be? So
NOTE Confidence: 0.924325999166666
00:53:52.560 --> 00:53:53.700 some things I've kind of
NOTE Confidence: 0.924325999166666
00:53:53.700 --> 00:53:55.319 had in my mind for a while.
NOTE Confidence: 0.924325999166666
00:53:55.320 --> 00:53:57.084 So some of that has been opportunistic
NOTE Confidence: 0.924325999166666
00:53:57.084 --> 00:53:58.826 in terms of being connected to
NOTE Confidence: 0.924325999166666
00:53:58.826 --> 00:54:00.680 people that are speaking about that.
NOTE Confidence: 0.924325999166666
00:54:00.680 --> 00:54:02.003 Things that I just noticed when I'm
NOTE Confidence: 0.924325999166666
00:54:02.003 --> 00:54:03.600 kind of in general public settings.

NOTE Confidence: 0.924325999166666

00:54:03.600 --> 00:54:05.949 And a lot of it over time has actually

NOTE Confidence: 0.924325999166666

00:54:05.949 --> 00:54:08.040 been networking within the guests.

NOTE Confidence: 0.924325999166666

00:54:08.040 --> 00:54:09.160 This one guest will come on and say,

NOTE Confidence: 0.924325999166666

00:54:09.160 --> 00:54:10.707 oh, have you thought about this topic

NOTE Confidence: 0.924325999166666

00:54:10.707 --> 00:54:12.199 and then connect me to someone else?

NOTE Confidence: 0.924325999166666

00:54:12.200 --> 00:54:14.640 Or if I've gone to speak at a certain place,

NOTE Confidence: 0.924325999166666

00:54:14.640 --> 00:54:15.040 someone will,

NOTE Confidence: 0.924325999166666

00:54:15.040 --> 00:54:16.440 something will come up with that again.

NOTE Confidence: 0.924325999166666

00:54:16.440 --> 00:54:18.000 So like the one we have coming up,

NOTE Confidence: 0.924325999166666

00:54:18.000 --> 00:54:20.648 I gave, I did an event in Saint

NOTE Confidence: 0.924325999166666

00:54:20.648 --> 00:54:22.900 Louis about a year ago working with

NOTE Confidence: 0.924325999166666

00:54:22.900 --> 00:54:25.120 a counseling center that had been

NOTE Confidence: 0.924325999166666

00:54:25.120 --> 00:54:27.436 basically started 30 years ago out

NOTE Confidence: 0.924325999166666

00:54:27.436 --> 00:54:29.639 of one particular church and had

NOTE Confidence: 0.924325999166666

00:54:29.639 --> 00:54:31.697 really grown to be a regional kind

NOTE Confidence: 0.924325999166666

00:54:31.697 --> 00:54:32.936 of support network for people.
NOTE Confidence: 0.924325999166666

00:54:32.936 --> 00:54:35.278 So I was able to speak at that conference,
NOTE Confidence: 0.924325999166666

00:54:35.280 --> 00:54:36.638 meet with a lot of different people,
NOTE Confidence: 0.924325999166666

00:54:36.640 --> 00:54:38.602 and then also got connected with
NOTE Confidence: 0.924325999166666

00:54:38.602 --> 00:54:40.604 a psychiatrist who does a lot of
NOTE Confidence: 0.924325999166666

00:54:40.604 --> 00:54:41.989 work in the city in Saint Louis,
NOTE Confidence: 0.924325999166666

00:54:41.989 --> 00:54:43.726 works with a lot of kids from different
NOTE Confidence: 0.924325999166666

00:54:43.726 --> 00:54:45.358 backgrounds and underserved communities,
NOTE Confidence: 0.924325999166666

00:54:45.360 --> 00:54:47.528 does a lot around cannabis and just talking
NOTE Confidence: 0.924325999166666

00:54:47.528 --> 00:54:49.756 to him and kind of hearing his story.
NOTE Confidence: 0.924325999166666

