

WEBVTT

NOTE duration:"01:30:00.6490000"

NOTE language:en-us

NOTE Confidence: 0.8316839

00:00:00.000 --> 00:00:01.008 Good evening friends.

NOTE Confidence: 0.8316839

00:00:01.008 --> 00:00:02.688 My name is Mark Mercurio.

NOTE Confidence: 0.8316839

00:00:02.690 --> 00:00:05.392 I'm the director of the Program for

NOTE Confidence: 0.8316839

00:00:05.392 --> 00:00:08.280 Biomedical Ethics at Yale School of Medicine.

NOTE Confidence: 0.8316839

00:00:08.280 --> 00:00:11.144 On behalf of Jack Hughes and Serra Hall,

NOTE Confidence: 0.8316839

00:00:11.150 --> 00:00:12.230 our associate Directors,

NOTE Confidence: 0.8316839

00:00:12.230 --> 00:00:14.306 and Karen Kolb, our program manager.

NOTE Confidence: 0.8316839

00:00:14.306 --> 00:00:16.298 I welcome you tonight to the

NOTE Confidence: 0.8316839

00:00:16.298 --> 00:00:17.969 evening Ethics seminar series.

NOTE Confidence: 0.8316839

00:00:17.970 --> 00:00:19.770 We have a terrific program

NOTE Confidence: 0.8316839

00:00:19.770 --> 00:00:20.850 scheduled for tonight.

NOTE Confidence: 0.8316839

00:00:20.850 --> 00:00:23.146 One of our soon to graduate medical

NOTE Confidence: 0.8316839

00:00:23.146 --> 00:00:25.340 students Max Jordano many Tiako is going

NOTE Confidence: 0.8316839

00:00:25.340 --> 00:00:27.662 to be speaking tonight on how racism

NOTE Confidence: 0.8316839

00:00:27.662 --> 00:00:29.818 shapes undergraduate medical education,

NOTE Confidence: 0.8316839

00:00:29.820 --> 00:00:31.968 the ethical case for structural change,

NOTE Confidence: 0.8316839

00:00:31.970 --> 00:00:34.420 and I've known Max for a few

NOTE Confidence: 0.8316839

00:00:34.420 --> 00:00:36.695 years now already and he's he's

NOTE Confidence: 0.8316839

00:00:36.695 --> 00:00:38.600 getting ready to leave us.

NOTE Confidence: 0.8316839

00:00:38.600 --> 00:00:41.597 To head up to the Brigham to study medicine,

NOTE Confidence: 0.8316839

00:00:41.600 --> 00:00:43.854 do his residency in medicine and primary

NOTE Confidence: 0.8316839

00:00:43.854 --> 00:00:46.258 care where he will no doubt flourish.

NOTE Confidence: 0.8316839

00:00:46.260 --> 00:00:48.514 Max has a bachelors degree in civil

NOTE Confidence: 0.8316839

00:00:48.514 --> 00:00:49.874 and environmental engineering from

NOTE Confidence: 0.8316839

00:00:49.874 --> 00:00:51.584 Howard University Masters degree in

NOTE Confidence: 0.8316839

00:00:51.584 --> 00:00:53.250 Bio Engineering from Georgia Tech.

NOTE Confidence: 0.8316839

00:00:53.250 --> 00:00:55.189 He has an interest in improving the

NOTE Confidence: 0.8316839

00:00:55.189 --> 00:00:57.292 quality of care for people from

NOTE Confidence: 0.8316839

00:00:57.292 --> 00:00:58.908 marginalized and stigmatized groups.

NOTE Confidence: 0.8316839

00:00:58.910 --> 00:01:01.115 He hosts a podcast called Flip The  
NOTE Confidence: 0.8316839

00:01:01.115 --> 00:01:03.577 Script which is focused on health care,  
NOTE Confidence: 0.8316839

00:01:03.580 --> 00:01:03.914 inequities.  
NOTE Confidence: 0.8316839

00:01:03.914 --> 00:01:05.584 He writes about racism in  
NOTE Confidence: 0.8316839

00:01:05.584 --> 00:01:07.240 medical education and this year.  
NOTE Confidence: 0.8316839

00:01:07.240 --> 00:01:10.048 In fact, he was named by Forbes Magazine.  
NOTE Confidence: 0.8316839

00:01:10.050 --> 00:01:12.108 Forbes magazine as one of 30 under  
NOTE Confidence: 0.8316839

00:01:12.108 --> 00:01:14.203 30 in health care for his worse  
NOTE Confidence: 0.8316839

00:01:14.203 --> 00:01:16.341 for his work on health care and  
NOTE Confidence: 0.8316839

00:01:16.341 --> 00:01:18.061 HealthEquity Mac is or certainly  
NOTE Confidence: 0.8316839

00:01:18.061 --> 00:01:20.379 Max is certainly a rising star and  
NOTE Confidence: 0.8316839

00:01:20.379 --> 00:01:22.570 he will be missed here at Yale.  
NOTE Confidence: 0.8316839

00:01:22.570 --> 00:01:24.621 But I'm delighted that in his closing  
NOTE Confidence: 0.8316839

00:01:24.621 --> 00:01:26.640 months at Yale School of Medicine,  
NOTE Confidence: 0.8316839

00:01:26.640 --> 00:01:29.496 we get a chance to have him present  
NOTE Confidence: 0.8316839

00:01:29.496 --> 00:01:32.290 to our program the way this will

NOTE Confidence: 0.8316839

00:01:32.290 --> 00:01:35.479 work to let you folks know is that.

NOTE Confidence: 0.8316839

00:01:35.480 --> 00:01:37.664 The speaker will speak for about 45 minutes,

NOTE Confidence: 0.8316839

00:01:37.670 --> 00:01:39.320 plus or minus a little bit,

NOTE Confidence: 0.8316839

00:01:39.320 --> 00:01:41.224 and when that's done will have Q&A.

NOTE Confidence: 0.8316839

00:01:41.230 --> 00:01:43.430 I encourage you all to submit your questions,

NOTE Confidence: 0.8316839

00:01:43.430 --> 00:01:45.614 please by the Q&A portion of the zoom.

NOTE Confidence: 0.8316839

00:01:45.620 --> 00:01:47.276 I'll then read your questions to

NOTE Confidence: 0.8316839

00:01:47.276 --> 00:01:49.172 Max during the second part of the

NOTE Confidence: 0.8316839

00:01:49.172 --> 00:01:50.642 program will have plenty of time

NOTE Confidence: 0.8316839

00:01:50.642 --> 00:01:51.919 for discussion and Q&A,

NOTE Confidence: 0.8316839

00:01:51.920 --> 00:01:54.104 and then we will stop at 6:30 promptly,

NOTE Confidence: 0.8316839

00:01:54.110 --> 00:01:56.261 so there will be a hard stop then an

NOTE Confidence: 0.8316839

00:01:56.261 --> 00:01:58.768 up till then I'm looking forward to it.

NOTE Confidence: 0.8316839

00:01:58.770 --> 00:02:00.140 Terrific talking a great discussion.

NOTE Confidence: 0.8316839

00:02:00.140 --> 00:02:01.510 So with that Max Jordan,

NOTE Confidence: 0.8316839

00:02:01.510 --> 00:02:03.148 I turn it over to you.  
NOTE Confidence: 0.8316839

00:02:03.150 --> 00:02:04.800 Welcome and thank you for tonight.  
NOTE Confidence: 0.77143383

00:02:07.230 --> 00:02:09.687 Thanks Doctor Mercurio for having me and  
NOTE Confidence: 0.77143383

00:02:09.687 --> 00:02:12.220 thanks for the program for bioethics.  
NOTE Confidence: 0.77143383

00:02:12.220 --> 00:02:15.570 I am thrilled to join you all at it has  
NOTE Confidence: 0.77143383

00:02:15.657 --> 00:02:18.744 been a great almost five years here.  
NOTE Confidence: 0.77143383

00:02:18.750 --> 00:02:20.218 I'm without further ado.  
NOTE Confidence: 0.77143383

00:02:20.218 --> 00:02:22.970 I'm going to start sharing my slides.  
NOTE Confidence: 0.77143383

00:02:22.970 --> 00:02:25.665 Let's see, can everyone see we can?  
NOTE Confidence: 0.77143383

00:02:25.665 --> 00:02:29.700 OK, awesome. So, it's Doctor Mccurry said,  
NOTE Confidence: 0.77143383

00:02:29.700 --> 00:02:31.980 I'm going to talk about racism,  
NOTE Confidence: 0.77143383

00:02:31.980 --> 00:02:33.885 how racism shapes on the  
NOTE Confidence: 0.77143383

00:02:33.885 --> 00:02:35.028 graduate medical education,  
NOTE Confidence: 0.77143383

00:02:35.030 --> 00:02:37.316 Ann Ann, and discuss, you know,  
NOTE Confidence: 0.77143383

00:02:37.320 --> 00:02:39.220 some sources of structural change.  
NOTE Confidence: 0.77143383

00:02:39.220 --> 00:02:41.586 I'm going to be using the sociological

NOTE Confidence: 0.77143383

00:02:41.586 --> 00:02:43.410 theory of racialized organization.

NOTE Confidence: 0.77143383

00:02:43.410 --> 00:02:46.014 This is a new theory that was

NOTE Confidence: 0.77143383

00:02:46.014 --> 00:02:47.600 published about in 2019.

NOTE Confidence: 0.77143383

00:02:47.600 --> 00:02:49.510 But before I go there,

NOTE Confidence: 0.77143383

00:02:49.510 --> 00:02:52.158 I want to share a personal story that

NOTE Confidence: 0.77143383

00:02:52.158 --> 00:02:55.071 sort of launched me on this journey

NOTE Confidence: 0.77143383

00:02:55.071 --> 00:02:57.241 of sort of exploring organized.

NOTE Confidence: 0.77143383

00:02:57.250 --> 00:02:59.505 How organizations function and especially

NOTE Confidence: 0.77143383

00:02:59.505 --> 00:03:02.510 in the context of medical education.

NOTE Confidence: 0.77143383

00:03:02.510 --> 00:03:04.834 So as a third year Med student

NOTE Confidence: 0.77143383

00:03:04.834 --> 00:03:06.290 for the first time,

NOTE Confidence: 0.77143383

00:03:06.290 --> 00:03:08.354 I think this was about 6-7

NOTE Confidence: 0.77143383

00:03:08.354 --> 00:03:09.730 months into my career.

NOTE Confidence: 0.77143383

00:03:09.730 --> 00:03:12.442 I had a black male resident for the

NOTE Confidence: 0.77143383

00:03:12.442 --> 00:03:14.890 first sign I was on psychiatry an.

NOTE Confidence: 0.77143383

00:03:14.890 --> 00:03:16.900 There's also weekly clinic so you  
NOTE Confidence: 0.77143383

00:03:16.900 --> 00:03:19.628 know I didn't get to see this resident  
NOTE Confidence: 0.77143383

00:03:19.628 --> 00:03:21.602 as often as I typically would  
NOTE Confidence: 0.77143383

00:03:21.668 --> 00:03:23.840 with most residents at work with,  
NOTE Confidence: 0.77143383

00:03:23.840 --> 00:03:26.296 but I felt like we had a great  
NOTE Confidence: 0.77143383

00:03:26.296 --> 00:03:27.608 working relationship and ultimately  
NOTE Confidence: 0.77143383

00:03:27.608 --> 00:03:30.120 he gave me one of the most thoughtful  
NOTE Confidence: 0.77143383

00:03:30.180 --> 00:03:31.749 evaluations gotten before,  
NOTE Confidence: 0.77143383

00:03:31.750 --> 00:03:32.722 and I thought,  
NOTE Confidence: 0.77143383

00:03:32.722 --> 00:03:33.046 man,  
NOTE Confidence: 0.77143383

00:03:33.046 --> 00:03:35.620 this guy's really invested in my learning.  
NOTE Confidence: 0.77143383

00:03:35.620 --> 00:03:38.028 In ways that I you know didn't always  
NOTE Confidence: 0.77143383

00:03:38.028 --> 00:03:40.498 feel was the case when I interacted  
NOTE Confidence: 0.77143383

00:03:40.498 --> 00:03:42.890 with other residents or even faculty,  
NOTE Confidence: 0.77143383

00:03:42.890 --> 00:03:44.270 sometimes not to say,  
NOTE Confidence: 0.77143383

00:03:44.270 --> 00:03:44.960 of course,

NOTE Confidence: 0.77143383  
00:03:44.960 --> 00:03:47.207 that I've done that like I haven't  
NOTE Confidence: 0.77143383  
00:03:47.207 --> 00:03:48.615 had great interactions with  
NOTE Confidence: 0.77143383  
00:03:48.615 --> 00:03:50.147 with residents weren't black,  
NOTE Confidence: 0.77143383  
00:03:50.150 --> 00:03:52.718 but this was in this case I felt  
NOTE Confidence: 0.77143383  
00:03:52.718 --> 00:03:54.535 like Lambert was super invested  
NOTE Confidence: 0.77143383  
00:03:54.535 --> 00:03:56.725 in my learning an you know,  
NOTE Confidence: 0.77143383  
00:03:56.730 --> 00:03:58.110 his evaluation was super  
NOTE Confidence: 0.77143383  
00:03:58.110 --> 00:03:58.800 thoughtfully included,  
NOTE Confidence: 0.77143383  
00:03:58.800 --> 00:04:00.714 things that you if you were  
NOTE Confidence: 0.77143383  
00:04:00.714 --> 00:04:02.610 either faculty or clutch director,  
NOTE Confidence: 0.77143383  
00:04:02.610 --> 00:04:04.740 whoever you might want to see  
NOTE Confidence: 0.77143383  
00:04:04.740 --> 00:04:05.805 if any violation.  
NOTE Confidence: 0.77143383  
00:04:05.810 --> 00:04:07.078 For a medical student,  
NOTE Confidence: 0.77143383  
00:04:07.078 --> 00:04:08.663 but interesting Lee that ending  
NOTE Confidence: 0.77143383  
00:04:08.663 --> 00:04:10.493 on this rotation had absolutely  
NOTE Confidence: 0.77143383

00:04:10.493 --> 00:04:12.665 nothing to say about my performance.

NOTE Confidence: 0.77143383

00:04:12.670 --> 00:04:14.882 At least nothing to say that would

NOTE Confidence: 0.77143383

00:04:14.882 --> 00:04:16.789 be relevant for my transcript,

NOTE Confidence: 0.77143383

00:04:16.790 --> 00:04:18.974 so that you know the portion of

NOTE Confidence: 0.77143383

00:04:18.974 --> 00:04:21.590 your of the msde that is supposed,

NOTE Confidence: 0.77143383

00:04:21.590 --> 00:04:24.082 or the portion of the evaluation that

NOTE Confidence: 0.77143383

00:04:24.082 --> 00:04:27.075 supposed to go into the MSP he left blank.

NOTE Confidence: 0.77143383

00:04:27.080 --> 00:04:29.138 He did have feedback for me

NOTE Confidence: 0.77143383

00:04:29.138 --> 00:04:30.510 in the formative section,

NOTE Confidence: 0.77143383

00:04:30.510 --> 00:04:31.882 which included whatever deficiencies

NOTE Confidence: 0.77143383

00:04:31.882 --> 00:04:33.940 I had as a medical student,

NOTE Confidence: 0.77143383

00:04:33.940 --> 00:04:35.484 which who's perfect, right?

NOTE Confidence: 0.77143383

00:04:35.484 --> 00:04:37.414 Who hasn't had any lapses?

NOTE Confidence: 0.77143383

00:04:37.420 --> 00:04:39.388 On rotation, but I was really,

NOTE Confidence: 0.77143383

00:04:39.390 --> 00:04:41.412 really shocked to see that there

NOTE Confidence: 0.77143383

00:04:41.412 --> 00:04:43.670 was like nothing to be sad about.

NOTE Confidence: 0.77143383

00:04:43.670 --> 00:04:45.662 I don't know even the final

NOTE Confidence: 0.77143383

00:04:45.662 --> 00:04:47.694 presentation I gave that was like

NOTE Confidence: 0.77143383

00:04:47.694 --> 00:04:49.927 relevant to the patients that we saw

NOTE Confidence: 0.77143383

00:04:49.927 --> 00:04:52.228 over the course of these six weeks.

NOTE Confidence: 0.77143383

00:04:52.230 --> 00:04:54.694 So because of this I emailed my class

NOTE Confidence: 0.77143383

00:04:54.694 --> 00:04:56.829 ship director and rightfully she said,

NOTE Confidence: 0.77143383

00:04:56.830 --> 00:04:57.458 you know,

NOTE Confidence: 0.77143383

00:04:57.458 --> 00:04:59.028 we only solicit evaluations from

NOTE Confidence: 0.77143383

00:04:59.028 --> 00:05:00.680 attendings and so because of

NOTE Confidence: 0.77143383

00:05:00.680 --> 00:05:02.325 school policy and your residence

NOTE Confidence: 0.77143383

00:05:02.325 --> 00:05:04.703 evolution coming in late we we can't

NOTE Confidence: 0.77143383

00:05:04.703 --> 00:05:06.035 include your residence evaluation.

NOTE Confidence: 0.77143383

00:05:06.040 --> 00:05:07.690 But either way, it's fine.

NOTE Confidence: 0.81634206

00:05:07.690 --> 00:05:09.868 You did super well on psychiatry.

NOTE Confidence: 0.81634206

00:05:09.870 --> 00:05:11.126 And we're really impressed.

NOTE Confidence: 0.81634206

00:05:11.126 --> 00:05:13.815 So it wasn't a big deal and I didn't  
NOTE Confidence: 0.81634206

00:05:13.815 --> 00:05:16.222 want to make a big deal out of it  
NOTE Confidence: 0.81634206

00:05:16.222 --> 00:05:17.762 because like the collection director  
NOTE Confidence: 0.81634206

00:05:17.762 --> 00:05:20.454 say I I did find it will not have  
NOTE Confidence: 0.81634206

00:05:20.454 --> 00:05:22.099 changed my grade, but I thought.  
NOTE Confidence: 0.81634206

00:05:22.099 --> 00:05:23.870 Well, what if I was a borderline  
NOTE Confidence: 0.81634206

00:05:23.929 --> 00:05:25.679 student during this rotation and  
NOTE Confidence: 0.81634206

00:05:25.679 --> 00:05:27.744 needed my residency violation to push  
NOTE Confidence: 0.81634206

00:05:27.744 --> 00:05:29.577 me from say hi pasta honors, right?  
NOTE Confidence: 0.81634206

00:05:29.577 --> 00:05:31.726 Then I would have been in a  
NOTE Confidence: 0.81634206

00:05:31.726 --> 00:05:33.100 little bit of a bind,  
NOTE Confidence: 0.81634206

00:05:33.100 --> 00:05:35.038 especially if I was someone that  
NOTE Confidence: 0.81634206

00:05:35.038 --> 00:05:36.662 was applying into psychiatry at  
NOTE Confidence: 0.81634206

00:05:36.662 --> 00:05:38.587 the time an that left me thinking  
NOTE Confidence: 0.81634206

00:05:38.587 --> 00:05:39.939 about different ways in which.  
NOTE Confidence: 0.81634206

00:05:39.940 --> 00:05:42.440 Otherwise, or seemingly neutral rules

NOTE Confidence: 0.81634206

00:05:42.440 --> 00:05:46.168 in the backdrop of some what you know,

NOTE Confidence: 0.81634206

00:05:46.170 --> 00:05:49.038 a racially unequal system end up,

NOTE Confidence: 0.81634206

00:05:49.040 --> 00:05:50.952 sort of disadvantaging individuals

NOTE Confidence: 0.81634206

00:05:50.952 --> 00:05:52.869 along racial lines, right?

NOTE Confidence: 0.81634206

00:05:52.869 --> 00:05:56.222 So the faculty here I think something

NOTE Confidence: 0.81634206

00:05:56.222 --> 00:05:59.100 like 3% of the faculty's black

NOTE Confidence: 0.81634206

00:05:59.100 --> 00:06:03.990 or even less so 6% of residents.

NOTE Confidence: 0.81634206

00:06:03.990 --> 00:06:04.296 Yeah,

NOTE Confidence: 0.81634206

00:06:04.296 --> 00:06:06.438 I think 6% of residents are black

NOTE Confidence: 0.81634206

00:06:06.438 --> 00:06:08.294 and the medical student body

NOTE Confidence: 0.81634206

00:06:08.294 --> 00:06:09.858 is even more diverse.

NOTE Confidence: 0.81634206

00:06:09.860 --> 00:06:12.044 But what that means is one we are

NOTE Confidence: 0.81634206

00:06:12.044 --> 00:06:14.143 far more likely to interact with

NOTE Confidence: 0.81634206

00:06:14.143 --> 00:06:16.369 with a diverse group of residents

NOTE Confidence: 0.81634206

00:06:16.435 --> 00:06:18.697 and we are faculty and instances

NOTE Confidence: 0.81634206

00:06:18.697 --> 00:06:20.554 like this ultimately puts people  
NOTE Confidence: 0.81634206

00:06:20.554 --> 00:06:22.302 like me added disadvantage, right?  
NOTE Confidence: 0.81634206

00:06:22.302 --> 00:06:24.906 I actually never had a black attending  
NOTE Confidence: 0.81634206

00:06:24.906 --> 00:06:27.864 to like write me an evaluation like  
NOTE Confidence: 0.81634206

00:06:27.864 --> 00:06:30.422 throughout clerkship year so that is  
NOTE Confidence: 0.81634206

00:06:30.422 --> 00:06:32.816 what got me started on this subject.  
NOTE Confidence: 0.81634206

00:06:32.820 --> 00:06:35.340 So quickly in terms of learning objectives.  
NOTE Confidence: 0.81634206

00:06:35.340 --> 00:06:37.860 So I want everyone in the audience,  
NOTE Confidence: 0.81634206

00:06:37.860 --> 00:06:38.662 if possible,  
NOTE Confidence: 0.81634206

00:06:38.662 --> 00:06:41.469 to sort of become acquainted with this  
NOTE Confidence: 0.81634206

00:06:41.469 --> 00:06:43.409 theory of racialized organizations and  
NOTE Confidence: 0.81634206

00:06:43.409 --> 00:06:47.403 to apply it to an end to the to your  
NOTE Confidence: 0.81634206

00:06:47.403 --> 00:06:49.553 respective analysis of medical education.  
NOTE Confidence: 0.81634206

00:06:49.560 --> 00:06:51.810 To understand the implication of the  
NOTE Confidence: 0.81634206

00:06:51.810 --> 00:06:53.310 racialization of medical education  
NOTE Confidence: 0.81634206

00:06:53.370 --> 00:06:55.010 for workforce diversity efforts

NOTE Confidence: 0.81634206

00:06:55.010 --> 00:06:56.650 and racial health disparities,

NOTE Confidence: 0.81634206

00:06:56.650 --> 00:06:59.212 I am going to discuss a little

NOTE Confidence: 0.81634206

00:06:59.212 --> 00:07:01.380 bit of historical context here.

NOTE Confidence: 0.81634206

00:07:01.380 --> 00:07:03.795 Sort of share why I think this

NOTE Confidence: 0.81634206

00:07:03.795 --> 00:07:06.109 matters on some key definitions,

NOTE Confidence: 0.81634206

00:07:06.110 --> 00:07:08.444 and then we'll review the evidence

NOTE Confidence: 0.81634206

00:07:08.444 --> 00:07:10.430 that supports these mechanisms that

NOTE Confidence: 0.81634206

00:07:10.430 --> 00:07:12.985 I'm Speaking of across the span of

NOTE Confidence: 0.81634206

00:07:12.985 --> 00:07:14.380 undergraduate medical education.

NOTE Confidence: 0.81634206

00:07:14.380 --> 00:07:16.350 An some implications for you

NOTE Confidence: 0.81634206

00:07:16.350 --> 00:07:18.320 in terms of you know,

NOTE Confidence: 0.81634206

00:07:18.320 --> 00:07:19.643 career, you know.

NOTE Confidence: 0.81634206

00:07:19.643 --> 00:07:20.966 Residency faculty level,

NOTE Confidence: 0.81634206

00:07:20.970 --> 00:07:22.584 some health implications,

NOTE Confidence: 0.81634206

00:07:22.584 --> 00:07:25.812 and some potential sources for change.

NOTE Confidence: 0.81634206

00:07:25.820 --> 00:07:27.758 So let's go in history first.  
NOTE Confidence: 0.81634206

00:07:27.760 --> 00:07:29.693 So who's medical schools ideas, right?  
NOTE Confidence: 0.81634206

00:07:29.693 --> 00:07:32.277 So this is a slide from John Warner.  
NOTE Confidence: 0.81634206

00:07:32.280 --> 00:07:33.900 Doctor Warner was my professor.  
NOTE Confidence: 0.81634206

00:07:33.900 --> 00:07:35.485 One of our professors here  
NOTE Confidence: 0.81634206

00:07:35.485 --> 00:07:37.450 for history still is on this.  
NOTE Confidence: 0.81634206

00:07:37.450 --> 00:07:39.310 I I borrowed this from when  
NOTE Confidence: 0.81634206

00:07:39.310 --> 00:07:41.000 I was a second year,  
NOTE Confidence: 0.81634206

00:07:41.000 --> 00:07:43.907 so there was a time where people like me.  
NOTE Confidence: 0.81634206

00:07:43.910 --> 00:07:44.504 You know,  
NOTE Confidence: 0.81634206

00:07:44.504 --> 00:07:47.291 our job in medical school was to be the  
NOTE Confidence: 0.81634206

00:07:47.291 --> 00:07:50.043 handler of bodies from which white male or,  
NOTE Confidence: 0.81634206

00:07:50.050 --> 00:07:50.361 well,  
NOTE Confidence: 0.81634206

00:07:50.361 --> 00:07:50.983 you know,  
NOTE Confidence: 0.81634206

00:07:50.983 --> 00:07:52.538 because medical schools were also  
NOTE Confidence: 0.81634206

00:07:52.538 --> 00:07:54.204 gender segregated white male medical

NOTE Confidence: 0.81634206

00:07:54.204 --> 00:07:55.859 students gleaned knowledge from right,

NOTE Confidence: 0.81634206

00:07:55.860 --> 00:07:57.006 like Med schools.

