

WEBVTT

NOTE duration: "00:59:07.136"

NOTE Confidence: 0.97433525

00:00:01.920 --> 00:00:03.919 So good afternoon, everyone, and

NOTE Confidence: 0.97433525

00:00:03.919 --> 00:00:05.620 welcome to Grand Rounds.

NOTE Confidence: 0.99066204

00:00:06.080 --> 00:00:07.600 In the spirit of the

NOTE Confidence: 0.99066204

00:00:07.600 --> 00:00:08.900 theme of this week,

NOTE Confidence: 0.9613752

00:00:09.200 --> 00:00:10.880 this holiday, I'm grateful for

NOTE Confidence: 0.9613752

00:00:10.880 --> 00:00:13.035 your participation, everyone online and

NOTE Confidence: 0.9613752

00:00:13.115 --> 00:00:14.474 everyone here in person. And

NOTE Confidence: 0.9613752

00:00:14.474 --> 00:00:16.395 I'm particularly grateful and thankful

NOTE Confidence: 0.9613752

00:00:16.395 --> 00:00:18.235 for, our Grand Rounds Committee.

NOTE Confidence: 0.9613752

00:00:18.475 --> 00:00:19.275 Some of our members are

NOTE Confidence: 0.9613752

00:00:19.275 --> 00:00:20.715 with us here today, for

NOTE Confidence: 0.9613752

00:00:20.715 --> 00:00:21.835 making this series what it

NOTE Confidence: 0.9613752

00:00:21.835 --> 00:00:23.215 is. This is another

NOTE Confidence: 0.99479014

00:00:23.675 --> 00:00:25.195 call to action for anyone

NOTE Confidence: 0.99479014

00:00:25.195 --> 00:00:26.220 that would like to suggest
NOTE Confidence: 0.99479014

00:00:26.220 --> 00:00:27.900 speakers for our upcoming series.
NOTE Confidence: 0.99479014

00:00:27.900 --> 00:00:29.740 We're currently booking speakers into
NOTE Confidence: 0.99479014

00:00:29.740 --> 00:00:31.599 September of twenty twenty five.
NOTE Confidence: 0.99479014

00:00:31.740 --> 00:00:33.600 If you have, speaker suggestions,
NOTE Confidence: 0.97965264

00:00:34.059 --> 00:00:35.500 please do send them our
NOTE Confidence: 0.97965264

00:00:35.500 --> 00:00:37.180 way. In terms of upcoming
NOTE Confidence: 0.97965264

00:00:37.180 --> 00:00:38.700 speakers, I'd like to remind
NOTE Confidence: 0.97965264

00:00:38.700 --> 00:00:39.900 you that next week, we're
NOTE Confidence: 0.97965264

00:00:39.900 --> 00:00:41.104 going to hear from doctor
NOTE Confidence: 0.97965264

00:00:41.245 --> 00:00:42.065 John Pichankis.
NOTE Confidence: 0.9912013

00:00:43.165 --> 00:00:44.864 Some of you will yes.
NOTE Confidence: 0.92078656

00:00:45.405 --> 00:00:46.784 For essentially a redo,
NOTE Confidence: 0.94730735

00:00:47.245 --> 00:00:48.525 you may remember a somewhat
NOTE Confidence: 0.94730735

00:00:48.525 --> 00:00:50.145 traumatic day back in June
NOTE Confidence: 0.94730735

00:00:50.284 --> 00:00:51.645 where, there was a school

NOTE Confidence: 0.94730735

00:00:51.645 --> 00:00:53.980 wide outage of, Internet outage,

NOTE Confidence: 0.94730735

00:00:53.980 --> 00:00:54.699 and that meant we had

NOTE Confidence: 0.94730735

00:00:54.699 --> 00:00:55.440 to, unfortunately,

NOTE Confidence: 0.97910196

00:00:56.219 --> 00:00:58.620 abandon John's presentation. So he

NOTE Confidence: 0.97910196

00:00:58.620 --> 00:01:00.620 very generously agreed to come

NOTE Confidence: 0.97910196

00:01:00.620 --> 00:01:01.820 back next week for the

NOTE Confidence: 0.97910196

00:01:01.820 --> 00:01:04.080 Viola Barnard lecture on LGBTQ

NOTE Confidence: 0.9705179

00:01:04.619 --> 00:01:05.119 affirming

NOTE Confidence: 0.8439548

00:01:05.580 --> 00:01:06.319 health care.

NOTE Confidence: 0.9706511

00:01:07.115 --> 00:01:08.635 Following that, we'll have a

NOTE Confidence: 0.9706511

00:01:08.635 --> 00:01:11.355 leadership series presentation from Eric

NOTE Confidence: 0.9706511

00:01:11.355 --> 00:01:12.795 Clemens, who's the CEO of

NOTE Confidence: 0.9706511

00:01:12.795 --> 00:01:13.295 Concorp.

NOTE Confidence: 0.9661862

00:01:13.835 --> 00:01:14.715 So please do join us

NOTE Confidence: 0.9661862

00:01:14.715 --> 00:01:15.755 for that. And then rounding

NOTE Confidence: 0.9661862

00:01:15.755 --> 00:01:17.295 out our Grand Rounds series
NOTE Confidence: 0.9661862

00:01:17.515 --> 00:01:18.795 for this year will be
NOTE Confidence: 0.9661862

00:01:18.795 --> 00:01:20.335 our very own Kasia Havarska
NOTE Confidence: 0.9887988

00:01:20.875 --> 00:01:22.175 on December seventeenth,
NOTE Confidence: 0.9574121

00:01:22.890 --> 00:01:24.010 which is also, I believe,
NOTE Confidence: 0.9574121

00:01:24.010 --> 00:01:24.810 the day that we will
NOTE Confidence: 0.9574121

00:01:24.810 --> 00:01:27.370 have our, center party. So
NOTE Confidence: 0.9574121

00:01:27.370 --> 00:01:29.370 please do join us, for
NOTE Confidence: 0.9574121

00:01:29.370 --> 00:01:30.510 that grand rounds,
NOTE Confidence: 0.9954433

00:01:31.130 --> 00:01:33.050 to round out, twenty twenty
NOTE Confidence: 0.9954433

00:01:33.050 --> 00:01:34.570 four. And to our speaker
NOTE Confidence: 0.9954433

00:01:34.570 --> 00:01:35.950 today, it is my distinct
NOTE Confidence: 0.9954433

00:01:36.235 --> 00:01:38.155 pleasure and privilege to introduce
NOTE Confidence: 0.9954433

00:01:38.155 --> 00:01:39.134 our very own
NOTE Confidence: 0.8621159

00:01:39.435 --> 00:01:40.895 Tara Sanabria Davila,
NOTE Confidence: 0.9498493

00:01:41.354 --> 00:01:42.575 who is a Puerto Rican

NOTE Confidence: 0.81869525
00:01:42.875 --> 00:01:43.375 bilingual,
NOTE Confidence: 0.900027
00:01:43.834 --> 00:01:44.334 multiracial
NOTE Confidence: 0.94055617
00:01:44.875 --> 00:01:46.554 clinical social worker with over
NOTE Confidence: 0.94055617
00:01:46.554 --> 00:01:47.454 twenty years
NOTE Confidence: 0.95794463
00:01:47.914 --> 00:01:49.454 of experience working,
NOTE Confidence: 0.99488854
00:01:50.020 --> 00:01:51.000 with underserved
NOTE Confidence: 0.95359385
00:01:51.300 --> 00:01:53.640 youth and families, providing identity
NOTE Confidence: 0.9919785
00:01:54.020 --> 00:01:55.240 tailored care.
NOTE Confidence: 0.96566916
00:01:55.860 --> 00:01:57.140 Tara, as anyone who has
NOTE Confidence: 0.96566916
00:01:57.140 --> 00:01:58.100 worked with her will know
NOTE Confidence: 0.96566916
00:01:58.100 --> 00:01:59.700 that she is skilled in
NOTE Confidence: 0.96566916
00:01:59.700 --> 00:02:02.040 delivering and also providing training
NOTE Confidence: 0.8940424
00:02:02.340 --> 00:02:05.160 in identity adapted evidence based
NOTE Confidence: 0.9856558
00:02:05.655 --> 00:02:06.155 interventions.
NOTE Confidence: 0.9486538
00:02:06.775 --> 00:02:07.515 And now
NOTE Confidence: 0.97090477

00:02:07.975 --> 00:02:09.415 you can read Tara's fairly
NOTE Confidence: 0.97090477

00:02:09.415 --> 00:02:11.655 extensive bio online to hear
NOTE Confidence: 0.97090477

00:02:11.655 --> 00:02:13.195 about her fantastic and fabulous
NOTE Confidence: 0.97090477

00:02:13.255 --> 00:02:15.014 educational background. But what Tara
NOTE Confidence: 0.97090477

00:02:15.014 --> 00:02:16.455 really I think anyone that
NOTE Confidence: 0.97090477

00:02:16.455 --> 00:02:17.575 works with Tara, what you'll
NOTE Confidence: 0.97090477

00:02:17.575 --> 00:02:19.110 already know, what Tara really
NOTE Confidence: 0.97090477

00:02:19.110 --> 00:02:19.990 wants you to know is
NOTE Confidence: 0.97090477

00:02:19.990 --> 00:02:20.810 that she centers,
NOTE Confidence: 0.9801716

00:02:21.350 --> 00:02:22.870 human dignity in all that
NOTE Confidence: 0.9801716

00:02:22.870 --> 00:02:24.550 she does as vice chair
NOTE Confidence: 0.9801716

00:02:24.550 --> 00:02:25.750 for DEI here in the
NOTE Confidence: 0.9801716

00:02:25.750 --> 00:02:27.590 center, as a clinician, as
NOTE Confidence: 0.9801716

00:02:27.590 --> 00:02:28.250 a supervisor,
NOTE Confidence: 0.9383716

00:02:28.790 --> 00:02:30.150 and in her personal life
NOTE Confidence: 0.9383716

00:02:30.150 --> 00:02:31.530 as a wife, a mother,

NOTE Confidence: 0.9383716

00:02:31.669 --> 00:02:32.169 friend.

NOTE Confidence: 0.96283543

00:02:33.270 --> 00:02:34.764 Now Tara derives great joy.

NOTE Confidence: 0.96283543

00:02:34.764 --> 00:02:35.965 She's an avid reader,

NOTE Confidence: 0.97291124

00:02:36.285 --> 00:02:38.605 enjoys cooking, cultural dishes, baking,

NOTE Confidence: 0.97291124

00:02:38.605 --> 00:02:40.365 spending time with her husband,

NOTE Confidence: 0.97291124

00:02:40.365 --> 00:02:42.685 children, and dog. But what

NOTE Confidence: 0.97291124

00:02:42.685 --> 00:02:43.645 some of you may or

NOTE Confidence: 0.97291124

00:02:43.645 --> 00:02:44.605 may not know is that

NOTE Confidence: 0.97291124

00:02:44.605 --> 00:02:45.805 she also drives great joy

NOTE Confidence: 0.97291124

00:02:45.805 --> 00:02:46.705 for her philanthropic

NOTE Confidence: 0.97533965

00:02:47.245 --> 00:02:49.040 work. And so Tara,

NOTE Confidence: 0.95471174

00:02:50.300 --> 00:02:51.260 is a cochair of the

NOTE Confidence: 0.95471174

00:02:51.260 --> 00:02:53.180 Progreso Latino Fund and a

NOTE Confidence: 0.95471174

00:02:53.180 --> 00:02:54.780 founding funder of the Vineyard

NOTE Confidence: 0.95471174

00:02:54.780 --> 00:02:56.080 Project for Black Futures

NOTE Confidence: 0.86825544

00:02:56.460 --> 00:02:58.720 and establishing the Siampre Palante

NOTE Confidence: 0.86825544

00:02:58.780 --> 00:02:59.280 Fund,

NOTE Confidence: 0.99685526

00:02:59.580 --> 00:03:00.800 which supports organizations

NOTE Confidence: 0.99568176

00:03:01.100 --> 00:03:02.000 in New Haven

NOTE Confidence: 0.9945086

00:03:02.325 --> 00:03:04.245 dedicated to racial equity and

NOTE Confidence: 0.9945086

00:03:04.245 --> 00:03:05.145 social justice.

NOTE Confidence: 0.9940288

00:03:05.525 --> 00:03:06.885 And this is also an

NOTE Confidence: 0.9940288

00:03:06.885 --> 00:03:07.385 invitation.

NOTE Confidence: 0.9908346

00:03:07.925 --> 00:03:09.625 Tara very much enjoys

NOTE Confidence: 0.997301

00:03:10.165 --> 00:03:11.865 working with both aspiring

NOTE Confidence: 0.9990047

00:03:12.325 --> 00:03:13.145 and established

NOTE Confidence: 0.9016964

00:03:13.525 --> 00:03:15.525 cos conspirators to create a

NOTE Confidence: 0.9016964

00:03:15.525 --> 00:03:16.425 more just

NOTE Confidence: 0.9964861

00:03:16.820 --> 00:03:18.900 community and society. So please

NOTE Confidence: 0.9964861

00:03:18.900 --> 00:03:20.660 do reach out and join

NOTE Confidence: 0.9964861

00:03:20.660 --> 00:03:22.419 Tara in that mission. Thank

NOTE Confidence: 0.9964861
00:03:22.419 --> 00:03:23.220 you so much for doing
NOTE Confidence: 0.9964861
00:03:23.220 --> 00:03:23.880 this, Tara.
NOTE Confidence: 0.97003067
00:03:28.965 --> 00:03:30.565 Alright. It was lovely to
NOTE Confidence: 0.97003067
00:03:30.565 --> 00:03:31.845 see you here. Thank you
NOTE Confidence: 0.97003067
00:03:31.845 --> 00:03:33.045 for for being here. I
NOTE Confidence: 0.97003067
00:03:33.045 --> 00:03:34.085 know it's a a short
NOTE Confidence: 0.97003067
00:03:34.085 --> 00:03:34.585 week,
NOTE Confidence: 0.9983994
00:03:35.605 --> 00:03:37.145 but I am excited
NOTE Confidence: 0.97519094
00:03:37.445 --> 00:03:39.225 to bring and to introduce
NOTE Confidence: 0.97519094
00:03:39.365 --> 00:03:41.225 this health equity rounds format,
NOTE Confidence: 0.9981254
00:03:42.085 --> 00:03:42.745 to you.
NOTE Confidence: 0.98616356
00:03:43.060 --> 00:03:44.579 And so I see some
NOTE Confidence: 0.98616356
00:03:44.579 --> 00:03:45.620 of the fellows in the
NOTE Confidence: 0.98616356
00:03:45.620 --> 00:03:46.900 room. We've been using this
NOTE Confidence: 0.98616356
00:03:46.900 --> 00:03:48.900 format in the Tuesday didactic.
NOTE Confidence: 0.98616356

00:03:48.900 --> 00:03:49.860 So I'm gonna I'm gonna
NOTE Confidence: 0.98616356

00:03:49.860 --> 00:03:51.299 hope and lean on your
NOTE Confidence: 0.98616356

00:03:51.299 --> 00:03:51.799 participation
NOTE Confidence: 0.9651664

00:03:52.099 --> 00:03:53.079 for some of this.
NOTE Confidence: 0.99474144

00:03:54.420 --> 00:03:56.115 But this is gonna focus
NOTE Confidence: 0.99474144

00:03:56.355 --> 00:03:56.855 on,
NOTE Confidence: 0.9855685

00:03:57.315 --> 00:03:58.435 ghosts in the chart. So
NOTE Confidence: 0.9855685

00:03:58.435 --> 00:03:59.395 the idea that there are
NOTE Confidence: 0.9855685

00:03:59.395 --> 00:04:00.995 these artifacts that linger in
NOTE Confidence: 0.9855685

00:04:00.995 --> 00:04:02.355 the charts that might have
NOTE Confidence: 0.9855685

00:04:02.355 --> 00:04:03.795 influence and impact that we
NOTE Confidence: 0.9855685

00:04:03.795 --> 00:04:04.535 don't necessarily
NOTE Confidence: 0.99926203

00:04:05.635 --> 00:04:06.775 pay attention to.
NOTE Confidence: 0.998434

00:04:08.675 --> 00:04:09.175 So
NOTE Confidence: 0.9971925

00:04:09.730 --> 00:04:11.730 this is also available. You
NOTE Confidence: 0.9971925

00:04:11.730 --> 00:04:12.950 can get your continuing

NOTE Confidence: 0.9361229

00:04:13.730 --> 00:04:15.250 education credits both from the

NOTE Confidence: 0.9361229

00:04:15.250 --> 00:04:16.210 CMEs. You can,

NOTE Confidence: 0.9923112

00:04:17.970 --> 00:04:19.170 text in. The code is

NOTE Confidence: 0.9923112

00:04:19.170 --> 00:04:20.130 on the screen. You can

NOTE Confidence: 0.9923112

00:04:20.130 --> 00:04:21.570 also scan this. And if

NOTE Confidence: 0.9923112

00:04:21.570 --> 00:04:22.290 you're in the room and

NOTE Confidence: 0.9923112

00:04:22.290 --> 00:04:23.250 you wanna scan in the

NOTE Confidence: 0.9923112

00:04:23.250 --> 00:04:24.450 back, you can scan in

NOTE Confidence: 0.9923112

00:04:24.450 --> 00:04:26.765 for the continuing education credits

NOTE Confidence: 0.9923112

00:04:26.765 --> 00:04:28.285 from the National Association of

NOTE Confidence: 0.9923112

00:04:28.285 --> 00:04:30.125 Social Workers. We will ask

NOTE Confidence: 0.9923112

00:04:30.125 --> 00:04:31.245 you if you are looking

NOTE Confidence: 0.9923112

00:04:31.245 --> 00:04:33.725 for continuing education credits from

NOTE Confidence: 0.9923112

00:04:33.725 --> 00:04:35.404 NASW to also sign out

NOTE Confidence: 0.9923112

00:04:35.404 --> 00:04:36.125 at the end, and we'll

NOTE Confidence: 0.9923112

00:04:36.125 --> 00:04:37.585 have the QR code there.
NOTE Confidence: 0.9923112

00:04:37.819 --> 00:04:38.940 And we ask anybody and
NOTE Confidence: 0.9923112

00:04:38.940 --> 00:04:40.860 everybody to please, complete an
NOTE Confidence: 0.9923112

00:04:40.860 --> 00:04:41.360 evaluation
NOTE Confidence: 0.90968496

00:04:41.660 --> 00:04:42.400 just so
NOTE Confidence: 0.9937139

00:04:42.860 --> 00:04:43.979 we can stay on top
NOTE Confidence: 0.9937139

00:04:43.979 --> 00:04:45.020 of the kinds of things
NOTE Confidence: 0.9937139

00:04:45.020 --> 00:04:46.300 that we're offering. It offers
NOTE Confidence: 0.9937139

00:04:46.300 --> 00:04:47.099 you not only,
NOTE Confidence: 0.9886571

00:04:47.580 --> 00:04:48.699 the opportunity to give us
NOTE Confidence: 0.9886571

00:04:48.699 --> 00:04:50.060 feedback on the presentation today,
NOTE Confidence: 0.9886571

00:04:50.060 --> 00:04:51.180 which we share with all
NOTE Confidence: 0.9886571

00:04:51.180 --> 00:04:52.000 of the speakers,
NOTE Confidence: 0.9345242

00:04:53.085 --> 00:04:54.285 but you but also gives
NOTE Confidence: 0.9345242

00:04:54.285 --> 00:04:55.104 you an opportunity
NOTE Confidence: 0.99952644

00:04:55.565 --> 00:04:56.604 to give some thoughts and

NOTE Confidence: 0.99952644
00:04:56.604 --> 00:04:57.805 ideas about the kinds of
NOTE Confidence: 0.99952644
00:04:57.805 --> 00:04:59.345 programs you'd like to see.
NOTE Confidence: 0.9969695
00:05:03.085 --> 00:05:04.125 So I'd also like us
NOTE Confidence: 0.9969695
00:05:04.125 --> 00:05:05.485 to hold a moment of
NOTE Confidence: 0.9969695
00:05:05.485 --> 00:05:06.625 silence and recognition
NOTE Confidence: 0.9694339
00:05:07.050 --> 00:05:08.250 for the indigenous people of
NOTE Confidence: 0.9694339
00:05:08.250 --> 00:05:09.210 New Haven and across the
NOTE Confidence: 0.9694339
00:05:09.210 --> 00:05:10.430 United States of America,
NOTE Confidence: 0.9953078
00:05:10.970 --> 00:05:11.849 for whom this week is
NOTE Confidence: 0.9953078
00:05:11.849 --> 00:05:13.050 a reminder and marker of
NOTE Confidence: 0.9953078
00:05:13.050 --> 00:05:14.569 great pain and suffering. And
NOTE Confidence: 0.9953078
00:05:14.569 --> 00:05:15.789 so I encourage you
NOTE Confidence: 0.9677814
00:05:16.569 --> 00:05:18.169 to reflect on that and
NOTE Confidence: 0.9677814
00:05:18.169 --> 00:05:20.089 also to join in the
NOTE Confidence: 0.9677814
00:05:20.089 --> 00:05:22.009 perspectives for inclusion series on
NOTE Confidence: 0.9677814

00:05:22.009 --> 00:05:22.875 December eleventh
NOTE Confidence: 0.94775856

00:05:23.275 --> 00:05:25.195 when Ned Blackhawk will discuss
NOTE Confidence: 0.94775856

00:05:25.195 --> 00:05:26.475 his fourth book and winner
NOTE Confidence: 0.94775856

00:05:26.475 --> 00:05:27.515 of the twenty twenty three
NOTE Confidence: 0.94775856

00:05:27.515 --> 00:05:29.455 national book award, the rediscovery
NOTE Confidence: 0.94775856

00:05:29.595 --> 00:05:31.355 of America, native peoples, and
NOTE Confidence: 0.94775856

00:05:31.355 --> 00:05:32.015 the unmaking
NOTE Confidence: 0.9832246

00:05:32.475 --> 00:05:33.455 of US history.
NOTE Confidence: 0.9509162

00:05:33.915 --> 00:05:34.955 And so in that, it's
NOTE Confidence: 0.9509162

00:05:34.955 --> 00:05:36.714 a basically a transformative narrative
NOTE Confidence: 0.9509162

00:05:36.714 --> 00:05:38.060 of five centuries of US
NOTE Confidence: 0.9509162

00:05:38.060 --> 00:05:39.580 history with indigenous people at
NOTE Confidence: 0.9509162

00:05:39.580 --> 00:05:40.620 its center. So that's gonna
NOTE Confidence: 0.9509162

00:05:40.620 --> 00:05:42.060 be in the Cohen from
NOTE Confidence: 0.9509162

00:05:42.060 --> 00:05:43.180 twelve to one. It is
NOTE Confidence: 0.9509162

00:05:43.180 --> 00:05:43.920 part of

NOTE Confidence: 0.7940154
00:05:45.020 --> 00:05:45.520 the,
NOTE Confidence: 0.92308795
00:05:46.860 --> 00:05:49.180 perspectives for inclusion series, and
NOTE Confidence: 0.92308795
00:05:49.180 --> 00:05:50.220 this is actually one of
NOTE Confidence: 0.92308795
00:05:50.220 --> 00:05:51.260 the talks that the child
NOTE Confidence: 0.92308795
00:05:51.260 --> 00:05:52.455 study center is also, also,
NOTE Confidence: 0.9978348
00:05:54.695 --> 00:05:55.195 sponsoring.
NOTE Confidence: 0.9956432
00:05:56.055 --> 00:05:57.014 So a little bit about
NOTE Confidence: 0.9956432
00:05:57.014 --> 00:05:57.755 this format.
NOTE Confidence: 0.9993506
00:05:58.375 --> 00:05:58.875 So
NOTE Confidence: 0.93551475
00:05:59.975 --> 00:06:01.014 last year, we had the
NOTE Confidence: 0.93551475
00:06:01.014 --> 00:06:03.654 inaugural viola, Viola Bernard social
NOTE Confidence: 0.93551475
00:06:03.654 --> 00:06:05.435 justice and health equity
NOTE Confidence: 0.9900757
00:06:05.975 --> 00:06:06.475 fellows.
NOTE Confidence: 0.96905786
00:06:06.854 --> 00:06:08.350 And so with that, there
NOTE Confidence: 0.96905786
00:06:08.350 --> 00:06:09.470 was also a space that
NOTE Confidence: 0.96905786

00:06:09.470 --> 00:06:10.990 was dedicated on Tuesdays. And
NOTE Confidence: 0.96905786

00:06:10.990 --> 00:06:12.029 so once the month we
NOTE Confidence: 0.96905786

00:06:12.029 --> 00:06:13.810 started having these conversations,
NOTE Confidence: 0.995123

00:06:14.430 --> 00:06:15.730 focused on health equity.
NOTE Confidence: 0.99754804

00:06:16.190 --> 00:06:16.690 And
NOTE Confidence: 0.9836352

00:06:17.230 --> 00:06:18.110 to do that, we wanted
NOTE Confidence: 0.9836352

00:06:18.110 --> 00:06:19.390 to have a structured format,
NOTE Confidence: 0.9836352

00:06:19.390 --> 00:06:20.670 so we kinda dug through
NOTE Confidence: 0.9836352

00:06:20.670 --> 00:06:21.950 and saw what was already
NOTE Confidence: 0.9836352

00:06:21.950 --> 00:06:22.610 out there
NOTE Confidence: 0.9367957

00:06:22.955 --> 00:06:24.315 and adapted a model from
NOTE Confidence: 0.9367957

00:06:24.315 --> 00:06:25.995 the Department of Pediatrics at
NOTE Confidence: 0.9367957

00:06:25.995 --> 00:06:27.835 Boston Medical Center for us
NOTE Confidence: 0.9367957

00:06:27.835 --> 00:06:28.955 to use. And we piloted
NOTE Confidence: 0.9367957

00:06:28.955 --> 00:06:29.915 it with the fellows last
NOTE Confidence: 0.9367957

00:06:29.915 --> 00:06:31.035 year. So that was Amanda

NOTE Confidence: 0.9367957

00:06:31.035 --> 00:06:33.115 Calhoun, Saja Al Musawi, and

NOTE Confidence: 0.9367957

00:06:33.115 --> 00:06:34.095 Christian Edwards

NOTE Confidence: 0.91490555

00:06:34.395 --> 00:06:35.275 who helped do that, and

NOTE Confidence: 0.91490555

00:06:35.275 --> 00:06:35.835 they helped,

NOTE Confidence: 0.9996384

00:06:36.315 --> 00:06:37.455 do a number of presentations.

NOTE Confidence: 0.9743901

00:06:38.200 --> 00:06:39.240 And then this year, we've

NOTE Confidence: 0.9743901

00:06:39.240 --> 00:06:41.240 got Laura Gallardo, Christina Washington,

NOTE Confidence: 0.9743901

00:06:41.240 --> 00:06:42.760 and Isaac Johnson who are

NOTE Confidence: 0.9743901

00:06:42.760 --> 00:06:43.960 this year's fellows, and they

NOTE Confidence: 0.9743901

00:06:43.960 --> 00:06:45.500 are also using this format

NOTE Confidence: 0.99691993

00:06:46.360 --> 00:06:48.120 as well. And so we

NOTE Confidence: 0.99691993

00:06:48.120 --> 00:06:49.500 piloted this within

NOTE Confidence: 0.9033823

00:06:49.800 --> 00:06:51.339 this fellows only space.

NOTE Confidence: 0.965034

00:06:52.324 --> 00:06:53.845 And this year, we would

NOTE Confidence: 0.965034

00:06:53.845 --> 00:06:54.884 like to introduce it to

NOTE Confidence: 0.965034

00:06:54.884 --> 00:06:55.865 the rest of the community.

NOTE Confidence: 0.965034

00:06:56.085 --> 00:06:56.824 And so

NOTE Confidence: 0.9559405

00:06:57.365 --> 00:06:58.324 that is why I'm here

NOTE Confidence: 0.9559405

00:06:58.324 --> 00:06:59.865 today with this. And also

NOTE Confidence: 0.9559405

00:06:59.925 --> 00:07:00.425 in

NOTE Confidence: 0.93980783

00:07:00.805 --> 00:07:02.404 January, the Viola Bernard Fellows

NOTE Confidence: 0.93980783

00:07:02.404 --> 00:07:03.525 will present one for grand

NOTE Confidence: 0.93980783

00:07:03.525 --> 00:07:04.585 rounds as well.