00:54:49.760 --> 00:54:51.716 So he basically was like, if you ever want
NOTE Confidence: 0.924325999166666

00:54:51.716 --> 00:54:52.919 me to come and talk about these things.
NOTE Confidence: 0.924325999166666

00:54:52.920 --> 00:54:54.600 I mean, he's built such a,
NOTE Confidence: 0.924325999166666

00:54:54.600 --> 00:54:55.356 by his own definition,
NOTE Confidence: 0.924325999166666

00:54:55.356 --> 00:54:56.680 he says he's a quirky white guy,
NOTE Confidence: 0.924325999166666

00:54:56.680 --> 00:54:58.992 but he's built such a rapport

NOTE Confidence: 0.924325999166666
00:54:58.992 --> 00:54:59.928 amongst that place.
NOTE Confidence: 0.924325999166666
00:54:59.928 --> 00:55:01.800 Like the kids in that community.
NOTE Confidence: 0.924325999166666
00:55:01.800 --> 00:55:03.200 Is Doctor Glazer referred
NOTE Confidence: 0.924325999166666
00:55:03.200 --> 00:55:05.520 to him as the OG Doctor G?
NOTE Confidence: 0.924325999166666
00:55:05.520 --> 00:55:06.233 So like hearing stories.
NOTE Confidence: 0.924325999166666
00:55:06.233 --> 00:55:07.840 So some of those like when I hear those,
NOTE Confidence: 0.924325999166666
00:55:07.840 --> 00:55:08.290 I was like,
NOTE Confidence: 0.924325999166666
00:55:08.290 --> 00:55:08.440 OK,
NOTE Confidence: 0.924325999166666
00:55:08.440 --> 00:55:09.340 I definitely have to have this
NOTE Confidence: 0.924325999166666
00:55:09.378 --> 00:55:10.356 type of person on the podcast.
NOTE Confidence: 0.924325999166666
00:55:10.360 --> 00:55:11.596 So some of it's just opportunistic,
NOTE Confidence: 0.924325999166666
00:55:11.600 --> 00:55:12.504 some of it's intentional.
NOTE Confidence: 0.924325999166666
00:55:12.504 --> 00:55:13.880 It's a little bit of little
NOTE Confidence: 0.924325999166666
00:55:13.880 --> 00:55:14.600 bit of everything.
NOTE Confidence: 0.924325999166666
00:55:14.600 --> 00:55:14.840 So
NOTE Confidence: 0.6726601

00:55:19.960 --> 00:55:20.160 thanks.
NOTE Confidence: 0.84157097

00:55:22.400 --> 00:55:24.520 Anything else? Are
NOTE Confidence: 0.612604643125

00:55:24.520 --> 00:55:25.685 there questions? And are you
NOTE Confidence: 0.612604643125

00:55:25.685 --> 00:55:26.617 probably checking online just
NOTE Confidence: 0.612604643125

00:55:26.617 --> 00:55:27.958 to see you're on top of things?
NOTE Confidence: 0.685324606

00:55:35.600 --> 00:55:38.064 So I was wondering if for the last
NOTE Confidence: 0.685324606

00:55:38.064 --> 00:55:40.025 minutes you care to share what your
NOTE Confidence: 0.685324606

00:55:40.025 --> 00:55:41.737 view of holistic care is 'cause
NOTE Confidence: 0.685324606

00:55:41.737 --> 00:55:43.924 we're talking a lot about, you know,
NOTE Confidence: 0.685324606

00:55:43.924 --> 00:55:45.856 including perspectives of faith and honor
NOTE Confidence: 0.685324606

00:55:45.856 --> 00:55:47.878 signs and thinking outside the box.
NOTE Confidence: 0.685324606

00:55:47.880 --> 00:55:50.368 And I was just wondering whether you could
NOTE Confidence: 0.685324606

00:55:50.368 --> 00:55:52.872 speak what you really think that has an
NOTE Confidence: 0.685324606

00:55:52.872 --> 00:55:55.360 impact on for holistic clinical. Yeah,
NOTE Confidence: 0.798732958

00:55:55.360 --> 00:55:56.240 that's a really good question.
NOTE Confidence: 0.798732958

00:55:56.240 --> 00:55:59.120 So just talking about holistic care.