NOTE Confidence: 0.81634206

00:07:57.006 --> 00:07:59.680 For the most part were not designed

NOTE Confidence: 0.81634206

00:07:59.752 --> 00:08:01.768 or created for me to attend.

NOTE Confidence: 0.81634206

00:08:01.770 --> 00:08:03.074 You know,

NOTE Confidence: 0.81634206

00:08:03.074 --> 00:08:04.378 in the.

NOTE Confidence: 0.81634206

00:08:04.380 --> 00:08:06.456 Late 1800s early 1910s there where

NOTE Confidence: 0.81634206

00:08:06.456 --> 00:08:08.979 at least the HBCU medical schools.

NOTE Confidence: 0.81634206

00:08:08.980 --> 00:08:11.654 I went to an agency for underground

NOTE Confidence: 0.81634206

00:08:11.654 --> 00:08:12.418 Howard University,

NOTE Confidence: 0.8109169

00:08:12.420 --> 00:08:14.365 but eventually the majority of

NOTE Confidence: 0.8109169

00:08:14.365 --> 00:08:16.310 those issues were closed after

NOTE Confidence: 0.8109169

00:08:16.379 --> 00:08:18.545 the release of the Flexner Report,

NOTE Confidence: 0.8109169

00:08:18.550 --> 00:08:20.746 which was, you know, supported by

NOTE Confidence: 0.8109169

00:08:20.746 --> 00:08:22.760 the Carnegie Foundation and America,

NOTE Confidence: 0.8109169

00:08:22.760 --> 00:08:24.224 the American Medical Association.  
NOTE Confidence: 0.8109169

00:08:24.224 --> 00:08:26.892 And I'm going to read an excerpt  
NOTE Confidence: 0.8109169

00:08:26.892 --> 00:08:28.508 from the Flexner report,  
NOTE Confidence: 0.8109169

00:08:28.510 --> 00:08:30.420 which, by the way right,  
NOTE Confidence: 0.8109169

00:08:30.420 --> 00:08:33.525 has been exalted as one of the very major  
NOTE Confidence: 0.8109169

00:08:33.525 --> 00:08:35.810 advances in medical education, although.  
NOTE Confidence: 0.8109169

00:08:35.810 --> 00:08:38.680 Obviously has had a tremendous impact on,  
NOTE Confidence: 0.8109169

00:08:38.680 --> 00:08:40.520 you know, the racial representation  
NOTE Confidence: 0.8109169

00:08:40.520 --> 00:08:41.992 an in medical school.  
NOTE Confidence: 0.8109169

00:08:42.000 --> 00:08:44.220 So this is a you know,  
NOTE Confidence: 0.8109169

00:08:44.220 --> 00:08:46.060 clip, like sort of clip.  
NOTE Confidence: 0.8109169

00:08:46.060 --> 00:08:48.825 Different sentences from the report to make  
NOTE Confidence: 0.8109169

00:08:48.825 --> 00:08:51.230 this coherent instead of reading 2 pages,  
NOTE Confidence: 0.8109169

00:08:51.230 --> 00:08:52.424 here we go.  
NOTE Confidence: 0.8109169

00:08:52.424 --> 00:08:55.210 The physical well being of the is  
NOTE Confidence: 0.8109169

00:08:55.300 --> 00:08:58.219 not only a moment to the himself.

NOTE Confidence: 0.8109169

00:08:58.220 --> 00:09:00.607 10 million of them live in close

NOTE Confidence: 0.8109169

00:09:00.607 --> 00:09:02.699 contact with sixty million whites.

NOTE Confidence: 0.8109169

00:09:02.700 --> 00:09:05.045 Not only does an equal and solve

NOTE Confidence: 0.8109169

00:09:05.045 --> 00:09:07.189 suffer from hookworm and tuberculosis,

NOTE Confidence: 0.8109169

00:09:07.190 --> 00:09:09.808 he communicates them to his white neighbors.

NOTE Confidence: 0.8109169

00:09:09.810 --> 00:09:13.176 He has his rights and value as an individual,

NOTE Confidence: 0.8109169

00:09:13.180 --> 00:09:14.254 but he has,

NOTE Confidence: 0.8109169

00:09:14.254 --> 00:09:15.686 besides the tremendous importance

NOTE Confidence: 0.8109169

00:09:15.686 --> 00:09:17.983 that belongs to a potential source

NOTE Confidence: 0.8109169

00:09:17.983 --> 00:09:19.527 of infection and contagion,

NOTE Confidence: 0.8109169

00:09:19.530 --> 00:09:22.148 the needs good rather than many schools.

NOTE Confidence: 0.8109169

00:09:22.150 --> 00:09:23.095 Schools to which.

NOTE Confidence: 0.8109169

00:09:23.095 --> 00:09:25.300 The more promising of the race can

NOTE Confidence: 0.8109169

00:09:25.367 --> 00:09:27.515 be sent to receive a substantial

NOTE Confidence: 0.8109169

00:09:27.515 --> 00:09:29.372 education in which hygiene rather

NOTE Confidence: 0.8109169

00:09:29.372 --> 00:09:31.192 than surgery is strongly accentuate

NOTE Confidence: 0.8109169

00:09:31.192 --> 00:09:33.652 it an the hygiene rather than surgery

NOTE Confidence: 0.8109169

00:09:33.652 --> 00:09:36.770 thing like has struck me so much every time.

NOTE Confidence: 0.8109169

00:09:36.770 --> 00:09:38.142 I think about it.

NOTE Confidence: 0.8109169

00:09:38.142 --> 00:09:40.200 An especially Fast forward to today,

NOTE Confidence: 0.8109169

00:09:40.200 --> 00:09:42.252 where you know when the middle

NOTE Confidence: 0.8109169

00:09:42.252 --> 00:09:43.278 of this pandemic,

NOTE Confidence: 0.8109169

00:09:43.280 --> 00:09:45.405 which is caused by communicable

NOTE Confidence: 0.8109169

00:09:45.405 --> 00:09:47.530 communicable virus an like today's

NOTE Confidence: 0.8109169

00:09:47.603 --> 00:09:49.727 version of like 19 tents like

NOTE Confidence: 0.8109169

00:09:49.727 --> 00:09:51.733 hygienist or sanitary and as as

NOTE Confidence: 0.8109169

00:09:51.733 --> 00:09:53.539 they used to be called is who.

NOTE Confidence: 0.8109169

00:09:53.540 --> 00:09:54.832 It is basically right.

NOTE Confidence: 0.8109169

00:09:54.832 --> 00:09:56.447 Primary care of frontline providers

NOTE Confidence: 0.8109169

00:09:56.447 --> 00:09:58.457 whose job is to prevent or contribute

NOTE Confidence: 0.8109169

00:09:58.457 --> 00:10:00.109 to preventing you know spread of.

NOTE Confidence: 0.8109169

00:10:00.110 --> 00:10:00.552 Infection.

NOTE Confidence: 0.8109169

00:10:00.552 --> 00:10:03.646 So just remind I just want everyone

NOTE Confidence: 0.8109169

00:10:03.646 --> 00:10:06.497 to hold on to this quote 'cause

NOTE Confidence: 0.8109169

00:10:06.497 --> 00:10:08.960 I'll come back to this later.

NOTE Confidence: 0.8109169

00:10:08.960 --> 00:10:10.210 So why does this matter?

NOTE Confidence: 0.8109169

00:10:10.210 --> 00:10:11.066 And I you know,

NOTE Confidence: 0.8109169

00:10:11.066 --> 00:10:12.736 one of the things is I want

NOTE Confidence: 0.8109169

00:10:12.736 --> 00:10:13.708 everyone to think,

NOTE Confidence: 0.8109169

00:10:13.710 --> 00:10:15.792 especially if you involve the medical

NOTE Confidence: 0.8109169

00:10:15.792 --> 00:10:18.060 education or I'm sorry I'm going to

NOTE Confidence: 0.8109169

00:10:18.060 --> 00:10:20.430 room where the lights depend on me moving.

NOTE Confidence: 0.8109169

00:10:20.430 --> 00:10:23.538 Why does what do we owe society

NOTE Confidence: 0.8109169

00:10:23.538 --> 00:10:25.500 as medical schools right?

NOTE Confidence: 0.8109169

00:10:25.500 --> 00:10:29.188 And one of those things is that one,

NOTE Confidence: 0.8109169

00:10:29.190 --> 00:10:32.790 I think of medical school.

NOTE Confidence: 0.8109169

00:10:32.790 --> 00:10:34.610 An opportunity for upward mobility,  
NOTE Confidence: 0.8109169

00:10:34.610 --> 00:10:35.717 although that's not.  
NOTE Confidence: 0.8109169

00:10:35.717 --> 00:10:37.931 But that is not the first  
NOTE Confidence: 0.8109169

00:10:37.931 --> 00:10:39.727 thing that comes to mind,  
NOTE Confidence: 0.8109169

00:10:39.730 --> 00:10:41.470 but as I've navigated the hospital  
NOTE Confidence: 0.8109169

00:10:41.470 --> 00:10:43.249 these last like 4 1/2 years,  
NOTE Confidence: 0.8109169

00:10:43.250 --> 00:10:44.930 the majority of black people that  
NOTE Confidence: 0.8109169

00:10:44.930 --> 00:10:46.769 I've met are janitors or cashier's.  
NOTE Confidence: 0.8109169

00:10:46.770 --> 00:10:48.075 They're, you know,  
NOTE Confidence: 0.8109169

00:10:48.075 --> 00:10:50.685 fixing our place in the cafeteria.  
NOTE Confidence: 0.8109169

00:10:50.690 --> 00:10:52.070 Not the attendings right?  
NOTE Confidence: 0.8109169

00:10:52.070 --> 00:10:54.966 And so I think one one thing that  
NOTE Confidence: 0.8109169

00:10:54.966 --> 00:10:57.210 does not get discussed nearly as  
NOTE Confidence: 0.8109169

00:10:57.210 --> 00:10:59.939 often is that an opportunity to attend  
NOTE Confidence: 0.8109169

00:10:59.939 --> 00:11:03.334 medical school is a way out of poverty out,  
NOTE Confidence: 0.8109169

00:11:03.334 --> 00:11:04.076 you know,

NOTE Confidence: 0.8109169

00:11:04.080 --> 00:11:05.241 out of suffering,

NOTE Confidence: 0.8109169

00:11:05.241 --> 00:11:07.563 especially in this society an and

NOTE Confidence: 0.8109169

00:11:07.563 --> 00:11:08.918 that is in itself.

NOTE Confidence: 0.8109169

00:11:08.920 --> 00:11:11.405 You know it's a strong argument for

NOTE Confidence: 0.8109169

00:11:11.405 --> 00:11:13.010 for diversifying medical schools.

NOTE Confidence: 0.8109169

00:11:13.010 --> 00:11:14.506 The other argument that

NOTE Confidence: 0.8109169

00:11:14.506 --> 00:11:16.750 gets made very often is that

NOTE Confidence: 0.83390355

00:11:16.823 --> 00:11:19.702 you know, like workforce diversity is key to

NOTE Confidence: 0.83390355

00:11:19.702 --> 00:11:21.525 addressing health care disparities, because.

NOTE Confidence: 0.83390355

00:11:21.525 --> 00:11:23.535 You know, black patients are more

NOTE Confidence: 0.83390355

00:11:23.535 --> 00:11:25.491 likely to like, I don't know.

NOTE Confidence: 0.83390355

00:11:25.491 --> 00:11:27.393 Follow advice when they have a

NOTE Confidence: 0.83390355

00:11:27.393 --> 00:11:29.678 black doctor and that like you know,

NOTE Confidence: 0.83390355

00:11:29.680 --> 00:11:31.600 more diverse teams are more creative.

NOTE Confidence: 0.83390355

00:11:31.600 --> 00:11:33.868 There are more innovative in terms of

NOTE Confidence: 0.83390355

00:11:33.868 --> 00:11:35.825 scientific inquiry and it's true not  
NOTE Confidence: 0.83390355

00:11:35.825 --> 00:11:37.731 just teams but also individuals, right?  
NOTE Confidence: 0.83390355

00:11:37.731 --> 00:11:40.188 So there's good evidence that individuals who  
NOTE Confidence: 0.83390355

00:11:40.188 --> 00:11:42.519 are minorities in their given field of study,  
NOTE Confidence: 0.83390355

00:11:42.520 --> 00:11:44.446 regardless of the type of memory  
NOTE Confidence: 0.83390355

00:11:44.446 --> 00:11:46.050 that we're referring to, right?  
NOTE Confidence: 0.83390355

00:11:46.050 --> 00:11:48.294 So like genders and \*\*\*\*\* and gender,  
NOTE Confidence: 0.83390355

00:11:48.294 --> 00:11:49.637 minority, racial, ethnic, racial,  
NOTE Confidence: 0.83390355

00:11:49.637 --> 00:11:52.276 and ethnic minority and whatnot are more.  
NOTE Confidence: 0.83390355

00:11:52.280 --> 00:11:54.373 So this is a study that looked  
NOTE Confidence: 0.83390355

00:11:54.373 --> 00:11:55.912 at PhD dissertations, right?  
NOTE Confidence: 0.83390355

00:11:55.912 --> 00:11:57.838 They found that.  
NOTE Confidence: 0.83390355

00:11:57.840 --> 00:11:59.720 Those individuals who are more  
NOTE Confidence: 0.83390355

00:11:59.720 --> 00:12:01.600 minoritized in in their respective  
NOTE Confidence: 0.83390355

00:12:01.658 --> 00:12:03.508 fields had dissertations that were  
NOTE Confidence: 0.83390355

00:12:03.508 --> 00:12:05.358 deemed to be more innovative.

NOTE Confidence: 0.83390355

00:12:05.360 --> 00:12:08.368 An and and like tackling more novel or,

NOTE Confidence: 0.83390355

00:12:08.370 --> 00:12:11.304 you know, coming up with more

NOTE Confidence: 0.83390355

00:12:11.304 --> 00:12:15.300 novel solutions to problems. Uhm?

NOTE Confidence: 0.83390355

00:12:15.300 --> 00:12:18.783 And so why else does I think this matters?

NOTE Confidence: 0.83390355

00:12:18.790 --> 00:12:20.206 Is there's to me,

NOTE Confidence: 0.83390355

00:12:20.206 --> 00:12:23.060 there's just so much inertia in academia,

NOTE Confidence: 0.83390355

00:12:23.060 --> 00:12:23.836 right? So?

NOTE Confidence: 0.83390355

00:12:23.836 --> 00:12:25.388 And by the way,

NOTE Confidence: 0.83390355

00:12:25.390 --> 00:12:27.889 I'm going to often like use black

NOTE Confidence: 0.83390355

00:12:27.889 --> 00:12:29.660 people as an example,

NOTE Confidence: 0.83390355

00:12:29.660 --> 00:12:31.976 and in part because I'm black,

NOTE Confidence: 0.83390355

00:12:31.980 --> 00:12:34.696 but but this applies to many groups,

NOTE Confidence: 0.83390355

00:12:34.700 --> 00:12:36.635 especially those who are under

NOTE Confidence: 0.83390355

00:12:36.635 --> 00:12:37.796 represented in medicine.

NOTE Confidence: 0.83390355

00:12:37.800 --> 00:12:41.292 So black people are 13% of the US population,

NOTE Confidence: 0.83390355

00:12:41.292 --> 00:12:42.456 5% of physicians,  
NOTE Confidence: 0.83390355

00:12:42.456 --> 00:12:45.888 but only 3.6% of academic physicians.  
NOTE Confidence: 0.83390355

00:12:45.890 --> 00:12:47.072 And in fact,  
NOTE Confidence: 0.83390355

00:12:47.072 --> 00:12:48.648 between 1990 and 2016,  
NOTE Confidence: 0.83390355

00:12:48.650 --> 00:12:50.810 there's actually been a decrease in  
NOTE Confidence: 0.83390355

00:12:50.810 --> 00:12:52.725 the representation in most clinical  
NOTE Confidence: 0.83390355

00:12:52.725 --> 00:12:54.785 in the representation of actually  
NOTE Confidence: 0.83390355

00:12:54.785 --> 00:12:57.295 all racial ethnic minorities in most  
NOTE Confidence: 0.83390355

00:12:57.295 --> 00:12:59.285 clinical specialties except black women.  
NOTE Confidence: 0.83390355

00:12:59.290 --> 00:13:00.862 And over again, right?  
NOTE Confidence: 0.83390355

00:13:00.862 --> 00:13:01.648 That like,  
NOTE Confidence: 0.83390355

00:13:01.650 --> 00:13:03.860 that's like the one specialty  
NOTE Confidence: 0.83390355

00:13:03.860 --> 00:13:06.759 that has seen an increase in  
NOTE Confidence: 0.83390355

00:13:06.759 --> 00:13:08.568 representation in academia.  
NOTE Confidence: 0.83390355

00:13:08.570 --> 00:13:11.834 Of all specialties and for all racial groups.  
NOTE Confidence: 0.83390355

00:13:11.840 --> 00:13:15.512 And if, when you look at 1996 to 2020,

NOTE Confidence: 0.83390355

00:13:15.520 --> 00:13:16.308 there's Vince,

NOTE Confidence: 0.83390355

00:13:16.308 --> 00:13:18.672 or almost a very clear stagnation

NOTE Confidence: 0.83390355

00:13:18.672 --> 00:13:21.202 in the number of black medical

NOTE Confidence: 0.83390355

00:13:21.202 --> 00:13:23.698 students who who who get accepted.

NOTE Confidence: 0.83390355

00:13:23.700 --> 00:13:28.010 So between 1996 and I think, 2015.

NOTE Confidence: 0.83390355

00:13:28.010 --> 00:13:30.145 I as I look at it right,

NOTE Confidence: 0.83390355

00:13:30.150 --> 00:13:32.598 it's the number is like stayed around 1200.

NOTE Confidence: 0.83390355

00:13:32.600 --> 00:13:34.125 No matter how many applied

NOTE Confidence: 0.83390355

00:13:34.125 --> 00:13:35.345 every year it almost.

NOTE Confidence: 0.83390355

00:13:35.350 --> 00:13:37.798 I mean this is very controversial to say,

NOTE Confidence: 0.83390355

00:13:37.800 --> 00:13:39.543 but it almost feels like there is

NOTE Confidence: 0.83390355

00:13:39.543 --> 00:13:41.331 like an invisible hand that's like

NOTE Confidence: 0.83390355

00:13:41.331 --> 00:13:42.643 keepingacaptive.org dot kept account

NOTE Confidence: 0.83390355

00:13:42.643 --> 00:13:44.685 there for the longest right somewhere

NOTE Confidence: 0.83390355

00:13:44.685 --> 00:13:46.365 around or hovering around 1200.

NOTE Confidence: 0.83390355

00:13:46.370 --> 00:13:49.097 Maybe the cap got lifted in 2016 and like

NOTE Confidence: 0.83390355

00:13:49.097 --> 00:13:51.565 there's a slight like uptick in the 1400s.

NOTE Confidence: 0.83390355

00:13:51.570 --> 00:13:53.532 But it's pretty clear that there's

NOTE Confidence: 0.83390355

00:13:53.532 --> 00:13:55.550 been very little movement in terms of,

NOTE Confidence: 0.83390355

00:13:55.550 --> 00:13:56.531 like, you know,

NOTE Confidence: 0.83390355

00:13:56.531 --> 00:13:57.839 increasing the number of.

NOTE Confidence: 0.83390355

00:13:57.840 --> 00:13:59.195 Black medical students who get

NOTE Confidence: 0.83390355

00:13:59.195 --> 00:14:01.155 to be black students who get to

NOTE Confidence: 0.83390355

00:14:01.155 --> 00:14:02.530 be accepted into medical school.

NOTE Confidence: 0.83390355

00:14:02.530 --> 00:14:04.482 And by the way like this doesn't account

NOTE Confidence: 0.83390355

00:14:04.482 --> 00:14:06.669 for like the expansion of medical schools,

NOTE Confidence: 0.83390355

00:14:06.670 --> 00:14:06.941 right?

NOTE Confidence: 0.83390355

00:14:06.941 --> 00:14:07.483 Like there,

NOTE Confidence: 0.83390355

00:14:07.483 --> 00:14:09.380 there are many medical schools that have

NOTE Confidence: 0.83390355

00:14:09.432 --> 00:14:11.088 been created between 1996 and today.

NOTE Confidence: 0.83390355

00:14:11.090 --> 00:14:13.298 And and like this number has remained right.

NOTE Confidence: 0.8381541

00:14:15.760 --> 00:14:18.868 So now I'm going to talk about

NOTE Confidence: 0.8381541

00:14:18.868 --> 00:14:20.644 this like framework, right?

NOTE Confidence: 0.8381541

00:14:20.644 --> 00:14:22.420 The theory or visualize

NOTE Confidence: 0.8381541

00:14:22.420 --> 00:14:24.196 organization so broadly speaking,

NOTE Confidence: 0.8381541

00:14:24.200 --> 00:14:27.371 it basically posits that in the way

NOTE Confidence: 0.8381541

00:14:27.371 --> 00:14:29.251 organisations function through like

NOTE Confidence: 0.8381541

00:14:29.251 --> 00:14:31.927 rules and individuals who like hold

NOTE Confidence: 0.8381541

00:14:31.927 --> 00:14:33.959 leadership positions and what not.

NOTE Confidence: 0.8381541

00:14:33.960 --> 00:14:36.180 For the most part right,

NOTE Confidence: 0.8381541

00:14:36.180 --> 00:14:38.982 a lot of seemingly against seemingly

NOTE Confidence: 0.8381541

00:14:38.982 --> 00:14:41.802 neutral rules and processes end up

NOTE Confidence: 0.8381541

00:14:41.802 --> 00:14:43.554 creating disadvantages along racial

NOTE Confidence: 0.8381541

00:14:43.554 --> 00:14:46.840 lines an you know what does this mean?

NOTE Confidence: 0.8381541

00:14:46.840 --> 00:14:48.133 Basically racialized organisations.

NOTE Confidence: 0.8381541

00:14:48.133 --> 00:14:50.719 Enhance or diminish the agency for

NOTE Confidence: 0.8381541

00:14:50.719 --> 00:14:52.917 certain racial groups and and you know,  
NOTE Confidence: 0.8381541

00:14:52.920 --> 00:14:55.248 agency sociologists like to think about  
NOTE Confidence: 0.8381541

00:14:55.248 --> 00:14:57.937 agency in terms of time and a good.  
NOTE Confidence: 0.8381541

00:14:57.940 --> 00:15:01.588 I think a good example is.  
NOTE Confidence: 0.8381541

00:15:01.590 --> 00:15:03.620 When you think about like time and  
NOTE Confidence: 0.8381541

00:15:03.620 --> 00:15:05.564 and being able to actualize one's  
NOTE Confidence: 0.8381541

00:15:05.564 --> 00:15:07.923 future is how often times you'll hear,  
NOTE Confidence: 0.8381541

00:15:07.930 --> 00:15:09.520 say, black faculty say, well,  
NOTE Confidence: 0.8381541

00:15:09.520 --> 00:15:12.686 you know I was hired to do an 80% research,  
NOTE Confidence: 0.8381541

00:15:12.686 --> 00:15:13.318 20% clinical,  
NOTE Confidence: 0.8381541

00:15:13.318 --> 00:15:15.214 but then like finding themselves doing,  
NOTE Confidence: 0.8381541

00:15:15.220 --> 00:15:16.168 I don't know.  
NOTE Confidence: 0.8381541

00:15:16.168 --> 00:15:17.116 15% like diversity,  
NOTE Confidence: 0.8381541

00:15:17.120 --> 00:15:18.392 equity and inclusion service.  
NOTE Confidence: 0.8381541

00:15:18.392 --> 00:15:19.975 That's like, not, you know,  
NOTE Confidence: 0.8381541

00:15:19.975 --> 00:15:21.235 that's not compensated an,

NOTE Confidence: 0.8381541

00:15:21.240 --> 00:15:23.648 which eats away at the time that they

NOTE Confidence: 0.8381541

00:15:23.648 --> 00:15:26.158 were supposed to be using to do their

NOTE Confidence: 0.8381541

00:15:26.158 --> 00:15:28.219 research and then ultimately like impacts.

NOTE Confidence: 0.8381541

00:15:28.220 --> 00:15:28.852 You know,

NOTE Confidence: 0.8381541

00:15:28.852 --> 00:15:30.748 like the ability to actually say,

NOTE Confidence: 0.8381541

00:15:30.750 --> 00:15:33.414 do research, get grants.

NOTE Confidence: 0.8381541

00:15:33.414 --> 00:15:34.746 Publish whatever.

NOTE Confidence: 0.8381541

00:15:34.750 --> 00:15:36.900 An ultimately like their progression

NOTE Confidence: 0.8381541

00:15:36.900 --> 00:15:38.620 along the academic ladder,

NOTE Confidence: 0.8381541

00:15:38.620 --> 00:15:39.050 right?

NOTE Confidence: 0.8340994

00:15:41.250 --> 00:15:42.885 There is ultimately an unequal

NOTE Confidence: 0.8340994

00:15:42.885 --> 00:15:43.866 distribution of resources.