NOTE Confidence: 0.99827963

00:07:04.964 --> 00:07:06.645 And then there will also

NOTE Confidence: 0.99827963

00:07:06.645 --> 00:07:07.145 be

NOTE Confidence: 0.9741429

00:07:07.790 --> 00:07:09.630 for the, space that is

NOTE Confidence: 0.9741429

00:07:09.630 --> 00:07:11.570 curated for fellows. Their supervisors

NOTE Confidence: 0.9741429

00:07:11.710 --> 00:07:13.070 will be invited for,

NOTE Confidence: 0.9672826

00:07:13.550 --> 00:07:14.910 a health equity rounds there

NOTE Confidence: 0.9672826

00:07:14.910 --> 00:07:16.030 as well. So you should

NOTE Confidence: 0.9672826

00:07:16.030 --> 00:07:17.150 be getting an invitation for

NOTE Confidence: 0.9672826
00:07:17.150 --> 00:07:18.050 that soon.
NOTE Confidence: 0.99875516
00:07:20.125 --> 00:07:21.645 So the purpose and the
NOTE Confidence: 0.99875516
00:07:21.645 --> 00:07:22.764 objectives of this is to
NOTE Confidence: 0.99875516
00:07:22.764 --> 00:07:24.125 analyze how racism and other
NOTE Confidence: 0.99875516
00:07:24.125 --> 00:07:25.905 forms of oppression have impacted
NOTE Confidence: 0.99875516
00:07:25.965 --> 00:07:27.245 the care of children and
NOTE Confidence: 0.99875516
00:07:27.245 --> 00:07:27.745 families.
NOTE Confidence: 0.99963593
00:07:28.685 --> 00:07:29.344 We know
NOTE Confidence: 0.9905532
00:07:29.805 --> 00:07:31.164 that I mean, Kieran and
NOTE Confidence: 0.9905532
00:07:31.164 --> 00:07:32.205 I were just talking before
NOTE Confidence: 0.9905532
00:07:32.205 --> 00:07:33.405 this. Right? Like, we live
NOTE Confidence: 0.9905532
00:07:33.405 --> 00:07:33.905 in
NOTE Confidence: 0.9474319
00:07:34.620 --> 00:07:35.120 very,
NOTE Confidence: 0.94460344
00:07:36.140 --> 00:07:37.280 racist, biased
NOTE Confidence: 0.98199964
00:07:37.980 --> 00:07:38.480 society.
NOTE Confidence: 0.99952817

00:07:39.100 --> 00:07:40.000 It is impossible
NOTE Confidence: 0.99522996

00:07:40.460 --> 00:07:41.740 to not be permeated by
NOTE Confidence: 0.99522996

00:07:41.740 --> 00:07:43.100 the messages that are being
NOTE Confidence: 0.99522996

00:07:43.100 --> 00:07:44.060 sort of thrown at us
NOTE Confidence: 0.99522996

00:07:44.060 --> 00:07:44.880 at all times.
NOTE Confidence: 0.9841814

00:07:45.580 --> 00:07:46.620 That's why it's important for
NOTE Confidence: 0.9841814

00:07:46.620 --> 00:07:47.980 us to actually continuously work
NOTE Confidence: 0.9841814

00:07:47.980 --> 00:07:49.914 against that. And so the
NOTE Confidence: 0.9841814

00:07:49.914 --> 00:07:51.354 hope behind this is to
NOTE Confidence: 0.9841814

00:07:51.354 --> 00:07:52.875 offer as well an additional
NOTE Confidence: 0.9841814

00:07:52.875 --> 00:07:53.375 opportunity
NOTE Confidence: 0.9689923

00:07:53.914 --> 00:07:55.435 to continue to scrutinize how
NOTE Confidence: 0.9689923

00:07:55.435 --> 00:07:56.955 this bias sort of creeps
NOTE Confidence: 0.9689923

00:07:56.955 --> 00:07:58.235 into our everyday thinking and
NOTE Confidence: 0.9689923

00:07:58.235 --> 00:08:00.395 work, and more importantly, how
NOTE Confidence: 0.9689923

00:08:00.395 --> 00:08:01.755 to mitigate the the impact

NOTE Confidence: 0.9689923

00:08:01.755 --> 00:08:03.410 and work against it. It

NOTE Confidence: 0.9689923

00:08:03.410 --> 00:08:04.610 also takes some time to

NOTE Confidence: 0.9689923

00:08:04.610 --> 00:08:06.530 examine the historical and current

NOTE Confidence: 0.9689923

00:08:06.530 --> 00:08:08.210 underpinnings of racism and oppression

NOTE Confidence: 0.9689923

00:08:08.210 --> 00:08:09.250 in the medical system and

NOTE Confidence: 0.9689923

00:08:09.250 --> 00:08:09.970 in the work that we

NOTE Confidence: 0.9689923

00:08:09.970 --> 00:08:10.470 do,

NOTE Confidence: 0.9701637

00:08:11.410 --> 00:08:13.729 and also explores some evidence

NOTE Confidence: 0.9701637

00:08:13.729 --> 00:08:15.010 based tools to recognize and

NOTE Confidence: 0.9701637

00:08:15.010 --> 00:08:15.510 eliminate,

NOTE Confidence: 0.99303836

00:08:15.889 --> 00:08:17.650 racist and other oppressive ideas

NOTE Confidence: 0.99303836

00:08:17.650 --> 00:08:18.310 and actions,

NOTE Confidence: 0.9780704

00:08:18.865 --> 00:08:20.485 which also offers some strategies

NOTE Confidence: 0.9780704

00:08:20.544 --> 00:08:21.604 that can be used,

NOTE Confidence: 0.9996032

00:08:22.224 --> 00:08:22.724 in

NOTE Confidence: 0.9979564

00:08:23.104 --> 00:08:23.604 practice.
NOTE Confidence: 0.97708327

00:08:25.585 --> 00:08:27.025 The overall framework, and this
NOTE Confidence: 0.97708327

00:08:27.025 --> 00:08:28.564 is directly from,
NOTE Confidence: 0.963913

00:08:29.025 --> 00:08:30.324 Boston Medical Center,
NOTE Confidence: 0.9517785

00:08:31.950 --> 00:08:33.150 is, in front of you.
NOTE Confidence: 0.9517785

00:08:33.150 --> 00:08:33.870 So right. So so we've
NOTE Confidence: 0.9517785

00:08:33.870 --> 00:08:34.610 got the motivation.
NOTE Confidence: 0.9925175

00:08:34.990 --> 00:08:36.910 That is that real life
NOTE Confidence: 0.9925175

00:08:36.910 --> 00:08:37.410 cases
NOTE Confidence: 0.9922593

00:08:37.950 --> 00:08:39.150 give us a number of
NOTE Confidence: 0.9922593

00:08:39.150 --> 00:08:40.510 examples for us to be
NOTE Confidence: 0.9922593

00:08:40.510 --> 00:08:41.790 able to use this format
NOTE Confidence: 0.9922593

00:08:41.790 --> 00:08:43.150 and highlight the way bias
NOTE Confidence: 0.9922593

00:08:43.150 --> 00:08:44.110 has been present in the
NOTE Confidence: 0.9922593

00:08:44.110 --> 00:08:45.255 work that we do. The
NOTE Confidence: 0.9922593

00:08:45.255 --> 00:08:46.215 case that we're gonna talk

NOTE Confidence: 0.9922593

00:08:46.215 --> 00:08:47.175 about today is actually a

NOTE Confidence: 0.9922593

00:08:47.175 --> 00:08:48.615 case of mine from years

NOTE Confidence: 0.9922593

00:08:48.615 --> 00:08:50.135 ago as part of this

NOTE Confidence: 0.9922593

00:08:50.135 --> 00:08:50.635 practice.

NOTE Confidence: 0.9942858

00:08:51.655 --> 00:08:53.095 It also examines the impact

NOTE Confidence: 0.9942858

00:08:53.095 --> 00:08:54.315 of racism, discrimination,

NOTE Confidence: 0.99320865

00:08:54.615 --> 00:08:56.135 oppressive practices, and that those

NOTE Confidence: 0.99320865

00:08:56.135 --> 00:08:57.655 have lasting impact on groups

NOTE Confidence: 0.99320865

00:08:57.655 --> 00:08:59.115 that have been historically marginalized.

NOTE Confidence: 0.94884604

00:08:59.960 --> 00:09:01.080 It offers the space for

NOTE Confidence: 0.94884604

00:09:01.080 --> 00:09:01.580 reflection.

NOTE Confidence: 0.98372257

00:09:02.120 --> 00:09:04.679 In almost every model that

NOTE Confidence: 0.98372257

00:09:04.679 --> 00:09:06.280 talks about being anti racist

NOTE Confidence: 0.98372257

00:09:06.280 --> 00:09:07.960 or anti bias, there is

NOTE Confidence: 0.98372257

00:09:07.960 --> 00:09:08.620 the constant

NOTE Confidence: 0.98896295

00:09:09.080 --> 00:09:11.100 of ongoing critical self reflection.

NOTE Confidence: 0.99637663

00:09:11.559 --> 00:09:13.080 And so this also builds

NOTE Confidence: 0.99637663

00:09:13.080 --> 00:09:14.615 that in as an opportunity

NOTE Confidence: 0.99637663

00:09:14.675 --> 00:09:15.895 and as a way to

NOTE Confidence: 0.99637663

00:09:15.955 --> 00:09:17.335 employ those best practices.

NOTE Confidence: 0.985643

00:09:18.675 --> 00:09:20.195 We also wanna increase knowledge

NOTE Confidence: 0.985643

00:09:20.195 --> 00:09:21.735 of origins and the perpetuation

NOTE Confidence: 0.985643

00:09:21.795 --> 00:09:23.235 of structural racism and other

NOTE Confidence: 0.985643

00:09:23.235 --> 00:09:24.295 structural barriers,

NOTE Confidence: 0.99895215

00:09:24.995 --> 00:09:26.115 and then learn new skills

NOTE Confidence: 0.99895215

00:09:26.115 --> 00:09:27.075 that might help you work

NOTE Confidence: 0.99895215

00:09:27.075 --> 00:09:28.375 against these structures.

NOTE Confidence: 0.9970291

00:09:31.220 --> 00:09:32.420 We also enter with some

NOTE Confidence: 0.9970291

00:09:32.420 --> 00:09:32.920 agreements.

NOTE Confidence: 0.9741432

00:09:33.300 --> 00:09:34.420 So the agreements in the

NOTE Confidence: 0.9741432

00:09:34.420 --> 00:09:35.860 fellow space have been co

NOTE Confidence: 0.9741432
00:09:35.860 --> 00:09:38.020 constructed by the fellows. Today,
NOTE Confidence: 0.9741432
00:09:38.020 --> 00:09:40.100 I'm offering you some borrowed
NOTE Confidence: 0.9741432
00:09:40.100 --> 00:09:41.220 from there and others that
NOTE Confidence: 0.9741432
00:09:41.220 --> 00:09:42.500 seem more appropriate for this
NOTE Confidence: 0.9741432
00:09:42.500 --> 00:09:43.000 space.
NOTE Confidence: 0.9380718
00:09:43.934 --> 00:09:45.135 And so we ask people
NOTE Confidence: 0.9380718
00:09:45.135 --> 00:09:46.735 to participate freely and that
NOTE Confidence: 0.9380718
00:09:46.735 --> 00:09:47.615 when you do that, you
NOTE Confidence: 0.9380718
00:09:47.615 --> 00:09:49.135 center language and ideas that
NOTE Confidence: 0.9380718
00:09:49.135 --> 00:09:50.515 don't perpetuate oppression.
NOTE Confidence: 0.9964996
00:09:51.375 --> 00:09:52.815 We assume that the providers
NOTE Confidence: 0.9964996
00:09:52.815 --> 00:09:53.934 acted in the best interest
NOTE Confidence: 0.9964996
00:09:53.934 --> 00:09:54.755 of the child
NOTE Confidence: 0.9984295
00:09:55.550 --> 00:09:57.230 and that those actions were
NOTE Confidence: 0.9984295
00:09:57.230 --> 00:09:59.389 likely informed by implicit bias
NOTE Confidence: 0.9984295

00:09:59.389 --> 00:10:01.170 that have explicit impact.
NOTE Confidence: 0.99851835

00:10:02.429 --> 00:10:03.630 Some details of the case
NOTE Confidence: 0.99851835

00:10:03.630 --> 00:10:04.910 have been changed to protect
NOTE Confidence: 0.99851835

00:10:04.910 --> 00:10:05.410 confidentiality.
NOTE Confidence: 0.97020483

00:10:06.670 --> 00:10:08.110 When you are participating and
NOTE Confidence: 0.97020483

00:10:08.110 --> 00:10:09.404 speaking, please be conscious of
NOTE Confidence: 0.97020483

00:10:09.404 --> 00:10:11.165 positionality and power dynamics in
NOTE Confidence: 0.97020483

00:10:11.165 --> 00:10:12.445 the room. Make some space
NOTE Confidence: 0.97020483

00:10:12.445 --> 00:10:13.644 for others if you notice
NOTE Confidence: 0.97020483

00:10:13.644 --> 00:10:14.524 that they'd like to speak
NOTE Confidence: 0.97020483

00:10:14.524 --> 00:10:16.125 and be aware of not
NOTE Confidence: 0.97020483

00:10:16.125 --> 00:10:17.345 dominating the space.
NOTE Confidence: 0.9722257

00:10:18.605 --> 00:10:20.605 Please enter with the desire
NOTE Confidence: 0.9722257

00:10:20.605 --> 00:10:22.365 to listen to understand, not
NOTE Confidence: 0.9722257

00:10:22.365 --> 00:10:22.865 necessarily
NOTE Confidence: 0.98597306

00:10:23.404 --> 00:10:24.385 just to respond.

NOTE Confidence: 0.9363412

00:10:25.059 --> 00:10:25.880 Sit with it.

NOTE Confidence: 0.9661283

00:10:26.820 --> 00:10:28.180 Spend some time, form your

NOTE Confidence: 0.9661283

00:10:28.180 --> 00:10:29.620 thoughts, and join us in

NOTE Confidence: 0.9661283

00:10:29.620 --> 00:10:30.280 the conversation.

NOTE Confidence: 0.99747455

00:10:31.300 --> 00:10:32.680 And know that being uncomfortable

NOTE Confidence: 0.99747455

00:10:32.740 --> 00:10:33.400 may happen.

NOTE Confidence: 0.96877056

00:10:35.780 --> 00:10:36.580 I like to think of

NOTE Confidence: 0.96877056

00:10:36.580 --> 00:10:37.220 that as,

NOTE Confidence: 0.9785502

00:10:38.105 --> 00:10:39.865 like an oyster and sand.

NOTE Confidence: 0.9785502

00:10:39.865 --> 00:10:40.825 Right? Your little piece of

NOTE Confidence: 0.9785502

00:10:40.825 --> 00:10:42.184 sand gets inside the oyster

NOTE Confidence: 0.9785502

00:10:42.184 --> 00:10:43.705 shell, and the oysters are

NOTE Confidence: 0.9785502

00:10:43.705 --> 00:10:45.225 terribly uncomfortable in trying to

NOTE Confidence: 0.9785502

00:10:45.225 --> 00:10:47.005 move it out. It's uncomfortable,

NOTE Confidence: 0.9785502

00:10:47.065 --> 00:10:47.945 but what it ends up

NOTE Confidence: 0.9785502

00:10:47.945 --> 00:10:49.145 with is a beautiful pearl.
NOTE Confidence: 0.9785502

00:10:49.145 --> 00:10:49.945 And so if we can
NOTE Confidence: 0.9785502

00:10:49.945 --> 00:10:51.085 sit with that discomfort,
NOTE Confidence: 0.98785824

00:10:51.519 --> 00:10:52.880 work with that discomfort, perhaps
NOTE Confidence: 0.98785824

00:10:52.880 --> 00:10:54.480 we also can produce something
NOTE Confidence: 0.98785824

00:10:54.480 --> 00:10:54.980 beautiful.
NOTE Confidence: 0.99634165

00:10:57.600 --> 00:10:58.100 So
NOTE Confidence: 0.99525714

00:10:58.640 --> 00:10:59.679 we are gonna spend some
NOTE Confidence: 0.99525714

00:10:59.679 --> 00:11:01.040 time thinking about some of
NOTE Confidence: 0.99525714

00:11:01.040 --> 00:11:01.860 these definitions,
NOTE Confidence: 0.99950856

00:11:02.320 --> 00:11:04.399 some things that will appear
NOTE Confidence: 0.99950856

00:11:04.399 --> 00:11:05.300 in this presentation.
NOTE Confidence: 0.99885964

00:11:05.945 --> 00:11:06.745 So for those of you
NOTE Confidence: 0.99885964

00:11:06.745 --> 00:11:07.785 who don't do clinical work
NOTE Confidence: 0.99885964

00:11:07.785 --> 00:11:09.325 or work directly with children,
NOTE Confidence: 0.97959435

00:11:09.705 --> 00:11:11.225 a one thirty six. A

NOTE Confidence: 0.97959435
00:11:11.225 --> 00:11:12.265 one thirty six is the
NOTE Confidence: 0.97959435
00:11:12.265 --> 00:11:13.385 report to the Department of
NOTE Confidence: 0.97959435
00:11:13.385 --> 00:11:15.304 Children and Families for suspected
NOTE Confidence: 0.97959435
00:11:15.304 --> 00:11:16.425 abuse and neglect. It's what
NOTE Confidence: 0.97959435
00:11:16.425 --> 00:11:17.385 it's called in the state
NOTE Confidence: 0.97959435
00:11:17.385 --> 00:11:18.045 of Connecticut.
NOTE Confidence: 0.9672406
00:11:19.059 --> 00:11:20.360 Enhanced care clinic,
NOTE Confidence: 0.98108155
00:11:20.820 --> 00:11:22.260 that was a designation or
NOTE Confidence: 0.98108155
00:11:22.260 --> 00:11:23.779 is a designation determined by
NOTE Confidence: 0.98108155
00:11:23.779 --> 00:11:24.899 the state for clinics that
NOTE Confidence: 0.98108155
00:11:24.899 --> 00:11:26.179 agree to meet certain access
NOTE Confidence: 0.98108155
00:11:26.179 --> 00:11:26.679 guidelines.
NOTE Confidence: 0.98119324
00:11:28.339 --> 00:11:30.579 Our outpatient clinical services are
NOTE Confidence: 0.98119324
00:11:30.579 --> 00:11:31.959 an enhanced care clinic.
NOTE Confidence: 0.93740153
00:11:32.899 --> 00:11:33.720 White normativity,
NOTE Confidence: 0.9758266

00:11:34.475 --> 00:11:36.795 This naturalizes power asymmetries between

NOTE Confidence: 0.9758266

00:11:36.795 --> 00:11:38.395 white and nonwhite people as

NOTE Confidence: 0.9758266

00:11:38.395 --> 00:11:38.895 primarily,

NOTE Confidence: 0.96916604

00:11:39.635 --> 00:11:41.675 merit meritocratic. Excuse me. I

NOTE Confidence: 0.96916604

00:11:41.675 --> 00:11:42.815 couldn't get that word out.

NOTE Confidence: 0.96916604

00:11:42.875 --> 00:11:44.155 And it rests on the

NOTE Confidence: 0.96916604

00:11:44.155 --> 00:11:45.995 idea that white dominant culture

NOTE Confidence: 0.96916604

00:11:45.995 --> 00:11:48.149 is the norm, and people

NOTE Confidence: 0.96916604

00:11:48.149 --> 00:11:49.510 of color are judged as

NOTE Confidence: 0.96916604

00:11:49.510 --> 00:11:51.209 a deviation from that norm.

NOTE Confidence: 0.98487246

00:11:51.829 --> 00:11:52.950 And then, of course, systems

NOTE Confidence: 0.98487246

00:11:52.950 --> 00:11:54.790 of oppression, which calls attention

NOTE Confidence: 0.98487246

00:11:54.790 --> 00:11:56.070 to the historical and organized

NOTE Confidence: 0.98487246

00:11:56.070 --> 00:11:57.350 patterns of mistreatment in the

NOTE Confidence: 0.98487246

00:11:57.350 --> 00:11:57.850 US.

NOTE Confidence: 0.84029394

00:11:59.110 --> 00:12:00.010 We also wanna

NOTE Confidence: 0.99974436
00:12:01.085 --> 00:12:02.625 call attention to intersectionality
NOTE Confidence: 0.98359764
00:12:04.045 --> 00:12:05.645 and the complex cumulative way
NOTE Confidence: 0.98359764
00:12:05.645 --> 00:12:06.765 for which the effects of
NOTE Confidence: 0.98359764
00:12:06.765 --> 00:12:08.865 multiple forms of discrimination combine,
NOTE Confidence: 0.9698288
00:12:09.405 --> 00:12:11.325 overlap, and intersect, especially in
NOTE Confidence: 0.9698288
00:12:11.325 --> 00:12:13.245 the experience of marginalized individuals.
NOTE Confidence: 0.9698288
00:12:13.245 --> 00:12:14.845 So it's layer upon layer
NOTE Confidence: 0.9698288
00:12:14.845 --> 00:12:15.665 upon layer.
NOTE Confidence: 0.99467427
00:12:17.010 --> 00:12:19.010 And then a term introduced
NOTE Confidence: 0.99467427
00:12:19.010 --> 00:12:20.230 by Dorothy Roberts,
NOTE Confidence: 0.9302921
00:12:20.850 --> 00:12:22.790 who's a legal scholar who
NOTE Confidence: 0.9900882
00:12:23.330 --> 00:12:25.010 proposes that perhaps the a
NOTE Confidence: 0.9900882
00:12:25.010 --> 00:12:26.130 different name for the child
NOTE Confidence: 0.9900882
00:12:26.130 --> 00:12:27.410 welfare system might be the
NOTE Confidence: 0.9900882
00:12:27.410 --> 00:12:28.870 family regulation system.
NOTE Confidence: 0.9358143

00:12:30.105 --> 00:12:32.345 Going back into the history
NOTE Confidence: 0.9358143

00:12:32.345 --> 00:12:34.345 of it and how it
NOTE Confidence: 0.9358143

00:12:34.345 --> 00:12:34.845 has,
NOTE Confidence: 0.99839574

00:12:35.465 --> 00:12:37.405 really been designed and used
NOTE Confidence: 0.99398464

00:12:37.785 --> 00:12:39.304 to regulate and punish black
NOTE Confidence: 0.99398464

00:12:39.304 --> 00:12:40.825 and other marginalized folks and
NOTE Confidence: 0.99398464

00:12:40.825 --> 00:12:43.065 parents whose parenting skills and
NOTE Confidence: 0.99398464

00:12:43.065 --> 00:12:44.765 approaches may not align
NOTE Confidence: 0.99750483

00:12:45.279 --> 00:12:46.480 with some of those defined
NOTE Confidence: 0.99750483

00:12:46.480 --> 00:12:47.380 through white normativity.
NOTE Confidence: 0.9982216

00:12:49.200 --> 00:12:49.700 So
NOTE Confidence: 0.92256606

00:12:50.080 --> 00:12:50.980 now imagine
NOTE Confidence: 0.96921283

00:12:52.880 --> 00:12:54.420 you are a seasoned clinician,
NOTE Confidence: 0.96921283

00:12:54.640 --> 00:12:55.839 and you're part of an
NOTE Confidence: 0.96921283

00:12:55.839 --> 00:12:56.740 intake team.
NOTE Confidence: 0.9978118

00:12:57.375 --> 00:12:59.054 You receive a referral for

NOTE Confidence: 0.9978118
00:12:59.054 --> 00:13:00.515 a seven year old bilingual
NOTE Confidence: 0.9978118
00:13:00.575 --> 00:13:01.934 male from South America with
NOTE Confidence: 0.9978118
00:13:01.934 --> 00:13:02.434 presenting
NOTE Confidence: 0.98525834
00:13:03.054 --> 00:13:05.135 problems that's being described as
NOTE Confidence: 0.98525834
00:13:05.135 --> 00:13:06.095 doesn't like to be far
NOTE Confidence: 0.98525834
00:13:06.095 --> 00:13:07.934 from their mom, occasionally has
NOTE Confidence: 0.98525834
00:13:07.934 --> 00:13:09.855 trouble falling asleep alone, and
NOTE Confidence: 0.98525834
00:13:09.855 --> 00:13:11.215 is easily aroused in new
NOTE Confidence: 0.98525834
00:13:11.215 --> 00:13:11.715 situations.
NOTE Confidence: 0.99611473
00:13:13.890 --> 00:13:14.790 Sounds routine?
NOTE Confidence: 0.9875008
00:13:16.370 --> 00:13:17.970 You schedule a routine intake
NOTE Confidence: 0.9875008
00:13:17.970 --> 00:13:19.330 to occur within two weeks
NOTE Confidence: 0.9875008
00:13:19.330 --> 00:13:20.450 of the referral within the
NOTE Confidence: 0.9875008
00:13:20.450 --> 00:13:22.690 guidelines of the enhanced care
NOTE Confidence: 0.9875008
00:13:22.690 --> 00:13:23.190 clinic.
NOTE Confidence: 0.998483

00:13:24.290 --> 00:13:24.790 So
NOTE Confidence: 0.99950504

00:13:26.015 --> 00:13:27.395 let's continue to imagine
NOTE Confidence: 0.9813454

00:13:28.175 --> 00:13:30.595 that you get several urgent
NOTE Confidence: 0.9813454

00:13:30.655 --> 00:13:33.295 emails, epic in basket messages,
NOTE Confidence: 0.9813454

00:13:33.295 --> 00:13:34.495 and voice mails from the
NOTE Confidence: 0.9813454

00:13:34.495 --> 00:13:36.495 pediatric practice asking to speak
NOTE Confidence: 0.9813454

00:13:36.495 --> 00:13:37.795 with you about this referral.
NOTE Confidence: 0.999534

00:13:42.730 --> 00:13:43.690 What starts to come up
NOTE Confidence: 0.999534

00:13:43.690 --> 00:13:44.350 for you?
NOTE Confidence: 0.9519114

00:13:45.929 --> 00:13:47.149 You think it's routine.
NOTE Confidence: 0.9364189

00:13:47.690 --> 00:13:49.529 You schedule two weeks, and
NOTE Confidence: 0.9364189

00:13:49.529 --> 00:13:50.329 you get all of these
NOTE Confidence: 0.9364189

00:13:50.329 --> 00:13:50.829 messages.
NOTE Confidence: 0.9938898

00:13:51.850 --> 00:13:52.910 What might arise?
NOTE Confidence: 0.7180968

00:13:55.365 --> 00:13:55.865 Darren?
NOTE Confidence: 0.5136419

00:13:59.125 --> 00:14:01.125 Mhmm. Have a page that

NOTE Confidence: 0.5136419
00:14:01.125 --> 00:14:02.165 or they have a consent
NOTE Confidence: 0.5136419
00:14:02.165 --> 00:14:02.665 to
NOTE Confidence: 0.6791551
00:14:03.365 --> 00:14:04.725 that the fact that someone's
NOTE Confidence: 0.6791551
00:14:04.725 --> 00:14:05.225 calling
NOTE Confidence: 0.91954243
00:14:06.245 --> 00:14:07.445 you about the case. It
NOTE Confidence: 0.91954243
00:14:07.445 --> 00:14:08.425 may not be
NOTE Confidence: 0.95432997
00:14:09.440 --> 00:14:11.440 totally appropriate because there haven't
NOTE Confidence: 0.95432997
00:14:11.440 --> 00:14:13.040 been releases such. I don't
NOTE Confidence: 0.95432997
00:14:13.040 --> 00:14:14.400 know them. What do you
NOTE Confidence: 0.95432997
00:14:14.400 --> 00:14:15.780 what do you want? Like,
NOTE Confidence: 0.95432997
00:14:15.840 --> 00:14:17.040 I haven't met this family
NOTE Confidence: 0.95432997
00:14:17.040 --> 00:14:17.840 yet. I don't know if
NOTE Confidence: 0.95432997
00:14:17.840 --> 00:14:18.640 I can even speak with
NOTE Confidence: 0.95432997
00:14:18.640 --> 00:14:19.620 you yet. Sure.
NOTE Confidence: 0.8841183
00:14:20.160 --> 00:14:20.660 Jose?
NOTE Confidence: 0.9047803

00:14:22.865 --> 00:14:24.385 It sounds like somebody is
NOTE Confidence: 0.9047803

00:14:24.385 --> 00:14:25.445 trying to
NOTE Confidence: 0.9975073

00:14:27.824 --> 00:14:29.505 manage your perception of the
NOTE Confidence: 0.9975073

00:14:29.505 --> 00:14:31.185 case before you even see
NOTE Confidence: 0.9975073

00:14:31.185 --> 00:14:31.845 the case.
NOTE Confidence: 0.998179

00:14:32.464 --> 00:14:32.964 Possibly.
NOTE Confidence: 0.9730477

00:14:35.230 --> 00:14:36.269 In addition thank you for
NOTE Confidence: 0.9730477

00:14:36.269 --> 00:14:37.709 that. In addition, you also
NOTE Confidence: 0.9730477

00:14:37.709 --> 00:14:38.990 receive calls. So I also
NOTE Confidence: 0.9730477

00:14:38.990 --> 00:14:40.269 got calls from the mom.
NOTE Confidence: 0.9730477

00:14:40.269 --> 00:14:41.310 So a lot of phone
NOTE Confidence: 0.9730477

00:14:41.310 --> 00:14:42.269 calls, a lot of in
NOTE Confidence: 0.9730477

00:14:42.269 --> 00:14:43.790 basket messages, emails, it felt
NOTE Confidence: 0.9730477

00:14:43.790 --> 00:14:44.850 like rapid fire.
NOTE Confidence: 0.99907136

00:14:45.389 --> 00:14:46.130 And then
NOTE Confidence: 0.9929303

00:14:46.575 --> 00:14:47.615 I also get calls from

NOTE Confidence: 0.9929303

00:14:47.615 --> 00:14:49.155 mom asking about the intake,

NOTE Confidence: 0.99692905

00:14:49.695 --> 00:14:51.295 saying that the pediatricians have

NOTE Confidence: 0.99692905

00:14:51.295 --> 00:14:52.835 told her to please call.