NOTE Confidence: 0.798732958

00:55:59.120 --> 00:56:00.792 So for me, I really just

NOTE Confidence: 0.798732958

00:56:00.792 --> 00:56:01.880 try and globalize it.

NOTE Confidence: 0.798732958

00:56:01.880 --> 00:56:03.576 So it's not good to start a question

NOTE Confidence: 0.798732958

00:56:03.576 --> 00:56:04.864 with a like a negative answer,

NOTE Confidence: 0.798732958

00:56:04.864 --> 00:56:06.839 but I'll say what I feel like it's not.

NOTE Confidence: 0.798732958

00:56:06.840 --> 00:56:09.256 And So what it's not is 1 size fits

NOTE Confidence: 0.798732958

00:56:09.256 --> 00:56:10.676 all approaches to mental health.

NOTE Confidence: 0.798732958

00:56:10.680 --> 00:56:12.235 And that's the stuff that's

NOTE Confidence: 0.798732958

00:56:12.235 --> 00:56:13.479 always really frustrated me.

NOTE Confidence: 0.798732958

00:56:13.480 --> 00:56:15.528 And so I tried to talk about that

NOTE Confidence: 0.798732958

00:56:15.528 --> 00:56:17.616 in that perspective and to also

NOTE Confidence: 0.798732958

00:56:17.616 --> 00:56:19.282 help people think about, well,

NOTE Confidence: 0.798732958

00:56:19.282 --> 00:56:20.416 there might be something outside the box

NOTE Confidence: 0.798732958

00:56:20.416 --> 00:56:21.760 of what they were thinking about already,

NOTE Confidence: 0.798732958

00:56:21.760 --> 00:56:23.710 whether they were using one psychological

NOTE Confidence: 0.798732958

00:56:23.710 --> 00:56:25.720 practice or modality or intervention.
NOTE Confidence: 0.798732958

00:56:25.720 --> 00:56:26.872 Maybe there's another one
NOTE Confidence: 0.798732958

00:56:26.872 --> 00:56:28.312 that they could also try.
NOTE Confidence: 0.798732958

00:56:28.320 --> 00:56:30.720 And obviously people have different
NOTE Confidence: 0.798732958

00:56:30.720 --> 00:56:32.160 reservations about medication.
NOTE Confidence: 0.798732958

00:56:32.160 --> 00:56:33.530 That's something I often talk
NOTE Confidence: 0.798732958

00:56:33.530 --> 00:56:35.200 about in public science as well.
NOTE Confidence: 0.798732958

00:56:35.200 --> 00:56:36.952 It's much easier for people to think about
NOTE Confidence: 0.798732958

00:56:36.952 --> 00:56:38.414 taking an antidepressant or something
NOTE Confidence: 0.798732958

00:56:38.414 --> 00:56:40.358 from anxiety when you hear antipsychotic,
NOTE Confidence: 0.798732958

00:56:40.360 --> 00:56:42.838 that kind of evokes a different feeling.
NOTE Confidence: 0.798732958

00:56:42.840 --> 00:56:45.857 So really just I guess having people
NOTE Confidence: 0.798732958

00:56:45.857 --> 00:56:48.484 open to integrating across those and
NOTE Confidence: 0.798732958

00:56:48.484 --> 00:56:51.396 not being stuck on one approach only.
NOTE Confidence: 0.798732958

00:56:51.400 --> 00:56:52.876 And I've gotten a lot of good feedback when
NOTE Confidence: 0.798732958

00:56:52.876 --> 00:56:54.319 I've talked about that in certain groups,

NOTE Confidence: 0.798732958

00:56:54.320 --> 00:56:56.160 'cause there's always those who said, no,

NOTE Confidence: 0.798732958

00:56:56.160 --> 00:56:58.080 I haven't thought about this that way before.