NOTE Confidence: 0.8340994

00:15:43.870 --> 00:15:46.822 I think of the NIH has a great example,

NOTE Confidence: 0.8340994

00:15:46.830 --> 00:15:48.630 right? Like the amount of money

NOTE Confidence: 0.8340994

00:15:48.630 --> 00:15:50.252 that is allowed across different

NOTE Confidence: 0.8340994

00:15:50.252 --> 00:15:52.400 institutes and who gets what grant,  
NOTE Confidence: 0.8340994

00:15:52.400 --> 00:15:54.696 what type of research get funded right?  
NOTE Confidence: 0.8340994

00:15:54.700 --> 00:15:56.235 Also falls along racial lines  
NOTE Confidence: 0.8340994

00:15:56.235 --> 00:15:58.174 both in terms of the populations  
NOTE Confidence: 0.8340994

00:15:58.174 --> 00:16:00.540 that are studied and in terms of  
NOTE Confidence: 0.8340994

00:16:00.540 --> 00:16:02.567 the people who apply for grants,  
NOTE Confidence: 0.8340994

00:16:02.570 --> 00:16:04.835 and this has been studied  
NOTE Confidence: 0.8340994

00:16:04.835 --> 00:16:07.100 at nauseam at this point.  
NOTE Confidence: 0.8340994

00:16:07.100 --> 00:16:09.102 Whiteness as a credential is is one  
NOTE Confidence: 0.8340994

00:16:09.102 --> 00:16:11.660 of the tenets of this theory in  
NOTE Confidence: 0.8340994

00:16:11.660 --> 00:16:13.296 that basically many organisations  
NOTE Confidence: 0.8340994

00:16:13.296 --> 00:16:14.819 actually recognize this right,  
NOTE Confidence: 0.8340994

00:16:14.820 --> 00:16:16.752 like the reason why we embrace  
NOTE Confidence: 0.8340994

00:16:16.752 --> 00:16:18.752 affirmative action is a recognition of  
NOTE Confidence: 0.8340994

00:16:18.752 --> 00:16:21.006 the fact that prior to applying into  
NOTE Confidence: 0.8340994

00:16:21.006 --> 00:16:23.249 or joining one given organization,

NOTE Confidence: 0.8340994

00:16:23.250 --> 00:16:25.721 being white is like and and all

NOTE Confidence: 0.8340994

00:16:25.721 --> 00:16:28.208 the things that come with it is

NOTE Confidence: 0.8340994

00:16:28.208 --> 00:16:29.560 a form of advantage,

NOTE Confidence: 0.8340994

00:16:29.560 --> 00:16:31.320 all other things being equal,

NOTE Confidence: 0.8340994

00:16:31.320 --> 00:16:33.448 but then also that once one once

NOTE Confidence: 0.8340994

00:16:33.448 --> 00:16:35.529 once one joins the organization.

NOTE Confidence: 0.8340994

00:16:35.530 --> 00:16:37.410 Being white also makes it.

NOTE Confidence: 0.8340994

00:16:37.410 --> 00:16:39.055 Easier to navigate state organization

NOTE Confidence: 0.8340994

00:16:39.055 --> 00:16:41.390 again on all other things being equal,

NOTE Confidence: 0.8340994

00:16:41.390 --> 00:16:43.658 right there are other layers of

NOTE Confidence: 0.8340994

00:16:43.658 --> 00:16:45.851 identity and privileges that like can

NOTE Confidence: 0.8340994

00:16:45.851 --> 00:16:48.007 make this a little bit more dynamic

NOTE Confidence: 0.8340994

00:16:48.007 --> 00:16:50.755 than than than a flat like white is a

NOTE Confidence: 0.8340994

00:16:50.755 --> 00:16:52.434 credential and then the last tenant

NOTE Confidence: 0.8340994

00:16:52.434 --> 00:16:54.060 is a decoupling of formal rules

NOTE Confidence: 0.8340994

00:16:54.119 --> 00:16:55.999 right from organizational practices,  
NOTE Confidence: 0.8340994

00:16:56.000 --> 00:16:58.009 which is often racialized and a coupling  
NOTE Confidence: 0.8340994

00:16:58.009 --> 00:17:00.410 I think is a really interesting concept  
NOTE Confidence: 0.8340994

00:17:00.410 --> 00:17:02.636 in that organisations like in theory,  
NOTE Confidence: 0.8340994

00:17:02.640 --> 00:17:03.968 right like embrace diversity  
NOTE Confidence: 0.8340994

00:17:03.968 --> 00:17:05.628 and equity and what not.  
NOTE Confidence: 0.8340994

00:17:05.630 --> 00:17:07.550 That really good example is.  
NOTE Confidence: 0.8340994

00:17:07.550 --> 00:17:09.685 You know the double AMC like has  
NOTE Confidence: 0.8340994

00:17:09.685 --> 00:17:11.346 this whole framework for like  
NOTE Confidence: 0.8340994

00:17:11.346 --> 00:17:12.706 addressing structural racism in  
NOTE Confidence: 0.8340994

00:17:12.706 --> 00:17:14.873 medicine an but at the same time  
NOTE Confidence: 0.8340994

00:17:14.873 --> 00:17:16.904 like when you look at the how the  
NOTE Confidence: 0.8340994

00:17:16.904 --> 00:17:18.668 double AMC functions and like what  
NOTE Confidence: 0.8340994

00:17:18.668 --> 00:17:20.539 is their source of revenue right?  
NOTE Confidence: 0.8340994

00:17:20.540 --> 00:17:22.268 Like like in many different like  
NOTE Confidence: 0.8340994

00:17:22.268 --> 00:17:24.435 Irras which I just went through is

NOTE Confidence: 0.8340994

00:17:24.435 --> 00:17:26.337 the hell of applying to residency

NOTE Confidence: 0.8340994

00:17:26.337 --> 00:17:28.152 erases the number one source of

NOTE Confidence: 0.8340994

00:17:28.152 --> 00:17:30.100 revenue for the double AMC an and

NOTE Confidence: 0.8340994

00:17:30.100 --> 00:17:31.850 it almost sort of like profits off

NOTE Confidence: 0.8340994

00:17:31.850 --> 00:17:33.818 of inequality in different ways.

NOTE Confidence: 0.8340994

00:17:33.820 --> 00:17:35.934 And I'll talk about some of this.

NOTE Confidence: 0.8340994

00:17:35.940 --> 00:17:37.450 Well like another good example

NOTE Confidence: 0.8340994

00:17:37.450 --> 00:17:38.658 is the NFL right?

NOTE Confidence: 0.8340994

00:17:38.660 --> 00:17:40.128 Like fired Colin Kaepernick.

NOTE Confidence: 0.8340994

00:17:40.128 --> 00:17:41.900 But has since, like Vince,

NOTE Confidence: 0.8340994

00:17:41.900 --> 00:17:43.575 wearing that Black Lives Matter

NOTE Confidence: 0.8340994

00:17:43.575 --> 00:17:45.498 and has yet to like React.

NOTE Confidence: 0.8340994

00:17:45.500 --> 00:17:46.160 You know,

NOTE Confidence: 0.8340994

00:17:46.160 --> 00:17:48.470 like help Con Company get another job,

NOTE Confidence: 0.8340994

00:17:48.470 --> 00:17:50.534 so that's that's what the coupling

NOTE Confidence: 0.8340994

00:17:50.534 --> 00:17:52.410 means where where basically use you?  
NOTE Confidence: 0.8340994

00:17:52.410 --> 00:17:54.884 You don't walk the talk, that's that.  
NOTE Confidence: 0.8340994

00:17:54.884 --> 00:17:58.180 That would be a simplified version of that.  
NOTE Confidence: 0.8340994

00:17:58.180 --> 00:18:01.076 I want to think about culture, right?  
NOTE Confidence: 0.8340994

00:18:01.076 --> 00:18:03.452 So Clifford Geertz is a cultural  
NOTE Confidence: 0.8340994

00:18:03.452 --> 00:18:05.573 anthropologist and he defines culture  
NOTE Confidence: 0.8340994

00:18:05.573 --> 00:18:08.153 as a system of inherited conceptions,  
NOTE Confidence: 0.8340994

00:18:08.160 --> 00:18:10.240 expressed in symbolic forms by  
NOTE Confidence: 0.8340994

00:18:10.240 --> 00:18:12.320 means of which people communicate,  
NOTE Confidence: 0.8340994

00:18:12.320 --> 00:18:14.400 perpetrate and develop their knowledge  
NOTE Confidence: 0.8340994

00:18:14.400 --> 00:18:16.480 about and attitudes towards life.  
NOTE Confidence: 0.8340994

00:18:16.480 --> 00:18:19.890 In other words, culture isn't.  
NOTE Confidence: 0.8340994

00:18:19.890 --> 00:18:21.126 Culture is random, right?  
NOTE Confidence: 0.8340994

00:18:21.126 --> 00:18:22.980 Like we inherit things like I.  
NOTE Confidence: 0.8340994

00:18:22.980 --> 00:18:25.180 I came here as a first year whitecoats  
NOTE Confidence: 0.8340994

00:18:25.180 --> 00:18:27.617 where the things that we Warren residents,

NOTE Confidence: 0.8340994

00:18:27.620 --> 00:18:29.515 where the Patagonia and like

NOTE Confidence: 0.8340994

00:18:29.515 --> 00:18:31.840 and all these things are like.

NOTE Confidence: 0.8340994

00:18:31.840 --> 00:18:34.206 Subject to change and and and there,

NOTE Confidence: 0.8042408

00:18:34.210 --> 00:18:36.238 there is no rhythm or rhyme

NOTE Confidence: 0.8042408

00:18:36.238 --> 00:18:37.590 to culture person right?

NOTE Confidence: 0.8042408

00:18:37.590 --> 00:18:39.782 So we do not have to follow rules

NOTE Confidence: 0.8042408

00:18:39.782 --> 00:18:42.371 per say or whatever norms that are

NOTE Confidence: 0.8042408

00:18:42.371 --> 00:18:44.341 associated with a given culture.

NOTE Confidence: 0.8042408

00:18:44.350 --> 00:18:46.040 I personally am one that,

NOTE Confidence: 0.8042408

00:18:46.040 --> 00:18:48.218 like almost always wants to question

NOTE Confidence: 0.8042408

00:18:48.218 --> 00:18:50.710 rules and that are related to a

NOTE Confidence: 0.8042408

00:18:50.710 --> 00:18:52.971 given culture and the last thing I'm

NOTE Confidence: 0.8042408

00:18:53.045 --> 00:18:55.159 going to share before I go into,

NOTE Confidence: 0.8042408

00:18:55.160 --> 00:18:56.815 you know the progression along

NOTE Confidence: 0.8042408

00:18:56.815 --> 00:18:58.880 medical school is that race class,

NOTE Confidence: 0.8042408

00:18:58.880 --> 00:19:00.510 gender, \*\*\*\*\* orientations and like  
NOTE Confidence: 0.8042408

00:19:00.510 --> 00:19:02.680 all these many layers of identity.  
NOTE Confidence: 0.8042408

00:19:02.680 --> 00:19:05.634 I sort of the next inextricably linked  
NOTE Confidence: 0.8042408

00:19:05.634 --> 00:19:09.426 there tide to how we present how we perform.  
NOTE Confidence: 0.8042408

00:19:09.430 --> 00:19:12.419 Are you know who we are and  
NOTE Confidence: 0.8042408

00:19:12.419 --> 00:19:14.070 how people perceive us?  
NOTE Confidence: 0.8042408

00:19:14.070 --> 00:19:17.688 They're just like dynamism, you know.  
NOTE Confidence: 0.8042408

00:19:17.690 --> 00:19:22.044 With all of these layers and ultimately.  
NOTE Confidence: 0.8042408

00:19:22.050 --> 00:19:23.214 They they have limitation.  
NOTE Confidence: 0.8042408

00:19:23.214 --> 00:19:24.380 So this is, uh,  
NOTE Confidence: 0.8042408

00:19:24.380 --> 00:19:26.412 I really like this is, you know,  
NOTE Confidence: 0.8042408

00:19:26.412 --> 00:19:27.576 meant to be funny.  
NOTE Confidence: 0.8042408

00:19:27.580 --> 00:19:29.326 I really like the this yearbook  
NOTE Confidence: 0.8042408

00:19:29.326 --> 00:19:29.908 yearbook quote,  
NOTE Confidence: 0.8042408

00:19:29.910 --> 00:19:31.608 but then high school senior which  
NOTE Confidence: 0.8042408

00:19:31.608 --> 00:19:33.645 went viral on social media and she

NOTE Confidence: 0.8042408

00:19:33.645 --> 00:19:35.343 said anything is possible when you

NOTE Confidence: 0.8042408

00:19:35.343 --> 00:19:37.181 sound Caucasian on the phone, right?

NOTE Confidence: 0.8042408

00:19:37.181 --> 00:19:38.927 If there are any black people

NOTE Confidence: 0.8042408

00:19:38.927 --> 00:19:39.800 in the audience,

NOTE Confidence: 0.8042408

00:19:39.800 --> 00:19:41.578 you know this is a thing that

NOTE Confidence: 0.8042408

00:19:41.578 --> 00:19:44.026 we do like when I pick up the

NOTE Confidence: 0.8042408

00:19:44.026 --> 00:19:45.322 phone for customer service,

NOTE Confidence: 0.8042408

00:19:45.330 --> 00:19:49.326 I like put my like best white voice possible.

NOTE Confidence: 0.8042408

00:19:49.330 --> 00:19:52.426 And all of this means that we can perform

NOTE Confidence: 0.8042408

00:19:52.426 --> 00:19:55.283 and an attempt to present ourselves in

NOTE Confidence: 0.8042408

00:19:55.283 --> 00:19:58.975 one way or another in ways that will make us,

NOTE Confidence: 0.8042408

00:19:58.980 --> 00:19:59.976 you know, more.

NOTE Confidence: 0.8042408

00:19:59.976 --> 00:20:01.968 Palatable to the people who surround

NOTE Confidence: 0.8042408

00:20:01.968 --> 00:20:03.986 us to the people who judge us,

NOTE Confidence: 0.8042408

00:20:03.990 --> 00:20:06.318 but that has that has its limits right?

NOTE Confidence: 0.8042408

00:20:06.320 --> 00:20:08.648 Because you can't like I can't kill them.

NOTE Confidence: 0.8042408

00:20:08.650 --> 00:20:10.100 Ellen, enough of my skin,

NOTE Confidence: 0.8042408

00:20:10.100 --> 00:20:11.300 but ultimately, like these,

NOTE Confidence: 0.8042408

00:20:11.300 --> 00:20:12.500 the performance can mediate

NOTE Confidence: 0.8042408

00:20:12.500 --> 00:20:13.888 right how we were treated.

NOTE Confidence: 0.8042408

00:20:13.890 --> 00:20:15.636 So any given individual may not

NOTE Confidence: 0.8042408

00:20:15.636 --> 00:20:16.788 necessarily say, for instance,

NOTE Confidence: 0.8042408

00:20:16.788 --> 00:20:19.410 another black man who was like my age and

NOTE Confidence: 0.8042408

00:20:19.410 --> 00:20:21.738 my height and the 4th year medical student,

NOTE Confidence: 0.8042408

00:20:21.740 --> 00:20:23.574 but who's like 3 shades lighter than

NOTE Confidence: 0.8042408

00:20:23.574 --> 00:20:25.819 me may not have the same experience.

NOTE Confidence: 0.8042408

00:20:25.820 --> 00:20:28.930 So a lot of what I'm going to share related

NOTE Confidence: 0.8042408

00:20:29.006 --> 00:20:32.114 to these experiences is really the average.

NOTE Confidence: 0.8042408

00:20:32.120 --> 00:20:34.712 Alright, so how I think about the sort of

NOTE Confidence: 0.8042408

00:20:34.712 --> 00:20:37.116 pillars with the medical school experience.

NOTE Confidence: 0.8042408

00:20:37.120 --> 00:20:39.586 So the first one I think of is just

NOTE Confidence: 0.8042408

00:20:39.586 --> 00:20:41.773 like the school structures, right?

NOTE Confidence: 0.8042408

00:20:41.773 --> 00:20:44.104 Just by way of how things go.

NOTE Confidence: 0.8042408

00:20:44.110 --> 00:20:46.108 So the first one is school

NOTE Confidence: 0.8042408

00:20:46.108 --> 00:20:47.107 culture and climate.

NOTE Confidence: 0.8042408

00:20:47.110 --> 00:20:49.766 The second one is the pre clerkship phase,

NOTE Confidence: 0.8042408

00:20:49.770 --> 00:20:50.114 right?

NOTE Confidence: 0.8042408

00:20:50.114 --> 00:20:52.178 We're in the classroom for most

NOTE Confidence: 0.8042408

00:20:52.178 --> 00:20:54.372 of the time we are, you know,

NOTE Confidence: 0.8042408

00:20:54.372 --> 00:20:55.877 just sort of receiving instruction

NOTE Confidence: 0.8042408

00:20:55.877 --> 00:20:57.430 from faculty and interacting,

NOTE Confidence: 0.8042408

00:20:57.430 --> 00:20:59.090 interacting with one another and

NOTE Confidence: 0.8042408

00:20:59.090 --> 00:21:00.104 building relationships, right?

NOTE Confidence: 0.8042408

00:21:00.104 --> 00:21:02.168 That's where I think most people

NOTE Confidence: 0.8042408

00:21:02.168 --> 00:21:02.856 make friends.

NOTE Confidence: 0.8042408

00:21:02.860 --> 00:21:04.208 I'm doing my school,

NOTE Confidence: 0.8042408

00:21:04.208 --> 00:21:05.219 then there's a.  
NOTE Confidence: 0.8042408

00:21:05.220 --> 00:21:06.880 There are the clerkships you  
NOTE Confidence: 0.8042408

00:21:06.880 --> 00:21:08.930 know where for the most part,  
NOTE Confidence: 0.8042408

00:21:08.930 --> 00:21:10.938 often like the Lone Med student on the  
NOTE Confidence: 0.8042408

00:21:10.938 --> 00:21:13.201 team or sometimes with another Med  
NOTE Confidence: 0.8042408

00:21:13.201 --> 00:21:15.326 student and following residents attendings.  
NOTE Confidence: 0.8042408

00:21:15.330 --> 00:21:17.352 And this is very much acculturation  
NOTE Confidence: 0.8042408

00:21:17.352 --> 00:21:18.700 phase where we're like,  
NOTE Confidence: 0.8042408

00:21:18.700 --> 00:21:20.584 you know, apprentices right.  
NOTE Confidence: 0.8042408

00:21:20.584 --> 00:21:22.939 Learning how learning the culture  
NOTE Confidence: 0.8042408

00:21:22.939 --> 00:21:25.270 and the ways of the hospital.  
NOTE Confidence: 0.79054505

00:21:25.270 --> 00:21:28.665 Then the second pillar is career advancement.  
NOTE Confidence: 0.79054505

00:21:28.670 --> 00:21:30.614 Opportunities like AOA research,  
NOTE Confidence: 0.79054505

00:21:30.614 --> 00:21:31.586 volunteering, mentorship,  
NOTE Confidence: 0.79054505

00:21:31.586 --> 00:21:33.530 those kinds of things,  
NOTE Confidence: 0.79054505

00:21:33.530 --> 00:21:38.138 and Lastly the residency application process.

NOTE Confidence: 0.79054505

00:21:38.140 --> 00:21:40.372 So in terms of culture and climate I I

NOTE Confidence: 0.79054505

00:21:40.372 --> 00:21:42.448 think it's there is good evidence that

NOTE Confidence: 0.79054505

00:21:42.448 --> 00:21:44.528 you are so minority medical students

NOTE Confidence: 0.79054505

00:21:44.528 --> 00:21:47.072 experience a great deal of discrimination

NOTE Confidence: 0.79054505

00:21:47.072 --> 00:21:48.572 and stereotyping by colleagues.

NOTE Confidence: 0.79054505

00:21:48.572 --> 00:21:49.550 Anne Anne faculty.

NOTE Confidence: 0.79054505

00:21:49.550 --> 00:21:52.190 There is a pressure to sort of be a cultural

NOTE Confidence: 0.79054505

00:21:52.250 --> 00:21:54.770 ambassador due to being under represented,

NOTE Confidence: 0.79054505

00:21:54.770 --> 00:21:56.720 but also a pressure to assimilate.

NOTE Confidence: 0.79054505

00:21:56.720 --> 00:21:58.925 You know, a good example and some

NOTE Confidence: 0.79054505

00:21:58.925 --> 00:22:01.261 of this was a pressure but also

NOTE Confidence: 0.79054505

00:22:01.261 --> 00:22:03.235 like wanting to be part of.

NOTE Confidence: 0.79054505

00:22:03.240 --> 00:22:05.860 I mean, I guess that is pressure, right?

NOTE Confidence: 0.79054505

00:22:05.860 --> 00:22:08.240 Wanting to be part of like the.

NOTE Confidence: 0.79054505

00:22:08.240 --> 00:22:09.440 In Group and who gets

NOTE Confidence: 0.79054505

00:22:09.440 --> 00:22:10.400 included into things like,  
NOTE Confidence: 0.79054505

00:22:10.400 --> 00:22:12.320 I went camping as a first year master.  
NOTE Confidence: 0.79054505

00:22:12.320 --> 00:22:13.760 I had never gone camping before.  
NOTE Confidence: 0.79054505

00:22:13.760 --> 00:22:15.803 You could have never told me I would ever  
NOTE Confidence: 0.79054505

00:22:15.803 --> 00:22:17.834 go camping and I would have said yes.  
NOTE Confidence: 0.79054505

00:22:17.840 --> 00:22:18.095 No.  
NOTE Confidence: 0.79054505

00:22:18.095 --> 00:22:20.135 I went camping and then the year that  
NOTE Confidence: 0.79054505

00:22:20.135 --> 00:22:22.047 followed I led the camping trip in part  
NOTE Confidence: 0.79054505

00:22:22.047 --> 00:22:24.137 because I want it to be like I wanted  
NOTE Confidence: 0.79054505

00:22:24.137 --> 00:22:25.510 to assimilate with my colleagues and  
NOTE Confidence: 0.79054505

00:22:25.510 --> 00:22:27.390 and and and then when I decided to  
NOTE Confidence: 0.79054505

00:22:27.440 --> 00:22:29.360 lead or txakoli the trip I wanted there.  
NOTE Confidence: 0.79054505

00:22:29.360 --> 00:22:30.960 If in any event there was going to  
NOTE Confidence: 0.79054505

00:22:30.960 --> 00:22:32.767 be a black message and who came  
NOTE Confidence: 0.79054505

00:22:32.767 --> 00:22:34.656 on move that they wouldn't be the  
NOTE Confidence: 0.79054505

00:22:34.656 --> 00:22:36.078 only black person on the trip,

NOTE Confidence: 0.79054505

00:22:36.080 --> 00:22:37.930 right?

NOTE Confidence: 0.79054505

00:22:37.930 --> 00:22:39.556 Is good evidence that oftentimes medical

NOTE Confidence: 0.79054505

00:22:39.556 --> 00:22:41.237 schools have a colorblind approach to

NOTE Confidence: 0.79054505

00:22:41.237 --> 00:22:42.887 student support when students have very

NOTE Confidence: 0.79054505

00:22:42.887 --> 00:22:44.405 different needs and there tends to

NOTE Confidence: 0.79054505

00:22:44.405 --> 00:22:45.785 be a frequently tense racial climate,

NOTE Confidence: 0.79054505

00:22:45.790 --> 00:22:47.830 and I think one of the good examples

NOTE Confidence: 0.79054505

00:22:47.830 --> 00:22:49.421 that many in the audience might

NOTE Confidence: 0.79054505

00:22:49.421 --> 00:22:51.290 relate to is so my first year.

NOTE Confidence: 0.79054505

00:22:51.290 --> 00:22:52.600 As far as I recall,

NOTE Confidence: 0.79054505

00:22:52.600 --> 00:22:53.910 the Dean Dean Alperin said,

NOTE Confidence: 0.79054505

00:22:53.910 --> 00:22:54.172 well,

NOTE Confidence: 0.79054505

00:22:54.172 --> 00:22:55.744 this is the most diverse cuts

NOTE Confidence: 0.79054505

00:22:55.744 --> 00:22:56.530 we've ever seen,

NOTE Confidence: 0.79054505

00:22:56.530 --> 00:22:58.626 and so oftentimes with a more diverse group,

NOTE Confidence: 0.79054505

00:22:58.630 --> 00:23:00.154 you tend to see more attention  
NOTE Confidence: 0.79054505

00:23:00.154 --> 00:23:01.752 right along the lines of like  
NOTE Confidence: 0.79054505

00:23:01.752 --> 00:23:03.077 what makes this group diverse?  
NOTE Confidence: 0.79054505

00:23:03.080 --> 00:23:05.176 Because people tend to doubt each other more.  
NOTE Confidence: 0.79054505

00:23:05.180 --> 00:23:07.538 And one thing that came up was like this,  
NOTE Confidence: 0.79054505

00:23:07.540 --> 00:23:08.437 sort of like.  
NOTE Confidence: 0.79054505

00:23:08.437 --> 00:23:09.932 Big disagreement along about the  
NOTE Confidence: 0.79054505

00:23:09.932 --> 00:23:12.063 hunger and homelessness auction, right?  
NOTE Confidence: 0.79054505

00:23:12.063 --> 00:23:14.674 Like we didn't agree with how things  
NOTE Confidence: 0.79054505

00:23:14.674 --> 00:23:17.835 went or the sort of nature of the event,  
NOTE Confidence: 0.79054505

00:23:17.840 --> 00:23:20.094 and ultimately we sort of split into  
NOTE Confidence: 0.79054505

00:23:20.094 --> 00:23:22.200 two things and created a service  
NOTE Confidence: 0.79054505

00:23:22.200 --> 00:23:24.354 learning symposium to go along with  
NOTE Confidence: 0.79054505

00:23:24.354 --> 00:23:26.349 the hunger homelessness auction and  
NOTE Confidence: 0.79054505

00:23:26.349 --> 00:23:29.190 that is was a manifestation of the  
NOTE Confidence: 0.79054505

00:23:29.190 --> 00:23:32.130 tense racial climate at the time.