NOTE Confidence: 0.955932

00:14:53.295 --> 00:14:54.895 Again, now think with all

NOTE Confidence: 0.955932

00:14:54.895 --> 00:14:56.175 these pieces put together, what's

NOTE Confidence: 0.955932

00:14:56.175 --> 00:14:56.975 coming up for you as

NOTE Confidence: 0.955932

00:14:56.975 --> 00:14:58.655 a provider? So, yes, Jose,

NOTE Confidence: 0.955932

00:14:58.655 --> 00:14:59.935 I agree with right. I

NOTE Confidence: 0.955932

00:14:59.935 --> 00:15:00.815 hear what you're saying on

NOTE Confidence: 0.955932

00:15:00.815 --> 00:15:01.555 that, Cara.

NOTE Confidence: 0.9770026

00:15:02.220 --> 00:15:02.940 This is gonna be a

NOTE Confidence: 0.9770026

00:15:02.940 --> 00:15:04.139 more intense case than I

NOTE Confidence: 0.9770026

00:15:04.139 --> 00:15:06.060 thought. Clearly, there's some crisis

NOTE Confidence: 0.9770026

00:15:06.060 --> 00:15:07.260 happening that I'm not aware

NOTE Confidence: 0.9770026

00:15:07.260 --> 00:15:07.760 of.

NOTE Confidence: 0.9894648

00:15:08.300 --> 00:15:09.660 Yeah. Like, if you're getting
NOTE Confidence: 0.9894648

00:15:09.660 --> 00:15:10.860 all these messages and all
NOTE Confidence: 0.9894648

00:15:10.860 --> 00:15:11.820 of these things and there's
NOTE Confidence: 0.9894648

00:15:11.820 --> 00:15:13.740 such urgency behind it, we
NOTE Confidence: 0.9894648

00:15:13.740 --> 00:15:14.779 do begin to think there's
NOTE Confidence: 0.9894648

00:15:14.779 --> 00:15:15.820 gotta be something else going
NOTE Confidence: 0.9894648

00:15:15.820 --> 00:15:16.699 on. Like, what what am
NOTE Confidence: 0.9894648

00:15:16.699 --> 00:15:17.360 I missing?
NOTE Confidence: 0.8836754

00:15:19.355 --> 00:15:20.814 So I return the call.
NOTE Confidence: 0.9618829

00:15:21.675 --> 00:15:22.875 Had a conversation with this
NOTE Confidence: 0.9618829

00:15:22.875 --> 00:15:24.154 social worker who's embedded in
NOTE Confidence: 0.9618829

00:15:24.154 --> 00:15:25.375 that pediatric practice
NOTE Confidence: 0.9453619

00:15:25.754 --> 00:15:27.435 who conveyed the very same
NOTE Confidence: 0.9453619

00:15:27.435 --> 00:15:28.954 reasons for the for the
NOTE Confidence: 0.9453619

00:15:28.954 --> 00:15:30.574 referrals. So nothing has changed.
NOTE Confidence: 0.9453619

00:15:30.634 --> 00:15:31.834 Trouble sleeping, doesn't like to

NOTE Confidence: 0.9453619

00:15:31.834 --> 00:15:33.055 be far from mom, etcetera.

NOTE Confidence: 0.9057355

00:15:33.890 --> 00:15:35.270 But also says this,

NOTE Confidence: 0.9824662

00:15:36.610 --> 00:15:37.910 mom is not a reliable

NOTE Confidence: 0.9824662

00:15:37.970 --> 00:15:38.470 reporter.

NOTE Confidence: 0.9996921

00:15:39.090 --> 00:15:41.010 We suspect something else is

NOTE Confidence: 0.9996921

00:15:41.010 --> 00:15:41.750 going on.

NOTE Confidence: 0.76998264

00:15:44.930 --> 00:15:45.430 Oh,

NOTE Confidence: 0.87488866

00:15:45.745 --> 00:15:46.485 And then

NOTE Confidence: 0.9506779

00:15:47.505 --> 00:15:48.625 oh, actually, let me see.

NOTE Confidence: 0.9506779

00:15:48.625 --> 00:15:50.065 Didn't show up, but here

NOTE Confidence: 0.9506779

00:15:50.065 --> 00:15:51.585 it is. And when asked

NOTE Confidence: 0.9506779

00:15:51.585 --> 00:15:52.945 about the information that they

NOTE Confidence: 0.9506779

00:15:52.945 --> 00:15:54.545 have that has elevated the

NOTE Confidence: 0.9506779

00:15:54.545 --> 00:15:55.445 current worry

NOTE Confidence: 0.93775207

00:15:56.225 --> 00:15:57.985 because remind they they've repeated

NOTE Confidence: 0.93775207

00:15:57.985 --> 00:15:59.125 the same referral,
NOTE Confidence: 0.99627215

00:15:59.860 --> 00:16:00.900 same issues that I took
NOTE Confidence: 0.99627215

00:16:00.900 --> 00:16:01.860 down that I thought was
NOTE Confidence: 0.99627215

00:16:01.860 --> 00:16:02.360 routine.
NOTE Confidence: 0.9786891

00:16:04.420 --> 00:16:06.420 They refer to this artifact
NOTE Confidence: 0.9786891

00:16:06.420 --> 00:16:07.160 in the chart,
NOTE Confidence: 0.9850831

00:16:07.860 --> 00:16:09.140 a one thirty six that
NOTE Confidence: 0.9850831

00:16:09.140 --> 00:16:10.600 was filed by the hospital
NOTE Confidence: 0.9850831

00:16:10.660 --> 00:16:12.740 four years ago and language
NOTE Confidence: 0.9850831

00:16:12.740 --> 00:16:14.100 that suggests that mom was
NOTE Confidence: 0.9850831

00:16:14.100 --> 00:16:14.600 lying.
NOTE Confidence: 0.99928814

00:16:19.995 --> 00:16:21.595 There is nothing related to
NOTE Confidence: 0.99928814

00:16:21.595 --> 00:16:23.055 the current presenting problem
NOTE Confidence: 0.95947516

00:16:23.515 --> 00:16:24.154 that is,
NOTE Confidence: 0.97752446

00:16:25.755 --> 00:16:26.975 cited as urgent.
NOTE Confidence: 0.99644166

00:16:27.675 --> 00:16:28.795 It goes back to this

NOTE Confidence: 0.99644166
00:16:28.795 --> 00:16:29.295 idea.
NOTE Confidence: 0.9898894
00:16:31.500 --> 00:16:32.140 I'll tell you about the
NOTE Confidence: 0.9898894
00:16:32.140 --> 00:16:32.940 one thirty six in a
NOTE Confidence: 0.9898894
00:16:32.940 --> 00:16:33.900 minute, but what's coming up
NOTE Confidence: 0.9898894
00:16:33.900 --> 00:16:34.640 for you now?
NOTE Confidence: 0.9504643
00:16:35.820 --> 00:16:36.700 What are some thoughts you
NOTE Confidence: 0.9504643
00:16:36.700 --> 00:16:37.980 have? So they're they're telling
NOTE Confidence: 0.9504643
00:16:37.980 --> 00:16:39.280 you same thing.
NOTE Confidence: 0.9155334
00:16:40.300 --> 00:16:41.280 Accept that
NOTE Confidence: 0.9868128
00:16:41.740 --> 00:16:43.760 something happened four years ago.
NOTE Confidence: 0.9705804
00:16:46.965 --> 00:16:48.005 Are you worried? Want you
NOTE Confidence: 0.9705804
00:16:48.005 --> 00:16:48.905 to be an investigator.
NOTE Confidence: 0.96831477
00:16:49.365 --> 00:16:50.085 They might want me to
NOTE Confidence: 0.96831477
00:16:50.085 --> 00:16:51.865 be an investigator. For sure.
NOTE Confidence: 0.98703784
00:16:52.965 --> 00:16:54.885 Yes. Was there anything related
NOTE Confidence: 0.98703784

00:16:54.885 --> 00:16:56.645 to the current concern or
NOTE Confidence: 0.98703784

00:16:56.645 --> 00:16:59.040 recent history that makes this
NOTE Confidence: 0.98703784

00:16:59.040 --> 00:17:01.200 valid or relevant? It's a
NOTE Confidence: 0.98703784

00:17:01.200 --> 00:17:03.040 great question. So the one
NOTE Confidence: 0.98703784

00:17:03.040 --> 00:17:04.500 thirty six that was filed
NOTE Confidence: 0.9829808

00:17:04.960 --> 00:17:05.460 was,
NOTE Confidence: 0.9698367

00:17:06.160 --> 00:17:07.760 mom brought the two little
NOTE Confidence: 0.9698367

00:17:07.760 --> 00:17:08.960 children at the time. So
NOTE Confidence: 0.9698367

00:17:08.960 --> 00:17:10.000 it's four years ago, so
NOTE Confidence: 0.9698367

00:17:10.000 --> 00:17:10.960 he was three years old,
NOTE Confidence: 0.9698367

00:17:10.960 --> 00:17:12.400 and his little brother was
NOTE Confidence: 0.9698367

00:17:12.400 --> 00:17:13.140 a toddler.
NOTE Confidence: 0.97681296

00:17:13.975 --> 00:17:15.254 A younger toddler, brought them
NOTE Confidence: 0.97681296

00:17:15.254 --> 00:17:17.894 in because the, this child
NOTE Confidence: 0.97681296

00:17:17.894 --> 00:17:18.695 had a burn on his
NOTE Confidence: 0.97681296

00:17:18.695 --> 00:17:19.195 back,

NOTE Confidence: 0.9905478
00:17:19.734 --> 00:17:22.315 a hot water scalding burn.
NOTE Confidence: 0.97321415
00:17:22.855 --> 00:17:24.534 And so mom brought him
NOTE Confidence: 0.97321415
00:17:24.534 --> 00:17:26.234 in to treat that burn.
NOTE Confidence: 0.99417263
00:17:26.659 --> 00:17:28.100 And mom's story about that
NOTE Confidence: 0.99417263
00:17:28.100 --> 00:17:30.019 burn is that she had
NOTE Confidence: 0.99417263
00:17:30.019 --> 00:17:31.140 turned the spigot of the
NOTE Confidence: 0.99417263
00:17:31.140 --> 00:17:33.220 water, ran the tub, put
NOTE Confidence: 0.99417263
00:17:33.220 --> 00:17:34.019 both of the kids in
NOTE Confidence: 0.99417263
00:17:34.019 --> 00:17:35.140 there, turned off the water.
NOTE Confidence: 0.99417263
00:17:35.140 --> 00:17:36.100 She turned her back for
NOTE Confidence: 0.99417263
00:17:36.100 --> 00:17:37.539 a minute, and he turned
NOTE Confidence: 0.99417263
00:17:37.539 --> 00:17:38.899 the spigot. The water hit
NOTE Confidence: 0.99417263
00:17:38.899 --> 00:17:40.100 his back, and that's where
NOTE Confidence: 0.99417263
00:17:40.100 --> 00:17:41.320 the burn came from.
NOTE Confidence: 0.9990174
00:17:42.365 --> 00:17:44.284 They decided that that burn
NOTE Confidence: 0.9778156

00:17:44.605 --> 00:17:45.965 that that's a lie, that
NOTE Confidence: 0.9778156

00:17:45.965 --> 00:17:47.965 that couldn't possibly be the
NOTE Confidence: 0.9778156

00:17:47.965 --> 00:17:48.465 truth.
NOTE Confidence: 0.97509044

00:17:49.244 --> 00:17:50.284 And this is where this
NOTE Confidence: 0.97509044

00:17:50.284 --> 00:17:51.725 whole thing started going. But
NOTE Confidence: 0.97509044

00:17:51.725 --> 00:17:53.565 as they're supposed to, right,
NOTE Confidence: 0.97509044

00:17:53.565 --> 00:17:55.085 there's this thing. You don't
NOTE Confidence: 0.97509044

00:17:55.085 --> 00:17:55.984 need to have
NOTE Confidence: 0.94589144

00:17:56.450 --> 00:17:57.650 proof you are not the
NOTE Confidence: 0.94589144

00:17:57.650 --> 00:17:59.170 investigator as Carla was pointing
NOTE Confidence: 0.94589144

00:17:59.170 --> 00:18:00.130 out. Right? You just have
NOTE Confidence: 0.94589144

00:18:00.130 --> 00:18:01.970 to report suspicions of abuse
NOTE Confidence: 0.94589144

00:18:01.970 --> 00:18:02.630 or neglect.
NOTE Confidence: 0.999792

00:18:03.010 --> 00:18:04.150 That's what they did.
NOTE Confidence: 0.9607124

00:18:04.930 --> 00:18:05.430 So
NOTE Confidence: 0.997638

00:18:06.130 --> 00:18:07.590 the reason why the pediatrician

NOTE Confidence: 0.997638
00:18:07.730 --> 00:18:08.950 saw the kid was
NOTE Confidence: 0.96742696
00:18:09.410 --> 00:18:10.950 during the regular checkup,
NOTE Confidence: 0.99943465
00:18:11.315 --> 00:18:12.355 The mom mentioned that they
NOTE Confidence: 0.99943465
00:18:12.355 --> 00:18:13.234 were having some of these
NOTE Confidence: 0.99943465
00:18:13.234 --> 00:18:14.135 anxiety symptoms.
NOTE Confidence: 0.9977391
00:18:14.675 --> 00:18:15.494 That's it.
NOTE Confidence: 0.972528
00:18:17.795 --> 00:18:18.994 Any other things come up
NOTE Confidence: 0.972528
00:18:18.994 --> 00:18:19.875 for you as you think
NOTE Confidence: 0.972528
00:18:19.875 --> 00:18:20.615 about this?
NOTE Confidence: 0.8231715
00:18:22.115 --> 00:18:22.603 I've been just wondering since
NOTE Confidence: 0.8231715
00:18:22.603 --> 00:18:23.490 you've put it up, just
NOTE Confidence: 0.8231715
00:18:23.490 --> 00:18:24.290 like the the language piece.
NOTE Confidence: 0.8231715
00:18:24.290 --> 00:18:25.010 Like, I wonder about, what
NOTE Confidence: 0.8231715
00:18:25.010 --> 00:18:25.609 what services was she offered
NOTE Confidence: 0.8231715
00:18:25.609 --> 00:18:26.210 when she tried to share
NOTE Confidence: 0.8231715

00:18:26.210 --> 00:18:27.450 what happened. I know you
NOTE Confidence: 0.8231715

00:18:27.450 --> 00:18:28.790 spoke about them being the
NOTE Confidence: 0.93569

00:18:29.170 --> 00:18:30.609 youth being from Latin America.
NOTE Confidence: 0.93569

00:18:30.609 --> 00:18:31.510 And so,
NOTE Confidence: 0.99919605

00:18:36.484 --> 00:18:37.465 like, wondering about
NOTE Confidence: 0.95587116

00:18:37.925 --> 00:18:39.685 language services potentially that were
NOTE Confidence: 0.95587116

00:18:39.685 --> 00:18:40.965 needed and maybe not,
NOTE Confidence: 0.9571958

00:18:41.445 --> 00:18:43.285 sometimes the most helpful at
NOTE Confidence: 0.9571958

00:18:43.285 --> 00:18:44.405 times. And so I wondered,
NOTE Confidence: 0.9571958

00:18:44.405 --> 00:18:45.605 like, how the message may
NOTE Confidence: 0.9571958

00:18:45.605 --> 00:18:47.065 have gotten lost in translation
NOTE Confidence: 0.9571958

00:18:47.125 --> 00:18:47.865 or affect,
NOTE Confidence: 0.96198845

00:18:48.565 --> 00:18:49.545 lost in translation.
NOTE Confidence: 0.9666527

00:18:50.520 --> 00:18:51.320 Those are some things that
NOTE Confidence: 0.9666527

00:18:51.320 --> 00:18:53.160 I'm wondering about. Absolutely. We
NOTE Confidence: 0.9666527

00:18:53.160 --> 00:18:54.360 know that there's not always

NOTE Confidence: 0.9666527

00:18:54.360 --> 00:18:56.700 translation services used or available.

NOTE Confidence: 0.9666527

00:18:56.840 --> 00:18:58.300 So was that a factor?

NOTE Confidence: 0.98148084

00:19:00.119 --> 00:19:01.480 My initial question would be,

NOTE Confidence: 0.98148084

00:19:01.480 --> 00:19:02.460 what was the outcome?

NOTE Confidence: 0.999001

00:19:03.080 --> 00:19:04.520 What was the outcome? Great

NOTE Confidence: 0.999001

00:19:04.520 --> 00:19:05.020 question.

NOTE Confidence: 0.9358489

00:19:05.465 --> 00:19:06.585 So within

NOTE Confidence: 0.97412205

00:19:07.145 --> 00:19:08.765 so, Carla, to your point,

NOTE Confidence: 0.97412205

00:19:08.905 --> 00:19:10.185 they made me investigate, but

NOTE Confidence: 0.97412205

00:19:10.185 --> 00:19:11.405 they didn't make me investigate

NOTE Confidence: 0.97412205

00:19:11.465 --> 00:19:11.965 mom.

NOTE Confidence: 0.9940231

00:19:12.345 --> 00:19:13.385 I went on a deep

NOTE Confidence: 0.9940231

00:19:13.385 --> 00:19:14.905 dive into the chart because

NOTE Confidence: 0.9940231

00:19:14.905 --> 00:19:15.945 I wanted to know what

NOTE Confidence: 0.9940231

00:19:15.945 --> 00:19:16.925 else was there.

NOTE Confidence: 0.97904927

00:19:17.305 --> 00:19:18.505 And so you can find
NOTE Confidence: 0.97904927

00:19:18.505 --> 00:19:19.945 the one thirty six very
NOTE Confidence: 0.97904927

00:19:19.945 --> 00:19:20.445 easily.
NOTE Confidence: 0.96019703

00:19:20.809 --> 00:19:21.770 But I went to look
NOTE Confidence: 0.96019703

00:19:21.770 --> 00:19:23.690 through social works notes to
NOTE Confidence: 0.96019703

00:19:23.690 --> 00:19:24.570 see if there was anything
NOTE Confidence: 0.96019703

00:19:24.570 --> 00:19:25.950 else. And that report,
NOTE Confidence: 0.962381

00:19:26.250 --> 00:19:28.190 there's a a single sentence
NOTE Confidence: 0.962381

00:19:28.250 --> 00:19:29.070 in the chart
NOTE Confidence: 0.94341695

00:19:29.530 --> 00:19:31.309 later on, maybe, like,
NOTE Confidence: 0.96503216

00:19:31.929 --> 00:19:33.130 maybe four or five days
NOTE Confidence: 0.96503216

00:19:33.130 --> 00:19:35.290 later that said, report was
NOTE Confidence: 0.96503216

00:19:35.290 --> 00:19:35.790 unsubstantiated.
NOTE Confidence: 0.98382723

00:19:38.065 --> 00:19:39.105 Right? So that means, of
NOTE Confidence: 0.98382723

00:19:39.105 --> 00:19:40.144 course, that this was not
NOTE Confidence: 0.98382723

00:19:40.144 --> 00:19:41.184 found to be the case.

NOTE Confidence: 0.98382723

00:19:41.184 --> 00:19:42.225 They did not think abuse

NOTE Confidence: 0.98382723

00:19:42.225 --> 00:19:43.284 or neglect occurred.

NOTE Confidence: 0.9954259

00:19:43.984 --> 00:19:44.484 But

NOTE Confidence: 0.948133

00:19:47.585 --> 00:19:49.184 this crew, like, this group

NOTE Confidence: 0.948133

00:19:49.184 --> 00:19:50.945 of people were really concerned.

NOTE Confidence: 0.948133

00:19:50.945 --> 00:19:51.744 These two there were two

NOTE Confidence: 0.948133

00:19:51.744 --> 00:19:52.990 people. It was the pediatrician

NOTE Confidence: 0.948133

00:19:53.050 --> 00:19:54.170 and the social worker embedded

NOTE Confidence: 0.948133

00:19:54.170 --> 00:19:55.390 in the pediatric practice.

NOTE Confidence: 0.9988667

00:19:56.170 --> 00:19:56.670 So

NOTE Confidence: 0.9703736

00:19:57.369 --> 00:19:58.330 let's take a minute and

NOTE Confidence: 0.9703736

00:19:58.330 --> 00:20:00.570 let's reflect. Right? What think

NOTE Confidence: 0.9703736

00:20:00.570 --> 00:20:02.270 about yourself as a provider.

NOTE Confidence: 0.9776188

00:20:02.890 --> 00:20:04.170 What are the implicit and

NOTE Confidence: 0.9776188

00:20:04.170 --> 00:20:06.330 the explicit messages you've received

NOTE Confidence: 0.9776188

00:20:06.330 --> 00:20:08.030 through your life about
NOTE Confidence: 0.95897925

00:20:08.675 --> 00:20:10.295 lies, truth, and trust.
NOTE Confidence: 0.99618274

00:20:11.395 --> 00:20:12.535 Who gets believed?
NOTE Confidence: 0.98568016

00:20:15.395 --> 00:20:16.994 Who doesn't? In my family,
NOTE Confidence: 0.98568016

00:20:16.994 --> 00:20:18.035 my brother and sister did
NOTE Confidence: 0.98568016

00:20:18.035 --> 00:20:19.075 not get believed a lot
NOTE Confidence: 0.98568016

00:20:19.075 --> 00:20:20.434 because they did a lot
NOTE Confidence: 0.98568016

00:20:20.434 --> 00:20:21.095 of hijinks.
NOTE Confidence: 0.9978192

00:20:21.710 --> 00:20:22.590 So even when they were
NOTE Confidence: 0.9978192

00:20:22.590 --> 00:20:23.570 telling the truth,
NOTE Confidence: 0.99499905

00:20:24.030 --> 00:20:25.650 they were not believed immediately
NOTE Confidence: 0.99499905

00:20:25.710 --> 00:20:26.990 because of this this this
NOTE Confidence: 0.99499905

00:20:26.990 --> 00:20:28.450 history of hijinks.
NOTE Confidence: 0.9953041

00:20:28.830 --> 00:20:30.690 Right? But who gets believed?
NOTE Confidence: 0.9982481

00:20:32.190 --> 00:20:33.250 Who gets questioned?
NOTE Confidence: 0.99719954

00:20:36.165 --> 00:20:37.285 Think about the kids you

NOTE Confidence: 0.99719954
00:20:37.285 --> 00:20:37.785 see.
NOTE Confidence: 0.94508433
00:20:38.645 --> 00:20:40.165 Think about the schools. I
NOTE Confidence: 0.94508433
00:20:40.165 --> 00:20:41.125 think about I there was
NOTE Confidence: 0.94508433
00:20:41.125 --> 00:20:42.085 these kids that I once
NOTE Confidence: 0.94508433
00:20:42.085 --> 00:20:42.965 worked with there as a
NOTE Confidence: 0.94508433
00:20:42.965 --> 00:20:44.485 brother two brothers, an older
NOTE Confidence: 0.94508433
00:20:44.485 --> 00:20:45.365 and a younger brother in
NOTE Confidence: 0.94508433
00:20:45.365 --> 00:20:46.185 the same school.
NOTE Confidence: 0.996943
00:20:47.045 --> 00:20:49.225 One was adorably endearing
NOTE Confidence: 0.99823517
00:20:49.630 --> 00:20:50.990 and had this way of
NOTE Confidence: 0.99823517
00:20:50.990 --> 00:20:52.830 just pulling everybody to his
NOTE Confidence: 0.99823517
00:20:52.830 --> 00:20:53.330 way.
NOTE Confidence: 0.98684883
00:20:53.710 --> 00:20:54.830 The other one was honestly
NOTE Confidence: 0.98684883
00:20:54.830 --> 00:20:56.429 rather annoying and not as
NOTE Confidence: 0.98684883
00:20:56.429 --> 00:20:57.890 cute as his little brother.
NOTE Confidence: 0.9998061

00:20:59.470 --> 00:21:00.850 The annoying child
NOTE Confidence: 0.9972369

00:21:01.230 --> 00:21:03.090 got cited for everything
NOTE Confidence: 0.9517865

00:21:03.390 --> 00:21:04.545 that he did wrong,
NOTE Confidence: 0.916543

00:21:05.105 --> 00:21:06.165 where his brother,
NOTE Confidence: 0.9966755

00:21:06.785 --> 00:21:08.244 who raised hell
NOTE Confidence: 0.98771906

00:21:08.625 --> 00:21:09.445 all the time,
NOTE Confidence: 0.9582271

00:21:10.225 --> 00:21:11.665 did things that were really
NOTE Confidence: 0.9582271

00:21:11.665 --> 00:21:13.345 mean and really should have
NOTE Confidence: 0.9582271

00:21:13.345 --> 00:21:14.325 had some correction,
NOTE Confidence: 0.94854534

00:21:15.744 --> 00:21:17.185 splashed his cute little blue
NOTE Confidence: 0.94854534

00:21:17.185 --> 00:21:18.145 eyes at them and gave
NOTE Confidence: 0.94854534

00:21:18.145 --> 00:21:19.425 them a smile with was
NOTE Confidence: 0.94854534

00:21:19.425 --> 00:21:20.340 missing some teeth.
NOTE Confidence: 0.9184151

00:21:21.140 --> 00:21:22.659 And they and was, like,
NOTE Confidence: 0.9184151

00:21:22.659 --> 00:21:23.159 forgiven.
NOTE Confidence: 0.9877946

00:21:24.179 --> 00:21:25.460 Right? So there's bias in

NOTE Confidence: 0.9877946

00:21:25.460 --> 00:21:27.059 that school system about sort

NOTE Confidence: 0.9877946

00:21:27.059 --> 00:21:28.419 of, like, who's trustworthy, who's

NOTE Confidence: 0.9877946

00:21:28.419 --> 00:21:28.919 not.

NOTE Confidence: 0.9978497

00:21:31.220 --> 00:21:32.020 What have you learned in

NOTE Confidence: 0.9978497

00:21:32.020 --> 00:21:33.140 your life about measures of

NOTE Confidence: 0.9978497

00:21:33.140 --> 00:21:33.960 right and wrong?

NOTE Confidence: 0.9112298

00:21:37.734 --> 00:21:38.555 There's a lot

NOTE Confidence: 0.9716303

00:21:38.935 --> 00:21:39.895 Go ahead. There's a lot

NOTE Confidence: 0.9716303

00:21:39.895 --> 00:21:41.175 of gray area. There's a

NOTE Confidence: 0.9716303

00:21:41.175 --> 00:21:43.175 lot. There's absolutely. Right? And

NOTE Confidence: 0.9716303

00:21:43.175 --> 00:21:44.455 what you might have learned

NOTE Confidence: 0.9716303

00:21:44.455 --> 00:21:45.575 in your household about what's

NOTE Confidence: 0.9716303

00:21:45.575 --> 00:21:46.375 right and wrong and what

NOTE Confidence: 0.9716303

00:21:46.375 --> 00:21:47.095 I might have learned in

NOTE Confidence: 0.9716303

00:21:47.095 --> 00:21:48.215 my household about what's right

NOTE Confidence: 0.9716303

00:21:48.215 --> 00:21:48.990 and wrong might be
NOTE Confidence: 0.98387533

00:21:49.470 --> 00:21:50.690 different. We might have some
NOTE Confidence: 0.98387533

00:21:50.910 --> 00:21:52.470 general things that are sort
NOTE Confidence: 0.98387533

00:21:52.470 --> 00:21:54.830 of, consistent themes, but based
NOTE Confidence: 0.98387533

00:21:54.830 --> 00:21:56.429 on nuance and different things,
NOTE Confidence: 0.98387533

00:21:56.429 --> 00:21:58.350 there might have been, difference
NOTE Confidence: 0.98387533

00:21:58.350 --> 00:21:59.570 in that. Right?
NOTE Confidence: 0.99847823

00:22:00.990 --> 00:22:01.869 These are all the things
NOTE Confidence: 0.99847823

00:22:01.869 --> 00:22:03.250 that influence our ideas
NOTE Confidence: 0.9954421

00:22:03.550 --> 00:22:04.450 and our biases.
NOTE Confidence: 0.907996

00:22:05.924 --> 00:22:06.885 And this is another one.
NOTE Confidence: 0.907996

00:22:06.885 --> 00:22:08.664 Have you ever been judged
NOTE Confidence: 0.94718814

00:22:08.965 --> 00:22:10.585 for something in your past
NOTE Confidence: 0.94718814

00:22:10.725 --> 00:22:11.684 that you kinda can't get
NOTE Confidence: 0.94718814

00:22:11.684 --> 00:22:12.804 away with, like that one
NOTE Confidence: 0.94718814

00:22:12.804 --> 00:22:13.865 mistake you made?