NOTE Confidence: 0.798732958

00:56:58.080 --> 00:56:58.775 And there are others who

NOTE Confidence: 0.798732958

00:56:58.775 --> 00:56:59.640 come up to me and say,

NOTE Confidence: 0.798732958

00:56:59.640 --> 00:56:59.896 oh,

NOTE Confidence: 0.798732958

00:56:59.896 --> 00:57:01.944 this is really helpful to hear you kind

NOTE Confidence: 0.798732958

00:57:01.944 --> 00:57:03.964 of summarize that in one talk because

NOTE Confidence: 0.798732958

00:57:03.964 --> 00:57:06.438 it's taken me 10 years to figure it out.

NOTE Confidence: 0.798732958

00:57:06.440 --> 00:57:06.984 So people who say,

NOTE Confidence: 0.798732958

00:57:06.984 --> 00:57:07.120 oh,

NOTE Confidence: 0.798732958

00:57:07.120 --> 00:57:08.760 I've integrated medication and

NOTE Confidence: 0.798732958

00:57:08.760 --> 00:57:10.400 spiritual practices and therapy,

NOTE Confidence: 0.798732958

00:57:10.400 --> 00:57:11.842 and I've had to kind of move

NOTE Confidence: 0.798732958

00:57:11.842 --> 00:57:13.260 with those over time and see

NOTE Confidence: 0.798732958

00:57:13.260 --> 00:57:14.515 things which are more helpful.

NOTE Confidence: 0.798732958

00:57:14.520 --> 00:57:15.400 So I guess I mean,
NOTE Confidence: 0.798732958

00:57:15.400 --> 00:57:18.316 I would say kind of in that global sense.
NOTE Confidence: 0.798732958

00:57:18.320 --> 00:57:19.958 One thing I would also mention,
NOTE Confidence: 0.798732958

00:57:19.960 --> 00:57:21.157 I know we didn't talk about this as much,
NOTE Confidence: 0.798732958

00:57:21.160 --> 00:57:23.470 but I feel like some of these
NOTE Confidence: 0.798732958

00:57:23.470 --> 00:57:25.681 conversations I've been able to have
NOTE Confidence: 0.798732958

00:57:25.681 --> 00:57:27.225 have actually helped organizations
NOTE Confidence: 0.798732958

00:57:27.225 --> 00:57:29.878 move towards a more holistic approach.
NOTE Confidence: 0.798732958

00:57:29.880 --> 00:57:33.280 So the event we did in New York in 2019,
NOTE Confidence: 0.798732958

00:57:33.280 --> 00:57:35.430 the American allies get the
NOTE Confidence: 0.798732958

00:57:35.430 --> 00:57:36.720 acronym wrong ABC'T,
NOTE Confidence: 0.798732958

00:57:36.720 --> 00:57:38.940 American cognitive behavioral,
NOTE Confidence: 0.798732958

00:57:38.940 --> 00:57:39.680 I
NOTE Confidence: 0.656421686666667

00:57:42.240 --> 00:57:43.600 can behavioral therapy associated.
NOTE Confidence: 0.656421686666667

00:57:43.600 --> 00:57:46.240 So the CBT, national CBT organization,
NOTE Confidence: 0.656421686666667