NOTE Confidence: 0.79054505

00:23:32.130 --> 00:23:32.445 Anne.

NOTE Confidence: 0.79054505

00:23:32.445 --> 00:23:35.854 So a lot of the you know the the things

NOTE Confidence: 0.79054505

00:23:35.854 --> 00:23:39.277 that happen in the pre clerkship pre

NOTE Confidence: 0.79054505

00:23:39.277 --> 00:23:42.118 clerkship phase include like you

NOTE Confidence: 0.79054505

00:23:42.118 --> 00:23:44.486 know my frequent microaggression,

NOTE Confidence: 0.79054505

00:23:44.490 --> 00:23:47.034 a lack of understanding from tears

NOTE Confidence: 0.79054505

00:23:47.034 --> 00:23:48.306 and administration faculty,

NOTE Confidence: 0.79054505

00:23:48.310 --> 00:23:49.846 social isolation and exclusion.

NOTE Confidence: 0.79054505

00:23:49.846 --> 00:23:51.766 Low social support systems and

NOTE Confidence: 0.79054505

00:23:51.766 --> 00:23:53.818 like inadequate coping mechanism.

NOTE Confidence: 0.79054505

00:23:53.820 --> 00:23:55.856 Rachel Hardeman's dissertation was

NOTE Confidence: 0.79054505

00:23:55.856 --> 00:23:58.401 about medical student mental health

NOTE Confidence: 0.79054505

00:23:58.401 --> 00:24:01.156 and race and one of the things that

NOTE Confidence: 0.79054505

00:24:01.156 --> 00:24:03.670 she found was that especially black.

NOTE Confidence: 0.79054505

00:24:03.670 --> 00:24:05.135 Male medical students had worse

NOTE Confidence: 0.79054505

00:24:05.135 --> 00:24:06.600 social support and coping mechanism,  
NOTE Confidence: 0.79054505

00:24:06.600 --> 00:24:08.336 which in part has to do with the  
NOTE Confidence: 0.79054505

00:24:08.336 --> 00:24:08.770 fact that  
NOTE Confidence: 0.7918363

00:24:08.831 --> 00:24:10.791 you know black students are  
NOTE Confidence: 0.7918363

00:24:10.791 --> 00:24:11.575 underrepresented overall.  
NOTE Confidence: 0.7918363

00:24:11.580 --> 00:24:13.338 But like black men have been  
NOTE Confidence: 0.7918363

00:24:13.338 --> 00:24:14.217 like super underrepresented,  
NOTE Confidence: 0.7918363

00:24:14.220 --> 00:24:15.680 I think since the 90s,  
NOTE Confidence: 0.7918363

00:24:15.680 --> 00:24:18.109 eight 1988 was the last time that  
NOTE Confidence: 0.7918363

00:24:18.109 --> 00:24:20.475 there was gender parity among black  
NOTE Confidence: 0.7918363

00:24:20.475 --> 00:24:22.560 medical students at the time.  
NOTE Confidence: 0.7918363

00:24:22.560 --> 00:24:25.680 There is this concept of the  
NOTE Confidence: 0.7918363

00:24:25.680 --> 00:24:27.240 conscripted curriculum where  
NOTE Confidence: 0.7918363

00:24:27.240 --> 00:24:30.047 minority medical students tend to be.  
NOTE Confidence: 0.7918363

00:24:30.050 --> 00:24:32.577 Unscripted and not so much invited right?  
NOTE Confidence: 0.7918363

00:24:32.580 --> 00:24:34.370 Conscripted into the role of

NOTE Confidence: 0.7918363

00:24:34.370 --> 00:24:36.160 of instructor or teacher during

NOTE Confidence: 0.7918363

00:24:36.221 --> 00:24:37.891 sessions that are about inequality

NOTE Confidence: 0.7918363

00:24:37.891 --> 00:24:40.160 or race and racism in medicine,

NOTE Confidence: 0.7918363

00:24:40.160 --> 00:24:42.617 which then sort of displaces us from

NOTE Confidence: 0.7918363

00:24:42.617 --> 00:24:45.193 the learner role to the teacher role

NOTE Confidence: 0.7918363

00:24:45.193 --> 00:24:47.377 in favor of our white counterparts.

NOTE Confidence: 0.7918363

00:24:47.380 --> 00:24:49.648 Ann and of course like sometimes

NOTE Confidence: 0.7918363

00:24:49.648 --> 00:24:52.430 we sort of also sign up for it,

NOTE Confidence: 0.7918363

00:24:52.430 --> 00:24:54.596 but it isn't so much that

NOTE Confidence: 0.7918363

00:24:54.596 --> 00:24:56.040 we're signing up for.

NOTE Confidence: 0.7918363

00:24:56.040 --> 00:24:58.908 For you know that sort of

NOTE Confidence: 0.7918363

00:24:58.908 --> 00:25:00.342 teaching position because.

NOTE Confidence: 0.7918363

00:25:00.350 --> 00:25:01.226 Oh my God,

NOTE Confidence: 0.7918363

00:25:01.226 --> 00:25:02.394 I love doing this,

NOTE Confidence: 0.7918363

00:25:02.400 --> 00:25:04.465 but rather because there there is a

NOTE Confidence: 0.7918363

00:25:04.465 --> 00:25:06.796 void that needs to be filled right then.  
NOTE Confidence: 0.7918363

00:25:06.800 --> 00:25:09.136 That sort of contributes to the minority tax.  
NOTE Confidence: 0.7918363

00:25:09.140 --> 00:25:10.932 But then you know in any other  
NOTE Confidence: 0.7918363

00:25:10.932 --> 00:25:12.386 subjects that often feels like  
NOTE Confidence: 0.7918363

00:25:12.386 --> 00:25:13.638 one's contributions are not  
NOTE Confidence: 0.7918363

00:25:13.638 --> 00:25:15.544 valued and which tends to lead  
NOTE Confidence: 0.7918363

00:25:15.544 --> 00:25:17.044 to divestments from a divestment.  
NOTE Confidence: 0.7918363

00:25:17.050 --> 00:25:18.222 From this course I,  
NOTE Confidence: 0.7918363

00:25:18.222 --> 00:25:18.808 you know,  
NOTE Confidence: 0.7918363

00:25:18.810 --> 00:25:20.986 I felt like in a lot of small  
NOTE Confidence: 0.7918363

00:25:20.986 --> 00:25:23.199 groups like whatever I had to share,  
NOTE Confidence: 0.7918363

00:25:23.200 --> 00:25:25.837 or even when I would be like you know,  
NOTE Confidence: 0.7918363

00:25:25.840 --> 00:25:27.160 studying in Group with caught  
NOTE Confidence: 0.7918363

00:25:27.160 --> 00:25:29.180 with classmates like if I had a  
NOTE Confidence: 0.7918363

00:25:29.180 --> 00:25:30.805 thought about like some random  
NOTE Confidence: 0.7918363

00:25:30.805 --> 00:25:31.455 physiological mechanism.

NOTE Confidence: 0.7918363

00:25:31.460 --> 00:25:33.371 Like that my friend my double check

NOTE Confidence: 0.7918363

00:25:33.371 --> 00:25:35.304 me Moran and even when they would

NOTE Confidence: 0.7918363

00:25:35.304 --> 00:25:37.280 find out that yeah it was right,

NOTE Confidence: 0.7918363

00:25:37.280 --> 00:25:38.980 there would be no acknowledgement

NOTE Confidence: 0.7918363

00:25:38.980 --> 00:25:41.885 of the fact that I you know my

NOTE Confidence: 0.7918363

00:25:41.885 --> 00:25:43.770 contribution was not being valued.

NOTE Confidence: 0.7918363

00:25:43.770 --> 00:25:45.234 So this is something that happens

NOTE Confidence: 0.7918363

00:25:45.234 --> 00:25:46.720 in in this and you know,

NOTE Confidence: 0.7918363

00:25:46.720 --> 00:25:48.688 I'm not just pulling it from the literature,

NOTE Confidence: 0.7918363

00:25:48.690 --> 00:25:50.940 but also like things that add

NOTE Confidence: 0.7918363

00:25:50.940 --> 00:25:52.850 experience as I mentioned here.

NOTE Confidence: 0.7918363

00:25:52.850 --> 00:25:54.890 Anne.

NOTE Confidence: 0.7918363

00:25:54.890 --> 00:25:57.626 All of this is sort of ship by this

NOTE Confidence: 0.7918363

00:25:57.626 --> 00:26:00.350 concept of like race status associations,

NOTE Confidence: 0.7918363

00:26:00.350 --> 00:26:01.874 right which inform interaction.

NOTE Confidence: 0.7918363

00:26:01.874 --> 00:26:04.895 So Cindy Dupree who is or who is  
NOTE Confidence: 0.7918363

00:26:04.895 --> 00:26:06.899 in the School of Management here,  
NOTE Confidence: 0.7918363

00:26:06.900 --> 00:26:08.682 wrote this paper that it's a  
NOTE Confidence: 0.7918363

00:26:08.682 --> 00:26:10.353 study that showed that oftentimes  
NOTE Confidence: 0.7918363

00:26:10.353 --> 00:26:12.478 people in the workplace associate  
NOTE Confidence: 0.7918363

00:26:12.478 --> 00:26:14.522 blackness with lower status, right?  
NOTE Confidence: 0.7918363

00:26:14.522 --> 00:26:16.574 So there's an expectation that if  
NOTE Confidence: 0.7918363

00:26:16.574 --> 00:26:19.280 you're black and you're in this environment,  
NOTE Confidence: 0.7918363

00:26:19.280 --> 00:26:21.350 you're probably at the sort of  
NOTE Confidence: 0.7918363

00:26:21.350 --> 00:26:23.650 bottom of whatever the hierarchy is,  
NOTE Confidence: 0.7918363

00:26:23.650 --> 00:26:23.967 right?  
NOTE Confidence: 0.7918363

00:26:23.967 --> 00:26:25.869 Which is in part why sometimes,  
NOTE Confidence: 0.7918363

00:26:25.870 --> 00:26:27.798 like I may be asked if I'm there  
NOTE Confidence: 0.7918363

00:26:27.798 --> 00:26:29.572 to transport the patient as opposed  
NOTE Confidence: 0.7918363

00:26:29.572 --> 00:26:30.804 to the medical student,  
NOTE Confidence: 0.7918363

00:26:30.810 --> 00:26:34.464 even if I have a stethoscope around my neck.

NOTE Confidence: 0.7918363

00:26:34.470 --> 00:26:36.264 And then the different forms of

NOTE Confidence: 0.7918363

00:26:36.264 --> 00:26:38.306 like capital that we might hold

NOTE Confidence: 0.7918363

00:26:38.306 --> 00:26:39.878 also shape these interactions.

NOTE Confidence: 0.7918363

00:26:39.880 --> 00:26:41.565 And there's an interesting interaction

NOTE Confidence: 0.7918363

00:26:41.565 --> 00:26:43.641 with with like the capital like

NOTE Confidence: 0.7918363

00:26:43.641 --> 00:26:45.296 actual Capital as opposed to

NOTE Confidence: 0.7918363

00:26:45.296 --> 00:26:46.636 perceive capital. Andy slack.

NOTE Confidence: 0.7918363

00:26:46.636 --> 00:26:47.650 Race status associations.

NOTE Confidence: 0.7918363

00:26:47.650 --> 00:26:50.018 So for instance, like social capital, right?

NOTE Confidence: 0.7918363

00:26:50.018 --> 00:26:52.046 It's like who do you know?

NOTE Confidence: 0.7918363

00:26:52.050 --> 00:26:54.066 Is your dad the chief of?

NOTE Confidence: 0.7918363

00:26:54.070 --> 00:26:55.422 I don't know nephrology

NOTE Confidence: 0.7918363

00:26:55.422 --> 00:26:56.436 or orthopedic surgery.

NOTE Confidence: 0.7918363

00:26:56.440 --> 00:26:59.136 What have you right like that social capital?

NOTE Confidence: 0.7918363

00:26:59.140 --> 00:27:00.492 The network that individuals

NOTE Confidence: 0.7918363

00:27:00.492 --> 00:27:02.182 have and then cultural capital.

NOTE Confidence: 0.8316347

00:27:02.190 --> 00:27:05.430 And I think some of the the perceptions.

NOTE Confidence: 0.8316347

00:27:05.430 --> 00:27:06.686 Sort of, you know,

NOTE Confidence: 0.8316347

00:27:06.686 --> 00:27:08.564 are centered around cultural capital, right?

NOTE Confidence: 0.8316347

00:27:08.564 --> 00:27:10.388 A lot of assumptions around whether

NOTE Confidence: 0.8316347

00:27:10.388 --> 00:27:12.348 or not one might, for instance,

NOTE Confidence: 0.8316347

00:27:12.348 --> 00:27:13.943 be interested, or even knowledge

NOTE Confidence: 0.8316347

00:27:13.943 --> 00:27:15.160 knowledgeable around topics like.

NOTE Confidence: 0.8316347

00:27:15.160 --> 00:27:17.676 I don't know camping or like, you know,

NOTE Confidence: 0.8316347

00:27:17.676 --> 00:27:19.867 having a third home in the Hamptons,

NOTE Confidence: 0.8316347

00:27:19.870 --> 00:27:23.010 or what have you and you always joke and say,

NOTE Confidence: 0.8316347

00:27:23.010 --> 00:27:24.580 Luckily, like I play tennis.

NOTE Confidence: 0.8316347

00:27:24.580 --> 00:27:26.996 So like that's one form of cultural capital

NOTE Confidence: 0.8316347

00:27:26.996 --> 00:27:29.605 that I've been able to leverage around here.

NOTE Confidence: 0.8316347

00:27:29.610 --> 00:27:31.808 I organize the Med school tennis tournament,

NOTE Confidence: 0.8316347

00:27:31.810 --> 00:27:32.749 yeah, after year,

NOTE Confidence: 0.8316347

00:27:32.749 --> 00:27:35.274 and now that I've gone, you know, like?

NOTE Confidence: 0.8316347

00:27:35.274 --> 00:27:36.864 Camping in the outer endex

NOTE Confidence: 0.8316347

00:27:36.864 --> 00:27:38.677 that's like a form of cultural,

NOTE Confidence: 0.8316347

00:27:38.680 --> 00:27:40.420 cultural capital that I can take

NOTE Confidence: 0.8316347

00:27:40.420 --> 00:27:42.589 with me on to the next place.

NOTE Confidence: 0.8316347

00:27:42.590 --> 00:27:44.697 But like whether people assume that I

NOTE Confidence: 0.8316347

00:27:44.697 --> 00:27:46.807 have that capital is a different story,

NOTE Confidence: 0.8316347

00:27:46.810 --> 00:27:47.110 right?

NOTE Confidence: 0.8316347

00:27:47.110 --> 00:27:48.310 And and not ships,

NOTE Confidence: 0.8316347

00:27:48.310 --> 00:27:50.574 whether or not I get to be included

NOTE Confidence: 0.8316347

00:27:50.574 --> 00:27:52.228 in conversations around this matter,

NOTE Confidence: 0.8316347

00:27:52.230 --> 00:27:54.330 especially like you know during down time,

NOTE Confidence: 0.8316347

00:27:54.330 --> 00:27:57.340 in class or like on the words and what not.

NOTE Confidence: 0.8316347

00:27:57.340 --> 00:27:59.532 And all this leads to this the fact

NOTE Confidence: 0.8316347

00:27:59.532 --> 00:28:02.107 that many of us feel out of place right

NOTE Confidence: 0.8316347

00:28:02.107 --> 00:28:04.354 compared to many of our classmates were

NOTE Confidence: 0.8316347

00:28:04.354 --> 00:28:06.776 part of the quote unquote Doctor Dynasty.

NOTE Confidence: 0.8316347

00:28:06.776 --> 00:28:07.994 So Cassandra pill.

NOTE Confidence: 0.8316347

00:28:07.994 --> 00:28:09.618 US dissertation was specifically

NOTE Confidence: 0.8316347

00:28:09.618 --> 00:28:11.793 about this way where she studied

NOTE Confidence: 0.8316347

00:28:11.793 --> 00:28:13.749 medical students and what she finds

NOTE Confidence: 0.8316347

00:28:13.807 --> 00:28:16.047 is that there is a subset of medical

NOTE Confidence: 0.8316347

00:28:16.047 --> 00:28:17.974 students who either have parents where

NOTE Confidence: 0.8316347

00:28:17.974 --> 00:28:19.679 physicians or siblings or aunts,

NOTE Confidence: 0.8316347

00:28:19.680 --> 00:28:20.020 uncles,

NOTE Confidence: 0.8316347

00:28:20.020 --> 00:28:20.700 or grandparents.

NOTE Confidence: 0.8316347

00:28:20.700 --> 00:28:21.720 What have you?

NOTE Confidence: 0.8316347

00:28:21.720 --> 00:28:23.425 Who are physicians who are

NOTE Confidence: 0.8316347

00:28:23.425 --> 00:28:24.107 disproportionately white?

NOTE Confidence: 0.8316347

00:28:24.110 --> 00:28:25.868 And then you have students who

NOTE Confidence: 0.8316347

00:28:25.868 --> 00:28:27.906 have no ties to medicine prior

NOTE Confidence: 0.8316347

00:28:27.906 --> 00:28:29.906 to going into medical school,

NOTE Confidence: 0.8316347

00:28:29.910 --> 00:28:32.052 are far less familiar with the

NOTE Confidence: 0.8316347

00:28:32.052 --> 00:28:33.826 hidden curriculum and the sort

NOTE Confidence: 0.8316347

00:28:33.826 --> 00:28:35.786 of like ways Med school work so

NOTE Confidence: 0.8316347

00:28:35.786 --> 00:28:37.818 hard to navigate academia who.

NOTE Confidence: 0.8316347

00:28:37.820 --> 00:28:40.039 Constantly feel out of place and they

NOTE Confidence: 0.8316347

00:28:40.039 --> 00:28:42.488 are more likely to be students of color.

NOTE Confidence: 0.8316347

00:28:42.490 --> 00:28:44.810 An all of this has to do with the fact

NOTE Confidence: 0.8316347

00:28:44.878 --> 00:28:46.713 that there are huge socioeconomic

NOTE Confidence: 0.8316347

00:28:46.713 --> 00:28:49.260 differences in who gets to be in

NOTE Confidence: 0.8316347

00:28:49.260 --> 00:28:50.875 medical school and who doesn't.

NOTE Confidence: 0.8316347

00:28:50.880 --> 00:28:52.750 But also among medical students, right?

NOTE Confidence: 0.8316347

00:28:52.750 --> 00:28:54.610 What are the social economic backgrounds

NOTE Confidence: 0.8316347

00:28:54.610 --> 00:28:56.478 within the student body so nationally?

NOTE Confidence: 0.8316347

00:28:56.480 --> 00:28:58.292 More than 50% of medical students

NOTE Confidence: 0.8316347

00:28:58.292 --> 00:29:00.534 come from the top quintile of US  
NOTE Confidence: 0.8316347

00:29:00.534 --> 00:29:02.484 household income and then when you  
NOTE Confidence: 0.8316347

00:29:02.484 --> 00:29:05.710 break that down by race, right?  
NOTE Confidence: 0.8316347

00:29:05.710 --> 00:29:08.174 There are about 1/3 of black students  
NOTE Confidence: 0.8316347

00:29:08.174 --> 00:29:09.934 come from households that earn  
NOTE Confidence: 0.8316347

00:29:09.934 --> 00:29:11.860 less than \$50,000 compared to less  
NOTE Confidence: 0.8316347

00:29:11.860 --> 00:29:13.946 than 10% of white medical students.  
NOTE Confidence: 0.8316347

00:29:13.946 --> 00:29:15.741 The majority of white medical  
NOTE Confidence: 0.8316347

00:29:15.741 --> 00:29:17.602 students come from the, you know,  
NOTE Confidence: 0.8316347

00:29:17.602 --> 00:29:19.954 the the top quintile of households or  
NOTE Confidence: 0.8316347

00:29:19.954 --> 00:29:22.029 households that earn more than \$150,000,  
NOTE Confidence: 0.8316347

00:29:22.030 --> 00:29:24.070 compared to about 1/4 of black  
NOTE Confidence: 0.8316347

00:29:24.070 --> 00:29:24.750 medical students.  
NOTE Confidence: 0.8316347

00:29:24.750 --> 00:29:27.130 But that only looks at household income,  
NOTE Confidence: 0.8316347

00:29:27.130 --> 00:29:27.470 right?  
NOTE Confidence: 0.8316347

00:29:27.470 --> 00:29:28.830 And as you see,

NOTE Confidence: 0.8316347

00:29:28.830 --> 00:29:31.494 there are national trends that the

NOTE Confidence: 0.8316347

00:29:31.494 --> 00:29:34.378 like household gap is sort of like.

NOTE Confidence: 0.8316347

00:29:34.380 --> 00:29:35.865 Remain either stagnant or only

NOTE Confidence: 0.8316347

00:29:35.865 --> 00:29:38.140 the you know the the racial gap

NOTE Confidence: 0.8316347

00:29:38.140 --> 00:29:39.950 in household income has remained

NOTE Confidence: 0.8316347

00:29:39.950 --> 00:29:41.988 either stagnant or in fact gotten

NOTE Confidence: 0.8316347

00:29:41.988 --> 00:29:43.776 wider in the last recent years.

NOTE Confidence: 0.8316347

00:29:43.780 --> 00:29:46.328 That doesn't account for.

NOTE Confidence: 0.8316347

00:29:46.330 --> 00:29:47.122 Net worth right?

NOTE Confidence: 0.8316347

00:29:47.122 --> 00:29:48.970 So like 2 like a black student

NOTE Confidence: 0.8484285

00:29:49.029 --> 00:29:50.847 and the white student might both

NOTE Confidence: 0.8484285

00:29:50.847 --> 00:29:52.749 come from a household that earns

NOTE Confidence: 0.8484285

00:29:52.749 --> 00:29:54.947 like over \$150,000 but but the black

NOTE Confidence: 0.8484285

00:29:54.947 --> 00:29:57.184 students parents may in fact be the

NOTE Confidence: 0.8484285

00:29:57.184 --> 00:29:58.815 first generation in their family

NOTE Confidence: 0.8484285

00:29:58.815 --> 00:30:00.943 to have that kind of. King and so.

NOTE Confidence: 0.8484285

00:30:00.943 --> 00:30:03.032 And a lot of wealth in the United

NOTE Confidence: 0.8484285

00:30:03.032 --> 00:30:05.052 States is acquired either through

NOTE Confidence: 0.8484285

00:30:05.052 --> 00:30:06.991 inheritance or real estate, right?

NOTE Confidence: 0.8484285

00:30:06.991 --> 00:30:08.596 And we've talked, you know,

NOTE Confidence: 0.8484285

00:30:08.600 --> 00:30:11.489 the racial wealth gap is like a huge thing,

NOTE Confidence: 0.8484285

00:30:11.490 --> 00:30:12.098 like black.

NOTE Confidence: 0.8484285

00:30:12.098 --> 00:30:13.922 Black families are like 10 have

NOTE Confidence: 0.8484285

00:30:13.922 --> 00:30:15.920 a network that's 10 times smaller

NOTE Confidence: 0.8484285

00:30:15.920 --> 00:30:17.580 than that of white families.

NOTE Confidence: 0.8484285

00:30:17.580 --> 00:30:19.275 Hispanic families have a network

NOTE Confidence: 0.8484285

00:30:19.275 --> 00:30:20.970 that's eight times smaller than

NOTE Confidence: 0.8484285

00:30:21.023 --> 00:30:22.398 that of of white families,

NOTE Confidence: 0.8484285

00:30:22.400 --> 00:30:24.521 and that shows in like say pre

NOTE Confidence: 0.8484285

00:30:24.521 --> 00:30:26.510 medical school debt like the vast

NOTE Confidence: 0.8484285

00:30:26.510 --> 00:30:28.544 majority of US black medical students

NOTE Confidence: 0.8484285

00:30:28.544 --> 00:30:30.770 come into medical school with debt.

NOTE Confidence: 0.8484285

00:30:30.770 --> 00:30:32.954 We're sort of sorted in the buckets,

NOTE Confidence: 0.8484285

00:30:32.960 --> 00:30:35.144 where with the highest amount of debt,

NOTE Confidence: 0.8484285

00:30:35.150 --> 00:30:37.580 whereas only about 1/3 of white

NOTE Confidence: 0.8484285

00:30:37.580 --> 00:30:39.666 medical students actually have any

NOTE Confidence: 0.8484285

00:30:39.666 --> 00:30:41.626 debt coming into medical school.

NOTE Confidence: 0.8484285

00:30:41.630 --> 00:30:44.150 So all of these sort of like social

NOTE Confidence: 0.8484285

00:30:44.150 --> 00:30:45.099 economic differences, right?

NOTE Confidence: 0.8484285

00:30:45.099 --> 00:30:47.013 Like shape both the reality and

NOTE Confidence: 0.8484285

00:30:47.013 --> 00:30:48.875 also the perception of like how

NOTE Confidence: 0.8484285

00:30:48.875 --> 00:30:50.561 much capital we have and ultimately

NOTE Confidence: 0.8484285

00:30:50.561 --> 00:30:52.584 end up shaping the like our

NOTE Confidence: 0.8484285

00:30:52.584 --> 00:30:53.595 interactions among peers.