NOTE Confidence: 0.93943775

00:22:14.565 --> 00:22:15.605 And, like, you learn from

NOTE Confidence: 0.93943775

00:22:15.605 --> 00:22:16.804 that mistake, but you kept

NOTE Confidence: 0.93943775

00:22:16.804 --> 00:22:18.484 going. And now, like, you

NOTE Confidence: 0.93943775

00:22:18.484 --> 00:22:20.130 no longer commit that thing,

NOTE Confidence: 0.93943775

00:22:20.130 --> 00:22:22.050 but everybody loves maybe around

NOTE Confidence: 0.93943775

00:22:22.050 --> 00:22:22.550 Thanksgiving

NOTE Confidence: 0.96543646

00:22:23.250 --> 00:22:24.530 to tell the story of

NOTE Confidence: 0.96543646

00:22:24.530 --> 00:22:25.670 the time you did that.

NOTE Confidence: 0.96543646

00:22:25.730 --> 00:22:27.109 And they think it's hilarious

NOTE Confidence: 0.96543646

00:22:27.170 --> 00:22:28.369 and endearing, and you are

NOTE Confidence: 0.96543646

00:22:28.369 --> 00:22:29.350 dying of humiliation.

NOTE Confidence: 0.8377751

00:22:31.410 --> 00:22:32.310 There's nobs.

NOTE Confidence: 0.99604404

00:22:32.955 --> 00:22:34.234 So people know that story.

NOTE Confidence: 0.99604404

00:22:34.234 --> 00:22:35.455 Right? That's a thing.

NOTE Confidence: 0.9951503

00:22:35.914 --> 00:22:36.955 Were there any of the

NOTE Confidence: 0.9951503

00:22:36.955 --> 00:22:38.475 reflections that anybody wanted to
NOTE Confidence: 0.9951503

00:22:38.475 --> 00:22:39.355 share? And, also, if you're
NOTE Confidence: 0.9951503

00:22:39.355 --> 00:22:40.475 online, please feel free to
NOTE Confidence: 0.9951503

00:22:40.475 --> 00:22:42.075 jump out and on as
NOTE Confidence: 0.9951503

00:22:42.075 --> 00:22:42.575 well.
NOTE Confidence: 0.9672065

00:22:43.755 --> 00:22:45.515 Yeah. I'm just thinking about,
NOTE Confidence: 0.9672065

00:22:45.515 --> 00:22:46.635 like, early in my training,
NOTE Confidence: 0.9672065

00:22:46.635 --> 00:22:47.755 like, making a mistake and,
NOTE Confidence: 0.9672065

00:22:47.755 --> 00:22:49.409 like, documentation and having that
NOTE Confidence: 0.9672065

00:22:49.409 --> 00:22:50.690 supervisor, like, think I'm going
NOTE Confidence: 0.9672065

00:22:50.690 --> 00:22:52.309 to make that mistake, like,
NOTE Confidence: 0.9672065

00:22:52.450 --> 00:22:53.909 every single time. Forever. Yeah.
NOTE Confidence: 0.91345334

00:22:54.690 --> 00:22:55.649 It's like Yeah. That was
NOTE Confidence: 0.91345334

00:22:55.649 --> 00:22:57.330 learning experience. And Well, and
NOTE Confidence: 0.91345334

00:22:57.330 --> 00:22:58.049 how did that make you
NOTE Confidence: 0.91345334

00:22:58.049 --> 00:22:58.549 feel?

NOTE Confidence: 0.95058215

00:22:58.850 --> 00:23:00.289 Like, I was incompetent and,

NOTE Confidence: 0.95058215

00:23:00.289 --> 00:23:01.570 like, was never gonna actually,

NOTE Confidence: 0.95058215

00:23:01.570 --> 00:23:02.609 like, get better at that

NOTE Confidence: 0.95058215

00:23:02.609 --> 00:23:04.244 mistake, but, of course better.

NOTE Confidence: 0.95058215

00:23:04.244 --> 00:23:04.405 So

NOTE Confidence: 0.9837571

00:23:05.365 --> 00:23:06.325 Yeah. Thank you. Thank you

NOTE Confidence: 0.9837571

00:23:06.325 --> 00:23:07.365 for sharing that. Any other

NOTE Confidence: 0.9837571

00:23:07.365 --> 00:23:09.065 reflections that folks wanna share?

NOTE Confidence: 0.6728383

00:23:09.765 --> 00:23:11.145 Thanks. Thank you, Janice.

NOTE Confidence: 0.902068

00:23:13.845 --> 00:23:15.690 Hospital and medical appointments,

NOTE Confidence: 0.9397446

00:23:16.649 --> 00:23:18.090 schools, the parents who kind

NOTE Confidence: 0.9397446

00:23:18.090 --> 00:23:19.389 of look well put together

NOTE Confidence: 0.99044114

00:23:19.690 --> 00:23:21.549 and, you know, talk articulately

NOTE Confidence: 0.9419338

00:23:21.929 --> 00:23:23.210 to the staff. You know,

NOTE Confidence: 0.9419338

00:23:23.210 --> 00:23:24.330 they can they'll be believed

NOTE Confidence: 0.9419338

00:23:24.330 --> 00:23:25.690 about pretty much anything. But
NOTE Confidence: 0.9419338

00:23:25.690 --> 00:23:26.649 if someone comes in and
NOTE Confidence: 0.9419338

00:23:26.649 --> 00:23:28.169 they're sort of disheveled and
NOTE Confidence: 0.9419338

00:23:28.169 --> 00:23:29.609 they have flat affect or
NOTE Confidence: 0.9419338

00:23:29.609 --> 00:23:30.830 they don't seem particularly
NOTE Confidence: 0.9982059

00:23:31.455 --> 00:23:31.955 concerned
NOTE Confidence: 0.9371016

00:23:32.255 --> 00:23:33.855 or overly concerned if something
NOTE Confidence: 0.9371016

00:23:33.855 --> 00:23:34.895 happens to their child, they
NOTE Confidence: 0.9371016

00:23:34.895 --> 00:23:35.934 get judged for that and
NOTE Confidence: 0.9371016

00:23:35.934 --> 00:23:37.054 there's an assumption that they
NOTE Confidence: 0.9371016

00:23:37.054 --> 00:23:38.434 don't care, that they must
NOTE Confidence: 0.9371016

00:23:38.575 --> 00:23:40.414 be abusing their children, whatever
NOTE Confidence: 0.9371016

00:23:40.414 --> 00:23:41.154 it may be.
NOTE Confidence: 0.9741723

00:23:41.695 --> 00:23:43.215 Thank you for for elevating
NOTE Confidence: 0.9741723

00:23:43.215 --> 00:23:44.575 that. And there's actually a
NOTE Confidence: 0.9741723

00:23:44.575 --> 00:23:46.230 piece of that that,

NOTE Confidence: 0.99054635
00:23:46.710 --> 00:23:47.830 comes up a little later
NOTE Confidence: 0.99054635
00:23:47.830 --> 00:23:49.210 in this story. So
NOTE Confidence: 0.8447359
00:23:49.670 --> 00:23:51.510 Amy Myers Yes. Says that
NOTE Confidence: 0.8447359
00:23:51.510 --> 00:23:52.950 ride the stars and values
NOTE Confidence: 0.8447359
00:23:52.950 --> 00:23:54.490 that are often culturally defined.
NOTE Confidence: 0.8447359
00:23:54.710 --> 00:23:55.690 Yeah. Exactly.
NOTE Confidence: 0.9965076
00:23:56.150 --> 00:23:57.590 That there's a cultural aspect
NOTE Confidence: 0.9965076
00:23:57.590 --> 00:23:58.630 to the definition of these
NOTE Confidence: 0.9965076
00:23:58.630 --> 00:23:59.130 things.
NOTE Confidence: 0.48386252
00:23:59.585 --> 00:24:00.244 Think thinking
NOTE Confidence: 0.8939894
00:24:00.705 --> 00:24:01.505 about the work that we
NOTE Confidence: 0.8939894
00:24:01.505 --> 00:24:02.945 do with wonderful Mary Ginsales
NOTE Confidence: 0.8939894
00:24:02.945 --> 00:24:04.305 with the schools. Sometimes we
NOTE Confidence: 0.8939894
00:24:04.305 --> 00:24:04.945 get a kid on the
NOTE Confidence: 0.8939894
00:24:04.945 --> 00:24:05.445 unit
NOTE Confidence: 0.99817586

00:24:05.905 --> 00:24:07.345 who has a history or
NOTE Confidence: 0.99817586

00:24:07.345 --> 00:24:08.165 has a past
NOTE Confidence: 0.997273

00:24:08.625 --> 00:24:09.984 that is troublesome or has
NOTE Confidence: 0.997273

00:24:09.984 --> 00:24:11.025 had a lot of interaction
NOTE Confidence: 0.997273

00:24:11.025 --> 00:24:11.925 with school
NOTE Confidence: 0.9881582

00:24:12.305 --> 00:24:12.805 leadership.
NOTE Confidence: 0.99916524

00:24:13.185 --> 00:24:13.685 Mhmm.
NOTE Confidence: 0.9503981

00:24:14.050 --> 00:24:15.250 But even in our conversations,
NOTE Confidence: 0.9503981

00:24:15.250 --> 00:24:16.210 we kinda get the idea
NOTE Confidence: 0.9503981

00:24:16.210 --> 00:24:17.010 that they're not gonna get
NOTE Confidence: 0.9503981

00:24:17.010 --> 00:24:18.609 a fair shake Right. At
NOTE Confidence: 0.9503981

00:24:18.609 --> 00:24:19.890 that school. And so sometimes
NOTE Confidence: 0.9503981

00:24:19.890 --> 00:24:21.410 we would even recommend it
NOTE Confidence: 0.9503981

00:24:21.410 --> 00:24:22.150 to the parents
NOTE Confidence: 0.9875509

00:24:22.770 --> 00:24:24.290 to switch schools because they
NOTE Confidence: 0.9875509

00:24:24.290 --> 00:24:25.330 will continue to get in

NOTE Confidence: 0.9875509

00:24:25.330 --> 00:24:26.150 trouble because

NOTE Confidence: 0.7797417

00:24:26.450 --> 00:24:27.810 of that. Bias runs deep.

NOTE Confidence: 0.7797417

00:24:27.810 --> 00:24:28.310 Right?

NOTE Confidence: 0.89277285

00:24:28.915 --> 00:24:29.955 Absolutely. I saw another hand

NOTE Confidence: 0.89277285

00:24:29.955 --> 00:24:31.734 over here. Oh, that's okay.

NOTE Confidence: 0.92540085

00:24:32.115 --> 00:24:33.395 Maybe it's kind of like

NOTE Confidence: 0.92540085

00:24:33.395 --> 00:24:34.755 a minor example, but I

NOTE Confidence: 0.92540085

00:24:34.755 --> 00:24:37.155 think it's definitely impacted my

NOTE Confidence: 0.92540085

00:24:37.155 --> 00:24:39.155 colleagues and mine's perception at

NOTE Confidence: 0.92540085

00:24:39.155 --> 00:24:40.215 least during residency.

NOTE Confidence: 0.9835246

00:24:41.395 --> 00:24:42.950 If there were patients and

NOTE Confidence: 0.9835246

00:24:42.950 --> 00:24:43.450 families

NOTE Confidence: 0.9985258

00:24:44.230 --> 00:24:45.210 who were inconsistent

NOTE Confidence: 0.969952

00:24:45.590 --> 00:24:47.430 with their appointments or were

NOTE Confidence: 0.969952

00:24:47.430 --> 00:24:49.050 late, that sort of thing,

NOTE Confidence: 0.969952

00:24:49.109 --> 00:24:50.890 it created this negative perception

NOTE Confidence: 0.969952

00:24:51.030 --> 00:24:52.470 of they're not serious about

NOTE Confidence: 0.969952

00:24:52.470 --> 00:24:53.210 their treatment.

NOTE Confidence: 0.98478436

00:24:53.510 --> 00:24:54.869 Can we really trust their

NOTE Confidence: 0.98478436

00:24:54.869 --> 00:24:56.790 judgment? It it really placed

NOTE Confidence: 0.98478436

00:24:56.790 --> 00:24:58.345 a lot of concern about

NOTE Confidence: 0.98478436

00:24:58.345 --> 00:24:58.845 their

NOTE Confidence: 0.99587506

00:24:59.145 --> 00:24:59.645 motivation.

NOTE Confidence: 0.98753095

00:25:00.345 --> 00:25:01.865 Yes. So, yeah, that was

NOTE Confidence: 0.98753095

00:25:01.865 --> 00:25:02.905 something I saw as a

NOTE Confidence: 0.98753095

00:25:02.905 --> 00:25:03.885 consistent theme

NOTE Confidence: 0.94324595

00:25:04.424 --> 00:25:05.405 back in that clinic.

NOTE Confidence: 0.954552

00:25:05.945 --> 00:25:07.304 Yes. Thank you. Thank you

NOTE Confidence: 0.954552

00:25:07.304 --> 00:25:08.825 for for raising that. And

NOTE Confidence: 0.954552

00:25:08.825 --> 00:25:10.760 there's another slide that we're

NOTE Confidence: 0.954552

00:25:10.760 --> 00:25:11.880 think about and wonder where

NOTE Confidence: 0.954552
00:25:11.880 --> 00:25:13.000 some of these biases come
NOTE Confidence: 0.954552
00:25:13.000 --> 00:25:14.520 from. And I'm gonna dig
NOTE Confidence: 0.954552
00:25:14.520 --> 00:25:15.320 in a little bit to
NOTE Confidence: 0.954552
00:25:15.320 --> 00:25:17.260 that one you just lifted.
NOTE Confidence: 0.99915147
00:25:17.880 --> 00:25:18.380 So
NOTE Confidence: 0.96972656
00:25:19.080 --> 00:25:20.220 so alright.
NOTE Confidence: 0.98969585
00:25:20.840 --> 00:25:21.960 You you you have the
NOTE Confidence: 0.98969585
00:25:21.960 --> 00:25:23.640 facts so far. Right? You
NOTE Confidence: 0.98969585
00:25:23.640 --> 00:25:24.859 know what's going on.
NOTE Confidence: 0.9986738
00:25:26.225 --> 00:25:28.165 Put yourself in mom's shoes.
NOTE Confidence: 0.9661065
00:25:29.105 --> 00:25:30.065 She went to the doctor,
NOTE Confidence: 0.9661065
00:25:30.065 --> 00:25:31.425 the pediatrician for a regular
NOTE Confidence: 0.9661065
00:25:31.425 --> 00:25:33.265 checkup. Her normal, like, once
NOTE Confidence: 0.9661065
00:25:33.265 --> 00:25:34.225 a year checkup for her
NOTE Confidence: 0.9661065
00:25:34.225 --> 00:25:36.065 kid mentioned that her kid
NOTE Confidence: 0.9661065

00:25:36.065 --> 00:25:37.205 is feeling anxious.
NOTE Confidence: 0.9824562

00:25:37.880 --> 00:25:39.320 They make a referral, and
NOTE Confidence: 0.9824562

00:25:39.320 --> 00:25:39.820 then
NOTE Confidence: 0.9863161

00:25:40.200 --> 00:25:41.480 everything blows up, and they
NOTE Confidence: 0.9863161

00:25:41.480 --> 00:25:42.920 keep have you called? Have
NOTE Confidence: 0.9863161

00:25:42.920 --> 00:25:44.119 you gone? Have you gone?
NOTE Confidence: 0.9863161

00:25:44.119 --> 00:25:44.920 Have you made that appointment
NOTE Confidence: 0.9863161

00:25:44.920 --> 00:25:45.800 yet? Have they called you?
NOTE Confidence: 0.9863161

00:25:45.800 --> 00:25:46.360 Have they called you for
NOTE Confidence: 0.9863161

00:25:46.360 --> 00:25:47.420 the appointment yet?
NOTE Confidence: 0.99803066

00:25:48.200 --> 00:25:49.480 What do you think might
NOTE Confidence: 0.99803066

00:25:49.480 --> 00:25:50.700 be going on for mom?
NOTE Confidence: 0.9974898

00:25:53.045 --> 00:25:54.585 I think mom might be,
NOTE Confidence: 0.97095746

00:25:55.125 --> 00:25:56.345 guarded initially,
NOTE Confidence: 0.9547293

00:25:57.605 --> 00:25:58.565 due to the feeling of
NOTE Confidence: 0.9547293

00:25:58.565 --> 00:25:59.865 being, like, under a magnifying

NOTE Confidence: 0.9547293
00:25:59.925 --> 00:26:01.365 glass or a microscope based
NOTE Confidence: 0.9547293
00:26:01.365 --> 00:26:02.105 upon pre
NOTE Confidence: 0.6112566
00:26:02.484 --> 00:26:02.984 interactions
NOTE Confidence: 0.89536226
00:26:03.285 --> 00:26:03.605 and,
NOTE Confidence: 0.93090695
00:26:04.325 --> 00:26:05.785 history. I think absolutely.
NOTE Confidence: 0.98562145
00:26:06.244 --> 00:26:08.190 Yes. I also think that
NOTE Confidence: 0.98562145
00:26:08.190 --> 00:26:09.710 the pediatrician is kind of
NOTE Confidence: 0.98562145
00:26:09.710 --> 00:26:11.070 conveying this message that there's
NOTE Confidence: 0.98562145
00:26:11.070 --> 00:26:12.030 such a high level of
NOTE Confidence: 0.98562145
00:26:12.030 --> 00:26:13.550 acuity, and mom could likely
NOTE Confidence: 0.98562145
00:26:13.550 --> 00:26:15.070 be very, very anxious and
NOTE Confidence: 0.98562145
00:26:15.070 --> 00:26:16.590 nervous about her child's health
NOTE Confidence: 0.98562145
00:26:16.590 --> 00:26:17.090 herself.
NOTE Confidence: 0.9627732
00:26:17.790 --> 00:26:19.390 Whereas you think this is
NOTE Confidence: 0.9627732
00:26:19.390 --> 00:26:21.650 just a normal case, and
NOTE Confidence: 0.98475635

00:26:22.054 --> 00:26:23.575 the pediatrician likely does too.

NOTE Confidence: 0.98475635

00:26:23.575 --> 00:26:24.855 It's just they're adding all

NOTE Confidence: 0.98475635

00:26:24.855 --> 00:26:26.215 the extra stress that mom

NOTE Confidence: 0.98475635

00:26:26.215 --> 00:26:26.955 doesn't need.

NOTE Confidence: 0.9994877

00:26:27.494 --> 00:26:29.095 Absolutely. Thank you. Any other

NOTE Confidence: 0.9994877

00:26:29.095 --> 00:26:29.595 thoughts?

NOTE Confidence: 0.9943729

00:26:33.895 --> 00:26:34.934 So here are some of

NOTE Confidence: 0.9943729

00:26:34.934 --> 00:26:36.234 the things that mom thought.

NOTE Confidence: 0.9943729

00:26:36.500 --> 00:26:37.140 I don't know why they're

NOTE Confidence: 0.9943729

00:26:37.140 --> 00:26:38.180 pushing so hard to get

NOTE Confidence: 0.9943729

00:26:38.180 --> 00:26:38.840 this appointment.

NOTE Confidence: 0.97384924

00:26:39.300 --> 00:26:40.660 Is there something really wrong

NOTE Confidence: 0.97384924

00:26:40.660 --> 00:26:42.100 with my child? So really

NOTE Confidence: 0.97384924

00:26:42.100 --> 00:26:43.300 wondering, like, is there more

NOTE Confidence: 0.97384924

00:26:43.300 --> 00:26:44.340 going on and they're not

NOTE Confidence: 0.97384924

00:26:44.340 --> 00:26:45.700 telling me? Is my kid

NOTE Confidence: 0.97384924

00:26:45.700 --> 00:26:47.460 really ill and nobody wants

NOTE Confidence: 0.97384924

00:26:47.460 --> 00:26:48.359 to let me know?

NOTE Confidence: 0.9480876

00:26:50.775 --> 00:26:51.895 They're so worried, and they're

NOTE Confidence: 0.9480876

00:26:51.895 --> 00:26:53.515 keep they keep asking me.

NOTE Confidence: 0.9480876

00:26:53.655 --> 00:26:54.695 And why are they worried

NOTE Confidence: 0.9480876

00:26:54.695 --> 00:26:56.135 about DCF? So I think

NOTE Confidence: 0.9480876

00:26:56.135 --> 00:26:57.095 at some point, they mentioned

NOTE Confidence: 0.9480876

00:26:57.095 --> 00:26:58.234 DCF to mom.

NOTE Confidence: 0.9968525

00:26:59.174 --> 00:27:00.635 Did I do something wrong?

NOTE Confidence: 0.9548957

00:27:01.270 --> 00:27:02.630 And then she reflects on

NOTE Confidence: 0.9548957

00:27:02.630 --> 00:27:04.070 when the hospital was called

NOTE Confidence: 0.9548957

00:27:04.309 --> 00:27:05.429 when the DCF was called

NOTE Confidence: 0.9548957

00:27:05.429 --> 00:27:06.890 by the hospital last time,

NOTE Confidence: 0.9389522

00:27:07.429 --> 00:27:08.390 and they closed the case

NOTE Confidence: 0.9389522

00:27:08.390 --> 00:27:09.270 and the wonder and the

NOTE Confidence: 0.9389522

00:27:09.270 --> 00:27:10.549 worry if they're gonna call
NOTE Confidence: 0.9389522

00:27:10.549 --> 00:27:11.049 again.
NOTE Confidence: 0.997946

00:27:11.670 --> 00:27:13.450 And although she didn't explicitly
NOTE Confidence: 0.997946

00:27:13.590 --> 00:27:14.869 state this, I always wondered
NOTE Confidence: 0.997946

00:27:14.869 --> 00:27:15.830 if she thought we were
NOTE Confidence: 0.997946

00:27:15.830 --> 00:27:16.330 unresponsive
NOTE Confidence: 0.98035574

00:27:17.265 --> 00:27:18.385 because the other group was
NOTE Confidence: 0.98035574

00:27:18.385 --> 00:27:19.105 like, you have to get
NOTE Confidence: 0.98035574

00:27:19.105 --> 00:27:20.065 this this appointment. You have
NOTE Confidence: 0.98035574

00:27:20.065 --> 00:27:20.965 to get this appointment.
NOTE Confidence: 0.97833353

00:27:21.265 --> 00:27:22.625 And we were not seeing
NOTE Confidence: 0.97833353

00:27:22.785 --> 00:27:24.145 I was not seeing based
NOTE Confidence: 0.97833353

00:27:24.145 --> 00:27:25.185 on what they saw and
NOTE Confidence: 0.97833353

00:27:25.185 --> 00:27:26.625 what they were saying anything
NOTE Confidence: 0.97833353

00:27:26.625 --> 00:27:28.065 that conveyed urgency and didn't
NOTE Confidence: 0.97833353

00:27:28.065 --> 00:27:29.285 want to join in

NOTE Confidence: 0.9994237
00:27:29.585 --> 00:27:31.345 with making an urgent situation
NOTE Confidence: 0.9994237
00:27:31.345 --> 00:27:32.325 out of a current
NOTE Confidence: 0.984508
00:27:32.910 --> 00:27:34.369 kind of routine situation.
NOTE Confidence: 0.97102696
00:27:34.670 --> 00:27:35.630 But I did always have
NOTE Confidence: 0.97102696
00:27:35.630 --> 00:27:36.590 that wonder in my head
NOTE Confidence: 0.97102696
00:27:36.590 --> 00:27:37.470 as if if for a
NOTE Confidence: 0.97102696
00:27:37.470 --> 00:27:38.670 while she wondered if we
NOTE Confidence: 0.97102696
00:27:38.670 --> 00:27:39.890 were somehow ignoring,
NOTE Confidence: 0.9801019
00:27:40.830 --> 00:27:42.190 her needs or her kids'
NOTE Confidence: 0.9801019
00:27:42.190 --> 00:27:42.690 needs.
NOTE Confidence: 0.9996193
00:27:45.105 --> 00:27:46.705 So we can think about
NOTE Confidence: 0.9996193
00:27:46.705 --> 00:27:47.205 possible
NOTE Confidence: 0.98797673
00:27:47.585 --> 00:27:48.705 biases and where they might
NOTE Confidence: 0.98797673
00:27:48.705 --> 00:27:49.825 come from. So I actually
NOTE Confidence: 0.98797673
00:27:49.825 --> 00:27:50.625 wanna go to the one
NOTE Confidence: 0.98797673

00:27:50.625 --> 00:27:52.145 that you mentioned, which was

NOTE Confidence: 0.98797673

00:27:52.145 --> 00:27:53.665 when families don't come and

NOTE Confidence: 0.98797673

00:27:53.665 --> 00:27:54.965 this idea that they're noncompliant

NOTE Confidence: 0.9837945

00:27:55.265 --> 00:27:56.565 and whatever. But

NOTE Confidence: 0.99911565

00:27:57.750 --> 00:27:58.710 how many of you here

NOTE Confidence: 0.99911565

00:27:58.710 --> 00:27:59.670 have taken the bus in

NOTE Confidence: 0.99911565

00:27:59.670 --> 00:28:00.330 New Haven?

NOTE Confidence: 0.9498231

00:28:01.109 --> 00:28:02.790 Nope. Mhmm. What do you

NOTE Confidence: 0.9498231

00:28:02.790 --> 00:28:04.090 think about the bus system?

NOTE Confidence: 0.8619622

00:28:06.150 --> 00:28:07.609 Very annoying and unreliable.

NOTE Confidence: 0.99837685

00:28:07.990 --> 00:28:09.270 It is very annoying and

NOTE Confidence: 0.99837685

00:28:09.270 --> 00:28:09.770 unreliable.

NOTE Confidence: 0.9970686

00:28:10.470 --> 00:28:12.010 Is it effective and efficient?

NOTE Confidence: 0.92495066

00:28:12.550 --> 00:28:14.255 It's cheaper. It's cheaper for

NOTE Confidence: 0.92495066

00:28:14.255 --> 00:28:14.755 sure.

NOTE Confidence: 0.9914016

00:28:15.775 --> 00:28:16.815 But is does it get

NOTE Confidence: 0.9914016
00:28:16.815 --> 00:28:17.315 you
NOTE Confidence: 0.9661461
00:28:17.855 --> 00:28:20.174 places effective efficiently, I better
NOTE Confidence: 0.9661461
00:28:20.174 --> 00:28:22.174 better said. No. No. It
NOTE Confidence: 0.9661461
00:28:22.174 --> 00:28:23.455 takes a very long time
NOTE Confidence: 0.9661461
00:28:23.455 --> 00:28:24.975 to get there. Thank you,
NOTE Confidence: 0.9661461
00:28:24.975 --> 00:28:26.815 doctor Emmons. Absolutely. And it
NOTE Confidence: 0.9661461
00:28:26.815 --> 00:28:28.109 runs on a hub system.
NOTE Confidence: 0.9709093
00:28:28.590 --> 00:28:30.190 Right? So you you might
NOTE Confidence: 0.9709093
00:28:30.190 --> 00:28:31.070 see where you need to
NOTE Confidence: 0.9709093
00:28:31.070 --> 00:28:32.030 get to, but you've gotta
NOTE Confidence: 0.9709093
00:28:32.030 --> 00:28:32.910 come to the middle and
NOTE Confidence: 0.9709093
00:28:32.910 --> 00:28:33.630 then you go out in
NOTE Confidence: 0.9709093
00:28:33.630 --> 00:28:34.910 another direction, and it takes
NOTE Confidence: 0.9709093
00:28:34.910 --> 00:28:35.410 forever.
NOTE Confidence: 0.9829714
00:28:36.109 --> 00:28:37.490 So this is another thing
NOTE Confidence: 0.9829714

00:28:37.630 --> 00:28:39.070 that if you don't know
NOTE Confidence: 0.9829714

00:28:39.070 --> 00:28:40.830 that and you don't know
NOTE Confidence: 0.9829714

00:28:40.830 --> 00:28:42.510 that it, isn't the best
NOTE Confidence: 0.9829714

00:28:42.510 --> 00:28:43.010 system,
NOTE Confidence: 0.9896449

00:28:43.325 --> 00:28:44.765 then you're thinking the parent
NOTE Confidence: 0.9896449

00:28:44.765 --> 00:28:45.565 is late all the time
NOTE Confidence: 0.9896449

00:28:45.565 --> 00:28:46.785 because they don't care.
NOTE Confidence: 0.9711784

00:28:47.885 --> 00:28:48.845 Has nothing to do with
NOTE Confidence: 0.9711784

00:28:48.845 --> 00:28:50.045 this bus system. Has nothing
NOTE Confidence: 0.9711784

00:28:50.045 --> 00:28:51.184 to do with the fact
NOTE Confidence: 0.9711784

00:28:51.245 --> 00:28:52.765 that there are other systemic
NOTE Confidence: 0.9711784

00:28:52.765 --> 00:28:53.885 issues that are getting in
NOTE Confidence: 0.9711784

00:28:53.885 --> 00:28:54.845 the way. So thank you
NOTE Confidence: 0.9711784

00:28:54.845 --> 00:28:56.568 for that. Also had to
NOTE Confidence: 0.9711784

00:28:56.568 --> 00:28:58.165 be mindful in New York
NOTE Confidence: 0.9711784

00:28:58.165 --> 00:28:59.763 because MTA is not the

NOTE Confidence: 0.9711784
00:28:59.763 --> 00:29:01.360 most reliable transit system either
NOTE Confidence: 0.9711784
00:29:01.360 --> 00:29:02.958 even though it's like a
NOTE Confidence: 0.9711784
00:29:02.958 --> 00:29:04.555 glorified symbol for America. And
NOTE Confidence: 0.9711784
00:29:04.555 --> 00:29:06.153 so there was always something
NOTE Confidence: 0.9711784
00:29:06.153 --> 00:29:07.750 breaking down. True. But I
NOTE Confidence: 0.9711784
00:29:07.750 --> 00:29:09.348 have to say as a
NOTE Confidence: 0.9711784
00:29:09.348 --> 00:29:10.945 as a as a New
NOTE Confidence: 0.9711784
00:29:10.945 --> 00:29:12.305 Yorker, I still think it's
NOTE Confidence: 0.9711784
00:29:12.305 --> 00:29:13.585 way better than New Haven.
NOTE Confidence: 0.9711784
00:29:13.585 --> 00:29:14.085 So
NOTE Confidence: 0.9172072
00:29:14.945 --> 00:29:16.705 Yeah. That is true. So
NOTE Confidence: 0.9172072
00:29:16.705 --> 00:29:17.585 then one of the things
NOTE Confidence: 0.9172072
00:29:17.585 --> 00:29:18.385 too is to think about
NOTE Confidence: 0.9172072
00:29:18.385 --> 00:29:18.885 privilege.
NOTE Confidence: 0.9986619
00:29:19.425 --> 00:29:19.925 Right?
NOTE Confidence: 0.9558706

00:29:20.465 --> 00:29:22.565 Have any has anyone here?