00:57:46.240 --> 00:57:47.074 basically they were,

NOTE Confidence: 0.656421686666667
00:57:47.074 --> 00:57:49.393 so there were a lot of mental health
NOTE Confidence: 0.656421686666667
00:57:49.393 --> 00:57:51.577 groups at that events that had sponsor
NOTE Confidence: 0.656421686666667
00:57:51.577 --> 00:57:53.927 tables and they had gotten so much
NOTE Confidence: 0.656421686666667
00:57:53.927 --> 00:57:55.597 feedback from participants about the
NOTE Confidence: 0.656421686666667
00:57:55.600 --> 00:57:57.180 importance of spiritual practice.
NOTE Confidence: 0.656421686666667
00:57:57.180 --> 00:57:59.155 They actually changed their database
NOTE Confidence: 0.656421686666667
00:57:59.160 --> 00:58:01.092 to include a box about religion
NOTE Confidence: 0.656421686666667
00:58:01.092 --> 00:58:03.120 or faith tradition or background.
NOTE Confidence: 0.656421686666667
00:58:03.120 --> 00:58:04.008 So in that sense,
NOTE Confidence: 0.656421686666667
00:58:04.008 --> 00:58:05.118 that was not a goal,
NOTE Confidence: 0.656421686666667
00:58:05.120 --> 00:58:06.898 but there were these kind of practical
NOTE Confidence: 0.656421686666667
00:58:06.898 --> 00:58:08.835 outcomes that came when I could see
NOTE Confidence: 0.656421686666667
00:58:08.835 --> 00:58:09.959 large organizations actually pivoting
NOTE Confidence: 0.656421686666667
00:58:09.959 --> 00:58:11.879 in terms of how they were doing things
NOTE Confidence: 0.656421686666667
00:58:11.879 --> 00:58:13.222 to help make things more holistic.
NOTE Confidence: 0.656421686666667

00:58:13.222 --> 00:58:14.839 So that's been really gratifying as well.

NOTE Confidence: 0.57205424

00:58:23.120 --> 00:58:27.184 Yes, one more yes, I'm I'm Elena Agori.

NOTE Confidence: 0.57205424

00:58:27.184 --> 00:58:30.000 I'm a psychiatry for child and adolescent.

NOTE Confidence: 0.57205424

00:58:30.000 --> 00:58:33.850 I come from Italy NA currently work

NOTE Confidence: 0.57205424

00:58:33.850 --> 00:58:37.324 in Spain and just arriving and no,

NOTE Confidence: 0.57205424

00:58:37.324 --> 00:58:39.856 I just was thinking about not

NOTE Confidence: 0.57205424

00:58:39.856 --> 00:58:42.719 only the holistic perspective,

NOTE Confidence: 0.57205424

00:58:42.720 --> 00:58:45.720 but the accessibility and the treatment.

NOTE Confidence: 0.57205424

00:58:45.720 --> 00:58:48.330 So they they recently they were

NOTE Confidence: 0.57205424

00:58:48.330 --> 00:58:50.367 they were sorry by English.

NOTE Confidence: 0.57205424

00:58:50.367 --> 00:58:52.701 They were head organization come out

NOTE Confidence: 0.57205424

00:58:52.701 --> 00:58:55.568 with the the give line and you give

NOTE Confidence: 0.57205424

00:58:55.568 --> 00:58:58.519 line the the they call psychological

NOTE Confidence: 0.57205424

00:58:58.519 --> 00:59:00.358 intervention implementation manual.

NOTE Confidence: 0.57205424

00:59:00.360 --> 00:59:02.360 And they talk about yes,

NOTE Confidence: 0.57205424

00:59:02.360 --> 00:59:04.344 a treatment is effective,

NOTE Confidence: 0.57205424

00:59:04.344 --> 00:59:07.148 but how about the accessibility?

NOTE Confidence: 0.57205424

00:59:07.148 --> 00:59:10.714 Nobody can go through the the mental

NOTE Confidence: 0.57205424

00:59:10.714 --> 00:59:12.399 health only in the environment

NOTE Confidence: 0.57205424

00:59:12.399 --> 00:59:14.840 that you we was talking with in

NOTE Confidence: 0.57205424

00:59:14.840 --> 00:59:16.480 the lab about this yesterday.