NOTE Confidence: 0.8484285

00:30:53.600 --> 00:30:57.170 But also with like residents and whatnot.

NOTE Confidence: 0.8484285

00:30:57.170 --> 00:30:59.347 So then on the words I think,

NOTE Confidence: 0.8484285

00:30:59.350 --> 00:31:01.838 and I can speak for many of us,  
NOTE Confidence: 0.8484285

00:31:01.840 --> 00:31:03.204 this an you know,  
NOTE Confidence: 0.8484285

00:31:03.204 --> 00:31:04.909 leaning on the evidence that  
NOTE Confidence: 0.8484285

00:31:04.909 --> 00:31:06.499 there is a huge deal of,  
NOTE Confidence: 0.8484285

00:31:06.500 --> 00:31:08.649 just like exclusion from like this sort  
NOTE Confidence: 0.8484285

00:31:08.649 --> 00:31:10.539 of social aspects of the workplace.  
NOTE Confidence: 0.8484285

00:31:10.540 --> 00:31:12.430 And I think that bleeds into being  
NOTE Confidence: 0.8484285

00:31:12.430 --> 00:31:13.960 excluded from learning opportunities.  
NOTE Confidence: 0.8484285

00:31:13.960 --> 00:31:16.435 A lot of us like when we would finish  
NOTE Confidence: 0.8484285

00:31:16.435 --> 00:31:18.630 Clark like one given rotation here,  
NOTE Confidence: 0.8484285

00:31:18.630 --> 00:31:19.226 you know,  
NOTE Confidence: 0.8484285

00:31:19.226 --> 00:31:21.610 we give each other sign out and like  
NOTE Confidence: 0.8484285

00:31:21.679 --> 00:31:24.167 what you find out is like this one  
NOTE Confidence: 0.8484285

00:31:24.167 --> 00:31:26.089 attending who might be known for,  
NOTE Confidence: 0.8484285

00:31:26.090 --> 00:31:27.322 you know, for like.  
NOTE Confidence: 0.8484285

00:31:27.322 --> 00:31:29.532 I don't know letting you switch armor

NOTE Confidence: 0.8484285

00:31:29.532 --> 00:31:32.196 or whatever like might not do that for you.

NOTE Confidence: 0.8484285

00:31:32.200 --> 00:31:33.340 If you're for you,

NOTE Confidence: 0.8484285

00:31:33.340 --> 00:31:33.910 the black,

NOTE Confidence: 0.8484285

00:31:33.910 --> 00:31:34.777 Med student right,

NOTE Confidence: 0.8484285

00:31:34.777 --> 00:31:36.800 and and it's always kind of puzzling

NOTE Confidence: 0.8484285

00:31:36.858 --> 00:31:38.496 icon this isn't this doesn't match

NOTE Confidence: 0.8484285

00:31:38.496 --> 00:31:40.477 the sign out that I was just

NOTE Confidence: 0.8484285

00:31:40.477 --> 00:31:41.857 giving little things like that,

NOTE Confidence: 0.8484285

00:31:41.860 --> 00:31:43.250 which really can shape whether

NOTE Confidence: 0.8484285

00:31:43.250 --> 00:31:45.552 one has an interest or not in the

NOTE Confidence: 0.8484285

00:31:45.552 --> 00:31:46.120 given specialty,

NOTE Confidence: 0.8484285

00:31:46.120 --> 00:31:47.848 or the conversations that take place

NOTE Confidence: 0.8484285

00:31:47.848 --> 00:31:50.099 during like down time on the words between,

NOTE Confidence: 0.8484285

00:31:50.100 --> 00:31:51.630 you know whether residents like

NOTE Confidence: 0.8484285

00:31:51.630 --> 00:31:53.989 include you and I want to show you

NOTE Confidence: 0.8484285

00:31:53.989 --> 00:31:55.774 a picture of their cat like this.  
NOTE Confidence: 0.8484285

00:31:55.780 --> 00:31:57.586 This you know this lettuce and  
NOTE Confidence: 0.8484285

00:31:57.586 --> 00:31:58.489 like I remember.  
NOTE Confidence: 0.8484285

00:31:58.490 --> 00:32:00.706 A few rotations where I had at least  
NOTE Confidence: 0.8484285

00:32:00.706 --> 00:32:03.160 mild to high interest in a specialty,  
NOTE Confidence: 0.8484285

00:32:03.160 --> 00:32:04.600 but feeling like the residents  
NOTE Confidence: 0.8484285

00:32:04.600 --> 00:32:06.040 had absolutely no interest in  
NOTE Confidence: 0.8484285

00:32:06.094 --> 00:32:07.198 teaching me whatsoever,  
NOTE Confidence: 0.8484285

00:32:07.200 --> 00:32:08.735 or even like pretending that  
NOTE Confidence: 0.8484285

00:32:08.735 --> 00:32:10.929 like I was part of the team,  
NOTE Confidence: 0.8484285

00:32:10.930 --> 00:32:12.595 which you know contributes to  
NOTE Confidence: 0.8484285

00:32:12.595 --> 00:32:14.260 stereotype threat and I'll go  
NOTE Confidence: 0.8484285

00:32:14.325 --> 00:32:15.909 into that in the next slide.  
NOTE Confidence: 0.8484285

00:32:15.910 --> 00:32:17.776 But there's good this study out  
NOTE Confidence: 0.8484285

00:32:17.776 --> 00:32:19.020 of UC SF shall,  
NOTE Confidence: 0.8484285

00:32:19.020 --> 00:32:20.880 in this cohort of medical students,

NOTE Confidence: 0.8484285

00:32:20.880 --> 00:32:22.620 82% of black Med students experience

NOTE Confidence: 0.8484285

00:32:22.620 --> 00:32:24.609 your type threat during their rotations,

NOTE Confidence: 0.8484285

00:32:24.610 --> 00:32:26.476 and then like 46% of Asian

NOTE Confidence: 0.8484285

00:32:26.476 --> 00:32:27.409 students and 44%

NOTE Confidence: 0.841945918

00:32:27.410 --> 00:32:28.712 of Hispanic students.

NOTE Confidence: 0.841945918

00:32:28.712 --> 00:32:31.128 Only 4% of white students there

NOTE Confidence: 0.841945918

00:32:31.128 --> 00:32:33.450 is good evidence that there are

NOTE Confidence: 0.841945918

00:32:33.525 --> 00:32:35.919 huge disparities in in in grading.

NOTE Confidence: 0.841945918

00:32:35.920 --> 00:32:40.099 Like you know, at the national level.

NOTE Confidence: 0.841945918

00:32:40.100 --> 00:32:41.980 Which is, you know,

NOTE Confidence: 0.841945918

00:32:41.980 --> 00:32:43.860 these disparities are further

NOTE Confidence: 0.841945918

00:32:43.860 --> 00:32:46.641 amplified when then you take into

NOTE Confidence: 0.841945918

00:32:46.641 --> 00:32:48.846 consideration that the you know

NOTE Confidence: 0.841945918

00:32:48.846 --> 00:32:51.033 clerkship directors have have have

NOTE Confidence: 0.841945918

00:32:51.033 --> 00:32:53.541 their own input which can shift.

NOTE Confidence: 0.841945918

00:32:53.550 --> 00:32:55.398 These disparities right there and this  
NOTE Confidence: 0.841945918

00:32:55.398 --> 00:32:57.809 concept is called the amplification cascade.  
NOTE Confidence: 0.841945918

00:32:57.810 --> 00:32:59.940 So this again, dot outer UCSF.  
NOTE Confidence: 0.841945918

00:32:59.940 --> 00:33:02.070 It's called this phenomenon in which,  
NOTE Confidence: 0.841945918

00:33:02.070 --> 00:33:03.735 like a small difference in  
NOTE Confidence: 0.841945918

00:33:03.735 --> 00:33:05.067 assessment performance by the  
NOTE Confidence: 0.841945918

00:33:05.067 --> 00:33:07.039 by the question Director right,  
NOTE Confidence: 0.841945918

00:33:07.040 --> 00:33:09.609 110th of a point on the clerkship  
NOTE Confidence: 0.841945918

00:33:09.609 --> 00:33:11.906 assessment Scale led to half as  
NOTE Confidence: 0.841945918

00:33:11.906 --> 00:33:13.776 many honors grades across all  
NOTE Confidence: 0.841945918

00:33:13.776 --> 00:33:15.479 collection for URM students.  
NOTE Confidence: 0.841945918

00:33:15.480 --> 00:33:15.836 Uhm?  
NOTE Confidence: 0.841945918

00:33:15.836 --> 00:33:16.192 Also,  
NOTE Confidence: 0.841945918

00:33:16.192 --> 00:33:18.684 there is good evidence that on the  
NOTE Confidence: 0.841945918

00:33:18.684 --> 00:33:21.095 language used in in the evaluations  
NOTE Confidence: 0.841945918

00:33:21.095 --> 00:33:23.075 is gendered and racialized right.

NOTE Confidence: 0.841945918

00:33:23.080 --> 00:33:24.392 White medical students are

NOTE Confidence: 0.841945918

00:33:24.392 --> 00:33:26.360 more likely to be referred to

NOTE Confidence: 0.841945918

00:33:26.426 --> 00:33:28.066 or describe using stand out,

NOTE Confidence: 0.841945918

00:33:28.070 --> 00:33:29.402 where it's like outstanding,

NOTE Confidence: 0.841945918

00:33:29.402 --> 00:33:30.068 excellent stellar,

NOTE Confidence: 0.841945918

00:33:30.070 --> 00:33:31.540 whereas like black medical students

NOTE Confidence: 0.841945918

00:33:31.540 --> 00:33:33.786 are more likely to be used to

NOTE Confidence: 0.841945918

00:33:33.786 --> 00:33:35.230 be described using grindstone

NOTE Confidence: 0.841945918

00:33:35.230 --> 00:33:36.674 characteristics like hard worker

NOTE Confidence: 0.841945918

00:33:36.729 --> 00:33:37.399 or competent,

NOTE Confidence: 0.841945918

00:33:37.400 --> 00:33:39.060 which isn't really a compliment.

NOTE Confidence: 0.841945918

00:33:39.060 --> 00:33:41.769 An I mean I I had this thing where

NOTE Confidence: 0.841945918

00:33:41.769 --> 00:33:45.170 at least a few clerkship this like I

NOTE Confidence: 0.841945918

00:33:45.170 --> 00:33:48.339 read the evaluation and it's kind of like.

NOTE Confidence: 0.841945918

00:33:48.340 --> 00:33:50.604 If I'm feeling like I'm in the movie

NOTE Confidence: 0.841945918

00:33:50.604 --> 00:33:52.193 inception because I know I'm like  
NOTE Confidence: 0.841945918

00:33:52.193 --> 00:33:54.169 aware of this evidence and I'm like see,  
NOTE Confidence: 0.841945918

00:33:54.170 --> 00:33:56.555 I'm seeing it happening to me in real time.  
NOTE Confidence: 0.841945918

00:33:56.560 --> 00:33:57.242 Well,  
NOTE Confidence: 0.841945918

00:33:57.242 --> 00:33:59.288 like I had.  
NOTE Confidence: 0.841945918

00:33:59.290 --> 00:34:01.355 I had an attending said they were  
NOTE Confidence: 0.841945918

00:34:01.355 --> 00:34:02.730 afraid of interacting with me.  
NOTE Confidence: 0.841945918

00:34:02.730 --> 00:34:04.739 Luckily that wasn't in the you know,  
NOTE Confidence: 0.841945918

00:34:04.740 --> 00:34:06.085 whatever part of the evaluation  
NOTE Confidence: 0.841945918

00:34:06.085 --> 00:34:08.355 I will go into the MSB but rather  
NOTE Confidence: 0.841945918

00:34:08.355 --> 00:34:10.095 in this like submitted in the  
NOTE Confidence: 0.841945918

00:34:10.095 --> 00:34:11.630 formative part of the valuation.  
NOTE Confidence: 0.841945918

00:34:11.630 --> 00:34:13.345 But I thought like why would you  
NOTE Confidence: 0.841945918

00:34:13.345 --> 00:34:14.828 ever be afraid of interacting  
NOTE Confidence: 0.841945918

00:34:14.828 --> 00:34:16.216 with the medical student?  
NOTE Confidence: 0.841945918

00:34:16.220 --> 00:34:18.201 But like this is like a thing

NOTE Confidence: 0.841945918

00:34:18.201 --> 00:34:19.670 that happens and here too.

NOTE Confidence: 0.841945918

00:34:19.670 --> 00:34:21.679 So I was talking about stereotype threat,

NOTE Confidence: 0.841945918

00:34:21.680 --> 00:34:23.145 which basically right is this

NOTE Confidence: 0.841945918

00:34:23.145 --> 00:34:24.317 phenomenon that occurs when

NOTE Confidence: 0.841945918

00:34:24.317 --> 00:34:25.741 queues in the social environment

NOTE Confidence: 0.841945918

00:34:25.741 --> 00:34:27.361 reminds you that you don't belong

NOTE Confidence: 0.841945918

00:34:27.413 --> 00:34:28.557 or that you're different.

NOTE Confidence: 0.841945918

00:34:28.560 --> 00:34:29.580 Or make your.

NOTE Confidence: 0.841945918

00:34:29.580 --> 00:34:29.920 Identity,

NOTE Confidence: 0.841945918

00:34:29.920 --> 00:34:31.280 whatever that might be,

NOTE Confidence: 0.841945918

00:34:31.280 --> 00:34:32.704 be a gender, race,

NOTE Confidence: 0.841945918

00:34:32.704 --> 00:34:33.415 \*\*\*\*\* orientation,

NOTE Confidence: 0.841945918

00:34:33.415 --> 00:34:33.770 salient,

NOTE Confidence: 0.841945918

00:34:33.770 --> 00:34:36.255 and that can lead to impaired performance,

NOTE Confidence: 0.841945918

00:34:36.260 --> 00:34:38.396 such as like decreased working memory,

NOTE Confidence: 0.841945918

00:34:38.400 --> 00:34:39.895 which is really important in  
NOTE Confidence: 0.841945918

00:34:39.895 --> 00:34:41.908 terms you know when we think  
NOTE Confidence: 0.841945918

00:34:41.908 --> 00:34:43.736 about individuals learning style.  
NOTE Confidence: 0.841945918

00:34:43.740 --> 00:34:45.515 Also lead to individuals discounting  
NOTE Confidence: 0.841945918

00:34:45.515 --> 00:34:46.935 the importance or valid,  
NOTE Confidence: 0.841945918

00:34:46.940 --> 00:34:49.194 or the validity or feedback an leads  
NOTE Confidence: 0.841945918

00:34:49.194 --> 00:34:51.028 to disengaging from domains that  
NOTE Confidence: 0.841945918

00:34:51.028 --> 00:34:52.983 are perceived as threatening, right?  
NOTE Confidence: 0.841945918

00:34:52.983 --> 00:34:55.041 That's literally why some people like  
NOTE Confidence: 0.841945918

00:34:55.041 --> 00:34:57.618 choose to not go into some specialties.  
NOTE Confidence: 0.841945918

00:34:57.620 --> 00:34:59.996 It has a huge impact on.  
NOTE Confidence: 0.841945918

00:35:00.000 --> 00:35:01.368 Confidence and testing right  
NOTE Confidence: 0.841945918

00:35:01.368 --> 00:35:02.736 that there there's been.  
NOTE Confidence: 0.841945918

00:35:02.740 --> 00:35:04.798 There's a body of work that  
NOTE Confidence: 0.841945918

00:35:04.798 --> 00:35:06.170 shows that stereotype threat,  
NOTE Confidence: 0.841945918

00:35:06.170 --> 00:35:07.890 hasn't it has an impact,

NOTE Confidence: 0.841945918

00:35:07.890 --> 00:35:09.258 especially on minorities on

NOTE Confidence: 0.841945918

00:35:09.258 --> 00:35:10.284 standardized test performance.

NOTE Confidence: 0.841945918

00:35:10.290 --> 00:35:12.264 And there was a study that showed

NOTE Confidence: 0.841945918

00:35:12.264 --> 00:35:15.105 in the in the rare event that the M

NOTE Confidence: 0.841945918

00:35:15.105 --> 00:35:17.839 cat score over predicts students performance.

NOTE Confidence: 0.841945918

00:35:17.840 --> 00:35:20.918 That is a case in for some yarn events.

NOTE Confidence: 0.841945918

00:35:20.920 --> 00:35:21.952 It's really rare,

NOTE Confidence: 0.841945918

00:35:21.952 --> 00:35:22.640 but it.

NOTE Confidence: 0.7922208

00:35:22.640 --> 00:35:24.350 But when it does happen,

NOTE Confidence: 0.7922208

00:35:24.350 --> 00:35:27.437 it the students for whom the M cat predicts.

NOTE Confidence: 0.7922208

00:35:27.440 --> 00:35:28.634 Overpredict USMLE performance

NOTE Confidence: 0.7922208

00:35:28.634 --> 00:35:31.022 are minorities and that is a.

NOTE Confidence: 0.7922208

00:35:31.030 --> 00:35:33.221 That you know this this the discussion

NOTE Confidence: 0.7922208

00:35:33.221 --> 00:35:35.369 in this paper attributes it to

NOTE Confidence: 0.7922208

00:35:35.369 --> 00:35:37.284 the environment in medical school.

NOTE Confidence: 0.7922208

00:35:37.290 --> 00:35:39.950 Which stereotype threat contributes to  
NOTE Confidence: 0.7922208

00:35:39.950 --> 00:35:42.610 worse performance on standardized tests?  
NOTE Confidence: 0.7922208

00:35:42.610 --> 00:35:44.682 And then when I think about career  
NOTE Confidence: 0.7922208

00:35:44.682 --> 00:35:45.570 advancing opportunities right,  
NOTE Confidence: 0.7922208

00:35:45.570 --> 00:35:47.346 so airway which we don't have  
NOTE Confidence: 0.7922208

00:35:47.346 --> 00:35:48.530 a chapter of here.  
NOTE Confidence: 0.7922208

00:35:48.530 --> 00:35:50.942 AOA is like the, you know, the Supreme.  
NOTE Confidence: 0.7922208

00:35:50.942 --> 00:35:53.154 The peak achievement that one can reach  
NOTE Confidence: 0.7922208

00:35:53.154 --> 00:35:55.337 out a lot of medical school so down.  
NOTE Confidence: 0.7922208

00:35:55.340 --> 00:35:55.878 But right?  
NOTE Confidence: 0.7922208

00:35:55.878 --> 00:35:57.761 Who's on faculty here did the study  
NOTE Confidence: 0.7922208

00:35:57.761 --> 00:35:59.884 that showed that basically black and  
NOTE Confidence: 0.7922208

00:35:59.884 --> 00:36:01.679 Asian students were six respectively  
NOTE Confidence: 0.7922208

00:36:01.736 --> 00:36:03.472 six and two times less likely to  
NOTE Confidence: 0.7922208

00:36:03.472 --> 00:36:04.788 be inducted in airway compared  
NOTE Confidence: 0.7922208

00:36:04.788 --> 00:36:06.208 to their white counterparts with

NOTE Confidence: 0.7922208

00:36:06.208 --> 00:36:07.470 similar like academic profiles,

NOTE Confidence: 0.7922208

00:36:07.470 --> 00:36:09.246 by adjusting for grades and whatnot?

NOTE Confidence: 0.7922208

00:36:09.250 --> 00:36:10.966 And I think that goes back

NOTE Confidence: 0.7922208

00:36:10.966 --> 00:36:12.950 to the point I was making.

NOTE Confidence: 0.7922208

00:36:12.950 --> 00:36:14.440 Earlier about the limits of,

NOTE Confidence: 0.7922208

00:36:14.440 --> 00:36:15.925 however, one may perform like

NOTE Confidence: 0.7922208

00:36:15.925 --> 00:36:17.113 their identity or whatever,

NOTE Confidence: 0.7922208

00:36:17.120 --> 00:36:17.427 right?

NOTE Confidence: 0.7922208

00:36:17.427 --> 00:36:19.576 Like black and Asian students are the

NOTE Confidence: 0.7922208

00:36:19.576 --> 00:36:21.589 least likely to also present us white.

NOTE Confidence: 0.7922208

00:36:21.590 --> 00:36:23.813 So like as much as like one may modulate

NOTE Confidence: 0.7922208

00:36:23.813 --> 00:36:25.837 their perform that like the performance

NOTE Confidence: 0.7922208

00:36:25.837 --> 00:36:28.150 of racial identity or whatever like this.

NOTE Confidence: 0.7922208

00:36:28.150 --> 00:36:28.447 So,

NOTE Confidence: 0.7922208

00:36:28.447 --> 00:36:30.823 so long as one does not look white,

NOTE Confidence: 0.7922208

00:36:30.830 --> 00:36:33.503 you may have all the other things that go.

NOTE Confidence: 0.7922208

00:36:33.510 --> 00:36:35.547 You know that like may go in

NOTE Confidence: 0.7922208

00:36:35.547 --> 00:36:37.679 favor of like you going into a,

NOTE Confidence: 0.7922208

00:36:37.680 --> 00:36:40.039 but like it's really interesting that those

NOTE Confidence: 0.7922208

00:36:40.039 --> 00:36:42.960 are the two groups for whom like this was.

NOTE Confidence: 0.7922208

00:36:42.960 --> 00:36:44.790 Like very strongly,

NOTE Confidence: 0.7922208

00:36:44.790 --> 00:36:46.010 statistically significant.

NOTE Confidence: 0.7922208

00:36:46.010 --> 00:36:48.240 And then research and mentorship,

NOTE Confidence: 0.7922208

00:36:48.240 --> 00:36:48.654 right?

NOTE Confidence: 0.7922208

00:36:48.654 --> 00:36:51.552 So the fact that lower faculty diverts

NOTE Confidence: 0.7922208

00:36:51.552 --> 00:36:54.039 diversity like across medical schools,

NOTE Confidence: 0.7922208

00:36:54.040 --> 00:36:54.312 Ann.

NOTE Confidence: 0.7922208

00:36:54.312 --> 00:36:56.488 It has a huge impact on whether faculty

NOTE Confidence: 0.7922208

00:36:56.488 --> 00:36:58.569 even have an interest in mentoring

NOTE Confidence: 0.7922208

00:36:58.569 --> 00:37:00.319 minority students right on there.

NOTE Confidence: 0.7922208

00:37:00.320 --> 00:37:02.217 There have been many audit studies like

NOTE Confidence: 0.7922208

00:37:02.217 --> 00:37:03.888 across fields not only in medicine,

NOTE Confidence: 0.7922208

00:37:03.890 --> 00:37:05.540 but like when you email faculty

NOTE Confidence: 0.7922208

00:37:05.540 --> 00:37:06.920 expressing interest in their work.

NOTE Confidence: 0.7922208

00:37:06.920 --> 00:37:08.705 Whether or not you have a black

NOTE Confidence: 0.7922208

00:37:08.705 --> 00:37:09.940 sounding name like impacts,

NOTE Confidence: 0.7922208

00:37:09.940 --> 00:37:11.650 you know impacts whether they're going

NOTE Confidence: 0.7922208

00:37:11.650 --> 00:37:13.878 to even respond back to you or when

NOTE Confidence: 0.7922208

00:37:13.878 --> 00:37:15.168 they realize you're black Damaso.

NOTE Confidence: 0.7922208

00:37:15.170 --> 00:37:16.234 Sorry, actually I'm busy,

NOTE Confidence: 0.7922208

00:37:16.234 --> 00:37:18.469 and I don't have time to mentor you,

NOTE Confidence: 0.7922208

00:37:18.470 --> 00:37:20.120 but like this has an impact.

NOTE Confidence: 0.7922208

00:37:20.120 --> 00:37:20.395 Also,

NOTE Confidence: 0.7922208

00:37:20.395 --> 00:37:21.770 in medical school of course,

NOTE Confidence: 0.7922208

00:37:21.770 --> 00:37:24.245 and I'm going to use one of my favorite

NOTE Confidence: 0.7922208

00:37:24.245 --> 00:37:26.008 examples will not talk about this.

NOTE Confidence: 0.7922208

00:37:26.010 --> 00:37:28.706 Is the case of a thesis award here.  
NOTE Confidence: 0.7922208

00:37:28.710 --> 00:37:29.318 Yeah alright,  
NOTE Confidence: 0.7922208

00:37:29.318 --> 00:37:31.142 so this is a study published  
NOTE Confidence: 0.7922208

00:37:31.142 --> 00:37:32.914 in 2018 academic medicine where  
NOTE Confidence: 0.7922208

00:37:32.914 --> 00:37:35.104 the the the Med School thesis,  
NOTE Confidence: 0.7922208

00:37:35.110 --> 00:37:38.480 which is like our own kind of version of AOA,  
NOTE Confidence: 0.7922208

00:37:38.480 --> 00:37:40.165 right the strongest predictor of  
NOTE Confidence: 0.7922208

00:37:40.165 --> 00:37:41.850 getting honors and high responders,  
NOTE Confidence: 0.7922208

00:37:41.850 --> 00:37:43.866 was having an effective research mentor,  
NOTE Confidence: 0.7922208

00:37:43.870 --> 00:37:44.144 right?  
NOTE Confidence: 0.7922208

00:37:44.144 --> 00:37:46.336 And so you one can think about how  
NOTE Confidence: 0.7922208

00:37:46.336 --> 00:37:48.166 all the racialized components of  
NOTE Confidence: 0.7922208

00:37:48.166 --> 00:37:50.950 interactions and what not end up shaping.  
NOTE Confidence: 0.7922208

00:37:50.950 --> 00:37:52.980 Whether someone is going to have an  
NOTE Confidence: 0.7922208

00:37:52.980 --> 00:37:55.328 effective like an effective research mentor,  
NOTE Confidence: 0.7922208

00:37:55.330 --> 00:37:56.714 but also being you.