NOTE Confidence: 0.94487065

00:29:24.320 --> 00:29:25.280 So, like, I I'm thinking

NOTE Confidence: 0.94487065

00:29:25.280 --> 00:29:26.880 about the water situation and

NOTE Confidence: 0.94487065

00:29:26.880 --> 00:29:28.500 the description of mom's water.

NOTE Confidence: 0.98478866

00:29:29.840 --> 00:29:31.040 Have who in here has

NOTE Confidence: 0.98478866

00:29:31.040 --> 00:29:32.720 ever rented an apartment in

NOTE Confidence: 0.98478866

00:29:32.720 --> 00:29:33.380 their life?

NOTE Confidence: 0.80753744

00:29:34.560 --> 00:29:35.060 Okay.

NOTE Confidence: 0.9993799

00:29:36.125 --> 00:29:36.625 Have

NOTE Confidence: 0.99967766

00:29:37.005 --> 00:29:38.545 you been able to control

NOTE Confidence: 0.9946372

00:29:39.325 --> 00:29:40.385 the water temperature

NOTE Confidence: 0.97312355

00:29:41.645 --> 00:29:42.765 in all the places you

NOTE Confidence: 0.97312355

00:29:42.765 --> 00:29:43.265 rented?

NOTE Confidence: 0.9788082

00:29:44.205 --> 00:29:45.325 Okay. For those on the

NOTE Confidence: 0.9788082

00:29:45.325 --> 00:29:46.125 screen, we got a lot

NOTE Confidence: 0.9788082

00:29:46.125 --> 00:29:46.785 of no's.

NOTE Confidence: 0.6793072
00:29:47.565 --> 00:29:48.065 No.
NOTE Confidence: 0.99697745
00:29:48.525 --> 00:29:49.025 Yeah.
NOTE Confidence: 0.97907597
00:29:49.620 --> 00:29:50.820 Sometimes you can't even control
NOTE Confidence: 0.97907597
00:29:50.820 --> 00:29:51.780 the thermostat. Right? When the
NOTE Confidence: 0.97907597
00:29:51.780 --> 00:29:52.820 heat when the heater and
NOTE Confidence: 0.97907597
00:29:52.820 --> 00:29:53.860 the radiators are on, it's
NOTE Confidence: 0.97907597
00:29:53.860 --> 00:29:54.900 on. Like, my sister always
NOTE Confidence: 0.97907597
00:29:54.900 --> 00:29:55.860 had her window open in
NOTE Confidence: 0.97907597
00:29:55.860 --> 00:29:56.820 the middle of January because
NOTE Confidence: 0.97907597
00:29:56.820 --> 00:29:57.460 it was so hot in
NOTE Confidence: 0.97907597
00:29:57.460 --> 00:29:58.420 her apartment because she had
NOTE Confidence: 0.97907597
00:29:58.420 --> 00:29:59.640 no control over that.
NOTE Confidence: 0.9988327
00:30:00.020 --> 00:30:01.000 So if you
NOTE Confidence: 0.9989999
00:30:01.300 --> 00:30:02.660 have always had the luxury
NOTE Confidence: 0.9989999
00:30:02.660 --> 00:30:03.480 and the privilege
NOTE Confidence: 0.99958986

00:30:04.005 --> 00:30:04.745 of controlling
NOTE Confidence: 0.995043

00:30:05.285 --> 00:30:06.985 the temperature of your water,
NOTE Confidence: 0.993934

00:30:07.845 --> 00:30:09.945 you would think she's lying
NOTE Confidence: 0.98401684

00:30:10.885 --> 00:30:12.325 about this water being so
NOTE Confidence: 0.98401684

00:30:12.325 --> 00:30:14.085 hot. And if you've rented
NOTE Confidence: 0.98401684

00:30:14.085 --> 00:30:15.125 an apartment and you know
NOTE Confidence: 0.98401684

00:30:15.125 --> 00:30:16.325 that you have no control
NOTE Confidence: 0.98401684

00:30:16.325 --> 00:30:17.465 over the water temperature,
NOTE Confidence: 0.9986287

00:30:17.950 --> 00:30:18.910 you know that it is
NOTE Confidence: 0.9986287

00:30:18.910 --> 00:30:19.730 very possible
NOTE Confidence: 0.9971601

00:30:20.030 --> 00:30:21.970 that it was scalding hot
NOTE Confidence: 0.98066014

00:30:22.350 --> 00:30:23.390 the moment you turned it
NOTE Confidence: 0.98066014

00:30:23.390 --> 00:30:24.670 on because everybody else in
NOTE Confidence: 0.98066014

00:30:24.670 --> 00:30:25.710 the building has been using
NOTE Confidence: 0.98066014

00:30:25.710 --> 00:30:26.590 it and it's ready to
NOTE Confidence: 0.98066014

00:30:26.590 --> 00:30:28.210 go. So the idea

NOTE Confidence: 0.9745809
00:30:28.590 --> 00:30:30.750 that the child accidentally turned
NOTE Confidence: 0.9745809
00:30:30.750 --> 00:30:31.710 the spigot on and the
NOTE Confidence: 0.9745809
00:30:31.710 --> 00:30:32.750 water was hot enough to
NOTE Confidence: 0.9745809
00:30:32.750 --> 00:30:35.155 burn his back is absolutely
NOTE Confidence: 0.9745809
00:30:35.215 --> 00:30:35.715 possible.
NOTE Confidence: 0.9119946
00:30:36.335 --> 00:30:37.535 But if you've never rented
NOTE Confidence: 0.9119946
00:30:37.535 --> 00:30:39.055 an apartment for or or
NOTE Confidence: 0.9119946
00:30:39.055 --> 00:30:40.015 was a long time ago
NOTE Confidence: 0.9119946
00:30:40.015 --> 00:30:41.535 and you forgotten that, you
NOTE Confidence: 0.9119946
00:30:41.535 --> 00:30:42.815 don't remember that and you
NOTE Confidence: 0.9119946
00:30:42.815 --> 00:30:44.655 might go immediately to that's
NOTE Confidence: 0.9119946
00:30:44.655 --> 00:30:45.235 a lie.
NOTE Confidence: 0.991472
00:30:48.680 --> 00:30:49.180 Immigrants.
NOTE Confidence: 0.9987556
00:30:50.360 --> 00:30:51.580 Some people have biases
NOTE Confidence: 0.9994503
00:30:51.960 --> 00:30:53.640 based on who they think
NOTE Confidence: 0.9994503

00:30:53.640 --> 00:30:55.020 does and does not belong.
NOTE Confidence: 0.9930158

00:30:55.880 --> 00:30:56.840 Right? This mom was an
NOTE Confidence: 0.9930158

00:30:56.840 --> 00:30:57.340 immigrant.
NOTE Confidence: 0.9939565

00:30:57.960 --> 00:30:59.240 It's possible that the person
NOTE Confidence: 0.9939565

00:30:59.240 --> 00:31:00.120 who was treating her had
NOTE Confidence: 0.9939565

00:31:00.120 --> 00:31:01.240 some thoughts and feelings about
NOTE Confidence: 0.9939565

00:31:01.240 --> 00:31:01.740 that.
NOTE Confidence: 0.9431579

00:31:02.565 --> 00:31:04.485 In I was born and
NOTE Confidence: 0.9431579

00:31:04.485 --> 00:31:04.985 raised
NOTE Confidence: 0.9963942

00:31:05.684 --> 00:31:06.184 in
NOTE Confidence: 0.90754044

00:31:06.645 --> 00:31:08.164 here in New York City
NOTE Confidence: 0.90754044

00:31:08.164 --> 00:31:09.205 and then came to move
NOTE Confidence: 0.90754044

00:31:09.205 --> 00:31:10.325 here. And then in twenty
NOTE Confidence: 0.90754044

00:31:10.325 --> 00:31:10.825 seventeen,
NOTE Confidence: 0.97225136

00:31:11.524 --> 00:31:12.904 I was on the telephone
NOTE Confidence: 0.97225136

00:31:13.125 --> 00:31:14.645 in East Rock, and someone

NOTE Confidence: 0.97225136
00:31:14.645 --> 00:31:16.424 rode their bicycle by me
NOTE Confidence: 0.9994347
00:31:17.350 --> 00:31:18.890 and screamed in my face
NOTE Confidence: 0.9994347
00:31:19.030 --> 00:31:19.909 that I should get out
NOTE Confidence: 0.9994347
00:31:19.909 --> 00:31:20.950 of this country and go
NOTE Confidence: 0.9994347
00:31:20.950 --> 00:31:21.850 back to my country
NOTE Confidence: 0.8843581
00:31:22.549 --> 00:31:23.850 just because how I looked.
NOTE Confidence: 0.99980146
00:31:25.110 --> 00:31:26.169 No other reason.
NOTE Confidence: 0.99382913
00:31:27.270 --> 00:31:28.950 So there are people, right,
NOTE Confidence: 0.99382913
00:31:28.950 --> 00:31:30.070 who have these thoughts and
NOTE Confidence: 0.99382913
00:31:30.070 --> 00:31:31.615 ideas. So it is possible
NOTE Confidence: 0.99382913
00:31:31.615 --> 00:31:32.895 that whomever was treating mom
NOTE Confidence: 0.99382913
00:31:32.895 --> 00:31:33.934 in the hospital, this was
NOTE Confidence: 0.99382913
00:31:33.934 --> 00:31:34.815 something that was on their
NOTE Confidence: 0.99382913
00:31:34.815 --> 00:31:35.315 mind.
NOTE Confidence: 0.9928622
00:31:36.255 --> 00:31:37.235 Darker skin.
NOTE Confidence: 0.93447334

00:31:39.375 --> 00:31:40.735 Possible they were operating with
NOTE Confidence: 0.93447334

00:31:40.735 --> 00:31:42.735 racist beliefs and actions that
NOTE Confidence: 0.93447334

00:31:42.735 --> 00:31:44.370 did we know and we'll
NOTE Confidence: 0.93447334

00:31:44.370 --> 00:31:45.990 see later on that DCF,
NOTE Confidence: 0.93447334

00:31:46.210 --> 00:31:47.250 especially in the state of
NOTE Confidence: 0.93447334

00:31:47.250 --> 00:31:49.250 Connecticut, has not only, but
NOTE Confidence: 0.93447334

00:31:49.250 --> 00:31:50.530 at least in Connecticut, they've
NOTE Confidence: 0.93447334

00:31:50.530 --> 00:31:51.030 acknowledged
NOTE Confidence: 0.9839702

00:31:51.490 --> 00:31:53.270 that there's disproportionate representation
NOTE Confidence: 0.9954421

00:31:53.810 --> 00:31:55.570 of calls and actions taken
NOTE Confidence: 0.9954421

00:31:55.570 --> 00:31:57.010 against calls made for black
NOTE Confidence: 0.9954421

00:31:57.010 --> 00:31:57.990 and brown families.
NOTE Confidence: 0.99078894

00:32:01.315 --> 00:32:02.435 Could be a bias against
NOTE Confidence: 0.99078894

00:32:02.435 --> 00:32:03.315 the fact that she spoke
NOTE Confidence: 0.99078894

00:32:03.315 --> 00:32:04.275 another language and that she
NOTE Confidence: 0.99078894

00:32:04.275 --> 00:32:06.035 was Spanish speaking. There's language

NOTE Confidence: 0.99078894

00:32:06.035 --> 00:32:06.535 discrimination

NOTE Confidence: 0.99958736

00:32:06.915 --> 00:32:07.975 all around us.

NOTE Confidence: 0.991054

00:32:11.955 --> 00:32:12.915 This was also a single

NOTE Confidence: 0.991054

00:32:12.915 --> 00:32:13.815 parent household.

NOTE Confidence: 0.96298164

00:32:14.809 --> 00:32:15.630 That is yet another,

NOTE Confidence: 0.9979711

00:32:17.049 --> 00:32:19.450 demographic that is disproportionately reported

NOTE Confidence: 0.9979711

00:32:19.450 --> 00:32:20.110 to DCF.

NOTE Confidence: 0.98179364

00:32:22.890 --> 00:32:24.270 Maybe it was mom's socioeconomic

NOTE Confidence: 0.98179364

00:32:24.490 --> 00:32:24.990 status,

NOTE Confidence: 0.98360294

00:32:25.850 --> 00:32:27.530 which is often conflated with

NOTE Confidence: 0.98360294

00:32:27.530 --> 00:32:28.730 being good or bad, which

NOTE Confidence: 0.98360294

00:32:28.730 --> 00:32:29.950 somebody also mentioned

NOTE Confidence: 0.9818724

00:32:31.415 --> 00:32:32.775 in here. And the thought

NOTE Confidence: 0.9818724

00:32:32.775 --> 00:32:34.155 of, white normativity,

NOTE Confidence: 0.99463165

00:32:34.615 --> 00:32:35.815 which is judging based on

NOTE Confidence: 0.99463165

00:32:35.815 --> 00:32:37.434 white dominant cultural norms.

NOTE Confidence: 0.98441994

00:32:37.815 --> 00:32:38.635 Right? So

NOTE Confidence: 0.95608485

00:32:40.054 --> 00:32:40.554 maybe

NOTE Confidence: 0.98440284

00:32:41.655 --> 00:32:43.335 the thought is everybody owns

NOTE Confidence: 0.98440284

00:32:43.335 --> 00:32:44.220 their own place.

NOTE Confidence: 0.9974702

00:32:44.700 --> 00:32:46.640 Everybody has control over this.

NOTE Confidence: 0.9977095

00:32:47.179 --> 00:32:48.159 Not always true.

NOTE Confidence: 0.99472046

00:32:51.980 --> 00:32:52.480 So

NOTE Confidence: 0.8984571

00:32:54.059 --> 00:32:54.860 I wanna think a little

NOTE Confidence: 0.8984571

00:32:54.860 --> 00:32:56.000 bit about my own

NOTE Confidence: 0.93974155

00:32:56.460 --> 00:32:57.900 perspective, thoughts, and feelings on

NOTE Confidence: 0.93974155

00:32:57.900 --> 00:32:58.784 this because I I was

NOTE Confidence: 0.93974155

00:32:58.784 --> 00:32:59.825 the person who was working

NOTE Confidence: 0.93974155

00:32:59.825 --> 00:33:00.644 with this family.

NOTE Confidence: 0.999035

00:33:01.184 --> 00:33:01.684 So

NOTE Confidence: 0.99164253

00:33:02.304 --> 00:33:03.424 the first was kind of

NOTE Confidence: 0.99164253
00:33:03.424 --> 00:33:04.625 just this idea of access.
NOTE Confidence: 0.99164253
00:33:04.625 --> 00:33:06.465 Right? So as as a
NOTE Confidence: 0.99164253
00:33:06.465 --> 00:33:06.965 provider,
NOTE Confidence: 0.9977567
00:33:08.144 --> 00:33:09.264 I had access to the
NOTE Confidence: 0.9977567
00:33:09.264 --> 00:33:09.764 chart.
NOTE Confidence: 0.99799585
00:33:10.225 --> 00:33:11.684 I also had
NOTE Confidence: 0.9988207
00:33:13.510 --> 00:33:14.010 access
NOTE Confidence: 0.9618738
00:33:14.870 --> 00:33:16.870 and later on actually, it's
NOTE Confidence: 0.9618738
00:33:16.870 --> 00:33:17.670 not here. I think I
NOTE Confidence: 0.9618738
00:33:17.670 --> 00:33:18.309 took it off. But I
NOTE Confidence: 0.9618738
00:33:18.309 --> 00:33:19.830 also had some some privilege
NOTE Confidence: 0.9618738
00:33:19.830 --> 00:33:21.270 in decision making because of
NOTE Confidence: 0.9618738
00:33:21.270 --> 00:33:22.650 the position that I held.
NOTE Confidence: 0.97203535
00:33:23.030 --> 00:33:23.530 Okay.
NOTE Confidence: 0.8132928
00:33:24.150 --> 00:33:25.210 I had disbelief.
NOTE Confidence: 0.95584416

00:33:26.385 --> 00:33:27.825 And mostly, it was because
NOTE Confidence: 0.95584416

00:33:27.825 --> 00:33:29.105 the person who was embedded
NOTE Confidence: 0.95584416

00:33:29.105 --> 00:33:30.865 in the pediatric practice who
NOTE Confidence: 0.95584416

00:33:30.865 --> 00:33:32.325 was calling frantically
NOTE Confidence: 0.9827049

00:33:33.025 --> 00:33:34.145 is someone that is a
NOTE Confidence: 0.9827049

00:33:34.145 --> 00:33:34.965 friend of mine.
NOTE Confidence: 0.99650794

00:33:36.705 --> 00:33:37.205 And
NOTE Confidence: 0.9995608

00:33:38.700 --> 00:33:39.760 she was sharing
NOTE Confidence: 0.9684516

00:33:40.299 --> 00:33:41.740 her worry. And I was
NOTE Confidence: 0.9684516

00:33:41.740 --> 00:33:42.799 in such disbelief
NOTE Confidence: 0.9853569

00:33:43.500 --> 00:33:44.960 that she had just, like,
NOTE Confidence: 0.9245068

00:33:45.419 --> 00:33:46.159 bought in
NOTE Confidence: 0.94225305

00:33:46.700 --> 00:33:49.100 to this worry without exploring
NOTE Confidence: 0.94225305

00:33:49.100 --> 00:33:50.620 and examining. She herself also
NOTE Confidence: 0.94225305

00:33:50.620 --> 00:33:51.919 a Spanish speaking individual
NOTE Confidence: 0.9785997

00:33:52.380 --> 00:33:53.605 and an immigrant from another

NOTE Confidence: 0.9785997
00:33:53.605 --> 00:33:54.105 country.
NOTE Confidence: 0.98313046
00:33:55.045 --> 00:33:56.265 So I was just
NOTE Confidence: 0.9884129
00:33:56.804 --> 00:33:57.845 very I was struck by
NOTE Confidence: 0.9884129
00:33:57.845 --> 00:33:58.345 that.
NOTE Confidence: 0.97591704
00:33:58.965 --> 00:34:00.105 Felt some frustration
NOTE Confidence: 0.9612509
00:34:00.485 --> 00:34:01.785 for the amount of calls.
NOTE Confidence: 0.9612509
00:34:02.005 --> 00:34:03.285 It was, it was seriously
NOTE Confidence: 0.9612509
00:34:03.285 --> 00:34:05.125 ridiculous, the amount of contacts
NOTE Confidence: 0.9612509
00:34:05.125 --> 00:34:06.790 that that were were coming
NOTE Confidence: 0.9612509
00:34:06.790 --> 00:34:07.450 at me.
NOTE Confidence: 0.97078955
00:34:09.350 --> 00:34:10.090 In addition,
NOTE Confidence: 0.99947
00:34:10.870 --> 00:34:11.850 there was anger
NOTE Confidence: 0.99807996
00:34:12.230 --> 00:34:13.510 that this was following mom
NOTE Confidence: 0.99807996
00:34:13.510 --> 00:34:14.010 around.
NOTE Confidence: 0.9879747
00:34:14.790 --> 00:34:15.989 Right? I had dug deep
NOTE Confidence: 0.9879747

00:34:15.989 --> 00:34:16.950 because I had access to
NOTE Confidence: 0.9879747

00:34:16.950 --> 00:34:18.310 the chart and could find
NOTE Confidence: 0.9879747

00:34:18.310 --> 00:34:19.290 that was unsubstantiated.
NOTE Confidence: 0.9730575

00:34:20.335 --> 00:34:21.614 I will admit it was
NOTE Confidence: 0.9730575

00:34:21.614 --> 00:34:22.735 way easier to find that
NOTE Confidence: 0.9730575

00:34:22.735 --> 00:34:23.795 one thirty six.
NOTE Confidence: 0.96834606

00:34:24.335 --> 00:34:25.455 Much easier than it was
NOTE Confidence: 0.96834606

00:34:25.455 --> 00:34:26.895 to find the little note,
NOTE Confidence: 0.96834606

00:34:26.895 --> 00:34:28.175 the one, like, sentence note
NOTE Confidence: 0.96834606

00:34:28.175 --> 00:34:29.075 that said unsubstantiated.
NOTE Confidence: 0.9854364

00:34:30.495 --> 00:34:31.855 Right? But I felt determined
NOTE Confidence: 0.9854364

00:34:31.855 --> 00:34:32.815 because I was I really
NOTE Confidence: 0.9854364

00:34:32.815 --> 00:34:34.015 wanted to understand, like, is
NOTE Confidence: 0.9854364

00:34:34.015 --> 00:34:35.040 there like, should I be
NOTE Confidence: 0.9854364

00:34:35.040 --> 00:34:36.400 more worried about this like
NOTE Confidence: 0.9854364

00:34:36.400 --> 00:34:37.460 the rest of the folks

NOTE Confidence: 0.9448788

00:34:37.760 --> 00:34:38.420 or not?

NOTE Confidence: 0.9964683

00:34:40.160 --> 00:34:41.680 My identity played into it

NOTE Confidence: 0.9964683

00:34:41.680 --> 00:34:42.820 as a brown skinned

NOTE Confidence: 0.86540556

00:34:43.200 --> 00:34:45.060 Latine woman, Spanish speaking.

NOTE Confidence: 0.9763031

00:34:45.360 --> 00:34:46.400 You know, I was born

NOTE Confidence: 0.9763031

00:34:46.400 --> 00:34:48.340 here, and my recent ancestors

NOTE Confidence: 0.9763031

00:34:48.400 --> 00:34:49.695 were born here in Puerto

NOTE Confidence: 0.9763031

00:34:49.695 --> 00:34:51.395 Rico. Right? All citizens

NOTE Confidence: 0.94209975

00:34:52.015 --> 00:34:53.695 because of the Commonwealth status

NOTE Confidence: 0.94209975

00:34:53.695 --> 00:34:55.715 of Puerto Rico. Right? But

NOTE Confidence: 0.97290653

00:34:56.175 --> 00:34:57.455 I shared that experience with

NOTE Confidence: 0.97290653

00:34:57.455 --> 00:34:58.655 you. Right? Being yelled at

NOTE Confidence: 0.97290653

00:34:58.655 --> 00:34:59.695 to to leave the country

NOTE Confidence: 0.97290653

00:34:59.695 --> 00:35:00.915 that I was born in

NOTE Confidence: 0.97290653

00:35:01.135 --> 00:35:02.335 and that I'm a citizen

NOTE Confidence: 0.97290653

00:35:02.335 --> 00:35:04.015 of just based on someone's
NOTE Confidence: 0.97290653

00:35:04.015 --> 00:35:04.515 biases.
NOTE Confidence: 0.9976177

00:35:05.630 --> 00:35:07.070 And so just knowing and
NOTE Confidence: 0.9976177

00:35:07.070 --> 00:35:08.350 acknowledging that mom had some
NOTE Confidence: 0.9976177

00:35:08.350 --> 00:35:09.469 of that herself was just
NOTE Confidence: 0.9976177

00:35:09.469 --> 00:35:09.969 really
NOTE Confidence: 0.9983552

00:35:10.430 --> 00:35:11.870 it it's striking when it
NOTE Confidence: 0.9983552

00:35:11.950 --> 00:35:13.330 when when you share
NOTE Confidence: 0.98988897

00:35:13.630 --> 00:35:14.989 identity with folks for whom
NOTE Confidence: 0.98988897

00:35:14.989 --> 00:35:15.730 that's happening.
NOTE Confidence: 0.85335624

00:35:16.350 --> 00:35:17.489 It gives you pause.
NOTE Confidence: 0.98898226

00:35:19.685 --> 00:35:21.125 I felt empowered to challenge
NOTE Confidence: 0.98898226

00:35:21.125 --> 00:35:23.285 this because I was and
NOTE Confidence: 0.98898226

00:35:23.285 --> 00:35:24.805 am one of the associate
NOTE Confidence: 0.98898226

00:35:24.805 --> 00:35:26.025 directors of the clinic.
NOTE Confidence: 0.99830866

00:35:26.565 --> 00:35:27.864 I also have some

NOTE Confidence: 0.99963415
00:35:28.325 --> 00:35:30.105 credibility with my colleagues
NOTE Confidence: 0.9721458
00:35:30.405 --> 00:35:31.364 so that they trust my
NOTE Confidence: 0.9721458
00:35:31.364 --> 00:35:31.864 judgment.
NOTE Confidence: 0.9988261
00:35:32.390 --> 00:35:33.290 And so I wasn't
NOTE Confidence: 0.9966504
00:35:33.910 --> 00:35:35.190 forced to do something with
NOTE Confidence: 0.9966504
00:35:35.190 --> 00:35:36.630 this case fast sooner and
NOTE Confidence: 0.9966504
00:35:36.630 --> 00:35:37.910 faster to feed into this
NOTE Confidence: 0.9966504
00:35:37.910 --> 00:35:38.410 worry.
NOTE Confidence: 0.97218883
00:35:39.190 --> 00:35:40.469 I did call mom and
NOTE Confidence: 0.97218883
00:35:40.469 --> 00:35:41.930 let her know, like, hey.
NOTE Confidence: 0.99440557
00:35:42.390 --> 00:35:43.270 I know that they're all
NOTE Confidence: 0.99440557
00:35:43.270 --> 00:35:44.469 worried. I'm reading all the
NOTE Confidence: 0.99440557
00:35:44.469 --> 00:35:44.969 things.
NOTE Confidence: 0.98189175
00:35:45.455 --> 00:35:46.915 The reasons why you're coming
NOTE Confidence: 0.98189175
00:35:46.975 --> 00:35:47.935 all make sense. I think
NOTE Confidence: 0.98189175

00:35:47.935 --> 00:35:48.655 I gave her if I'm
NOTE Confidence: 0.98189175

00:35:48.655 --> 00:35:49.614 not mistaken, I gave her
NOTE Confidence: 0.98189175

00:35:49.614 --> 00:35:50.575 the option to come in
NOTE Confidence: 0.98189175

00:35:50.575 --> 00:35:51.795 sooner if she wanted,
NOTE Confidence: 0.99887675

00:35:52.415 --> 00:35:53.455 but she chose to hold
NOTE Confidence: 0.99887675

00:35:53.455 --> 00:35:54.275 the two weeks.
NOTE Confidence: 0.99615246

00:35:57.295 --> 00:35:57.795 So
NOTE Confidence: 0.99911755

00:35:58.650 --> 00:35:59.790 there are reasons
NOTE Confidence: 0.9989064

00:36:00.329 --> 00:36:02.109 why these biases exist.
NOTE Confidence: 0.9568062

00:36:05.049 --> 00:36:05.549 So
NOTE Confidence: 0.9996603

00:36:06.010 --> 00:36:06.910 part of this
NOTE Confidence: 0.9993235

00:36:07.530 --> 00:36:08.030 is
NOTE Confidence: 0.99918985

00:36:09.049 --> 00:36:10.250 examining the origins of the
NOTE Confidence: 0.99918985

00:36:10.250 --> 00:36:11.390 child welfare system.
NOTE Confidence: 0.96382904

00:36:12.114 --> 00:36:14.114 Right? So Henry Berg founded
NOTE Confidence: 0.96382904

00:36:14.114 --> 00:36:15.635 the the nation's first child

NOTE Confidence: 0.96382904

00:36:15.635 --> 00:36:17.875 protection society in eighteen seventy

NOTE Confidence: 0.96382904

00:36:17.875 --> 00:36:19.475 four, and it was because

NOTE Confidence: 0.96382904

00:36:19.475 --> 00:36:20.995 police refused to intervene on

NOTE Confidence: 0.96382904

00:36:20.995 --> 00:36:21.875 behalf of a nine year

NOTE Confidence: 0.96382904

00:36:21.875 --> 00:36:23.395 old child who also happened

NOTE Confidence: 0.96382904

00:36:23.395 --> 00:36:24.675 to be white, who had

NOTE Confidence: 0.96382904

00:36:24.675 --> 00:36:26.055 been abused by her parents.