NOTE Confidence: 0.57205424

00:59:16.480 --> 00:59:19.232 So I think it's a very good point

NOTE Confidence: 0.57205424

00:59:19.232 --> 00:59:23.186 to make this odd and each I don't

NOTE Confidence: 0.57205424

00:59:23.186 --> 00:59:24.998 know what you think about this,

NOTE Confidence: 0.57205424

00:59:25.000 --> 00:59:25.600 but yeah,

NOTE Confidence: 0.74508228

00:59:25.600 --> 00:59:26.560 I would definitely agree with you.

NOTE Confidence: 0.74508228

00:59:26.560 --> 00:59:28.924 The accessibility has been a really

NOTE Confidence: 0.74508228

00:59:28.924 --> 00:59:30.796 important barrier in a lot of ways.

NOTE Confidence: 0.74508228

00:59:30.800 --> 00:59:32.726 And so that's been more difficult

NOTE Confidence: 0.74508228

00:59:32.726 --> 00:59:34.640 for me to address directly,

NOTE Confidence: 0.74508228

00:59:34.640 --> 00:59:35.960 although I'll say I've had

NOTE Confidence: 0.74508228

00:59:35.960 --> 00:59:37.900 opportunities to at least contribute
NOTE Confidence: 0.74508228

00:59:37.900 --> 00:59:39.840 to some of those conversations.
NOTE Confidence: 0.74508228

00:59:39.840 --> 00:59:41.648 So I was able to speak at the
NOTE Confidence: 0.74508228

00:59:41.648 --> 00:59:42.744 behavioral health conference out in
NOTE Confidence: 0.74508228

00:59:42.744 --> 00:59:44.040 Washington state about a year ago.
NOTE Confidence: 0.74508228

00:59:44.040 --> 00:59:45.264 And there were people who were on the
NOTE Confidence: 0.74508228

00:59:45.264 --> 00:59:46.160 ground thinking about these things,
NOTE Confidence: 0.74508228

00:59:46.160 --> 00:59:47.840 but just basically putting
NOTE Confidence: 0.74508228

00:59:47.840 --> 00:59:50.360 things in context in terms of.
NOTE Confidence: 0.74508228

00:59:50.360 --> 00:59:52.344 So they had me come and talk about
NOTE Confidence: 0.74508228

00:59:52.344 --> 00:59:54.239 mental health disparities in particular.
NOTE Confidence: 0.74508228

00:59:54.240 --> 00:59:55.320 And this is outside your question,
NOTE Confidence: 0.74508228

00:59:55.320 --> 00:59:57.384 but that was also a stretching
NOTE Confidence: 0.74508228

00:59:57.384 --> 00:59:58.760 experience because my initial
NOTE Confidence: 0.74508228

00:59:58.760 --> 00:59:59.672 academic reaction was like,
NOTE Confidence: 0.74508228

00:59:59.672 --> 01:00:01.320 I haven't studied that for 10 years.

NOTE Confidence: 0.74508228

01:00:01.320 --> 01:00:03.880 I can't speak about that, which,

NOTE Confidence: 0.74508228

01:00:03.880 --> 01:00:05.581 but then realizing that I had been

NOTE Confidence: 0.74508228

01:00:05.581 --> 01:00:06.890 interacting with so many different

NOTE Confidence: 0.74508228

01:00:06.890 --> 01:00:08.480 people who were doing that work,

NOTE Confidence: 0.74508228

01:00:08.480 --> 01:00:10.360 I've been in those conversations

NOTE Confidence: 0.74508228

01:00:10.360 --> 01:00:11.059 as an academic.

NOTE Confidence: 0.74508228

01:00:11.059 --> 01:00:13.413 I also knew how to do research and to at

NOTE Confidence: 0.74508228

01:00:13.413 --> 01:00:15.280 least build kind of a story around that.

NOTE Confidence: 0.74508228

01:00:15.280 --> 01:00:16.976 And so there was enough for me to

NOTE Confidence: 0.74508228

01:00:16.976 --> 01:00:18.596 actually go that and integrate across

NOTE Confidence: 0.74508228

01:00:18.596 --> 01:00:20.318 different things to help them think

NOTE Confidence: 0.74508228

01:00:20.369 --> 01:00:22.157 about that a little more specifically.