NOTE Confidence: 0.7922208

00:37:56.714 --> 00:37:58.710 You know, being you are also

NOTE Confidence: 0.7922208

00:37:58.710 --> 00:38:00.010 black Hispanic native students,

NOTE Confidence: 0.7922208

00:38:00.010 --> 00:38:00.967 you are students,

NOTE Confidence: 0.7922208

00:38:00.967 --> 00:38:02.881 had half the odds of being

NOTE Confidence: 0.7922208

00:38:02.881 --> 00:38:03.910 nominated for owners,

NOTE Confidence: 0.7987436

00:38:03.910 --> 00:38:05.626 and have the odds of getting

NOTE Confidence: 0.7987436

00:38:05.626 --> 00:38:07.595 honors an like very abysmal odds

NOTE Confidence: 0.7987436

00:38:07.595 --> 00:38:09.650 of getting hired hunters, I think.

NOTE Confidence: 0.7987436

00:38:09.650 --> 00:38:12.226 And this is a 13 span worth of the

NOTE Confidence: 0.7987436

00:38:12.226 --> 00:38:14.648 study and only like 2 URM students

NOTE Confidence: 0.7987436

00:38:14.648 --> 00:38:16.589 got Connors over that course.

NOTE Confidence: 0.7987436

00:38:16.590 --> 00:38:18.926 So even when you get rid of a

NOTE Confidence: 0.7987436

00:38:18.926 --> 00:38:21.458 08 and which is the case here,

NOTE Confidence: 0.7987436

00:38:21.460 --> 00:38:23.410 there are other ways career advancing

NOTE Confidence: 0.7987436

00:38:23.410 --> 00:38:25.710 opportunities end up being, you know,

NOTE Confidence: 0.7987436

00:38:25.710 --> 00:38:28.710 sort of distributed an unequal fashions.

NOTE Confidence: 0.7987436

00:38:28.710 --> 00:38:30.756 Then we get to, you know,

NOTE Confidence: 0.7987436

00:38:30.760 --> 00:38:31.783 applying to residency,

NOTE Confidence: 0.7987436

00:38:31.783 --> 00:38:32.806 where URM students,

NOTE Confidence: 0.7987436

00:38:32.810 --> 00:38:34.178 one having increased odds

NOTE Confidence: 0.7987436

00:38:34.178 --> 00:38:35.888 of taking leave of absence,

NOTE Confidence: 0.7987436

00:38:35.890 --> 00:38:38.370 which is kind of a red flag on

NOTE Confidence: 0.7987436

00:38:38.370 --> 00:38:39.790 residency application meets one

NOTE Confidence: 0.7987436

00:38:39.790 --> 00:38:41.635 of my classmates median just

NOTE Confidence: 0.7987436

00:38:41.635 --> 00:38:43.478 recently published this paper and

NOTE Confidence: 0.7987436

00:38:43.478 --> 00:38:45.148 also greater rate of attrition

NOTE Confidence: 0.7987436

00:38:45.148 --> 00:38:46.834 compared to non URM students.

NOTE Confidence: 0.7987436

00:38:46.834 --> 00:38:48.544 At the four year Mark,

NOTE Confidence: 0.7987436

00:38:48.550 --> 00:38:50.797 Black and native students have the lowest

NOTE Confidence: 0.7987436

00:38:50.797 --> 00:38:52.988 odds of matching into residency right,

NOTE Confidence: 0.7987436

00:38:52.990 --> 00:38:56.176 and but these are sort of like even out

NOTE Confidence: 0.7987436

00:38:56.176 --> 00:38:59.396 by by the six year mark which means.

NOTE Confidence: 0.7987436

00:38:59.400 --> 00:39:01.220 This is relevant for actually

NOTE Confidence: 0.7987436

00:39:01.220 --> 00:39:03.040 all racial minority groups like

NOTE Confidence: 0.7987436

00:39:03.106 --> 00:39:04.718 compared to white students.

NOTE Confidence: 0.7987436

00:39:04.720 --> 00:39:07.636 So all minorities have lower odds

NOTE Confidence: 0.7987436

00:39:07.636 --> 00:39:11.078 of matching at the four year mark.

NOTE Confidence: 0.7987436

00:39:11.080 --> 00:39:13.910 But then by by six years all things even out.

NOTE Confidence: 0.7987436

00:39:13.910 --> 00:39:15.295 So basically all racial minorities

NOTE Confidence: 0.7987436

00:39:15.295 --> 00:39:17.020 have to go through the match.

NOTE Confidence: 0.7987436

00:39:17.020 --> 00:39:19.386 A couple of more times compared to

NOTE Confidence: 0.7987436

00:39:19.386 --> 00:39:21.839 White to our white counterparts.

NOTE Confidence: 0.7987436

00:39:21.840 --> 00:39:24.178 And then when you look at how

NOTE Confidence: 0.7987436

00:39:24.178 --> 00:39:25.180 applications are evaluated,

NOTE Confidence: 0.7987436

00:39:25.180 --> 00:39:27.441 there is a huge emphasis on cut

NOTE Confidence: 0.7987436

00:39:27.441 --> 00:39:28.850 off scores in part,

NOTE Confidence: 0.7987436

00:39:28.850 --> 00:39:30.194 probably because program directors  
NOTE Confidence: 0.7987436

00:39:30.194 --> 00:39:32.210 are overwhelmed by the number of  
NOTE Confidence: 0.7987436

00:39:32.268 --> 00:39:34.529 applications which you know fuels the double.  
NOTE Confidence: 0.7987436

00:39:34.530 --> 00:39:37.298 AMC's like business model.  
NOTE Confidence: 0.7987436

00:39:37.300 --> 00:39:39.918 Erases their number one source of revenue,  
NOTE Confidence: 0.7987436

00:39:39.920 --> 00:39:42.636 so that means that you know program  
NOTE Confidence: 0.7987436

00:39:42.636 --> 00:39:45.019 rely programs will rely on numbers  
NOTE Confidence: 0.7987436

00:39:45.019 --> 00:39:47.305 and ultimately there will be a  
NOTE Confidence: 0.7987436

00:39:47.305 --> 00:39:50.126 select few and by select few I mean  
NOTE Confidence: 0.7987436

00:39:50.126 --> 00:39:51.882 percentage wise of students who  
NOTE Confidence: 0.7987436

00:39:51.882 --> 00:39:54.108 receive you know the vast majority  
NOTE Confidence: 0.7987436

00:39:54.108 --> 00:39:57.088 of of say invitations for interviews.  
NOTE Confidence: 0.7987436

00:39:57.090 --> 00:39:59.496 So for instance in internal medicine.  
NOTE Confidence: 0.7987436

00:39:59.500 --> 00:40:01.545 12% of Addison applicants are  
NOTE Confidence: 0.7987436

00:40:01.545 --> 00:40:03.590 offered the half of interviews.  
NOTE Confidence: 0.7987436

00:40:03.590 --> 00:40:04.878 And they'll ultimately attend

NOTE Confidence: 0.7987436

00:40:04.878 --> 00:40:06.166 1/4 of state interviews.

NOTE Confidence: 0.7987436

00:40:06.170 --> 00:40:07.790 That means there, you know,

NOTE Confidence: 0.7987436

00:40:07.790 --> 00:40:08.720 on the other,

NOTE Confidence: 0.7987436

00:40:08.720 --> 00:40:11.340 you know on the other end of this,

NOTE Confidence: 0.7987436

00:40:11.340 --> 00:40:12.960 students who aren't as stellar,

NOTE Confidence: 0.7987436

00:40:12.960 --> 00:40:14.760 like students who don't have as

NOTE Confidence: 0.7987436

00:40:14.760 --> 00:40:17.160 high as step one score and whatnot,

NOTE Confidence: 0.7987436

00:40:17.160 --> 00:40:19.192 are end up having to apply to one

NOTE Confidence: 0.7987436

00:40:19.192 --> 00:40:21.725 to apply to far more programs and

NOTE Confidence: 0.7987436

00:40:21.725 --> 00:40:23.289 have fewer interview invitations.

NOTE Confidence: 0.7987436

00:40:23.290 --> 00:40:24.294 And all of this.

NOTE Confidence: 0.7987436

00:40:24.294 --> 00:40:26.632 Why is it's like tide up with the

NOTE Confidence: 0.7987436

00:40:26.632 --> 00:40:28.942 sort of like accumulation of racial

NOTE Confidence: 0.7987436

00:40:28.942 --> 00:40:30.739 disadvantage along the course of

NOTE Confidence: 0.7987436

00:40:30.739 --> 00:40:32.653 the four years of medical school?

NOTE Confidence: 0.7987436

00:40:32.660 --> 00:40:35.586 And I'm going to use the example

NOTE Confidence: 0.7987436

00:40:35.586 --> 00:40:37.390 of orthopedic surgery where?

NOTE Confidence: 0.7987436

00:40:37.390 --> 00:40:39.688 This recent study showed that right?

NOTE Confidence: 0.7987436

00:40:39.690 --> 00:40:42.364 Like if you look at students holistically,

NOTE Confidence: 0.7987436

00:40:42.370 --> 00:40:45.044 you would find that like on average,

NOTE Confidence: 0.7987436

00:40:45.050 --> 00:40:47.228 like students from any given racial

NOTE Confidence: 0.7987436

00:40:47.228 --> 00:40:48.680 group are equally competitive

NOTE Confidence: 0.7987436

00:40:48.743 --> 00:40:50.030 for orthopedic surgery.

NOTE Confidence: 0.7987436

00:40:50.030 --> 00:40:52.711 But if one chooses to focus on

NOTE Confidence: 0.7987436

00:40:52.711 --> 00:40:55.009 again step one, Step 2, AOA,

NOTE Confidence: 0.7987436

00:40:55.009 --> 00:40:56.158 then you have.

NOTE Confidence: 0.7987436

00:40:56.160 --> 00:40:59.044 What is the current kiss right where

NOTE Confidence: 0.7987436

00:40:59.044 --> 00:41:01.140 white applicants have about a 70%

NOTE Confidence: 0.7987436

00:41:01.140 --> 00:41:02.985 rate of matching into orthopedic

NOTE Confidence: 0.7987436

00:41:02.985 --> 00:41:04.830 surgery but black applicant and

NOTE Confidence: 0.79793745

00:41:04.889 --> 00:41:06.617 Hispanic applicants have like?

NOTE Confidence: 0.79793745

00:41:06.620 --> 00:41:09.056 Less than 50% chance chances of matching

NOTE Confidence: 0.79793745

00:41:09.056 --> 00:41:11.309 into ortho and bottle like ortho,

NOTE Confidence: 0.79793745

00:41:11.310 --> 00:41:14.198 which like is among the most you know,

NOTE Confidence: 0.79793745

00:41:14.200 --> 00:41:15.433 highest training specialties.

NOTE Confidence: 0.79793745

00:41:15.433 --> 00:41:18.875 So quickly I am going to talk about

NOTE Confidence: 0.79793745

00:41:18.875 --> 00:41:20.827 these long term implications,

NOTE Confidence: 0.79793745

00:41:20.830 --> 00:41:22.760 starting with with income, right?

NOTE Confidence: 0.79793745

00:41:22.760 --> 00:41:25.175 So USMLE step one scores are highly

NOTE Confidence: 0.79793745

00:41:25.175 --> 00:41:27.570 correlated with this with a given

NOTE Confidence: 0.79793745

00:41:27.570 --> 00:41:29.294 specialties finding potential right?

NOTE Confidence: 0.79793745

00:41:29.300 --> 00:41:31.852 And also whether one has a mentor in

NOTE Confidence: 0.79793745

00:41:31.852 --> 00:41:34.780 the given specialty is a huge influence

NOTE Confidence: 0.79793745

00:41:34.780 --> 00:41:37.000 into and choosing state specialty.

NOTE Confidence: 0.79793745

00:41:37.000 --> 00:41:39.548 There's a good study that showed that

NOTE Confidence: 0.79793745

00:41:39.548 --> 00:41:42.162 medical schools that have a more diverse

NOTE Confidence: 0.79793745

00:41:42.162 --> 00:41:43.982 faculty in orthopedic surgery and  
NOTE Confidence: 0.79793745

00:41:43.982 --> 00:41:46.357 more diverse residency programs are.  
NOTE Confidence: 0.79793745

00:41:46.360 --> 00:41:48.220 More likely to send minority students  
NOTE Confidence: 0.79793745

00:41:48.220 --> 00:41:50.055 into orthopedic surgery and so look  
NOTE Confidence: 0.79793745

00:41:50.055 --> 00:41:51.669 at this correlation between step one,  
NOTE Confidence: 0.79793745

00:41:51.670 --> 00:41:53.150 score an earning potential right.  
NOTE Confidence: 0.79793745

00:41:53.150 --> 00:41:54.326 You have orthopedic surgeon  
NOTE Confidence: 0.79793745

00:41:54.326 --> 00:41:56.095 neurosurgery right on? Turn up there.  
NOTE Confidence: 0.79793745

00:41:56.095 --> 00:41:57.570 Which like are, you know,  
NOTE Confidence: 0.79793745

00:41:57.570 --> 00:41:59.930 the specialties where if you don't get it,  
NOTE Confidence: 0.79793745

00:41:59.930 --> 00:42:01.700 240 can sort of forget about.  
NOTE Confidence: 0.818217795652174

00:42:04.480 --> 00:42:05.683 Forgive me. So.  
NOTE Confidence: 0.818217795652174

00:42:05.683 --> 00:42:08.490 All of this sort of accumulates into  
NOTE Confidence: 0.818217795652174

00:42:08.572 --> 00:42:11.484 what I call a hierarchy of medical  
NOTE Confidence: 0.818217795652174

00:42:11.484 --> 00:42:14.439 specialties for URM students right where?  
NOTE Confidence: 0.818217795652174

00:42:14.440 --> 00:42:17.626 Yeah, will be. Family medicine psychiatry.

NOTE Confidence: 0.818217795652174  
00:42:17.630 --> 00:42:21.980 These are the you know.  
NOTE Confidence: 0.818217795652174  
00:42:21.980 --> 00:42:24.105 Specialties have greater representation of  
NOTE Confidence: 0.818217795652174  
00:42:24.105 --> 00:42:26.730 minorities of minority student Ann and Ann.  
NOTE Confidence: 0.818217795652174  
00:42:26.730 --> 00:42:29.898 By the way, this is residency you know,  
NOTE Confidence: 0.818217795652174  
00:42:29.900 --> 00:42:31.265 among residency programs.  
NOTE Confidence: 0.818217795652174  
00:42:31.265 --> 00:42:33.995 So which begs the question right?  
NOTE Confidence: 0.818217795652174  
00:42:34.000 --> 00:42:36.034 Especially knowing that at at Metz  
NOTE Confidence: 0.818217795652174  
00:42:36.034 --> 00:42:38.145 at the Magic relation stage, right?  
NOTE Confidence: 0.818217795652174  
00:42:38.145 --> 00:42:40.095 Like Black and native and Hispanic  
NOTE Confidence: 0.818217795652174  
00:42:40.095 --> 00:42:41.862 students express like relatively high  
NOTE Confidence: 0.818217795652174  
00:42:41.862 --> 00:42:44.070 interest in non primary care specialties,  
NOTE Confidence: 0.818217795652174  
00:42:44.070 --> 00:42:47.184 but yet you know when it comes to graduation,  
NOTE Confidence: 0.818217795652174  
00:42:47.190 --> 00:42:49.202 black and native students  
NOTE Confidence: 0.818217795652174  
00:42:49.202 --> 00:42:51.214 go into primary care.  
NOTE Confidence: 0.818217795652174  
00:42:51.220 --> 00:42:54.209 At a rate higher than anyone else.  
NOTE Confidence: 0.818217795652174

00:42:54.210 --> 00:42:56.345 And I know oftentimes people argue right,  
NOTE Confidence: 0.818217795652174

00:42:56.350 --> 00:42:58.790 that the reason why some people don't know.  
NOTE Confidence: 0.818217795652174

00:42:58.790 --> 00:43:00.806 Many people have done which primary care  
NOTE Confidence: 0.818217795652174

00:43:00.806 --> 00:43:03.058 is because of how expensive medical is,  
NOTE Confidence: 0.818217795652174

00:43:03.060 --> 00:43:04.890 but but that's been empirically challenged,  
NOTE Confidence: 0.818217795652174

00:43:04.890 --> 00:43:05.207 right?  
NOTE Confidence: 0.818217795652174

00:43:05.207 --> 00:43:06.792 Like, there's actually good evidence  
NOTE Confidence: 0.818217795652174

00:43:06.792 --> 00:43:08.970 that people who go into primary care  
NOTE Confidence: 0.818217795652174

00:43:08.970 --> 00:43:10.674 have the highest amount of debt.  
NOTE Confidence: 0.818217795652174

00:43:10.680 --> 00:43:12.564 In other words, people going into  
NOTE Confidence: 0.818217795652174

00:43:12.564 --> 00:43:14.339 primary care in spite of debt,  
NOTE Confidence: 0.818217795652174

00:43:14.340 --> 00:43:16.170 whereas people who going to say  
NOTE Confidence: 0.818217795652174

00:43:16.170 --> 00:43:16.785 ophthalmology, dermatology,  
NOTE Confidence: 0.818217795652174

00:43:16.785 --> 00:43:18.920 they are the least inducted at graduation,  
NOTE Confidence: 0.818217795652174

00:43:18.920 --> 00:43:19.219 right?  
NOTE Confidence: 0.818217795652174

00:43:19.219 --> 00:43:21.312 An which brings me back to the

NOTE Confidence: 0.818217795652174  
00:43:21.312 --> 00:43:22.880 point earlier that, you know,  
NOTE Confidence: 0.818217795652174  
00:43:22.880 --> 00:43:24.100 it's coming from 1910.  
NOTE Confidence: 0.818217795652174  
00:43:24.100 --> 00:43:25.740 This sort of like.  
NOTE Confidence: 0.818217795652174  
00:43:25.740 --> 00:43:27.790 Juxtaposition between hygiene and sanitation,  
NOTE Confidence: 0.818217795652174  
00:43:27.790 --> 00:43:30.190 hygiene, sanitation rather than surgery.  
NOTE Confidence: 0.818217795652174  
00:43:30.190 --> 00:43:33.736 So like are we ultimately through?  
NOTE Confidence: 0.818217795652174  
00:43:33.740 --> 00:43:34.652 You know,  
NOTE Confidence: 0.818217795652174  
00:43:34.652 --> 00:43:36.020 sort of like.  
NOTE Confidence: 0.818217795652174  
00:43:36.020 --> 00:43:38.282 A slew of mechanisms in medical  
NOTE Confidence: 0.818217795652174  
00:43:38.282 --> 00:43:40.569 schools that interact with each other,  
NOTE Confidence: 0.818217795652174  
00:43:40.570 --> 00:43:41.677 sorting marginalized students  
NOTE Confidence: 0.818217795652174  
00:43:41.677 --> 00:43:43.522 into the specialties that are  
NOTE Confidence: 0.818217795652174  
00:43:43.522 --> 00:43:45.498 more sort of undervalued, right?  
NOTE Confidence: 0.818217795652174  
00:43:45.498 --> 00:43:47.766 Because of our existing arview system.  
NOTE Confidence: 0.85158616  
00:43:50.410 --> 00:43:53.560 And so when we look at early academic path,  
NOTE Confidence: 0.85158616

00:43:53.560 --> 00:43:55.310 right, we know, for instance,  
NOTE Confidence: 0.85158616

00:43:55.310 --> 00:43:57.362 that black faculty are half as  
NOTE Confidence: 0.85158616

00:43:57.362 --> 00:43:59.509 likely to receive care work right?  
NOTE Confidence: 0.85158616

00:43:59.510 --> 00:44:01.260 Which is funding for research.  
NOTE Confidence: 0.85158616

00:44:01.260 --> 00:44:03.258 And there are half as likely  
NOTE Confidence: 0.85158616

00:44:03.258 --> 00:44:05.459 to be promoted at each stage.  
NOTE Confidence: 0.85158616

00:44:05.460 --> 00:44:08.244 There are less satisfied and more  
NOTE Confidence: 0.85158616

00:44:08.244 --> 00:44:10.880 likely to consider leaving academia.  
NOTE Confidence: 0.85158616

00:44:10.880 --> 00:44:13.840 An A is good evidence that black people,  
NOTE Confidence: 0.85158616

00:44:13.840 --> 00:44:15.320 social networks actually yield  
NOTE Confidence: 0.85158616

00:44:15.320 --> 00:44:16.800 fewer career opportunities right?  
NOTE Confidence: 0.85158616

00:44:16.800 --> 00:44:18.168 Despite using their social  
NOTE Confidence: 0.85158616

00:44:18.168 --> 00:44:19.878 networks at similar rates compared  
NOTE Confidence: 0.85158616

00:44:19.878 --> 00:44:21.609 to their white counterparts,  
NOTE Confidence: 0.85158616

00:44:21.610 --> 00:44:24.200 which to me always begs the question.  
NOTE Confidence: 0.85158616

00:44:24.200 --> 00:44:26.940 And I always ask.

NOTE Confidence: 0.85158616

00:44:26.940 --> 00:44:28.200 People when I was you know

NOTE Confidence: 0.85158616

00:44:28.200 --> 00:44:29.750 when I get this presentation.

NOTE Confidence: 0.85158616

00:44:29.750 --> 00:44:31.444 How many black friends do you have

NOTE Confidence: 0.85158616

00:44:31.444 --> 00:44:32.790 left from medical school, right?

NOTE Confidence: 0.85158616

00:44:32.790 --> 00:44:34.470 Like how much of that social network

NOTE Confidence: 0.85158616

00:44:34.470 --> 00:44:36.527 that were that were supposed to be sort

NOTE Confidence: 0.85158616

00:44:36.527 --> 00:44:37.910 of building during medical school?

NOTE Confidence: 0.85158616

00:44:37.910 --> 00:44:39.362 How much of that actually lost

NOTE Confidence: 0.85158616

00:44:39.362 --> 00:44:40.970 and how much of it remains?

NOTE Confidence: 0.85158616

00:44:40.970 --> 00:44:43.430 You know, sort of racially integrated.

NOTE Confidence: 0.85158616

00:44:43.430 --> 00:44:46.550 And then of course the impact on Unhealth,

NOTE Confidence: 0.85158616

00:44:46.550 --> 00:44:46.940 right?

NOTE Confidence: 0.85158616

00:44:46.940 --> 00:44:48.890 There is good evidence that

NOTE Confidence: 0.85158616

00:44:48.890 --> 00:44:50.450 just experiences of racism,

NOTE Confidence: 0.85158616

00:44:50.450 --> 00:44:51.994 both interpersonal and structural,

NOTE Confidence: 0.85158616

00:44:51.994 --> 00:44:53.924 have an effect on chronic  
NOTE Confidence: 0.85158616

00:44:53.924 --> 00:44:55.520 mental and physical health.  
NOTE Confidence: 0.85158616

00:44:55.520 --> 00:44:56.807 Already talked about.  
NOTE Confidence: 0.85158616

00:44:56.807 --> 00:44:57.236 Depression,  
NOTE Confidence: 0.85158616

00:44:57.236 --> 00:44:59.810 anxiety and anxiety among among medical  
NOTE Confidence: 0.85158616

00:44:59.876 --> 00:45:02.263 students and associations with the sort of  
NOTE Confidence: 0.85158616

00:45:02.263 --> 00:45:04.877 like the racial climate in medical school,  
NOTE Confidence: 0.85158616

00:45:04.880 --> 00:45:07.220 and especially for those students who,  
NOTE Confidence: 0.85158616

00:45:07.220 --> 00:45:08.780 for whom being black,  
NOTE Confidence: 0.85158616

00:45:08.780 --> 00:45:09.560 for instance,  
NOTE Confidence: 0.85158616

00:45:09.560 --> 00:45:11.900 is more central to their identity.  
NOTE Confidence: 0.85158616

00:45:11.900 --> 00:45:14.120 Those are the students who.  
NOTE Confidence: 0.85158616

00:45:14.120 --> 00:45:16.950 On who?  
NOTE Confidence: 0.85158616

00:45:16.950 --> 00:45:19.070 For whom experience of discrimination  
NOTE Confidence: 0.85158616

00:45:19.070 --> 00:45:21.190 is more tightly associated with  
NOTE Confidence: 0.85158616

00:45:21.255 --> 00:45:23.110 depression and anxiety, right?

NOTE Confidence: 0.85158616

00:45:23.110 --> 00:45:25.310 And the recent paper show,

NOTE Confidence: 0.85158616

00:45:25.310 --> 00:45:26.254 for instance,

NOTE Confidence: 0.85158616

00:45:26.254 --> 00:45:28.614 that surgery residents who report

NOTE Confidence: 0.85158616

00:45:28.614 --> 00:45:30.481 experiencing discrimination are twice

NOTE Confidence: 0.85158616

00:45:30.481 --> 00:45:32.785 as likely to report suicidal ideations,

NOTE Confidence: 0.85158616

00:45:32.790 --> 00:45:35.820 and especially so among black

NOTE Confidence: 0.85158616

00:45:35.820 --> 00:45:38.244 and Asian surgery residents.

NOTE Confidence: 0.85158616

00:45:38.250 --> 00:45:40.150 There's also this interesting like

NOTE Confidence: 0.85158616

00:45:40.150 --> 00:45:42.050 interaction between education and health,

NOTE Confidence: 0.85158616

00:45:42.050 --> 00:45:42.395 right?