NOTE Confidence: 0.9871021

00:36:26.969 --> 00:36:28.410 Now before this, Berg had

NOTE Confidence: 0.9871021

00:36:28.410 --> 00:36:28.910 also

NOTE Confidence: 0.99969435

00:36:29.690 --> 00:36:30.190 established

NOTE Confidence: 0.92055386

00:36:30.489 --> 00:36:32.090 the American Society for the

NOTE Confidence: 0.92055386

00:36:32.090 --> 00:36:33.369 for the Prevention of Cruelty

NOTE Confidence: 0.92055386

00:36:33.369 --> 00:36:34.030 to Animals.

NOTE Confidence: 0.9984124

00:36:35.290 --> 00:36:36.989 And by nineteen twenty two,

NOTE Confidence: 0.9984124

00:36:37.210 --> 00:36:38.350 three hundred privatized

NOTE Confidence: 0.9967224

00:36:38.775 --> 00:36:41.194 child protection societies existed nationwide.

NOTE Confidence: 0.96314543

00:36:41.734 --> 00:36:42.694 But let's pause for a

NOTE Confidence: 0.96314543

00:36:42.694 --> 00:36:43.194 second

NOTE Confidence: 0.62721366

00:36:43.655 --> 00:36:44.155 because

NOTE Confidence: 0.959119

00:36:44.855 --> 00:36:46.535 what was happening before eighteen

NOTE Confidence: 0.959119

00:36:46.535 --> 00:36:47.434 seventy four?

NOTE Confidence: 0.52504575

00:36:52.350 --> 00:36:52.850 Slavery

NOTE Confidence: 0.5185571

00:36:56.110 --> 00:36:56.610 and

NOTE Confidence: 0.9866611

00:36:58.030 --> 00:37:00.050 the eradication of indigenous peoples.

NOTE Confidence: 0.90537703

00:37:01.870 --> 00:37:02.370 Children,

NOTE Confidence: 0.9546695

00:37:03.390 --> 00:37:04.670 black and brown children were

NOTE Confidence: 0.9546695

00:37:04.670 --> 00:37:05.330 being abused

NOTE Confidence: 0.9825345

00:37:06.525 --> 00:37:07.265 and neglected,

NOTE Confidence: 0.9624933

00:37:08.204 --> 00:37:09.905 forcibly removed from their families,

NOTE Confidence: 0.9992067

00:37:11.805 --> 00:37:12.684 but there was not a

NOTE Confidence: 0.9992067

00:37:12.684 --> 00:37:13.825 single child protection

NOTE Confidence: 0.9996263

00:37:14.285 --> 00:37:14.785 effort.

NOTE Confidence: 0.99850804

00:37:17.724 --> 00:37:18.224 Animals

NOTE Confidence: 0.98198336

00:37:19.950 --> 00:37:21.150 got a child got a

NOTE Confidence: 0.98198336

00:37:21.150 --> 00:37:21.650 protective

NOTE Confidence: 0.9993183

00:37:22.270 --> 00:37:23.969 entity in society before

NOTE Confidence: 0.98914844

00:37:24.830 --> 00:37:26.050 black and brown children.

NOTE Confidence: 0.9993306

00:37:27.710 --> 00:37:29.550 And private orphanages did not

NOTE Confidence: 0.9993306

00:37:29.550 --> 00:37:31.390 accept black children equally until

NOTE Confidence: 0.9993306

00:37:31.390 --> 00:37:32.130 the nineteen

NOTE Confidence: 0.86159223

00:37:32.430 --> 00:37:32.930 sixties.

NOTE Confidence: 0.9994793

00:37:38.085 --> 00:37:39.465 That's a long time.

NOTE Confidence: 0.9786205

00:37:44.245 --> 00:37:44.745 Also,

NOTE Confidence: 0.9783699

00:37:45.685 --> 00:37:47.205 in the nineteen hundreds, child

NOTE Confidence: 0.9783699

00:37:47.205 --> 00:37:48.885 guidance clinics were intertwined with

NOTE Confidence: 0.9783699

00:37:48.885 --> 00:37:50.585 the burgeoning juvenile court system.

NOTE Confidence: 0.9714546

00:37:51.180 --> 00:37:53.260 They were targeting poor immigrant

NOTE Confidence: 0.9714546

00:37:53.260 --> 00:37:54.619 families based on racist and

NOTE Confidence: 0.9714546

00:37:54.619 --> 00:37:55.520 classist beliefs.

NOTE Confidence: 0.9946812

00:37:56.859 --> 00:37:58.540 And this white normativity came

NOTE Confidence: 0.9946812

00:37:58.540 --> 00:37:59.660 into play because they were

NOTE Confidence: 0.9946812

00:37:59.660 --> 00:38:00.940 judged as not being able

NOTE Confidence: 0.9946812

00:38:00.940 --> 00:38:02.960 to raise their children correctly

NOTE Confidence: 0.7370909

00:38:03.819 --> 00:38:04.960 by whose norms?

NOTE Confidence: 0.996507

00:38:06.795 --> 00:38:07.855 By whose rules?

NOTE Confidence: 0.9868501

00:38:12.474 --> 00:38:14.315 And the implications were rather

NOTE Confidence: 0.9868501

00:38:14.315 --> 00:38:14.815 violent.

NOTE Confidence: 0.99037665

00:38:15.915 --> 00:38:17.435 Black youth were coerced into

NOTE Confidence: 0.99037665

00:38:17.435 --> 00:38:19.195 juvenile court caseloads for behaviors

NOTE Confidence: 0.99037665

00:38:19.195 --> 00:38:20.234 that would have been sanctioned

NOTE Confidence: 0.99037665

00:38:20.234 --> 00:38:21.214 if they were white.

NOTE Confidence: 0.9539605

00:38:23.239 --> 00:38:25.020 Right. So there's deep origins

NOTE Confidence: 0.9539605
00:38:25.080 --> 00:38:25.580 here.
NOTE Confidence: 0.9766872
00:38:29.000 --> 00:38:30.380 And the chill the delinquent
NOTE Confidence: 0.9766872
00:38:30.440 --> 00:38:31.640 children were seen as having
NOTE Confidence: 0.9766872
00:38:31.640 --> 00:38:32.619 psychic constitutional
NOTE Confidence: 0.97915816
00:38:33.160 --> 00:38:33.660 deficiencies.
NOTE Confidence: 0.9924919
00:38:38.195 --> 00:38:39.395 And all of these clinics
NOTE Confidence: 0.9924919
00:38:39.395 --> 00:38:41.075 ended up, exalting this sort
NOTE Confidence: 0.9924919
00:38:41.075 --> 00:38:42.375 of white middle class ideal.
NOTE Confidence: 0.9813464
00:38:44.675 --> 00:38:45.875 And a number of different
NOTE Confidence: 0.9813464
00:38:45.875 --> 00:38:47.235 themes emerged during this time,
NOTE Confidence: 0.9813464
00:38:47.235 --> 00:38:48.535 including family separation,
NOTE Confidence: 0.9669549
00:38:48.995 --> 00:38:50.215 punishing and policing,
NOTE Confidence: 0.96260035
00:38:51.660 --> 00:38:53.599 white innocence and BIPOC blame,
NOTE Confidence: 0.9835183
00:38:54.140 --> 00:38:55.260 harm in the name of
NOTE Confidence: 0.9835183
00:38:55.260 --> 00:38:55.760 help.
NOTE Confidence: 0.99350166

00:38:58.460 --> 00:39:00.300 The the white nuclear family
NOTE Confidence: 0.99350166

00:39:00.540 --> 00:39:02.780 middle class nuclear family was
NOTE Confidence: 0.99350166

00:39:02.780 --> 00:39:03.980 what was exalted as the
NOTE Confidence: 0.99350166

00:39:03.980 --> 00:39:04.480 ideal.
NOTE Confidence: 0.99970955

00:39:05.015 --> 00:39:07.255 So any other family that
NOTE Confidence: 0.99970955

00:39:07.255 --> 00:39:08.795 deviated from that measure
NOTE Confidence: 0.998854

00:39:09.255 --> 00:39:10.075 was judged
NOTE Confidence: 0.9995267

00:39:10.935 --> 00:39:12.075 as needing correction.
NOTE Confidence: 0.7607917

00:39:18.789 --> 00:39:19.289 So,
NOTE Confidence: 0.9945435

00:39:20.150 --> 00:39:20.650 nationally,
NOTE Confidence: 0.9990053

00:39:20.950 --> 00:39:22.009 in twenty sixteen,
NOTE Confidence: 0.999769

00:39:22.549 --> 00:39:23.609 there was a report
NOTE Confidence: 0.98265105

00:39:24.309 --> 00:39:25.750 from the Federal Children's Bureau
NOTE Confidence: 0.98265105

00:39:25.750 --> 00:39:27.029 that highlighted that children of
NOTE Confidence: 0.98265105

00:39:27.029 --> 00:39:28.489 color entered foster care
NOTE Confidence: 0.99831784

00:39:28.869 --> 00:39:29.690 at disproportionately

NOTE Confidence: 0.9850223

00:39:29.989 --> 00:39:32.035 high rates, that African American

NOTE Confidence: 0.9850223

00:39:32.035 --> 00:39:33.715 children are represented in foster

NOTE Confidence: 0.9850223

00:39:33.715 --> 00:39:34.995 care one point eight times

NOTE Confidence: 0.9850223

00:39:34.995 --> 00:39:36.435 higher than the rate in

NOTE Confidence: 0.9850223

00:39:36.435 --> 00:39:37.255 general population,

NOTE Confidence: 0.9048184

00:39:37.715 --> 00:39:39.415 and that Native American children,

NOTE Confidence: 0.97509277

00:39:40.035 --> 00:39:41.635 their racial disparity index has

NOTE Confidence: 0.97509277

00:39:41.635 --> 00:39:42.995 increased from one point five

NOTE Confidence: 0.97509277

00:39:42.995 --> 00:39:44.594 in, two thousand to two

NOTE Confidence: 0.97509277

00:39:44.594 --> 00:39:46.215 point seven in twenty fourteen.

NOTE Confidence: 0.933368

00:39:48.569 --> 00:39:49.309 And, locally,

NOTE Confidence: 0.99817073

00:39:51.289 --> 00:39:53.230 Connecticut had seen similar profiles

NOTE Confidence: 0.99482936

00:39:54.089 --> 00:39:54.829 of disproportionality

NOTE Confidence: 0.9826165

00:39:55.130 --> 00:39:56.410 in child welfare and other

NOTE Confidence: 0.9826165

00:39:56.410 --> 00:39:57.309 public systems.

NOTE Confidence: 0.99131113

00:39:57.930 --> 00:39:59.049 And this is this is
NOTE Confidence: 0.99131113

00:39:59.049 --> 00:40:00.250 direct you can find the
NOTE Confidence: 0.99131113

00:40:00.250 --> 00:40:01.230 DCF reports
NOTE Confidence: 0.9994203

00:40:01.609 --> 00:40:02.109 online
NOTE Confidence: 0.99975395

00:40:02.625 --> 00:40:03.364 very easily.
NOTE Confidence: 0.98741615

00:40:04.864 --> 00:40:06.065 This was cited from their
NOTE Confidence: 0.98741615

00:40:06.065 --> 00:40:07.364 report in twenty nineteen.
NOTE Confidence: 0.99683017

00:40:11.825 --> 00:40:13.105 And this is really when
NOTE Confidence: 0.99683017

00:40:13.105 --> 00:40:13.925 they started
NOTE Confidence: 0.99742305

00:40:14.790 --> 00:40:16.469 really putting even more effort
NOTE Confidence: 0.99742305

00:40:16.469 --> 00:40:18.330 into addressing this disproportionality.
NOTE Confidence: 0.9974745

00:40:19.430 --> 00:40:21.030 And so but this was
NOTE Confidence: 0.9974745

00:40:21.030 --> 00:40:22.570 what was in their report.
NOTE Confidence: 0.99741817

00:40:23.830 --> 00:40:25.290 And so it is possible
NOTE Confidence: 0.99741817

00:40:25.430 --> 00:40:27.110 that child welfare professionals or
NOTE Confidence: 0.99741817

00:40:27.110 --> 00:40:28.150 others involved with the case

NOTE Confidence: 0.99741817
00:40:28.150 --> 00:40:29.450 or family may knowingly
NOTE Confidence: 0.99945927
00:40:30.145 --> 00:40:30.965 or unknowingly
NOTE Confidence: 0.99745876
00:40:31.425 --> 00:40:32.645 let personal biases
NOTE Confidence: 0.9970867
00:40:33.345 --> 00:40:34.965 affect their decision making.
NOTE Confidence: 0.92918724
00:40:35.585 --> 00:40:38.085 Race, risk, income, all influence
NOTE Confidence: 0.92918724
00:40:38.145 --> 00:40:38.965 case decision.
NOTE Confidence: 0.9770882
00:40:39.665 --> 00:40:41.105 But even though African American
NOTE Confidence: 0.9770882
00:40:41.105 --> 00:40:42.900 families tended to be assessed
NOTE Confidence: 0.9770882
00:40:42.900 --> 00:40:44.500 with lower risk scores than
NOTE Confidence: 0.9770882
00:40:44.500 --> 00:40:46.339 white families, they were more
NOTE Confidence: 0.9770882
00:40:46.339 --> 00:40:46.839 likely
NOTE Confidence: 0.9983154
00:40:47.140 --> 00:40:48.420 than white families to have
NOTE Confidence: 0.9983154
00:40:48.420 --> 00:40:48.920 substantiated
NOTE Confidence: 0.76505256
00:40:49.299 --> 00:40:49.799 cases,
NOTE Confidence: 0.9382044
00:40:51.380 --> 00:40:53.079 to have their children removed,
NOTE Confidence: 0.998515

00:40:53.460 --> 00:40:55.219 and be provided family based

NOTE Confidence: 0.998515

00:40:55.219 --> 00:40:56.200 safety services.

NOTE Confidence: 0.972433

00:40:58.355 --> 00:40:59.815 It's all in DCF's report.

NOTE Confidence: 0.972433

00:40:59.875 --> 00:41:01.655 Right? So this is publicly

NOTE Confidence: 0.972433

00:41:01.875 --> 00:41:03.234 available and out there and

NOTE Confidence: 0.972433

00:41:03.234 --> 00:41:03.734 being,

NOTE Confidence: 0.9977055

00:41:05.555 --> 00:41:06.535 brought to light.

NOTE Confidence: 0.99331427

00:41:08.195 --> 00:41:09.395 This is from twenty twenty

NOTE Confidence: 0.99331427

00:41:09.395 --> 00:41:09.895 three.

NOTE Confidence: 0.99882835

00:41:10.460 --> 00:41:11.420 So this was the most

NOTE Confidence: 0.99882835

00:41:11.420 --> 00:41:12.539 recent report that they have.

NOTE Confidence: 0.99882835

00:41:12.539 --> 00:41:13.900 So DCF puts out this

NOTE Confidence: 0.99882835

00:41:13.900 --> 00:41:15.440 report every February.

NOTE Confidence: 0.9927993

00:41:16.140 --> 00:41:17.099 So the new one will

NOTE Confidence: 0.9927993

00:41:17.099 --> 00:41:18.140 be out in February, and

NOTE Confidence: 0.9927993

00:41:18.140 --> 00:41:19.339 you'll be able to see

NOTE Confidence: 0.9927993

00:41:19.339 --> 00:41:21.019 new information there. But the

NOTE Confidence: 0.9927993

00:41:21.019 --> 00:41:22.539 figure shows that the percentage

NOTE Confidence: 0.9927993

00:41:22.539 --> 00:41:23.739 of each racial group that

NOTE Confidence: 0.9927993

00:41:23.739 --> 00:41:25.785 comprises the DCF child population

NOTE Confidence: 0.9927993

00:41:25.844 --> 00:41:27.285 at each stage. Right? So

NOTE Confidence: 0.9927993

00:41:27.285 --> 00:41:28.105 it shows that.

NOTE Confidence: 0.9894398

00:41:29.285 --> 00:41:30.405 And it shows the involvement

NOTE Confidence: 0.9894398

00:41:30.405 --> 00:41:31.605 at key decision points in

NOTE Confidence: 0.9894398

00:41:31.605 --> 00:41:33.525 comparison to the general Connecticut

NOTE Confidence: 0.9894398

00:41:33.525 --> 00:41:35.525 child population. Each bar depicts

NOTE Confidence: 0.9894398

00:41:35.525 --> 00:41:36.565 a stage of level of

NOTE Confidence: 0.9894398

00:41:36.565 --> 00:41:38.245 increasingly deeper and deeper child

NOTE Confidence: 0.9894398

00:41:38.245 --> 00:41:39.785 welfare agency involvement,

NOTE Confidence: 0.9865893

00:41:42.180 --> 00:41:43.480 read from left to right.

NOTE Confidence: 0.9891885

00:41:44.580 --> 00:41:46.420 Each segment represents the total

NOTE Confidence: 0.9891885

00:41:46.420 --> 00:41:48.020 unique population of each race
NOTE Confidence: 0.9891885

00:41:48.020 --> 00:41:49.700 and ethnicity observed for that
NOTE Confidence: 0.9891885

00:41:49.700 --> 00:41:50.200 stage.
NOTE Confidence: 0.98525614

00:41:51.700 --> 00:41:52.600 And disproportionality
NOTE Confidence: 0.976617

00:41:53.060 --> 00:41:54.500 occurs when racial or ethnic
NOTE Confidence: 0.976617

00:41:54.500 --> 00:41:55.800 groups in the child welfare,
NOTE Confidence: 0.9627986

00:41:56.295 --> 00:41:58.454 agency child population are under
NOTE Confidence: 0.9627986

00:41:58.454 --> 00:41:59.275 or overrepresented
NOTE Confidence: 0.9987645

00:42:00.055 --> 00:42:01.335 when compared to the general
NOTE Confidence: 0.9987645

00:42:01.335 --> 00:42:02.075 child population.
NOTE Confidence: 0.9810481

00:42:03.655 --> 00:42:05.335 And so this continues to
NOTE Confidence: 0.9810481

00:42:05.335 --> 00:42:06.935 reveal, though, that there is
NOTE Confidence: 0.9810481

00:42:06.935 --> 00:42:08.234 considerable overrepresentation
NOTE Confidence: 0.8947892

00:42:08.855 --> 00:42:10.620 of black, African American, and
NOTE Confidence: 0.8947892

00:42:10.780 --> 00:42:12.000 Hispanic Latino children
NOTE Confidence: 0.997317

00:42:12.380 --> 00:42:13.280 along the way.

NOTE Confidence: 0.9739878

00:42:16.220 --> 00:42:17.440 So they've made efforts.

NOTE Confidence: 0.98465276

00:42:18.060 --> 00:42:19.360 It's made some changes,

NOTE Confidence: 0.9916866

00:42:19.900 --> 00:42:20.960 but it still occurs.

NOTE Confidence: 0.9831878

00:42:24.065 --> 00:42:25.105 And so all of that

NOTE Confidence: 0.9831878

00:42:25.105 --> 00:42:26.565 makes it important for us

NOTE Confidence: 0.9831878

00:42:26.625 --> 00:42:27.984 to pause and stop for

NOTE Confidence: 0.9831878

00:42:27.984 --> 00:42:29.265 a second. And, Carla, I

NOTE Confidence: 0.9831878

00:42:29.265 --> 00:42:30.144 wanna go back to that

NOTE Confidence: 0.9831878

00:42:30.144 --> 00:42:31.025 point that you had made

NOTE Confidence: 0.9831878

00:42:31.025 --> 00:42:32.545 before, which is, like, sometimes

NOTE Confidence: 0.9831878

00:42:32.545 --> 00:42:34.305 they don't report either when

NOTE Confidence: 0.9831878

00:42:34.305 --> 00:42:35.520 they should because, oh, it's

NOTE Confidence: 0.9831878

00:42:35.520 --> 00:42:36.400 such a nice family, or

NOTE Confidence: 0.9831878

00:42:36.400 --> 00:42:37.440 I've known them for so

NOTE Confidence: 0.9831878

00:42:37.440 --> 00:42:37.940 long.

NOTE Confidence: 0.98652816

00:42:38.560 --> 00:42:40.080 What was also going on
NOTE Confidence: 0.98652816

00:42:40.080 --> 00:42:41.600 for me personally in that
NOTE Confidence: 0.98652816

00:42:41.600 --> 00:42:42.800 case is we had just
NOTE Confidence: 0.98652816

00:42:42.800 --> 00:42:44.020 had another case,
NOTE Confidence: 0.99608475

00:42:45.760 --> 00:42:47.060 for a middle class,
NOTE Confidence: 0.9988502

00:42:47.600 --> 00:42:48.285 white family
NOTE Confidence: 0.99193406

00:42:49.164 --> 00:42:50.765 that had been seen in
NOTE Confidence: 0.99193406

00:42:50.765 --> 00:42:51.825 the in the ED,
NOTE Confidence: 0.98977757

00:42:52.765 --> 00:42:53.645 and were sent to us.
NOTE Confidence: 0.98977757

00:42:53.645 --> 00:42:55.405 And during our intake, we
NOTE Confidence: 0.98977757

00:42:55.405 --> 00:42:56.864 filed a one thirty six
NOTE Confidence: 0.98977757

00:42:56.924 --> 00:42:58.305 for reports of,
NOTE Confidence: 0.9995766

00:42:59.325 --> 00:43:00.464 neglect and abuse.
NOTE Confidence: 0.99829745

00:43:02.100 --> 00:43:03.860 That same information was known
NOTE Confidence: 0.99829745

00:43:03.860 --> 00:43:05.220 by the people who referred
NOTE Confidence: 0.99829745

00:43:05.220 --> 00:43:06.200 her to us,

NOTE Confidence: 0.9922739
00:43:06.739 --> 00:43:08.180 but they just didn't fit
NOTE Confidence: 0.9922739
00:43:08.180 --> 00:43:09.860 the description for them, and
NOTE Confidence: 0.9922739
00:43:09.860 --> 00:43:11.140 they did not make the
NOTE Confidence: 0.9922739
00:43:11.140 --> 00:43:13.080 report. And so I'm holding
NOTE Confidence: 0.99921894
00:43:13.700 --> 00:43:14.760 that this family
NOTE Confidence: 0.9813508
00:43:15.220 --> 00:43:16.760 with similar kinds of
NOTE Confidence: 0.9843545
00:43:17.105 --> 00:43:18.625 things came through without a
NOTE Confidence: 0.9843545
00:43:18.625 --> 00:43:20.305 single report, and then this
NOTE Confidence: 0.9843545
00:43:20.305 --> 00:43:21.045 other family
NOTE Confidence: 0.99428874
00:43:21.505 --> 00:43:23.505 is being held hostage, if
NOTE Confidence: 0.99428874
00:43:23.505 --> 00:43:24.944 you will, by something that
NOTE Confidence: 0.99428874
00:43:24.944 --> 00:43:26.325 happened four years ago.
NOTE Confidence: 0.997819
00:43:30.010 --> 00:43:31.630 And so these implicit biases
NOTE Confidence: 0.997819
00:43:31.690 --> 00:43:32.830 have very explicit
NOTE Confidence: 0.9992445
00:43:33.290 --> 00:43:34.670 outcomes and impact.
NOTE Confidence: 0.87837625

00:43:36.410 --> 00:43:36.910 So,
NOTE Confidence: 0.9977542

00:43:37.690 --> 00:43:38.190 also,
NOTE Confidence: 0.978211

00:43:38.890 --> 00:43:40.490 the electronic health records part
NOTE Confidence: 0.978211

00:43:40.490 --> 00:43:41.450 of this now. Right? And
NOTE Confidence: 0.978211

00:43:41.450 --> 00:43:42.684 so there was a study
NOTE Confidence: 0.978211

00:43:42.684 --> 00:43:44.045 done in a hospital in
NOTE Confidence: 0.978211

00:43:44.045 --> 00:43:45.484 Chicago, and the the findings
NOTE Confidence: 0.978211

00:43:45.484 --> 00:43:46.844 were raising concern about racial
NOTE Confidence: 0.978211

00:43:46.844 --> 00:43:48.444 bias and possible transmission of
NOTE Confidence: 0.978211

00:43:48.444 --> 00:43:50.204 stigma in the electronic health
NOTE Confidence: 0.978211

00:43:50.204 --> 00:43:50.704 record.
NOTE Confidence: 0.97135365

00:43:51.005 --> 00:43:52.605 And so black patients had
NOTE Confidence: 0.97135365

00:43:52.605 --> 00:43:54.045 two point five four times
NOTE Confidence: 0.97135365

00:43:54.045 --> 00:43:55.244 the odds of being described
NOTE Confidence: 0.97135365

00:43:55.244 --> 00:43:56.864 with more mega negative descriptors,
NOTE Confidence: 0.97135365

00:43:57.005 --> 00:43:57.505 noncompliant,

NOTE Confidence: 0.9983467
00:43:58.650 --> 00:43:59.390 not interested,
NOTE Confidence: 0.80965865
00:44:01.690 --> 00:44:02.190 resistant.
NOTE Confidence: 0.997039
00:44:02.969 --> 00:44:04.349 All those kinds of words
NOTE Confidence: 0.997039
00:44:04.489 --> 00:44:06.349 were found much more often.
NOTE Confidence: 0.950686
00:44:08.010 --> 00:44:08.809 So then what do we
NOTE Confidence: 0.950686
00:44:08.809 --> 00:44:09.710 do about it?
NOTE Confidence: 0.9617626
00:44:13.925 --> 00:44:15.844 So some recommendations that came
NOTE Confidence: 0.9617626
00:44:15.844 --> 00:44:16.344 up.
NOTE Confidence: 0.9125686
00:44:17.765 --> 00:44:19.445 So from this particular article,
NOTE Confidence: 0.9125686
00:44:19.445 --> 00:44:20.565 race of bias in child
NOTE Confidence: 0.9125686
00:44:20.565 --> 00:44:22.505 maltreatment diagnosis and reporting.
NOTE Confidence: 0.6846576
00:44:23.205 --> 00:44:23.844 So they this was actually
NOTE Confidence: 0.6846576
00:44:24.094 --> 00:44:24.594 these
NOTE Confidence: 0.95620644
00:44:25.299 --> 00:44:26.839 recommendations made for pediatrics,
NOTE Confidence: 0.9928985
00:44:27.539 --> 00:44:28.819 practice, but I think that
NOTE Confidence: 0.9928985

00:44:28.819 --> 00:44:30.500 they're they are applicable to
NOTE Confidence: 0.9928985

00:44:30.500 --> 00:44:32.039 anyone who works with children.
NOTE Confidence: 0.97570497

00:44:32.980 --> 00:44:33.859 So and one of the
NOTE Confidence: 0.97570497

00:44:33.859 --> 00:44:34.599 first recommendations,
NOTE Confidence: 0.98781234

00:44:34.900 --> 00:44:36.339 again, going back to that
NOTE Confidence: 0.98781234

00:44:36.339 --> 00:44:38.099 that, like, gold star of
NOTE Confidence: 0.98781234

00:44:38.099 --> 00:44:39.319 ongoing critical
NOTE Confidence: 0.9141182

00:44:39.619 --> 00:44:40.359 self reflection.
NOTE Confidence: 0.9997556

00:44:41.675 --> 00:44:43.755 Providers need ongoing education with
NOTE Confidence: 0.9997556

00:44:43.755 --> 00:44:45.695 comprehensive information about definitions,
NOTE Confidence: 0.9959124

00:44:46.075 --> 00:44:47.755 examples, and indicators of the
NOTE Confidence: 0.9959124

00:44:47.755 --> 00:44:49.535 major types of childhood maltreatment,
NOTE Confidence: 0.9959124

00:44:49.755 --> 00:44:50.655 racial disproportionality,
NOTE Confidence: 0.8786341

00:44:51.594 --> 00:44:53.695 systemic and implicit bias.
NOTE Confidence: 0.99395424

00:44:54.020 --> 00:44:55.300 And that includes a regular
NOTE Confidence: 0.99395424

00:44:55.300 --> 00:44:56.599 review of the DCF

NOTE Confidence: 0.946713
00:44:56.980 --> 00:44:58.819 definitions of child abuse and
NOTE Confidence: 0.946713
00:44:58.819 --> 00:45:00.599 annual one thirty six trainings
NOTE Confidence: 0.9941988
00:45:00.980 --> 00:45:02.339 to stay abreast of changing
NOTE Confidence: 0.9941988
00:45:02.339 --> 00:45:02.839 definitions.
NOTE Confidence: 0.9974738
00:45:03.619 --> 00:45:04.119 So
NOTE Confidence: 0.9965816
00:45:04.500 --> 00:45:05.540 I did the training. I
NOTE Confidence: 0.9965816
00:45:05.540 --> 00:45:06.180 know what it is to
NOTE Confidence: 0.9965816
00:45:06.180 --> 00:45:07.140 be a one to be
NOTE Confidence: 0.9965816
00:45:07.140 --> 00:45:08.280 a mandated reporter.
NOTE Confidence: 0.9994469
00:45:08.985 --> 00:45:09.805 Things change.
NOTE Confidence: 0.99836326
00:45:10.825 --> 00:45:12.605 When I started practice,
NOTE Confidence: 0.9926236
00:45:13.065 --> 00:45:14.585 anytime someone was hit with
NOTE Confidence: 0.9926236
00:45:14.585 --> 00:45:15.245 a belt,
NOTE Confidence: 0.99958926
00:45:16.105 --> 00:45:17.565 we were told to report.
NOTE Confidence: 0.99969614
00:45:17.945 --> 00:45:19.565 That's not the case anymore.
NOTE Confidence: 0.9755298

00:45:22.059 --> 00:45:22.880 Right? So
NOTE Confidence: 0.970529

00:45:23.420 --> 00:45:25.020 there's a different idea around
NOTE Confidence: 0.970529

00:45:25.020 --> 00:45:26.380 it because they recognize that
NOTE Confidence: 0.970529

00:45:26.380 --> 00:45:27.500 there are some cultures that
NOTE Confidence: 0.970529

00:45:27.500 --> 00:45:28.859 do use physical discipline as
NOTE Confidence: 0.970529

00:45:28.859 --> 00:45:29.760 a form of discipline.
NOTE Confidence: 0.9881236

00:45:30.700 --> 00:45:31.739 If you were not a
NOTE Confidence: 0.9881236

00:45:31.739 --> 00:45:32.940 person who grew up with
NOTE Confidence: 0.9881236

00:45:32.940 --> 00:45:34.940 physical discipline and you're listening
NOTE Confidence: 0.9881236

00:45:34.940 --> 00:45:35.599 to someone
NOTE Confidence: 0.90457

00:45:35.900 --> 00:45:36.640 getting disciplined
NOTE Confidence: 0.98478675

00:45:37.325 --> 00:45:37.825 physically,
NOTE Confidence: 0.95285046

00:45:38.605 --> 00:45:40.285 it's not, many people will
NOTE Confidence: 0.95285046

00:45:40.285 --> 00:45:41.344 jump to that's abuse.
NOTE Confidence: 0.9318804

00:45:41.805 --> 00:45:42.625 That's abuse.
NOTE Confidence: 0.99696636

00:45:43.164 --> 00:45:44.464 But it is not abuse

NOTE Confidence: 0.8292453

00:45:44.924 --> 00:45:45.424 necessarily.