NOTE Confidence: 0.74508228

01:00:22.160 --> 01:00:24.000 But I think that really gets to the place of,

NOTE Confidence: 0.74508228

01:00:24.000 --> 01:00:24.470 I mean,

NOTE Confidence: 0.74508228

01:00:24.470 --> 01:00:26.115 there are policies that have to change.

NOTE Confidence: 0.74508228

01:00:26.120 --> 01:00:28.050 And so that's integrating across
NOTE Confidence: 0.74508228

01:00:28.050 --> 01:00:29.594 different groups as well.
NOTE Confidence: 0.74508228

01:00:29.600 --> 01:00:30.568 Former Congressman Patrick Kennedy
NOTE Confidence: 0.74508228

01:00:30.568 --> 01:00:32.020 came on the podcast and talked
NOTE Confidence: 0.74508228

01:00:32.063 --> 01:00:33.404 about a lot of the work that he had
NOTE Confidence: 0.74508228

01:00:33.404 --> 01:00:34.598 done that he's continuing to do,
NOTE Confidence: 0.74508228

01:00:34.600 --> 01:00:36.180 which really changed some of
NOTE Confidence: 0.74508228

01:00:36.180 --> 01:00:37.760 that access type of things.
NOTE Confidence: 0.74508228

01:00:37.760 --> 01:00:39.400 I was able to be a panelist for
NOTE Confidence: 0.74508228

01:00:39.400 --> 01:00:41.494 a re entry conference for those
NOTE Confidence: 0.74508228

01:00:41.494 --> 01:00:43.118 who are formerly incarcerated,
NOTE Confidence: 0.74508228

01:00:43.120 --> 01:00:44.800 who are coming back into society,
NOTE Confidence: 0.74508228

01:00:44.800 --> 01:00:46.900 many of whom had their first
NOTE Confidence: 0.74508228

01:00:46.900 --> 01:00:47.960 mental health access,
NOTE Confidence: 0.74508228

01:00:47.960 --> 01:00:50.120 mental health care access in prison.
NOTE Confidence: 0.74508228

01:00:50.120 --> 01:00:51.242 And so there's so many different

NOTE Confidence: 0.74508228

01:00:51.242 --> 01:00:52.280 things that need to change.

NOTE Confidence: 0.74508228

01:00:52.280 --> 01:00:53.468 There's no simple answer,

NOTE Confidence: 0.74508228

01:00:53.468 --> 01:00:56.580 but I think ultimately it takes a lot of

NOTE Confidence: 0.74508228

01:00:56.580 --> 01:00:58.400 collaboration between us as academics,

NOTE Confidence: 0.74508228

01:00:58.400 --> 01:01:00.560 working with those in political arenas,

NOTE Confidence: 0.74508228

01:01:00.560 --> 01:01:02.612 working in grassroots organizations,

NOTE Confidence: 0.74508228

01:01:02.612 --> 01:01:03.638 thinking together,

NOTE Confidence: 0.74508228

01:01:03.640 --> 01:01:04.900 and then actually making practical

NOTE Confidence: 0.74508228

01:01:04.900 --> 01:01:06.160 steps to move things forward.

NOTE Confidence: 0.74508228

01:01:06.160 --> 01:01:07.760 So it's a great, it's a great comment.

NOTE Confidence: 0.73095323

01:01:10.160 --> 01:01:11.760 Hey, we are at time.

NOTE Confidence: 0.73095323

01:01:11.760 --> 01:01:12.633 Thank you everybody.

NOTE Confidence: 0.73095323

01:01:12.633 --> 01:01:14.000 Thank you so much. Thanks

NOTE Confidence: 0.5982855775

01:01:14.000 --> 01:01:15.120 for hosting me. Great.