NOTE Confidence: 0.85158616

00:45:42.395 --> 00:45:44.120 Typically we know that health

NOTE Confidence: 0.85158616

00:45:44.120 --> 00:45:45.500 is education is protective

NOTE Confidence: 0.85158616

00:45:45.560 --> 00:45:47.368 against negative health outcomes,

NOTE Confidence: 0.85158616

00:45:47.370 --> 00:45:50.790 and part of that has to do with income,

NOTE Confidence: 0.85158616

00:45:50.790 --> 00:45:51.170 right?

NOTE Confidence: 0.85158616

00:45:51.170 --> 00:45:53.070 But because there are income  
NOTE Confidence: 0.85158616

00:45:53.070 --> 00:45:54.210 disparities among Blacks,  
NOTE Confidence: 0.85158616

00:45:54.210 --> 00:45:56.110 say black and white people  
NOTE Confidence: 0.85158616

00:45:56.110 --> 00:45:58.010 at the same education level,  
NOTE Confidence: 0.85158616

00:45:58.010 --> 00:45:59.795 ultimately there is good evidence  
NOTE Confidence: 0.85158616

00:45:59.795 --> 00:46:01.223 that black people actually  
NOTE Confidence: 0.85158616

00:46:01.223 --> 00:46:02.950 receive shallower health returns.  
NOTE Confidence: 0.85158616

00:46:02.950 --> 00:46:04.850 Compare health returns from education  
NOTE Confidence: 0.85158616

00:46:04.850 --> 00:46:06.750 compared to their white counterparts.  
NOTE Confidence: 0.85158616

00:46:06.750 --> 00:46:08.740 So if you think about.  
NOTE Confidence: 0.85158616

00:46:08.740 --> 00:46:10.695 Like highly educated black women  
NOTE Confidence: 0.85158616

00:46:10.695 --> 00:46:12.650 compared to highly educated white  
NOTE Confidence: 0.85158616

00:46:12.710 --> 00:46:14.670 women an like maternal morbidity  
NOTE Confidence: 0.85158616

00:46:14.670 --> 00:46:16.232 and mortality rates, right?  
NOTE Confidence: 0.85158616

00:46:16.232 --> 00:46:18.524 That gap is actually higher among  
NOTE Confidence: 0.85158616

00:46:18.524 --> 00:46:20.549 those who are highly educated

NOTE Confidence: 0.85158616

00:46:20.549 --> 00:46:22.569 compared to if you were,

NOTE Confidence: 0.85158616

00:46:22.570 --> 00:46:24.540 you know versus like black,

NOTE Confidence: 0.85158616

00:46:24.540 --> 00:46:28.404 low educated and white, low educated women.

NOTE Confidence: 0.85158616

00:46:28.410 --> 00:46:30.078 But all of this, of course,

NOTE Confidence: 0.85158616

00:46:30.080 --> 00:46:30.327 right.

NOTE Confidence: 0.85158616

00:46:30.327 --> 00:46:32.303 Like all of that I have listed that

NOTE Confidence: 0.85158616

00:46:32.303 --> 00:46:34.378 you know accumulates to like long term

NOTE Confidence: 0.85158616

00:46:34.378 --> 00:46:36.748 outcomes like it can be subject to change,

NOTE Confidence: 0.85158616

00:46:36.750 --> 00:46:37.165 right?

NOTE Confidence: 0.85158616

00:46:37.165 --> 00:46:39.655 And there are sources of change.

NOTE Confidence: 0.85158616

00:46:39.660 --> 00:46:41.360 I'm in the theory of

NOTE Confidence: 0.85158616

00:46:41.360 --> 00:46:42.040 racialized organizations.

NOTE Confidence: 0.85158616

00:46:42.040 --> 00:46:44.362 One of the one of the sorts of change

NOTE Confidence: 0.85158616

00:46:44.362 --> 00:46:46.502 that is highlighted as external sources

NOTE Confidence: 0.85158616

00:46:46.502 --> 00:46:49.180 that are external to the organization,

NOTE Confidence: 0.85158616

00:46:49.180 --> 00:46:50.540 be it social movements,  
NOTE Confidence: 0.85158616

00:46:50.540 --> 00:46:51.220 policy changes,  
NOTE Confidence: 0.85158616

00:46:51.220 --> 00:46:52.580 and organizations to which  
NOTE Confidence: 0.85158616

00:46:52.580 --> 00:46:53.940 we are accountable to,  
NOTE Confidence: 0.85158616

00:46:53.940 --> 00:46:57.000 and a good example is the LC ME right?  
NOTE Confidence: 0.85158616

00:46:57.000 --> 00:46:58.360 That's an accreditation body.  
NOTE Confidence: 0.85158616

00:46:58.360 --> 00:46:59.040 That is,  
NOTE Confidence: 0.8170667

00:46:59.040 --> 00:47:01.105 you know, can yank our our right  
NOTE Confidence: 0.8170667

00:47:01.105 --> 00:47:03.119 to continue to educate students.  
NOTE Confidence: 0.8170667

00:47:03.120 --> 00:47:05.115 And so when the LCM we created  
NOTE Confidence: 0.8170667

00:47:05.115 --> 00:47:07.268 a set of diversity standards in  
NOTE Confidence: 0.8170667

00:47:07.268 --> 00:47:09.794 20 like in 2012, they saw and.  
NOTE Confidence: 0.8170667

00:47:09.794 --> 00:47:11.582 Almost immediate reversal in the trend  
NOTE Confidence: 0.8170667

00:47:11.582 --> 00:47:13.509 of representation of both female  
NOTE Confidence: 0.8170667

00:47:13.509 --> 00:47:15.469 metric tons and black matriculants.  
NOTE Confidence: 0.8170667

00:47:15.470 --> 00:47:17.269 And so if you look closer that

NOTE Confidence: 0.8170667

00:47:17.269 --> 00:47:19.186 has to do with the basically

NOTE Confidence: 0.8170667

00:47:19.186 --> 00:47:21.346 specifically a change in favor in

NOTE Confidence: 0.8170667

00:47:21.346 --> 00:47:23.699 the representation of black women.

NOTE Confidence: 0.8170667

00:47:23.700 --> 00:47:27.318 And you know in those years.

NOTE Confidence: 0.8170667

00:47:27.320 --> 00:47:29.910 There are also internal sources of change,

NOTE Confidence: 0.8170667

00:47:29.910 --> 00:47:32.130 right? So conscious efforts like within,

NOTE Confidence: 0.8170667

00:47:32.130 --> 00:47:33.610 say, the student body.

NOTE Confidence: 0.8170667

00:47:33.610 --> 00:47:36.267 The faculty can lead to altering processes

NOTE Confidence: 0.8170667

00:47:36.267 --> 00:47:38.857 and so can social movements within right

NOTE Confidence: 0.8170667

00:47:38.857 --> 00:47:41.747 so I could talk about next ysm here,

NOTE Confidence: 0.8170667

00:47:41.750 --> 00:47:44.575 which as I continued to

NOTE Confidence: 0.8170667

00:47:44.575 --> 00:47:46.270 push the administration.

NOTE Confidence: 0.8170667

00:47:46.270 --> 00:47:49.438 And has the you know led to some change.

NOTE Confidence: 0.8170667

00:47:49.440 --> 00:47:52.446 Like we we have hired faculty to lead a

NOTE Confidence: 0.8170667

00:47:52.446 --> 00:47:54.718 HealthEquity thread in our education here.

NOTE Confidence: 0.8170667

00:47:54.720 --> 00:47:56.160 Among some you know,  
NOTE Confidence: 0.8170667

00:47:56.160 --> 00:47:57.600 among many changes associated  
NOTE Confidence: 0.8170667

00:47:57.600 --> 00:47:59.288 with what with what next,  
NOTE Confidence: 0.8170667

00:47:59.290 --> 00:48:00.313 why some started?  
NOTE Confidence: 0.8170667

00:48:00.313 --> 00:48:02.700 When I look at other institutions like  
NOTE Confidence: 0.8170667

00:48:02.769 --> 00:48:04.929 a pen and Highland Highland emergency  
NOTE Confidence: 0.8170667

00:48:04.929 --> 00:48:07.455 medicine and the work that they've decided  
NOTE Confidence: 0.8170667

00:48:07.455 --> 00:48:09.842 to do and how they're doing emerge.  
NOTE Confidence: 0.8170667

00:48:09.850 --> 00:48:10.612 You know,  
NOTE Confidence: 0.8170667

00:48:10.612 --> 00:48:12.517 recruitment for residency is another  
NOTE Confidence: 0.8170667

00:48:12.517 --> 00:48:14.434 good example of internal source  
NOTE Confidence: 0.8170667

00:48:14.434 --> 00:48:16.570 of a change which has yielded  
NOTE Confidence: 0.8170667

00:48:16.570 --> 00:48:17.840 more diverse classes.  
NOTE Confidence: 0.8170667

00:48:17.840 --> 00:48:20.710 For the years that they've done this,  
NOTE Confidence: 0.8170667

00:48:20.710 --> 00:48:22.954 another good example is these format  
NOTE Confidence: 0.8170667

00:48:22.954 --> 00:48:24.979 pizza program that have completely

NOTE Confidence: 0.8170667  
00:48:24.979 --> 00:48:27.269 reshaped how they do recruitment,  
NOTE Confidence: 0.8170667  
00:48:27.270 --> 00:48:27.680 right?  
NOTE Confidence: 0.8170667  
00:48:27.680 --> 00:48:29.730 So they're blinding airway status.  
NOTE Confidence: 0.8170667  
00:48:29.730 --> 00:48:31.318 They're really emphasizing numbers,  
NOTE Confidence: 0.8170667  
00:48:31.318 --> 00:48:33.700 but if in addition to that  
NOTE Confidence: 0.8170667  
00:48:33.766 --> 00:48:35.941 they have invited non physician  
NOTE Confidence: 0.8170667  
00:48:35.941 --> 00:48:37.681 interviewers into into their  
NOTE Confidence: 0.8170667  
00:48:37.681 --> 00:48:39.976 process to really share power right?  
NOTE Confidence: 0.8170667  
00:48:39.980 --> 00:48:43.020 In terms of like who gets to shape  
NOTE Confidence: 0.8170667  
00:48:43.020 --> 00:48:45.598 the incoming class of residents  
NOTE Confidence: 0.8170667  
00:48:45.598 --> 00:48:47.910 within within the institutions?  
NOTE Confidence: 0.8170667  
00:48:47.910 --> 00:48:49.575 Another good example that I  
NOTE Confidence: 0.8170667  
00:48:49.575 --> 00:48:52.298 like to think about is the UCSF  
NOTE Confidence: 0.8170667  
00:48:52.298 --> 00:48:53.777 Differences Matter campaign,  
NOTE Confidence: 0.8170667  
00:48:53.780 --> 00:48:56.489 which is a school wide \$10 million  
NOTE Confidence: 0.8170667

00:48:56.489 --> 00:48:59.247 commitment and I don't know you know.

NOTE Confidence: 0.8170667

00:48:59.250 --> 00:49:01.596 In practice what \$10 million means.

NOTE Confidence: 0.8170667

00:49:01.600 --> 00:49:04.720 But like 'cause that's a lot of money,

NOTE Confidence: 0.8170667

00:49:04.720 --> 00:49:05.888 but I've never seen.

NOTE Confidence: 0.8170667

00:49:05.888 --> 00:49:08.188 But the \$10 million can like explicit

NOTE Confidence: 0.8170667

00:49:08.188 --> 00:49:10.120 commitment to addressing diversity

NOTE Confidence: 0.8170667

00:49:10.120 --> 00:49:12.535 and inclusion within the institution,

NOTE Confidence: 0.8170667

00:49:12.540 --> 00:49:12.894 right?

NOTE Confidence: 0.8170667

00:49:12.894 --> 00:49:15.726 Like I think that speaks to the need

NOTE Confidence: 0.8170667

00:49:15.726 --> 00:49:18.496 for these commitments to be backed.

NOTE Confidence: 0.8170667

00:49:18.500 --> 00:49:20.064 With like institutional support

NOTE Confidence: 0.8170667

00:49:20.064 --> 00:49:22.410 by and from different members of

NOTE Confidence: 0.8170667

00:49:22.475 --> 00:49:24.307 the institution and financial,

NOTE Confidence: 0.8170667

00:49:24.310 --> 00:49:25.970 and especially financial support,

NOTE Confidence: 0.8170667

00:49:25.970 --> 00:49:28.460 I do think when, for instance,

NOTE Confidence: 0.8170667

00:49:28.460 --> 00:49:30.120 standards like the LC.

NOTE Confidence: 0.8170667

00:49:30.120 --> 00:49:32.610 MEA standards are put into place,

NOTE Confidence: 0.8170667

00:49:32.610 --> 00:49:34.690 that they should be more.

NOTE Confidence: 0.8170667

00:49:34.690 --> 00:49:37.161 They should especially be specific, right?

NOTE Confidence: 0.8170667

00:49:37.161 --> 00:49:37.963 For instance,

NOTE Confidence: 0.8170667

00:49:37.963 --> 00:49:40.770 so the the onset of knew diversity

NOTE Confidence: 0.8170667

00:49:40.846 --> 00:49:43.028 standards has not, for instance,

NOTE Confidence: 0.8170667

00:49:43.028 --> 00:49:45.198 addressed the fact that right

NOTE Confidence: 0.8170667

00:49:45.198 --> 00:49:47.549 that black men are like one,

NOTE Confidence: 0.8170667

00:49:47.550 --> 00:49:50.546 have continued to make up like 1/3.

NOTE Confidence: 0.8170667

00:49:50.550 --> 00:49:52.105 Of black medical students like

NOTE Confidence: 0.8170667

00:49:52.105 --> 00:49:53.038 since the 1990s,

NOTE Confidence: 0.8170667

00:49:53.040 --> 00:49:56.244 which is a gap that's like not the case

NOTE Confidence: 0.8170667

00:49:56.244 --> 00:49:59.567 in just about any other racial group.

NOTE Confidence: 0.8170667

00:49:59.570 --> 00:50:00.400 And I just want to.

NOTE Confidence: 0.8170667

00:50:00.400 --> 00:50:02.619 Take the plug that the kind of

NOTE Confidence: 0.8170667

00:50:02.619 --> 00:50:04.801 sustainability that one may expect from  
NOTE Confidence: 0.8170667

00:50:04.801 --> 00:50:06.746 increasing diversity is not promised,  
NOTE Confidence: 0.8170667

00:50:06.750 --> 00:50:07.638 and in fact,  
NOTE Confidence: 0.8170667

00:50:07.638 --> 00:50:09.710 as good evidence that when a when  
NOTE Confidence: 0.8170667

00:50:09.782 --> 00:50:11.822 an organization when a student  
NOTE Confidence: 0.8170667

00:50:11.822 --> 00:50:13.454 body becomes more diverse,  
NOTE Confidence: 0.8386791

00:50:13.460 --> 00:50:15.924 there is a backlash that people call  
NOTE Confidence: 0.8386791

00:50:15.924 --> 00:50:17.986 white lash sometimes and you see  
NOTE Confidence: 0.8386791

00:50:17.986 --> 00:50:19.876 it in America after Barack Obama  
NOTE Confidence: 0.8386791

00:50:19.876 --> 00:50:21.929 became president, there was quite  
NOTE Confidence: 0.8386791

00:50:21.929 --> 00:50:23.694 the whitelash in this country.  
NOTE Confidence: 0.8386791

00:50:23.700 --> 00:50:25.818 So because of the sort of  
NOTE Confidence: 0.8386791

00:50:25.818 --> 00:50:27.644 perceived threat to status, right?  
NOTE Confidence: 0.8386791

00:50:27.644 --> 00:50:29.300 So initiative diversity initiatives  
NOTE Confidence: 0.8386791

00:50:29.300 --> 00:50:31.370 that lead to diversity need  
NOTE Confidence: 0.8386791

00:50:31.431 --> 00:50:32.967 to sort need to also come.

NOTE Confidence: 0.8386791

00:50:32.970 --> 00:50:35.742 With efforts to to ensure right

NOTE Confidence: 0.8386791

00:50:35.742 --> 00:50:38.125 that that belonging for all

NOTE Confidence: 0.8386791

00:50:38.125 --> 00:50:40.795 members is affirmed such that there

NOTE Confidence: 0.8386791

00:50:40.795 --> 00:50:43.933 that we don't so such that one

NOTE Confidence: 0.8386791

00:50:43.933 --> 00:50:46.501 organization does not end up with.

NOTE Confidence: 0.8386791

00:50:46.510 --> 00:50:49.006 But but the sort of backlash that that

NOTE Confidence: 0.8386791

00:50:49.006 --> 00:50:51.368 is often seen across institutions.

NOTE Confidence: 0.8386791

00:50:51.370 --> 00:50:53.240 There's good evidence, for instance,

NOTE Confidence: 0.8386791

00:50:53.240 --> 00:50:55.370 that we tend to forget the

NOTE Confidence: 0.8386791

00:50:55.370 --> 00:50:57.360 right is for this quote,

NOTE Confidence: 0.8386791

00:50:57.360 --> 00:50:59.418 unquote theory of racial ignorance shows

NOTE Confidence: 0.8386791

00:50:59.418 --> 00:51:02.214 that and it's been born empirically, right?

NOTE Confidence: 0.8386791

00:51:02.214 --> 00:51:03.710 Like, for instance, today,

NOTE Confidence: 0.8386791

00:51:03.710 --> 00:51:05.765 the majority of white people

NOTE Confidence: 0.8386791

00:51:05.765 --> 00:51:07.820 misperceive the degree to which

NOTE Confidence: 0.8386791

00:51:07.892 --> 00:51:10.097 there has been little to no change  
NOTE Confidence: 0.8386791

00:51:10.097 --> 00:51:12.689 in terms of disparities in and say,  
NOTE Confidence: 0.8386791

00:51:12.690 --> 00:51:14.560 like, the racial wealth gap,  
NOTE Confidence: 0.8386791

00:51:14.560 --> 00:51:16.888 those kinds of things right there.  
NOTE Confidence: 0.8386791

00:51:16.890 --> 00:51:17.732 We forget,  
NOTE Confidence: 0.8386791

00:51:17.732 --> 00:51:20.258 and so there's the reminders are  
NOTE Confidence: 0.8386791

00:51:20.258 --> 00:51:22.600 important right reminders of purses,  
NOTE Confidence: 0.8386791

00:51:22.600 --> 00:51:24.204 but but Interestingly enough,  
NOTE Confidence: 0.8386791

00:51:24.204 --> 00:51:27.168 some of those reminders end up altering  
NOTE Confidence: 0.8386791

00:51:27.168 --> 00:51:29.618 individuals perception of the past.  
NOTE Confidence: 0.9139267

00:51:31.770 --> 00:51:36.033 So. I think the point of of some  
NOTE Confidence: 0.9139267

00:51:36.033 --> 00:51:38.641 of some of this recent evidence in  
NOTE Confidence: 0.9139267

00:51:38.641 --> 00:51:41.555 social psychology is to say that it  
NOTE Confidence: 0.9139267

00:51:41.555 --> 00:51:43.601 that changed outcomes is not easy  
NOTE Confidence: 0.9139267

00:51:43.601 --> 00:51:45.641 and it is not easily sustainable.  
NOTE Confidence: 0.9139267

00:51:45.641 --> 00:51:47.663 So it takes a tremendous amount

NOTE Confidence: 0.9139267

00:51:47.663 --> 00:51:49.229 of work and commitment.

NOTE Confidence: 0.9139267

00:51:49.230 --> 00:51:51.330 And so I think ultimately what that

NOTE Confidence: 0.9139267

00:51:51.330 --> 00:51:54.358 means is that we there's a strong need

NOTE Confidence: 0.9139267

00:51:54.358 --> 00:51:55.954 for redistributing resources, right?

NOTE Confidence: 0.9139267

00:51:55.954 --> 00:51:58.078 Such that power is shared hierarchies

NOTE Confidence: 0.9139267

00:51:58.078 --> 00:52:00.560 or flat, and we need to remain.

NOTE Confidence: 0.9139267

00:52:00.560 --> 00:52:03.520 And if we're not yet become accountable to.

NOTE Confidence: 0.9139267

00:52:03.520 --> 00:52:06.135 Many of the organisations and

NOTE Confidence: 0.9139267

00:52:06.135 --> 00:52:08.227 surrounding communities to which

NOTE Confidence: 0.9139267

00:52:08.227 --> 00:52:11.166 we owe or to wish that we serve.

NOTE Confidence: 0.9139267

00:52:11.170 --> 00:52:13.274 And one of the things that I always

NOTE Confidence: 0.9139267

00:52:13.274 --> 00:52:15.582 block is the need to invest in getting

NOTE Confidence: 0.9139267

00:52:15.582 --> 00:52:17.819 12 education if we think we're ever

NOTE Confidence: 0.9139267

00:52:17.819 --> 00:52:19.840 going to become more diverse, right?

NOTE Confidence: 0.9139267

00:52:19.840 --> 00:52:21.626 So I think here, for instance,

NOTE Confidence: 0.9139267

00:52:21.626 --> 00:52:23.970 we have a lot of student LED initiatives  
NOTE Confidence: 0.9139267

00:52:24.029 --> 00:52:26.413 that are invested in K through 12 education.  
NOTE Confidence: 0.9139267

00:52:26.420 --> 00:52:28.060 But we here y'all can take a page  
NOTE Confidence: 0.9139267

00:52:28.060 --> 00:52:29.874 out of schools like Morehouse and  
NOTE Confidence: 0.9139267

00:52:29.874 --> 00:52:31.564 Charles Drew that have larger  
NOTE Confidence: 0.9139267

00:52:31.564 --> 00:52:33.328 financial investment in surrounding K  
NOTE Confidence: 0.9139267

00:52:33.328 --> 00:52:35.043 through 12 education for broadening  
NOTE Confidence: 0.9139267

00:52:35.043 --> 00:52:36.368 and deepening the pipeline.  
NOTE Confidence: 0.9139267

00:52:36.368 --> 00:52:38.984 Because at the end of the day there's  
NOTE Confidence: 0.9139267

00:52:38.984 --> 00:52:41.740 only but so many of us to go around like.  
NOTE Confidence: 0.9139267

00:52:41.740 --> 00:52:42.328 You know,  
NOTE Confidence: 0.9139267

00:52:42.328 --> 00:52:44.680 once we medical school only so many of  
NOTE Confidence: 0.9139267

00:52:44.747 --> 00:52:47.114 us can go into a given specialty an I  
NOTE Confidence: 0.9139267

00:52:47.114 --> 00:52:49.837 think also internally medical schools should,  
NOTE Confidence: 0.9139267

00:52:49.840 --> 00:52:52.108 if they are committed to this matter,  
NOTE Confidence: 0.9139267

00:52:52.110 --> 00:52:54.970 apply pressure on the external.

NOTE Confidence: 0.9139267

00:52:54.970 --> 00:52:56.254 Forces and systems that

NOTE Confidence: 0.9139267

00:52:56.254 --> 00:52:57.538 perpetuate inequity is right.

NOTE Confidence: 0.9139267

00:52:57.540 --> 00:53:00.429 So the US news Ranking is a good example.

NOTE Confidence: 0.9139267

00:53:00.430 --> 00:53:03.736 So many medical schools are reticent.

NOTE Confidence: 0.9139267

00:53:03.740 --> 00:53:05.170 When it comes to say,

NOTE Confidence: 0.9139267

00:53:05.170 --> 00:53:06.052 like you know,

NOTE Confidence: 0.9139267

00:53:06.052 --> 00:53:07.816 letting in students with a mid

NOTE Confidence: 0.9139267

00:53:07.816 --> 00:53:09.726 range and got score and what not,

NOTE Confidence: 0.9139267

00:53:09.730 --> 00:53:11.440 because like the average uncut score,

NOTE Confidence: 0.9139267

00:53:11.440 --> 00:53:13.834 and you know among your student body

NOTE Confidence: 0.9139267

00:53:13.834 --> 00:53:16.148 like affects the ranking so that so.

NOTE Confidence: 0.9139267

00:53:16.150 --> 00:53:18.298 She should medical schools be asking

NOTE Confidence: 0.9139267

00:53:18.298 --> 00:53:21.109 right of the US news record or U.S.

NOTE Confidence: 0.9139267

00:53:21.110 --> 00:53:23.990 news ranking to have an equity metric or

NOTE Confidence: 0.9139267

00:53:23.990 --> 00:53:26.800 to remove the M cat or just to abolish

NOTE Confidence: 0.9139267

00:53:26.800 --> 00:53:29.249 the US News ranking for instance?  
NOTE Confidence: 0.9139267

00:53:29.250 --> 00:53:30.312 So there's a,  
NOTE Confidence: 0.9139267

00:53:30.312 --> 00:53:31.020 you know,  
NOTE Confidence: 0.9139267

00:53:31.020 --> 00:53:32.680 the sort of internal external  
NOTE Confidence: 0.9139267

00:53:32.680 --> 00:53:34.784 pressure dynamic that needs to also  
NOTE Confidence: 0.9139267

00:53:34.784 --> 00:53:36.679 be sustained within medical schools.  
NOTE Confidence: 0.9139267

00:53:36.680 --> 00:53:39.344 And with that I'll stop and  
NOTE Confidence: 0.9139267

00:53:39.344 --> 00:53:42.170 I'll take any given questions.  
NOTE Confidence: 0.9139267

00:53:42.170 --> 00:53:43.787 Sorry, I went a little over time.  
NOTE Confidence: 0.8311957

00:53:46.710 --> 00:53:48.438 I can't hear anything you're saying,  
NOTE Confidence: 0.8311957

00:53:48.440 --> 00:53:50.180 doctor my career. Here we go.  
NOTE Confidence: 0.8311957

00:53:50.180 --> 00:53:51.910 That's fine. You hear me now.  
NOTE Confidence: 0.8311957

00:53:51.910 --> 00:53:52.780 Yes yes terrific.  
NOTE Confidence: 0.8311957

00:53:52.780 --> 00:53:54.642 OK, well thank you very much and  
NOTE Confidence: 0.8311957

00:53:54.642 --> 00:53:56.380 we've got some time for conversation  
NOTE Confidence: 0.8311957

00:53:56.380 --> 00:53:58.264 now we've got about 1/2 hour.