NOTE Confidence: 0.96519125

00:45:45.964 --> 00:45:47.005 Right? There are things to

NOTE Confidence: 0.96519125

00:45:47.005 --> 00:45:48.765 look out for that would

NOTE Confidence: 0.96519125

00:45:48.765 --> 00:45:49.950 cross the line into abuse.

NOTE Confidence: 0.99855757

00:45:51.310 --> 00:45:52.430 But this is some of

NOTE Confidence: 0.99855757

00:45:52.430 --> 00:45:53.469 the reasons why we need

NOTE Confidence: 0.99855757

00:45:53.469 --> 00:45:54.130 to continuously

NOTE Confidence: 0.9971371

00:45:54.430 --> 00:45:56.270 examine our own biases and

NOTE Confidence: 0.9971371

00:45:56.270 --> 00:45:57.410 know where they come from.

NOTE Confidence: 0.9971371

00:45:57.630 --> 00:45:58.510 I was spanked as a

NOTE Confidence: 0.9971371

00:45:58.510 --> 00:45:59.010 kid.

NOTE Confidence: 0.99943185

00:45:59.469 --> 00:46:00.430 That was part of how

NOTE Confidence: 0.99943185

00:46:00.430 --> 00:46:01.650 my parents disciplined.

NOTE Confidence: 0.9743107

00:46:02.265 --> 00:46:03.385 In my view, that has

NOTE Confidence: 0.9743107

00:46:03.385 --> 00:46:04.585 never been it was never

NOTE Confidence: 0.9743107

00:46:04.585 --> 00:46:05.704 abusive. It never crossed the

NOTE Confidence: 0.9743107

00:46:05.704 --> 00:46:06.904 line into abuse. Just for

NOTE Confidence: 0.9743107

00:46:06.904 --> 00:46:07.704 those of you who are

NOTE Confidence: 0.9743107

00:46:07.704 --> 00:46:09.065 unsure, what crosses the line

NOTE Confidence: 0.9743107

00:46:09.065 --> 00:46:09.944 into abuse is if you

NOTE Confidence: 0.9743107

00:46:09.944 --> 00:46:11.464 have marks that last and

NOTE Confidence: 0.9743107

00:46:11.464 --> 00:46:12.684 bruises that last.

NOTE Confidence: 0.97094434

00:46:13.065 --> 00:46:14.424 Those were that then that's

NOTE Confidence: 0.97094434

00:46:14.424 --> 00:46:16.100 a good reason to suspect

NOTE Confidence: 0.97094434

00:46:16.100 --> 00:46:17.320 that it could be abusive

NOTE Confidence: 0.97094434

00:46:17.380 --> 00:46:18.260 and to file a one

NOTE Confidence: 0.97094434

00:46:18.260 --> 00:46:19.380 thirty six. But just being

NOTE Confidence: 0.97094434

00:46:19.380 --> 00:46:20.660 spanked is not the thing.

NOTE Confidence: 0.97094434

00:46:20.660 --> 00:46:22.020 But I know because I

NOTE Confidence: 0.97094434

00:46:22.020 --> 00:46:23.060 was spanked and I didn't

NOTE Confidence: 0.97094434

00:46:23.060 --> 00:46:23.719 view it

NOTE Confidence: 0.9964963
00:46:24.180 --> 00:46:25.320 as abusive
NOTE Confidence: 0.9383901
00:46:25.620 --> 00:46:26.739 that I have the tendency
NOTE Confidence: 0.9383901
00:46:26.739 --> 00:46:27.780 of maybe leaning a little
NOTE Confidence: 0.9383901
00:46:27.780 --> 00:46:28.440 too lenient
NOTE Confidence: 0.999504
00:46:29.060 --> 00:46:29.800 with that.
NOTE Confidence: 0.970471
00:46:30.245 --> 00:46:31.285 So if somebody tells me
NOTE Confidence: 0.970471
00:46:31.285 --> 00:46:32.245 that they were spanking their
NOTE Confidence: 0.970471
00:46:32.245 --> 00:46:33.285 child, I know I have
NOTE Confidence: 0.970471
00:46:33.285 --> 00:46:35.145 to stop, pause, think.
NOTE Confidence: 0.994626
00:46:35.605 --> 00:46:37.205 Sometimes invite another thinking partner
NOTE Confidence: 0.994626
00:46:37.205 --> 00:46:37.925 in with me to make
NOTE Confidence: 0.994626
00:46:37.925 --> 00:46:38.885 sure that I'm not being
NOTE Confidence: 0.994626
00:46:38.885 --> 00:46:39.785 overly permissive
NOTE Confidence: 0.9910097
00:46:40.325 --> 00:46:41.685 because of my own personal
NOTE Confidence: 0.9910097
00:46:41.685 --> 00:46:43.605 experience of not viewing that
NOTE Confidence: 0.9910097

00:46:43.605 --> 00:46:44.265 as abusive.
NOTE Confidence: 0.9821104

00:46:45.090 --> 00:46:45.890 Right? So it can go
NOTE Confidence: 0.9821104

00:46:45.890 --> 00:46:46.870 in either direction.
NOTE Confidence: 0.95043015

00:46:47.489 --> 00:46:48.930 But these are important factors
NOTE Confidence: 0.95043015

00:46:48.930 --> 00:46:50.290 and and keeping abreast of
NOTE Confidence: 0.95043015

00:46:50.290 --> 00:46:51.730 what the definitions are important.
NOTE Confidence: 0.95043015

00:46:51.730 --> 00:46:52.850 So the child study center
NOTE Confidence: 0.95043015

00:46:52.850 --> 00:46:54.150 makes sure that we have,
NOTE Confidence: 0.992447

00:46:54.530 --> 00:46:55.730 the one thirty six training
NOTE Confidence: 0.992447

00:46:55.730 --> 00:46:56.610 annually. I believe the next
NOTE Confidence: 0.992447

00:46:56.610 --> 00:46:57.915 one's coming up in February.
NOTE Confidence: 0.992447

00:46:58.075 --> 00:46:58.875 If you have not been
NOTE Confidence: 0.992447

00:46:58.875 --> 00:46:59.755 in a while and you
NOTE Confidence: 0.992447

00:46:59.755 --> 00:47:01.114 are working with children, please
NOTE Confidence: 0.992447

00:47:01.114 --> 00:47:01.614 go.
NOTE Confidence: 0.99094987

00:47:01.915 --> 00:47:03.035 You'll be surprised that things

NOTE Confidence: 0.99094987

00:47:03.035 --> 00:47:03.935 shift and change.

NOTE Confidence: 0.99815685

00:47:05.675 --> 00:47:06.655 The other thing

NOTE Confidence: 0.9807294

00:47:07.114 --> 00:47:08.155 to also do is you

NOTE Confidence: 0.9807294

00:47:08.155 --> 00:47:08.955 can also just go on

NOTE Confidence: 0.9807294

00:47:08.955 --> 00:47:10.155 to DCF's website and look

NOTE Confidence: 0.9807294

00:47:10.155 --> 00:47:11.355 at what the definitions are.

NOTE Confidence: 0.9807294

00:47:11.355 --> 00:47:13.019 They update those as well.

NOTE Confidence: 0.9807294

00:47:13.079 --> 00:47:13.960 And if you can't make

NOTE Confidence: 0.9807294

00:47:13.960 --> 00:47:15.400 the mandated reporter training that

NOTE Confidence: 0.9807294

00:47:15.400 --> 00:47:16.519 happens at the child study

NOTE Confidence: 0.9807294

00:47:16.519 --> 00:47:18.460 center, there's also one online

NOTE Confidence: 0.9807294

00:47:18.519 --> 00:47:19.579 that you can do.

NOTE Confidence: 0.9996428

00:47:21.960 --> 00:47:23.339 The other thing is

NOTE Confidence: 0.76681435

00:47:23.640 --> 00:47:23.960 that,

NOTE Confidence: 0.9692084

00:47:25.434 --> 00:47:26.954 they encourage the use of

NOTE Confidence: 0.9692084

00:47:26.954 --> 00:47:28.714 standard tools such as screening

NOTE Confidence: 0.9692084

00:47:28.714 --> 00:47:30.335 protocols and clinical guidelines

NOTE Confidence: 0.9940327

00:47:30.635 --> 00:47:31.454 to be helpful

NOTE Confidence: 0.99578005

00:47:31.994 --> 00:47:33.275 in deciding whether or not

NOTE Confidence: 0.99578005

00:47:33.275 --> 00:47:34.795 somebody should have a report

NOTE Confidence: 0.99578005

00:47:34.795 --> 00:47:36.415 made to child protective services.

NOTE Confidence: 0.9699453

00:47:36.950 --> 00:47:38.390 And so the paper that

NOTE Confidence: 0.9699453

00:47:38.390 --> 00:47:40.250 I referenced here, they actually

NOTE Confidence: 0.9699453

00:47:40.310 --> 00:47:40.810 suggest

NOTE Confidence: 0.9869417

00:47:41.190 --> 00:47:42.650 having a system in which,

NOTE Confidence: 0.98890483

00:47:44.310 --> 00:47:46.070 the what is documented in

NOTE Confidence: 0.98890483

00:47:46.070 --> 00:47:48.010 the EHR sort of triggers

NOTE Confidence: 0.98890483

00:47:48.230 --> 00:47:49.830 an outside group from the

NOTE Confidence: 0.98890483

00:47:49.830 --> 00:47:51.370 hospital, like a standing group,

NOTE Confidence: 0.98890483

00:47:51.510 --> 00:47:53.055 to then look at the

NOTE Confidence: 0.98890483

00:47:53.055 --> 00:47:54.815 the the information in the

NOTE Confidence: 0.98890483
00:47:54.815 --> 00:47:56.494 chart and decide whether or
NOTE Confidence: 0.98890483
00:47:56.494 --> 00:47:57.454 not a one thirty six
NOTE Confidence: 0.98890483
00:47:57.454 --> 00:47:58.335 should be filed. So it's
NOTE Confidence: 0.98890483
00:47:58.335 --> 00:48:00.435 not actually dependent on clinician
NOTE Confidence: 0.98890483
00:48:00.494 --> 00:48:00.994 bias.
NOTE Confidence: 0.9632778
00:48:01.454 --> 00:48:02.494 They're looking at the facts
NOTE Confidence: 0.9632778
00:48:02.494 --> 00:48:03.295 and not all of the
NOTE Confidence: 0.9632778
00:48:03.295 --> 00:48:05.135 demographic details and from that
NOTE Confidence: 0.9632778
00:48:05.135 --> 00:48:06.300 making the decision. So it's
NOTE Confidence: 0.9632778
00:48:06.300 --> 00:48:07.739 an interesting thought of a
NOTE Confidence: 0.9632778
00:48:07.739 --> 00:48:08.560 different approach
NOTE Confidence: 0.99668676
00:48:08.860 --> 00:48:10.000 on how to do that.
NOTE Confidence: 0.95654714
00:48:13.100 --> 00:48:14.219 But this is it there
NOTE Confidence: 0.95654714
00:48:14.219 --> 00:48:15.420 is, of course, the warning
NOTE Confidence: 0.95654714
00:48:15.420 --> 00:48:17.180 though that the folks who
NOTE Confidence: 0.95654714

00:48:17.180 --> 00:48:18.219 are part of that need
NOTE Confidence: 0.95654714

00:48:18.219 --> 00:48:19.500 to also be aware that
NOTE Confidence: 0.95654714

00:48:19.500 --> 00:48:20.400 they have biases
NOTE Confidence: 0.96773463

00:48:20.815 --> 00:48:22.675 and consistently work against that.
NOTE Confidence: 0.96773463

00:48:22.895 --> 00:48:23.695 You know, and I know
NOTE Confidence: 0.96773463

00:48:23.695 --> 00:48:25.295 AI is something everybody's really
NOTE Confidence: 0.96773463

00:48:25.295 --> 00:48:26.575 excited about, and people are
NOTE Confidence: 0.96773463

00:48:26.575 --> 00:48:28.035 thinking about the many implications
NOTE Confidence: 0.96773463

00:48:28.094 --> 00:48:28.835 for AI.
NOTE Confidence: 0.9970781

00:48:29.614 --> 00:48:31.535 People who who program AI
NOTE Confidence: 0.9970781

00:48:31.535 --> 00:48:32.515 are also biased
NOTE Confidence: 0.86929846

00:48:34.255 --> 00:48:35.235 because they're human,
NOTE Confidence: 0.9940558

00:48:36.039 --> 00:48:36.920 and so they can't get
NOTE Confidence: 0.9940558

00:48:36.920 --> 00:48:37.900 away from that.
NOTE Confidence: 0.99075997

00:48:38.200 --> 00:48:39.319 Right? And so then it
NOTE Confidence: 0.99075997

00:48:39.319 --> 00:48:41.180 learns your biases too.

NOTE Confidence: 0.9650232
00:48:41.559 --> 00:48:42.440 So we're actually gonna have
NOTE Confidence: 0.9650232
00:48:42.440 --> 00:48:43.480 a grand rounds about that
NOTE Confidence: 0.9650232
00:48:43.480 --> 00:48:44.759 in May, which I encourage
NOTE Confidence: 0.9650232
00:48:44.759 --> 00:48:45.719 you to come to where
NOTE Confidence: 0.9650232
00:48:45.719 --> 00:48:47.000 it talks about some of
NOTE Confidence: 0.9650232
00:48:47.000 --> 00:48:48.299 the bias built in.
NOTE Confidence: 0.9996373
00:48:50.995 --> 00:48:52.215 The other thing is to
NOTE Confidence: 0.9996373
00:48:52.355 --> 00:48:52.855 continuously
NOTE Confidence: 0.9994517
00:48:53.795 --> 00:48:54.295 build
NOTE Confidence: 0.91881454
00:48:54.594 --> 00:48:55.655 diverse multidisciplinary
NOTE Confidence: 0.9828058
00:48:56.275 --> 00:48:57.395 teams with a focus on
NOTE Confidence: 0.9828058
00:48:57.395 --> 00:48:59.475 ensuring diverse cultural and racial
NOTE Confidence: 0.9828058
00:48:59.475 --> 00:48:59.975 perspectives
NOTE Confidence: 0.94607955
00:49:00.755 --> 00:49:01.715 to make sure that they're
NOTE Confidence: 0.94607955
00:49:01.715 --> 00:49:02.215 represented
NOTE Confidence: 0.9948578

00:49:02.835 --> 00:49:03.655 in interprofessional
NOTE Confidence: 0.9845496

00:49:04.035 --> 00:49:04.535 teamwork.
NOTE Confidence: 0.99050295

00:49:04.930 --> 00:49:05.810 Right? That this is a
NOTE Confidence: 0.99050295

00:49:05.810 --> 00:49:07.090 really important thing for us
NOTE Confidence: 0.99050295

00:49:07.090 --> 00:49:08.370 to continue to do is
NOTE Confidence: 0.99050295

00:49:08.370 --> 00:49:09.489 to make sure that we're
NOTE Confidence: 0.99050295

00:49:09.489 --> 00:49:09.989 hiring
NOTE Confidence: 0.99313956

00:49:10.690 --> 00:49:11.190 diverse
NOTE Confidence: 0.9573205

00:49:11.489 --> 00:49:13.190 individuals from discipline
NOTE Confidence: 0.91685987

00:49:13.489 --> 00:49:14.930 to race, to ethnicity, to
NOTE Confidence: 0.91685987

00:49:14.930 --> 00:49:16.690 culture, all of those pieces,
NOTE Confidence: 0.91685987

00:49:16.690 --> 00:49:17.190 language,
NOTE Confidence: 0.8972444

00:49:18.474 --> 00:49:20.015 gender identity, sexuality,
NOTE Confidence: 0.98505425

00:49:20.474 --> 00:49:21.755 all of those pieces. We
NOTE Confidence: 0.98505425

00:49:21.755 --> 00:49:22.255 need
NOTE Confidence: 0.9982665

00:49:22.955 --> 00:49:24.734 the diversity of thought

NOTE Confidence: 0.99898845

00:49:25.114 --> 00:49:26.015 to help us

NOTE Confidence: 0.9009374

00:49:26.315 --> 00:49:27.435 because we we can't all

NOTE Confidence: 0.9009374

00:49:27.435 --> 00:49:29.135 think of every single thing.

NOTE Confidence: 0.9474959

00:49:30.700 --> 00:49:32.219 But these biases do happen.

NOTE Confidence: 0.9474959

00:49:32.219 --> 00:49:33.739 But the more diff the

NOTE Confidence: 0.9474959

00:49:33.739 --> 00:49:34.540 the more that we have

NOTE Confidence: 0.9474959

00:49:34.540 --> 00:49:36.140 diverse perspectives available to us

NOTE Confidence: 0.9474959

00:49:36.140 --> 00:49:37.260 to run things by to

NOTE Confidence: 0.9474959

00:49:37.260 --> 00:49:38.640 discuss, the better.

NOTE Confidence: 0.9368622

00:49:40.460 --> 00:49:41.420 And the other is that

NOTE Confidence: 0.9368622

00:49:41.420 --> 00:49:43.739 ongoing reflection and on personal

NOTE Confidence: 0.9368622

00:49:43.739 --> 00:49:45.420 knowledge and biases across domains

NOTE Confidence: 0.9368622

00:49:45.420 --> 00:49:46.000 of identity.

NOTE Confidence: 0.9966678

00:49:46.405 --> 00:49:47.925 And that includes thinking about

NOTE Confidence: 0.9966678

00:49:47.925 --> 00:49:48.985 parenting practices.

NOTE Confidence: 0.9847266

00:49:49.925 --> 00:49:50.805 Right? If you grew up
NOTE Confidence: 0.9847266

00:49:50.805 --> 00:49:51.925 with a wide variety of
NOTE Confidence: 0.9847266

00:49:51.925 --> 00:49:53.125 food available to you as
NOTE Confidence: 0.9847266

00:49:53.125 --> 00:49:53.705 a kid,
NOTE Confidence: 0.97239166

00:49:54.005 --> 00:49:55.525 and you're treating a family
NOTE Confidence: 0.97239166

00:49:55.525 --> 00:49:57.145 that maybe just has sandwiches
NOTE Confidence: 0.97239166

00:49:57.285 --> 00:49:57.785 available,
NOTE Confidence: 0.9954552

00:49:58.880 --> 00:50:00.560 That's not child abuse or
NOTE Confidence: 0.9954552

00:50:00.560 --> 00:50:01.060 neglect.
NOTE Confidence: 0.94559795

00:50:02.160 --> 00:50:03.460 That's maybe poverty,
NOTE Confidence: 0.9866033

00:50:04.800 --> 00:50:06.500 but it is not equal
NOTE Confidence: 0.9866033

00:50:06.640 --> 00:50:08.400 abuse or neglect. Right? So
NOTE Confidence: 0.9866033

00:50:08.400 --> 00:50:09.600 knowing and and checking where
NOTE Confidence: 0.9866033

00:50:09.600 --> 00:50:10.560 you're coming from and what
NOTE Confidence: 0.9866033

00:50:10.560 --> 00:50:12.315 your privileges might be and
NOTE Confidence: 0.9866033

00:50:12.315 --> 00:50:13.435 not imposing them as the

NOTE Confidence: 0.9866033

00:50:13.435 --> 00:50:14.555 measure on the people in

NOTE Confidence: 0.9866033

00:50:14.555 --> 00:50:15.515 front of you is a

NOTE Confidence: 0.9866033

00:50:15.515 --> 00:50:16.734 really important piece.

NOTE Confidence: 0.97972804

00:50:18.954 --> 00:50:19.755 And, again, if you grew

NOTE Confidence: 0.97972804

00:50:19.755 --> 00:50:20.895 up with a very gentle

NOTE Confidence: 0.9957268

00:50:21.275 --> 00:50:22.335 parenting style,

NOTE Confidence: 0.9941876

00:50:22.875 --> 00:50:24.714 anything that feels harsh, you

NOTE Confidence: 0.9941876

00:50:24.714 --> 00:50:26.494 might code as abusive.

NOTE Confidence: 0.9923815

00:50:27.280 --> 00:50:28.980 And so that's another opportunity

NOTE Confidence: 0.9923815

00:50:29.040 --> 00:50:30.100 to stop and scrutinize.

NOTE Confidence: 0.9982009

00:50:30.960 --> 00:50:32.240 So another thing to do

NOTE Confidence: 0.9982009

00:50:32.240 --> 00:50:33.220 is to create

NOTE Confidence: 0.9891875

00:50:33.680 --> 00:50:34.180 friction.

NOTE Confidence: 0.9796555

00:50:34.800 --> 00:50:35.520 And so one of the

NOTE Confidence: 0.9796555

00:50:35.520 --> 00:50:37.440 things that, doctor Eberhardt talks

NOTE Confidence: 0.9796555

00:50:37.440 --> 00:50:38.560 about in her book about
NOTE Confidence: 0.9796555

00:50:38.560 --> 00:50:39.060 bias,
NOTE Confidence: 0.9971178

00:50:39.760 --> 00:50:40.800 is really just the act
NOTE Confidence: 0.9971178

00:50:40.800 --> 00:50:41.860 of slowing down.
NOTE Confidence: 0.94914365

00:50:42.465 --> 00:50:43.425 And so she used an
NOTE Confidence: 0.94914365

00:50:43.425 --> 00:50:45.265 example in which she talked
NOTE Confidence: 0.94914365

00:50:45.265 --> 00:50:46.705 about this app from it's
NOTE Confidence: 0.94914365

00:50:46.705 --> 00:50:48.625 called Nextdoor. Did anybody ever
NOTE Confidence: 0.94914365

00:50:48.625 --> 00:50:49.665 see that? So it was
NOTE Confidence: 0.94914365

00:50:49.665 --> 00:50:50.385 meant to be like a
NOTE Confidence: 0.94914365

00:50:50.385 --> 00:50:51.345 way to connect with your
NOTE Confidence: 0.94914365

00:50:51.345 --> 00:50:53.105 neighbors and maybe learn about
NOTE Confidence: 0.94914365

00:50:53.105 --> 00:50:54.785 the a good plumber or,
NOTE Confidence: 0.94914365

00:50:54.785 --> 00:50:55.745 hey, I need a tree
NOTE Confidence: 0.94914365

00:50:55.745 --> 00:50:56.245 removed.
NOTE Confidence: 0.9980974

00:50:56.550 --> 00:50:57.930 And it quickly devolved

NOTE Confidence: 0.99969405
00:50:58.630 --> 00:51:00.810 into a community policing platform
NOTE Confidence: 0.9220976
00:51:01.750 --> 00:51:03.350 where people were using their
NOTE Confidence: 0.9220976
00:51:03.350 --> 00:51:05.190 ring cameras to say look
NOTE Confidence: 0.9220976
00:51:05.190 --> 00:51:06.250 out for this person.
NOTE Confidence: 0.9200104
00:51:06.630 --> 00:51:08.150 Hey, this is happening. Porch
NOTE Confidence: 0.9200104
00:51:08.150 --> 00:51:08.625 pirates.
NOTE Confidence: 0.93419605
00:51:09.185 --> 00:51:10.225 All of these things were
NOTE Confidence: 0.93419605
00:51:10.225 --> 00:51:11.185 going on, and it quickly
NOTE Confidence: 0.93419605
00:51:11.185 --> 00:51:12.225 devolved. And this is not
NOTE Confidence: 0.93419605
00:51:12.225 --> 00:51:13.425 what the creators of Next
NOTE Confidence: 0.93419605
00:51:13.425 --> 00:51:14.965 Apple excuse me,
NOTE Confidence: 0.9403169
00:51:15.745 --> 00:51:17.905 Nextdoor wanted, so they invited
NOTE Confidence: 0.9403169
00:51:17.905 --> 00:51:20.005 doctor Eberhardt in. And
NOTE Confidence: 0.99037546
00:51:20.305 --> 00:51:21.505 all she did was introduce
NOTE Confidence: 0.99037546
00:51:21.505 --> 00:51:22.245 some friction.
NOTE Confidence: 0.946153

00:51:22.670 --> 00:51:23.630 And what she did is
NOTE Confidence: 0.946153

00:51:23.630 --> 00:51:24.830 what she create before you
NOTE Confidence: 0.946153

00:51:24.830 --> 00:51:25.970 could put in a report,
NOTE Confidence: 0.9984801

00:51:26.830 --> 00:51:28.130 you had a hard stop
NOTE Confidence: 0.9984801

00:51:28.350 --> 00:51:29.570 with a couple of questions.
NOTE Confidence: 0.9984801

00:51:29.630 --> 00:51:30.350 I think it was two
NOTE Confidence: 0.9984801

00:51:30.350 --> 00:51:31.250 or three questions.
NOTE Confidence: 0.9995245

00:51:31.870 --> 00:51:32.370 And
NOTE Confidence: 0.9996055

00:51:32.670 --> 00:51:34.290 just adding that friction
NOTE Confidence: 0.9836607

00:51:35.505 --> 00:51:37.025 decreased the amount of sort
NOTE Confidence: 0.9836607

00:51:37.025 --> 00:51:38.404 of policing activity
NOTE Confidence: 0.9988142

00:51:38.944 --> 00:51:40.145 on that app by seventy
NOTE Confidence: 0.9988142

00:51:40.145 --> 00:51:40.885 five percent.
NOTE Confidence: 0.9966816

00:51:43.585 --> 00:51:44.724 When we are busy
NOTE Confidence: 0.9558883

00:51:45.904 --> 00:51:47.585 and moving quickly and there's
NOTE Confidence: 0.9558883

00:51:47.585 --> 00:51:49.125 lots of demands on us,

NOTE Confidence: 0.9912941
00:51:49.630 --> 00:51:50.670 we tend to move pretty
NOTE Confidence: 0.9912941
00:51:50.670 --> 00:51:52.349 quickly. We're forced to. And
NOTE Confidence: 0.9912941
00:51:52.349 --> 00:51:53.550 that's where we end up
NOTE Confidence: 0.9912941
00:51:53.550 --> 00:51:55.410 making mistakes and making calls
NOTE Confidence: 0.9912941
00:51:55.630 --> 00:51:56.590 that can have these kinds
NOTE Confidence: 0.9912941
00:51:56.590 --> 00:51:57.250 of repercussions.
NOTE Confidence: 0.9860403
00:51:58.670 --> 00:51:59.869 Right? And so finding the
NOTE Confidence: 0.9860403
00:51:59.869 --> 00:52:00.910 ways to be able to
NOTE Confidence: 0.9860403
00:52:00.910 --> 00:52:02.369 introduce some of that friction.
NOTE Confidence: 0.9935556
00:52:03.195 --> 00:52:04.875 And ask yourself, why am
NOTE Confidence: 0.9935556
00:52:04.875 --> 00:52:06.335 I suspecting maltreatment?
NOTE Confidence: 0.9995586
00:52:07.835 --> 00:52:09.614 What is the objective evidence?
NOTE Confidence: 0.9939356
00:52:09.915 --> 00:52:10.955 In this case, they didn't
NOTE Confidence: 0.9939356
00:52:10.955 --> 00:52:12.555 have any objective evidence for
NOTE Confidence: 0.9939356
00:52:12.555 --> 00:52:14.475 this for elevating the concern
NOTE Confidence: 0.9939356

00:52:14.475 --> 00:52:15.295 in that moment.
NOTE Confidence: 0.9994827

00:52:15.835 --> 00:52:16.975 They had an artifact.
NOTE Confidence: 0.9823285

00:52:19.610 --> 00:52:21.530 Ask yourself. Right? How how
NOTE Confidence: 0.9823285

00:52:21.530 --> 00:52:22.969 is the difference between my
NOTE Confidence: 0.9823285

00:52:22.969 --> 00:52:25.130 experience and theirs impacting my
NOTE Confidence: 0.9823285

00:52:25.130 --> 00:52:26.330 thinking right now? So that's,
NOTE Confidence: 0.9823285

00:52:26.330 --> 00:52:27.850 like, my my spanking example.
NOTE Confidence: 0.9823285

00:52:27.850 --> 00:52:28.810 Right? Like, I think, like,
NOTE Confidence: 0.9823285

00:52:28.810 --> 00:52:29.930 I was raised with it.
NOTE Confidence: 0.9823285

00:52:29.930 --> 00:52:30.989 I gotta be careful
NOTE Confidence: 0.99511707

00:52:32.025 --> 00:52:33.385 not to be so permissive
NOTE Confidence: 0.99511707

00:52:33.385 --> 00:52:34.125 about it.
NOTE Confidence: 0.99932283

00:52:34.825 --> 00:52:36.505 And don't just trust your
NOTE Confidence: 0.99932283

00:52:36.505 --> 00:52:37.724 gut without scrutiny.
NOTE Confidence: 0.97510713

00:52:38.825 --> 00:52:39.944 Your gut is telling you
NOTE Confidence: 0.97510713

00:52:39.944 --> 00:52:40.444 something,

NOTE Confidence: 0.9993401
00:52:40.825 --> 00:52:41.864 but you should ask your
NOTE Confidence: 0.9993401
00:52:41.864 --> 00:52:42.364 gut
NOTE Confidence: 0.99668044
00:52:43.224 --> 00:52:44.859 some questions as well. Right?
NOTE Confidence: 0.99668044
00:52:44.859 --> 00:52:46.060 Where is that coming from?
NOTE Confidence: 0.99668044
00:52:46.060 --> 00:52:47.020 Is it telling me to
NOTE Confidence: 0.99668044
00:52:47.020 --> 00:52:47.520 report?
NOTE Confidence: 0.9558185
00:52:48.060 --> 00:52:49.020 Why is it telling to
NOTE Confidence: 0.9558185
00:52:49.020 --> 00:52:49.980 me me to report? What's
NOTE Confidence: 0.9558185
00:52:49.980 --> 00:52:51.280 the evidence? What's the facts?
NOTE Confidence: 0.9756529
00:52:51.980 --> 00:52:53.099 Is it telling me not
NOTE Confidence: 0.9756529
00:52:53.099 --> 00:52:53.760 to report?
NOTE Confidence: 0.9504057
00:52:54.060 --> 00:52:55.760 To your point before, Carla.
NOTE Confidence: 0.9504057
00:52:55.980 --> 00:52:57.040 Right? Why?
NOTE Confidence: 0.9773806
00:52:57.545 --> 00:52:58.585 Oh, they're such a nice
NOTE Confidence: 0.9773806
00:52:58.585 --> 00:53:00.285 family. I've known them forever.
NOTE Confidence: 0.72850895

00:53:02.105 --> 00:53:03.165 Kids so cute.
NOTE Confidence: 0.9849056

00:53:03.465 --> 00:53:05.145 Mom's really smart. You know,
NOTE Confidence: 0.9849056

00:53:05.145 --> 00:53:06.125 they live in my neighborhood.
NOTE Confidence: 0.9586973

00:53:07.785 --> 00:53:09.545 All those things are also
NOTE Confidence: 0.9586973

00:53:09.545 --> 00:53:10.045 biases,
NOTE Confidence: 0.9988197

00:53:12.170 --> 00:53:13.369 And you could actually not
NOTE Confidence: 0.9988197

00:53:13.369 --> 00:53:14.569 be protecting a child that
NOTE Confidence: 0.9988197

00:53:14.569 --> 00:53:15.630 you should be protecting
NOTE Confidence: 0.975564

00:53:15.930 --> 00:53:17.130 because you're being guided by
NOTE Confidence: 0.975564

00:53:17.130 --> 00:53:17.789 your biases.
NOTE Confidence: 0.99778855

00:53:21.690 --> 00:53:22.190 So
NOTE Confidence: 0.98065585

00:53:22.489 --> 00:53:24.109 just some questions to ponder.
NOTE Confidence: 0.99897385

00:53:26.895 --> 00:53:28.435 Is the one thirty six
NOTE Confidence: 0.9470153

00:53:29.535 --> 00:53:30.915 part of a medical record,
NOTE Confidence: 0.98997146

00:53:31.455 --> 00:53:32.255 or is it part of
NOTE Confidence: 0.98997146

00:53:32.255 --> 00:53:33.635 the child welfare record?

NOTE Confidence: 0.99726564
00:53:36.415 --> 00:53:38.355 Is documenting that we filed
NOTE Confidence: 0.97314125
00:53:39.160 --> 00:53:40.200 a one thirty six and
NOTE Confidence: 0.97314125
00:53:40.200 --> 00:53:41.480 perhaps adding a v code
NOTE Confidence: 0.97314125
00:53:41.480 --> 00:53:42.840 for child abuse or something
NOTE Confidence: 0.97314125
00:53:42.840 --> 00:53:43.660 else enough?
NOTE Confidence: 0.9722294
00:53:46.120 --> 00:53:48.140 Have you ever found yourself
NOTE Confidence: 0.9722294
00:53:48.200 --> 00:53:49.239 doing a deep dive in
NOTE Confidence: 0.9722294
00:53:49.239 --> 00:53:51.420 a chart for certain clients
NOTE Confidence: 0.9722294
00:53:51.640 --> 00:53:52.700 but not others?
NOTE Confidence: 0.97873306
00:53:54.105 --> 00:53:55.065 In this case, I admit
NOTE Confidence: 0.97873306
00:53:55.065 --> 00:53:55.785 to you that I did,
NOTE Confidence: 0.97873306
00:53:55.785 --> 00:53:56.745 but I needed to find
NOTE Confidence: 0.97873306
00:53:56.745 --> 00:53:57.485 the facts.
NOTE Confidence: 0.9921345
00:53:58.425 --> 00:53:59.945 I was convinced that there
NOTE Confidence: 0.9921345
00:53:59.945 --> 00:54:01.145 was not another reason to
NOTE Confidence: 0.9921345

00:54:01.145 --> 00:54:02.265 be upset about this and
NOTE Confidence: 0.9921345

00:54:02.265 --> 00:54:03.885 that there wasn't. Right? But
NOTE Confidence: 0.9921345

00:54:04.025 --> 00:54:05.065 have you ever dug deep
NOTE Confidence: 0.9921345

00:54:05.065 --> 00:54:06.265 in a chart for your
NOTE Confidence: 0.9921345

00:54:06.265 --> 00:54:07.405 confirmation bias?
NOTE Confidence: 0.9903561

00:54:09.710 --> 00:54:10.589 And maybe that's what I
NOTE Confidence: 0.9903561

00:54:10.589 --> 00:54:12.269 was operating under myself. Right?
NOTE Confidence: 0.9903561

00:54:12.269 --> 00:54:13.230 But I I looked for
NOTE Confidence: 0.9903561

00:54:13.230 --> 00:54:13.890 the facts,
NOTE Confidence: 0.9993093

00:54:15.150 --> 00:54:16.510 and the facts did not
NOTE Confidence: 0.9993093

00:54:16.510 --> 00:54:17.950 confirm that this was an
NOTE Confidence: 0.9993093

00:54:17.950 --> 00:54:18.450 emergency.
NOTE Confidence: 0.99954593

00:54:20.029 --> 00:54:21.329 Do you have a practice
NOTE Confidence: 0.99954593

00:54:21.469 --> 00:54:23.329 of scrutinizing your gut?
NOTE Confidence: 0.987954

00:54:24.805 --> 00:54:26.405 We are often told, right,
NOTE Confidence: 0.987954

00:54:26.405 --> 00:54:27.545 to trust our gut.

NOTE Confidence: 0.9962285
00:54:28.725 --> 00:54:29.685 But what is your gut
NOTE Confidence: 0.9962285
00:54:29.685 --> 00:54:30.825 informed by?
NOTE Confidence: 0.9676787
00:54:33.765 --> 00:54:34.965 And think about the words
NOTE Confidence: 0.9676787
00:54:34.965 --> 00:54:36.265 you use in your chart.
NOTE Confidence: 0.9676787
00:54:36.410 --> 00:54:37.610 Is it are is it
NOTE Confidence: 0.9676787
00:54:37.610 --> 00:54:38.910 words like noncompliant
NOTE Confidence: 0.9950229
00:54:39.370 --> 00:54:40.110 and resistant?
NOTE Confidence: 0.9961831
00:54:41.930 --> 00:54:43.450 Are there are you using
NOTE Confidence: 0.9961831
00:54:43.450 --> 00:54:44.410 words I mean, many of
NOTE Confidence: 0.9961831
00:54:44.410 --> 00:54:45.930 us were trained with these
NOTE Confidence: 0.9961831
00:54:45.930 --> 00:54:47.310 kinds of words in mind.
NOTE Confidence: 0.999265
00:54:48.090 --> 00:54:49.210 Are you using words that
NOTE Confidence: 0.999265
00:54:49.210 --> 00:54:49.870 are perpetuating
NOTE Confidence: 0.9988864
00:54:50.170 --> 00:54:50.670 bias
NOTE Confidence: 0.99988616
00:54:51.605 --> 00:54:53.704 that could follow the family
NOTE Confidence: 0.9534941

00:54:54.005 --> 00:54:55.684 later on and create this
NOTE Confidence: 0.9534941

00:54:55.684 --> 00:54:56.585 moment? Yes.
NOTE Confidence: 0.86392623

00:54:57.045 --> 00:54:58.585 I was gonna say regarding,
NOTE Confidence: 0.9992101

00:54:59.045 --> 00:54:59.545 just
NOTE Confidence: 0.9509953

00:55:00.164 --> 00:55:01.605 what to ponder. So one
NOTE Confidence: 0.9509953

00:55:01.605 --> 00:55:02.805 of my friends, and he's
NOTE Confidence: 0.9509953

00:55:02.805 --> 00:55:04.405 a psychiatrist, and he has
NOTE Confidence: 0.9509953

00:55:04.405 --> 00:55:06.620 three children. And, the kids
NOTE Confidence: 0.9509953

00:55:06.620 --> 00:55:07.900 go to private school. And
NOTE Confidence: 0.9509953

00:55:07.900 --> 00:55:09.420 so the oldest, he's ten,
NOTE Confidence: 0.9509953

00:55:09.420 --> 00:55:10.780 and he is he's, you
NOTE Confidence: 0.9509953

00:55:10.780 --> 00:55:11.739 know, he want he's a
NOTE Confidence: 0.9509953

00:55:11.739 --> 00:55:13.100 straight a student and wants
NOTE Confidence: 0.9509953

00:55:13.100 --> 00:55:14.080 to be on the teacher's,
NOTE Confidence: 0.99474883

00:55:14.380 --> 00:55:15.500 you know, good list. And
NOTE Confidence: 0.99474883

00:55:15.500 --> 00:55:15.980 so,

NOTE Confidence: 0.8955103

00:55:16.300 --> 00:55:17.260 I guess I'm not sure

NOTE Confidence: 0.8955103

00:55:17.260 --> 00:55:18.300 what the teacher was teaching

NOTE Confidence: 0.8955103

00:55:18.300 --> 00:55:18.800 about,

NOTE Confidence: 0.78214514

00:55:20.205 --> 00:55:21.985 racially and ethnically minoritized populations.

NOTE Confidence: 0.98129165

00:55:22.605 --> 00:55:23.885 And I suppose what she

NOTE Confidence: 0.98129165

00:55:23.885 --> 00:55:25.485 was saying kind of othered

NOTE Confidence: 0.98129165

00:55:25.485 --> 00:55:26.465 him in the classroom,

NOTE Confidence: 0.97793865

00:55:26.925 --> 00:55:27.965 and she asked him to

NOTE Confidence: 0.97793865

00:55:27.965 --> 00:55:29.565 share about his experience. And

NOTE Confidence: 0.97793865

00:55:29.565 --> 00:55:31.245 so trying to align with

NOTE Confidence: 0.97793865

00:55:31.245 --> 00:55:32.364 what she just taught, he

NOTE Confidence: 0.97793865

00:55:32.364 --> 00:55:33.425 said, oh, yeah. Sometimes

NOTE Confidence: 0.9652305

00:55:33.725 --> 00:55:34.605 I don't get fed at

NOTE Confidence: 0.9652305

00:55:34.605 --> 00:55:34.920 home.

NOTE Confidence: 0.94428766

00:55:35.719 --> 00:55:37.680 And so she filed a,

NOTE Confidence: 0.94428766

00:55:37.680 --> 00:55:38.920 I guess, there at CPS
NOTE Confidence: 0.94428766

00:55:38.920 --> 00:55:40.599 or ACS, DCF, what have
NOTE Confidence: 0.94428766

00:55:40.599 --> 00:55:43.000 you, report. And, my friend,
NOTE Confidence: 0.94428766

00:55:43.000 --> 00:55:44.440 he's like, you know, well,
NOTE Confidence: 0.94428766

00:55:44.440 --> 00:55:45.400 first of all, my kid
NOTE Confidence: 0.94428766

00:55:45.400 --> 00:55:46.760 is, like, ninety percent all
NOTE Confidence: 0.94428766

00:55:46.760 --> 00:55:47.640 weight and height. He's not
NOTE Confidence: 0.94428766

00:55:47.640 --> 00:55:48.375 missing a meal.
NOTE Confidence: 0.93249154

00:55:49.895 --> 00:55:51.035 But, you know,
NOTE Confidence: 0.95152384

00:55:51.655 --> 00:55:52.455 just, you know, he he
NOTE Confidence: 0.95152384

00:55:52.455 --> 00:55:53.335 told me about it because
NOTE Confidence: 0.95152384

00:55:53.335 --> 00:55:54.695 the perspective of what it
NOTE Confidence: 0.95152384

00:55:54.695 --> 00:55:55.575 looks like on the other
NOTE Confidence: 0.95152384

00:55:55.575 --> 00:55:56.855 side. Yeah. Right? Because as,
NOTE Confidence: 0.95152384

00:55:56.855 --> 00:55:58.055 you know, providers we call
NOTE Confidence: 0.95152384

00:55:58.055 --> 00:55:59.094 DCF, you know, we do

NOTE Confidence: 0.95152384

00:55:59.094 --> 00:56:00.455 these things. And so they

NOTE Confidence: 0.95152384

00:56:00.455 --> 00:56:01.655 came to his, you know,

NOTE Confidence: 0.95152384

00:56:01.655 --> 00:56:03.119 ginormous house, and they looked

NOTE Confidence: 0.95152384

00:56:03.119 --> 00:56:04.239 around and saw the food

NOTE Confidence: 0.95152384

00:56:04.239 --> 00:56:05.279 and, you know, it was

NOTE Confidence: 0.95152384

00:56:05.279 --> 00:56:06.579 unsub it was not substantiated.

NOTE Confidence: 0.99105835

00:56:07.680 --> 00:56:09.359 And this is in a

NOTE Confidence: 0.99105835

00:56:09.359 --> 00:56:10.719 chart somewhere. This is now

NOTE Confidence: 0.99105835

00:56:10.719 --> 00:56:12.400 part of the file because

NOTE Confidence: 0.99105835

00:56:12.400 --> 00:56:13.839 his son wanted to kind

NOTE Confidence: 0.99105835

00:56:13.839 --> 00:56:15.059 of, you know,

NOTE Confidence: 0.9995006

00:56:15.519 --> 00:56:16.480 live up to what the

NOTE Confidence: 0.9995006

00:56:16.480 --> 00:56:16.980 teacher

NOTE Confidence: 0.97359204

00:56:17.385 --> 00:56:19.065 was teaching Wow. And othered

NOTE Confidence: 0.97359204

00:56:19.065 --> 00:56:19.785 him. And so,

NOTE Confidence: 0.98385763

00:56:20.745 --> 00:56:21.545 this will be in a
NOTE Confidence: 0.98385763

00:56:21.545 --> 00:56:23.165 chart. Yep. Yeah.
NOTE Confidence: 0.9858925

00:56:24.265 --> 00:56:25.225 These are the things. Right?
NOTE Confidence: 0.9858925

00:56:25.225 --> 00:56:26.344 And so are the words
NOTE Confidence: 0.9858925

00:56:26.344 --> 00:56:27.864 that we use that describe
NOTE Confidence: 0.9858925

00:56:27.864 --> 00:56:29.465 them. Right? So are all
NOTE Confidence: 0.9858925

00:56:29.465 --> 00:56:30.745 of these other things. And
NOTE Confidence: 0.9858925

00:56:30.745 --> 00:56:32.600 so it's a really important
NOTE Confidence: 0.9858925

00:56:32.600 --> 00:56:33.960 opportunity for us to stop
NOTE Confidence: 0.9858925

00:56:33.960 --> 00:56:34.860 and think about
NOTE Confidence: 0.9479074

00:56:35.320 --> 00:56:36.520 what we're using and why
NOTE Confidence: 0.9479074

00:56:36.520 --> 00:56:37.719 and also to think about
NOTE Confidence: 0.9479074

00:56:37.719 --> 00:56:39.160 how you yourself how can
NOTE Confidence: 0.9479074

00:56:39.160 --> 00:56:40.520 you prevent the ghosts in
NOTE Confidence: 0.9479074

00:56:40.520 --> 00:56:41.640 your chart? Carla, did you
NOTE Confidence: 0.9479074

00:56:41.640 --> 00:56:42.380 have a question?

NOTE Confidence: 0.6608605
00:56:43.815 --> 00:56:44.795 If you saw
NOTE Confidence: 0.8664797
00:56:45.175 --> 00:56:45.675 that
NOTE Confidence: 0.98478675
00:56:46.535 --> 00:56:48.214 the transition to open notes
NOTE Confidence: 0.98478675
00:56:48.214 --> 00:56:49.575 where clients can view their
NOTE Confidence: 0.98478675
00:56:49.575 --> 00:56:50.555 notes has
NOTE Confidence: 0.9504626
00:56:51.494 --> 00:56:53.255 helped with some of this,
NOTE Confidence: 0.9504626
00:56:53.255 --> 00:56:54.375 and certainly not all of
NOTE Confidence: 0.9504626
00:56:54.375 --> 00:56:55.700 it. But I just I
NOTE Confidence: 0.9504626
00:56:55.700 --> 00:56:56.900 know for me, it's made
NOTE Confidence: 0.9504626
00:56:56.900 --> 00:56:58.420 me much more more mindful
NOTE Confidence: 0.9504626
00:56:58.420 --> 00:56:59.540 about what I'm writing because
NOTE Confidence: 0.9504626
00:56:59.540 --> 00:57:00.840 I know the client's gonna
NOTE Confidence: 0.9954161
00:57:01.220 --> 00:57:01.960 see it.
NOTE Confidence: 0.7914112
00:57:03.300 --> 00:57:04.680 So although sometimes
NOTE Confidence: 0.95951
00:57:04.980 --> 00:57:06.180 I find the open notes
NOTE Confidence: 0.95951

00:57:06.180 --> 00:57:07.080 very challenging
NOTE Confidence: 0.61690754

00:57:07.620 --> 00:57:08.120 that,
NOTE Confidence: 0.96281487

00:57:09.025 --> 00:57:10.945 yeah, maybe a positive in
NOTE Confidence: 0.96281487

00:57:10.945 --> 00:57:12.305 terms of how we're writing
NOTE Confidence: 0.96281487

00:57:12.305 --> 00:57:13.505 our notes. We're more thoughtful
NOTE Confidence: 0.96281487

00:57:13.505 --> 00:57:14.945 about those. We shifted a
NOTE Confidence: 0.96281487

00:57:14.945 --> 00:57:16.645 lot of our training around
NOTE Confidence: 0.96281487

00:57:16.785 --> 00:57:17.285 documentation
NOTE Confidence: 0.98608154

00:57:17.825 --> 00:57:18.945 with the idea of open
NOTE Confidence: 0.98608154

00:57:18.945 --> 00:57:20.225 notes, and it really caused
NOTE Confidence: 0.98608154

00:57:20.225 --> 00:57:22.005 a, a good pause point
NOTE Confidence: 0.9537391

00:57:22.465 --> 00:57:24.580 for us. Right? Because we
NOTE Confidence: 0.9537391

00:57:24.580 --> 00:57:26.420 were thinking about being accurate
NOTE Confidence: 0.9537391

00:57:26.420 --> 00:57:27.080 and documenting.
NOTE Confidence: 0.9930804

00:57:27.619 --> 00:57:28.900 But now when with the
NOTE Confidence: 0.9930804

00:57:28.900 --> 00:57:30.420 open notes sort of concept,

NOTE Confidence: 0.9930804

00:57:30.420 --> 00:57:32.119 we're also thinking about perception

NOTE Confidence: 0.9930804

00:57:32.260 --> 00:57:34.180 by others. Right? And so

NOTE Confidence: 0.9930804

00:57:34.180 --> 00:57:34.820 the times that

NOTE Confidence: 0.9110893

00:57:36.204 --> 00:57:37.165 I don't know, dad is

NOTE Confidence: 0.9110893

00:57:37.165 --> 00:57:38.285 coming and saying, oh, mom

NOTE Confidence: 0.9110893

00:57:38.285 --> 00:57:39.244 is terrible and mom and

NOTE Confidence: 0.9110893

00:57:39.244 --> 00:57:40.045 mom and mom and mom

NOTE Confidence: 0.9110893

00:57:40.045 --> 00:57:41.165 and he document, oh, all

NOTE Confidence: 0.9110893

00:57:41.165 --> 00:57:42.204 this stuff dad said about

NOTE Confidence: 0.9110893

00:57:42.204 --> 00:57:43.964 mom. And then mom decides

NOTE Confidence: 0.9110893

00:57:43.964 --> 00:57:45.345 to join treatment someday,

NOTE Confidence: 0.997182

00:57:45.724 --> 00:57:46.684 and she looks at all

NOTE Confidence: 0.997182

00:57:46.684 --> 00:57:47.905 these things you wrote.

NOTE Confidence: 0.98206466

00:57:49.610 --> 00:57:50.810 How on earth could she

NOTE Confidence: 0.98206466

00:57:50.810 --> 00:57:52.350 easily engage with you

NOTE Confidence: 0.97957563

00:57:53.210 --> 00:57:54.650 thinking about all these things
NOTE Confidence: 0.97957563

00:57:54.650 --> 00:57:56.090 that you've already heard, learned,
NOTE Confidence: 0.97957563

00:57:56.090 --> 00:57:57.690 and decided by codifying in
NOTE Confidence: 0.97957563

00:57:57.690 --> 00:57:58.270 a chart
NOTE Confidence: 0.9709816

00:57:58.730 --> 00:57:59.850 were true? So I think
NOTE Confidence: 0.9709816

00:57:59.850 --> 00:58:01.290 there has been some shift
NOTE Confidence: 0.9709816

00:58:01.290 --> 00:58:02.030 and change
NOTE Confidence: 0.9834577

00:58:02.685 --> 00:58:04.125 to being more thoughtful and
NOTE Confidence: 0.9834577

00:58:04.125 --> 00:58:05.985 mindful about the potential impact
NOTE Confidence: 0.9834577

00:58:06.125 --> 00:58:07.745 of words in the charts
NOTE Confidence: 0.9834577

00:58:07.885 --> 00:58:09.005 around the open notes. So
NOTE Confidence: 0.9834577

00:58:09.005 --> 00:58:09.885 I think there's still more
NOTE Confidence: 0.9834577

00:58:09.885 --> 00:58:10.465 to do.
NOTE Confidence: 0.99490017

00:58:10.845 --> 00:58:12.925 Right? I think thinking more
NOTE Confidence: 0.99490017

00:58:12.925 --> 00:58:14.145 about themes versus
NOTE Confidence: 0.9972823

00:58:15.470 --> 00:58:15.970 verbatim

NOTE Confidence: 0.98786116
00:58:16.430 --> 00:58:17.410 sort of charting
NOTE Confidence: 0.9830175
00:58:17.950 --> 00:58:19.490 is is helpful. And, of
NOTE Confidence: 0.9830175
00:58:19.789 --> 00:58:21.470 course, documenting in words that
NOTE Confidence: 0.9830175
00:58:21.470 --> 00:58:22.510 make sense to the family,
NOTE Confidence: 0.9830175
00:58:22.510 --> 00:58:23.470 which is the other thing
NOTE Confidence: 0.9830175
00:58:23.470 --> 00:58:24.349 that I think is really
NOTE Confidence: 0.9830175
00:58:24.349 --> 00:58:25.309 important. So I think in
NOTE Confidence: 0.9830175
00:58:25.309 --> 00:58:26.109 in a lot of ways,
NOTE Confidence: 0.9830175
00:58:26.109 --> 00:58:26.609 it's
NOTE Confidence: 0.9835805
00:58:27.390 --> 00:58:28.670 I've mostly and I I
NOTE Confidence: 0.9835805
00:58:28.670 --> 00:58:29.710 think that there's a lot
NOTE Confidence: 0.9835805
00:58:29.710 --> 00:58:31.089 more benefit for the patient
NOTE Confidence: 0.9835805
00:58:31.365 --> 00:58:32.405 and a lot more shift
NOTE Confidence: 0.9835805
00:58:32.405 --> 00:58:33.845 for us in learning how
NOTE Confidence: 0.9835805
00:58:33.845 --> 00:58:34.585 to do it.
NOTE Confidence: 0.9972966

00:58:36.885 --> 00:58:38.325 Any other thoughts, questions, or

NOTE Confidence: 0.9972966

00:58:38.325 --> 00:58:38.825 reflections?

NOTE Confidence: 0.9101161

00:58:40.725 --> 00:58:41.765 And so that if if

NOTE Confidence: 0.9101161

00:58:41.765 --> 00:58:43.445 you wanted CMEs, you also

NOTE Confidence: 0.9101161

00:58:43.685 --> 00:58:44.825 excuse me. CECs.

NOTE Confidence: 0.97651327

00:58:45.590 --> 00:58:47.050 They're confusing. I know.

NOTE Confidence: 0.9770361

00:58:47.750 --> 00:58:49.510 You you must scan out.

NOTE Confidence: 0.9770361

00:58:49.510 --> 00:58:50.470 So please make sure that

NOTE Confidence: 0.9770361

00:58:50.470 --> 00:58:51.590 you sign out. The CMEs,

NOTE Confidence: 0.9770361

00:58:51.590 --> 00:58:52.390 you're good if you just

NOTE Confidence: 0.9770361

00:58:52.390 --> 00:58:53.270 signed in. That's just the

NOTE Confidence: 0.9770361

00:58:53.270 --> 00:58:54.010 way it goes.

NOTE Confidence: 0.972317

00:58:55.190 --> 00:58:56.710 So but thank you again

NOTE Confidence: 0.972317

00:58:56.710 --> 00:58:57.210 for

NOTE Confidence: 0.97924465

00:59:01.231 --> 00:59:02.991 for your participation, for being

NOTE Confidence: 0.97924465

00:59:02.991 --> 00:59:03.791 here, and for,

NOTE Confidence: 0.99725914

00:59:04.350 --> 00:59:05.731 making for a lively conversation.