NOTE Confidence: 0.8311957

00:53:58.270 --> 00:54:00.349 I want to invite you folks to

NOTE Confidence: 0.8311957

00:54:00.349 --> 00:54:01.739 submit questions through the Q&A.

NOTE Confidence: 0.8060242

00:54:04.620 --> 00:54:06.668 Let me just start here with the one

NOTE Confidence: 0.8060242

00:54:06.668 --> 00:54:08.520 that was a definition question.

NOTE Confidence: 0.8060242

00:54:08.520 --> 00:54:10.320 The definition of culture as you

NOTE Confidence: 0.8060242

00:54:10.320 --> 00:54:12.355 defined it, or the OR the author

NOTE Confidence: 0.8060242

00:54:12.355 --> 00:54:14.220 please you mention this is early.

NOTE Confidence: 0.8060242

00:54:14.220 --> 00:54:16.320 In the talk you talked about culture.

NOTE Confidence: 0.8559239

00:54:16.910 --> 00:54:18.662 Yeah, let me just go to

NOTE Confidence: 0.8559239

00:54:18.662 --> 00:54:19.830 that slide again, sorry.

NOTE Confidence: 0.73170865

00:54:22.030 --> 00:54:25.650 This is Clifford Geertz culture.

NOTE Confidence: 0.73170865

00:54:25.650 --> 00:54:31.860 Here a system of inherited conceptions.

NOTE Confidence: 0.73170865

00:54:31.860 --> 00:54:33.870 A system of inherited conceptions

NOTE Confidence: 0.73170865

00:54:33.870 --> 00:54:35.880 expressed in symbolic forms by

NOTE Confidence: 0.73170865

00:54:35.950 --> 00:54:38.090 means of which people communicate,

NOTE Confidence: 0.73170865

00:54:38.090 --> 00:54:40.165 perpetrate and develop their knowledge  
NOTE Confidence: 0.73170865

00:54:40.165 --> 00:54:42.240 about and attitudes towards life.  
NOTE Confidence: 0.73170865

00:54:42.240 --> 00:54:43.482 That's Clifford Geertz,  
NOTE Confidence: 0.73170865

00:54:43.482 --> 00:54:45.140 Clifford, Geertz, GE RTZ.  
NOTE Confidence: 0.73170865

00:54:45.140 --> 00:54:47.218 That's the the anthropologist who.  
NOTE Confidence: 0.73170865

00:54:47.218 --> 00:54:49.710 I mean, there are many definitions.  
NOTE Confidence: 0.73170865

00:54:49.710 --> 00:54:52.200 That's just one that I liked.  
NOTE Confidence: 0.73170865

00:54:52.200 --> 00:54:53.439 That was good  
NOTE Confidence: 0.73138773

00:54:53.440 --> 00:54:54.685 sufficient. Thank you.  
NOTE Confidence: 0.73138773

00:54:54.685 --> 00:54:58.310 Yeah, the next question, please.  
NOTE Confidence: 0.73138773

00:54:58.310 --> 00:54:59.606 About cultural competency,  
NOTE Confidence: 0.73138773

00:54:59.606 --> 00:55:01.766 do you think that cultural  
NOTE Confidence: 0.73138773

00:55:01.766 --> 00:55:03.865 competency should be thrown out  
NOTE Confidence: 0.73138773

00:55:03.865 --> 00:55:05.429 or anything structural company?  
NOTE Confidence: 0.73138773

00:55:05.430 --> 00:55:07.944 And do you think that structural  
NOTE Confidence: 0.73138773

00:55:07.944 --> 00:55:09.620 competency enhances cultural competency?

NOTE Confidence: 0.73138773

00:55:09.620 --> 00:55:10.880 I'm not sure.

NOTE Confidence: 0.8594076

00:55:12.570 --> 00:55:14.730 I mean, they're very different concepts,

NOTE Confidence: 0.8594076

00:55:14.730 --> 00:55:17.554 right? Like the I mean the idea of

NOTE Confidence: 0.8594076

00:55:17.554 --> 00:55:19.820 of cultural competency I think is

NOTE Confidence: 0.8594076

00:55:19.820 --> 00:55:22.650 a bit fraught in that like I mean,

NOTE Confidence: 0.8594076

00:55:22.650 --> 00:55:24.215 how quote unquote competent can

NOTE Confidence: 0.8594076

00:55:24.215 --> 00:55:26.842 one be in in the in the different

NOTE Confidence: 0.8594076

00:55:26.842 --> 00:55:29.166 cultures and and and and from that

NOTE Confidence: 0.8594076

00:55:29.237 --> 00:55:31.647 perspective I like cultural humility.

NOTE Confidence: 0.8594076

00:55:31.650 --> 00:55:33.450 More. That means basically, right?

NOTE Confidence: 0.8594076

00:55:33.450 --> 00:55:35.556 Just kind of assume that you

NOTE Confidence: 0.8594076

00:55:35.556 --> 00:55:37.773 don't know and you like, right?

NOTE Confidence: 0.8594076

00:55:37.773 --> 00:55:40.314 Like assuming and not not making any

NOTE Confidence: 0.8594076

00:55:40.314 --> 00:55:42.529 assumptions based on an individual's like.

NOTE Confidence: 0.8594076

00:55:42.530 --> 00:55:44.280 Their racial group or culture

NOTE Confidence: 0.8594076

00:55:44.280 --> 00:55:46.380 just because of, like you know,

NOTE Confidence: 0.8594076

00:55:46.380 --> 00:55:47.080 existing stereotypes.

NOTE Confidence: 0.8594076

00:55:47.080 --> 00:55:49.530 So if you forced me to choose,

NOTE Confidence: 0.8594076

00:55:49.530 --> 00:55:50.790 I would say yes.

NOTE Confidence: 0.8594076

00:55:50.790 --> 00:55:52.050 Cultural competency should be

NOTE Confidence: 0.8594076

00:55:52.050 --> 00:55:54.279 thrown out in favor of structural

NOTE Confidence: 0.8594076

00:55:54.279 --> 00:55:55.823 competency and cultural humility.

NOTE Confidence: 0.8594076

00:55:55.830 --> 00:55:56.530 Cultural humility.

NOTE Confidence: 0.8594076

00:55:56.530 --> 00:55:56.880 That's

NOTE Confidence: 0.8265695

00:55:56.880 --> 00:55:58.980 an excellent point, Max. Thank you.

NOTE Confidence: 0.8265695

00:55:58.980 --> 00:56:01.080 I have a question for you.

NOTE Confidence: 0.8265695

00:56:01.080 --> 00:56:02.830 Talked about isolation during clerkships,

NOTE Confidence: 0.8265695

00:56:02.830 --> 00:56:04.930 and I think that's really important.

NOTE Confidence: 0.8265695

00:56:04.930 --> 00:56:07.030 Then of course you've just recently

NOTE Confidence: 0.8265695

00:56:07.030 --> 00:56:08.430 gone through clerkships here

NOTE Confidence: 0.8265695

00:56:08.485 --> 00:56:10.180 and possibly elsewhere as well,

NOTE Confidence: 0.8265695

00:56:10.180 --> 00:56:12.382 and that this leads to exclusion

NOTE Confidence: 0.8265695

00:56:12.382 --> 00:56:13.483 from learning opportunities.

NOTE Confidence: 0.8265695

00:56:13.490 --> 00:56:15.233 That, I wonder if you could talk

NOTE Confidence: 0.8265695

00:56:15.233 --> 00:56:17.427 a bit more about that about the

NOTE Confidence: 0.8265695

00:56:17.427 --> 00:56:19.162 isolation that that you experience

NOTE Confidence: 0.8265695

00:56:19.162 --> 00:56:21.369 that others might experience on our.

NOTE Confidence: 0.8265695

00:56:21.370 --> 00:56:23.254 You know, in our hospital on

NOTE Confidence: 0.8265695

00:56:23.254 --> 00:56:24.196 our our services.

NOTE Confidence: 0.84393924

00:56:24.850 --> 00:56:27.405 Yeah, I mean, I think it depends,

NOTE Confidence: 0.84393924

00:56:27.410 --> 00:56:29.240 so and sometimes sometimes I,

NOTE Confidence: 0.84393924

00:56:29.240 --> 00:56:31.115 I think generally the clerkship

NOTE Confidence: 0.84393924

00:56:31.115 --> 00:56:33.397 experiences is isolating for all medical

NOTE Confidence: 0.84393924

00:56:33.397 --> 00:56:35.455 students right by virtue of like,

NOTE Confidence: 0.84393924

00:56:35.460 --> 00:56:38.754 especially if you're like on it on the team,

NOTE Confidence: 0.84393924

00:56:38.760 --> 00:56:40.950 by yourself and like you know,

NOTE Confidence: 0.84393924

00:56:40.950 --> 00:56:42.780 everyone's senior and and you,  
NOTE Confidence: 0.84393924

00:56:42.780 --> 00:56:44.976 you know you get pummeled question,  
NOTE Confidence: 0.84393924

00:56:44.980 --> 00:56:47.716 but I think there is a uniqueness and being  
NOTE Confidence: 0.84393924

00:56:47.716 --> 00:56:50.189 minority student right which I talked  
NOTE Confidence: 0.84393924

00:56:50.189 --> 00:56:52.294 about stereotype stereotype threat earlier.  
NOTE Confidence: 0.84393924

00:56:52.300 --> 00:56:55.675 Or sometimes you may even be on a team.  
NOTE Confidence: 0.84393924

00:56:55.680 --> 00:56:58.445 With another student who like for me,  
NOTE Confidence: 0.84393924

00:56:58.450 --> 00:57:01.222 I've been on teams where I'm with  
NOTE Confidence: 0.84393924

00:57:01.222 --> 00:57:04.140 a student who is not black, right?  
NOTE Confidence: 0.84393924

00:57:04.140 --> 00:57:08.460 And who is either white or or or.  
NOTE Confidence: 0.84393924

00:57:08.460 --> 00:57:10.574 I don't know South Asian East Asian.  
NOTE Confidence: 0.84393924

00:57:10.580 --> 00:57:11.636 Where have you an?  
NOTE Confidence: 0.84393924

00:57:11.636 --> 00:57:13.626 I felt like sometimes like my residents  
NOTE Confidence: 0.84393924

00:57:13.626 --> 00:57:16.034 will be more invested in their learning.  
NOTE Confidence: 0.84393924

00:57:16.040 --> 00:57:18.456 Like I remember being on a rotation with  
NOTE Confidence: 0.84393924

00:57:18.456 --> 00:57:20.821 a friend of mine an I was interested

NOTE Confidence: 0.84393924

00:57:20.821 --> 00:57:22.700 in the subject and she wasn't.

NOTE Confidence: 0.84393924

00:57:22.700 --> 00:57:24.518 She hated it. In fact right?

NOTE Confidence: 0.84393924

00:57:24.520 --> 00:57:26.338 But like she would be told.

NOTE Confidence: 0.84393924

00:57:26.340 --> 00:57:28.454 Oh you would make such a great

NOTE Confidence: 0.84393924

00:57:28.454 --> 00:57:29.058 insert specialty.

NOTE Confidence: 0.84393924

00:57:29.060 --> 00:57:29.788 You would,

NOTE Confidence: 0.84393924

00:57:29.788 --> 00:57:32.336 but like I who expressed some interest

NOTE Confidence: 0.84393924

00:57:32.336 --> 00:57:34.998 right would not get any of this and or

NOTE Confidence: 0.84393924

00:57:34.998 --> 00:57:37.546 even felt like I like I will not be at,

NOTE Confidence: 0.84393924

00:57:37.550 --> 00:57:39.120 you know like called upon.

NOTE Confidence: 0.84393924

00:57:39.120 --> 00:57:40.900 For a given learning opportunity,

NOTE Confidence: 0.84393924

00:57:40.900 --> 00:57:41.272 right?

NOTE Confidence: 0.84393924

00:57:41.272 --> 00:57:43.504 So it's both socially isolating and

NOTE Confidence: 0.84393924

00:57:43.504 --> 00:57:45.711 that like sometimes like residents are

NOTE Confidence: 0.84393924

00:57:45.711 --> 00:57:48.350 friendlier to two students who are not my,

NOTE Confidence: 0.84393924

00:57:48.350 --> 00:57:49.770 you know or not,  
NOTE Confidence: 0.84393924

00:57:49.770 --> 00:57:51.545 black or not black men,  
NOTE Confidence: 0.84393924

00:57:51.550 --> 00:57:53.320 but also isolating in that.  
NOTE Confidence: 0.84393924

00:57:53.320 --> 00:57:55.805 I feel like I am losing out  
NOTE Confidence: 0.84393924

00:57:55.805 --> 00:57:56.870 on learning opportunities.  
NOTE Confidence: 0.83086264

00:57:57.890 --> 00:57:59.948 You know, I I I I,  
NOTE Confidence: 0.83086264

00:57:59.950 --> 00:58:01.710 I think that I've certainly  
NOTE Confidence: 0.83086264

00:58:01.710 --> 00:58:03.720 heard the same concern raised it.  
NOTE Confidence: 0.83086264

00:58:03.720 --> 00:58:05.380 Certainly during my generation and  
NOTE Confidence: 0.83086264

00:58:05.380 --> 00:58:07.490 likely still now to some extent.  
NOTE Confidence: 0.83086264

00:58:07.490 --> 00:58:09.495 But certainly during my generation  
NOTE Confidence: 0.83086264

00:58:09.495 --> 00:58:11.891 coming up through training when a  
NOTE Confidence: 0.83086264

00:58:11.891 --> 00:58:14.145 much larger majority of the of the  
NOTE Confidence: 0.83086264

00:58:14.145 --> 00:58:16.025 medical students were meant that the  
NOTE Confidence: 0.83086264

00:58:16.025 --> 00:58:18.150 that the women who are going through  
NOTE Confidence: 0.83086264

00:58:18.150 --> 00:58:20.000 the rotation certainly felt that

NOTE Confidence: 0.83086264

00:58:20.000 --> 00:58:22.238 isolation and may still now as well.

NOTE Confidence: 0.83086264

00:58:22.240 --> 00:58:24.802 So aside from making the faculty and

NOTE Confidence: 0.83086264

00:58:24.802 --> 00:58:27.180 residents more aware of it, is there.

NOTE Confidence: 0.83086264

00:58:27.180 --> 00:58:28.410 It's also outside.

NOTE Confidence: 0.83086264

00:58:28.410 --> 00:58:28.910 Easy answer,

NOTE Confidence: 0.83086264

00:58:28.910 --> 00:58:31.120 So we start by making people aware of it.

NOTE Confidence: 0.83086264

00:58:31.120 --> 00:58:32.345 So perhaps if it's unintentional

NOTE Confidence: 0.83086264

00:58:32.345 --> 00:58:33.325 they can address it,

NOTE Confidence: 0.83086264

00:58:33.330 --> 00:58:34.620 but is there something else we

NOTE Confidence: 0.83086264

00:58:34.620 --> 00:58:36.280 can do to to alleviate that?

NOTE Confidence: 0.83086264

00:58:36.280 --> 00:58:38.494 Isolation is as you make a good point next,

NOTE Confidence: 0.83086264

00:58:38.500 --> 00:58:40.138 which is that just being a medical

NOTE Confidence: 0.83086264

00:58:40.138 --> 00:58:42.274 student on the team is kind of an

NOTE Confidence: 0.83086264

00:58:42.274 --> 00:58:43.659 isolating experience in general because

NOTE Confidence: 0.83086264

00:58:43.708 --> 00:58:45.380 the rest of the team they may have,

NOTE Confidence: 0.83086264

00:58:45.380 --> 00:58:47.348 you know they were from the same Department.

NOTE Confidence: 0.83086264

00:58:47.350 --> 00:58:48.840 Commonly they they've been together

NOTE Confidence: 0.83086264

00:58:48.840 --> 00:58:50.578 in various settings for months and

NOTE Confidence: 0.83086264

00:58:50.578 --> 00:58:51.964 months you show up for your two

NOTE Confidence: 0.83086264

00:58:51.964 --> 00:58:53.500 weeks or four weeks or six weeks,

NOTE Confidence: 0.83086264

00:58:53.500 --> 00:58:54.730 and so already in isolation,

NOTE Confidence: 0.83086264

00:58:54.730 --> 00:58:56.242 just based on that.

NOTE Confidence: 0.83086264

00:58:56.242 --> 00:58:58.132 And then this could potentially

NOTE Confidence: 0.83086264

00:58:58.132 --> 00:59:01.610 exacerbate it. Yeah, I think.

NOTE Confidence: 0.8445852

00:59:01.610 --> 00:59:03.632 So some of what makes the

NOTE Confidence: 0.8445852

00:59:03.632 --> 00:59:05.358 experience isolating right is the

NOTE Confidence: 0.8445852

00:59:05.358 --> 00:59:07.248 power dynamics that are at play,

NOTE Confidence: 0.8445852

00:59:07.250 --> 00:59:09.797 and so I think even when I've been on

NOTE Confidence: 0.8445852

00:59:09.797 --> 00:59:12.242 teams where I'm the only black person

NOTE Confidence: 0.8445852

00:59:12.242 --> 00:59:14.889 when the attending is like an attending,

NOTE Confidence: 0.8445852

00:59:14.890 --> 00:59:16.550 who you know, like cracks,

NOTE Confidence: 0.8445852

00:59:16.550 --> 00:59:18.825 jokes with the team or just doesn't

NOTE Confidence: 0.8445852

00:59:18.825 --> 00:59:21.480 isn't like you know, I don't know stuffy

NOTE Confidence: 0.8445852

00:59:21.480 --> 00:59:24.284 or for lack of a better term, right?

NOTE Confidence: 0.8445852

00:59:24.284 --> 00:59:26.454 Like that contributes to just

NOTE Confidence: 0.8445852

00:59:26.454 --> 00:59:29.210 general comfort for all team members.

NOTE Confidence: 0.8445852

00:59:29.210 --> 00:59:31.142 Man, that's one thing right the the

NOTE Confidence: 0.8445852

00:59:31.142 --> 00:59:32.917 way that the steeper the hierarchy

NOTE Confidence: 0.8445852

00:59:32.917 --> 00:59:35.363 the and the more sort of like power

NOTE Confidence: 0.8445852

00:59:35.363 --> 00:59:37.942 concentration there is at the top, the more.

NOTE Confidence: 0.8445852

00:59:37.942 --> 00:59:39.748 And this is actually evidence base,

NOTE Confidence: 0.8445852

00:59:39.750 --> 00:59:41.556 the more there's like that's like

NOTE Confidence: 0.8445852

00:59:41.556 --> 00:59:44.520 element of stereotype threat, right?

NOTE Confidence: 0.8445852

00:59:44.520 --> 00:59:46.416 And an so that's one thing,

NOTE Confidence: 0.8445852

00:59:46.420 --> 00:59:48.506 just being relaxed with the with the

NOTE Confidence: 0.8445852

00:59:48.506 --> 00:59:50.608 students and the residents and as opposed

NOTE Confidence: 0.8445852

00:59:50.608 --> 00:59:53.399 to being like known as the intense attending.

NOTE Confidence: 0.8445852

00:59:53.400 --> 00:59:56.064 Where like you hear Mark Mercurio is the

NOTE Confidence: 0.8445852

00:59:56.064 --> 00:59:58.262 overnight attending and you just kind of

NOTE Confidence: 0.8445852

00:59:58.262 --> 01:00:00.086 start shuffling ahead of rounds, right?

NOTE Confidence: 0.8445852

01:00:00.086 --> 01:00:02.162 Like? And I'll just pick your

NOTE Confidence: 0.8445852

01:00:02.162 --> 01:00:04.430 name 'cause you're in front of me,

NOTE Confidence: 0.8445852

01:00:04.430 --> 01:00:06.458 but I got no feelings Max,

NOTE Confidence: 0.8445852

01:00:06.458 --> 01:00:08.228 don't worry bout so that's

NOTE Confidence: 0.8445852

01:00:08.228 --> 01:00:10.370 one thing an and some of it.

NOTE Confidence: 0.8445852

01:00:10.370 --> 01:00:11.267 I mean yes.

NOTE Confidence: 0.8445852

01:00:11.267 --> 01:00:12.762 Residents being aware helps write

NOTE Confidence: 0.8445852

01:00:12.762 --> 01:00:15.207 that and being given feedback an and

NOTE Confidence: 0.8445852

01:00:15.207 --> 01:00:16.963 some amount of accountability, right?

NOTE Confidence: 0.8445852

01:00:16.963 --> 01:00:18.578 There are some departments here

NOTE Confidence: 0.8445852

01:00:18.578 --> 01:00:20.226 where like semester after semester

NOTE Confidence: 0.8445852

01:00:20.226 --> 01:00:22.044 they receive the worst like evil

NOTE Confidence: 0.8445852

01:00:22.044 --> 01:00:23.710 like the residents from State

NOTE Confidence: 0.8445852

01:00:23.710 --> 01:00:25.475 Department received like the worst

NOTE Confidence: 0.8445852

01:00:25.475 --> 01:00:26.824 evaluations from medical students.

NOTE Confidence: 0.8445852

01:00:26.824 --> 01:00:28.812 And there is I I don't think

NOTE Confidence: 0.8445852

01:00:28.812 --> 01:00:30.500 that there's any accountability.

NOTE Confidence: 0.8445852

01:00:30.500 --> 01:00:32.726 I mean nationally, right, we know.

NOTE Confidence: 0.8445852

01:00:32.730 --> 01:00:35.400 And I'm just going to call, you know.

NOTE Confidence: 0.8445852

01:00:35.400 --> 01:00:36.740 I mean I can.

NOTE Confidence: 0.8445852

01:00:36.740 --> 01:00:38.744 I can say this because this

NOTE Confidence: 0.8445852

01:00:38.744 --> 01:00:40.414 is a national thing, right?

NOTE Confidence: 0.8445852

01:00:40.414 --> 01:00:41.750 That like whenever the

NOTE Confidence: 0.8445852

01:00:41.750 --> 01:00:42.418 graduating questionnaires,

NOTE Confidence: 0.8445852

01:00:42.420 --> 01:00:44.130 those medical school questionnaires get

NOTE Confidence: 0.8445852

01:00:44.130 --> 01:00:46.424 published and the studies come out, right?

NOTE Confidence: 0.8445852

01:00:46.424 --> 01:00:46.758 Surgery?

NOTE Confidence: 0.8445852

01:00:46.758 --> 01:00:47.760 And Obi-wan nationally,  
NOTE Confidence: 0.8445852

01:00:47.760 --> 01:00:49.980 are this are the specialties where  
NOTE Confidence: 0.8445852

01:00:49.980 --> 01:00:51.889 medical students report the most  
NOTE Confidence: 0.8445852

01:00:51.889 --> 01:00:53.729 abuse and discrimination and so?  
NOTE Confidence: 0.8445852

01:00:53.730 --> 01:00:55.788 Like there has got to be some  
NOTE Confidence: 0.8445852

01:00:55.788 --> 01:00:57.130 kind of accountability within,  
NOTE Confidence: 0.8445852

01:00:57.130 --> 01:00:59.594 you know a given Department like a resident.  
NOTE Confidence: 0.8445852

01:00:59.600 --> 01:01:01.110 If medical students complain over  
NOTE Confidence: 0.8445852

01:01:01.110 --> 01:01:02.986 and over and over about what's  
NOTE Confidence: 0.8445852

01:01:02.986 --> 01:01:04.846 going on and like nothing changed,  
NOTE Confidence: 0.8445852

01:01:04.850 --> 01:01:06.400 then maybe people don't care,  
NOTE Confidence: 0.8445852

01:01:06.400 --> 01:01:08.254 right like that resident or Med  
NOTE Confidence: 0.8445852

01:01:08.254 --> 01:01:09.490 student feedback doesn't matter.  
NOTE Confidence: 0.8445852

01:01:09.490 --> 01:01:10.420 I don't know.  
NOTE Confidence: 0.8121077

01:01:11.710 --> 01:01:13.422 Now here is. So let me let me  
NOTE Confidence: 0.8121077

01:01:13.422 --> 01:01:14.690 get another question first.

NOTE Confidence: 0.8121077

01:01:14.690 --> 01:01:16.181 Just a quick comment from one of

NOTE Confidence: 0.8121077

01:01:16.181 --> 01:01:17.739 the one of the senior members

NOTE Confidence: 0.8121077

01:01:17.739 --> 01:01:19.148 of the faculty factor, Mr.

NOTE Confidence: 0.8121077

01:01:19.148 --> 01:01:20.388 Diaco. Such an important talk.

NOTE Confidence: 0.8121077

01:01:20.390 --> 01:01:22.730 I wish you all the best

NOTE Confidence: 0.8121077

01:01:22.730 --> 01:01:24.290 from this point forward.

NOTE Confidence: 0.8121077

01:01:24.290 --> 01:01:26.120 From a friend of mine's senior

NOTE Confidence: 0.8121077

01:01:26.120 --> 01:01:27.035 pediatric faculty member.

NOTE Confidence: 0.8121077

01:01:27.040 --> 01:01:28.870 During orientation and early in the

NOTE Confidence: 0.8121077

01:01:28.870 --> 01:01:30.716 first year, there is diversity training.

NOTE Confidence: 0.8121077

01:01:30.716 --> 01:01:33.139 To what extent does it hit the mark?

NOTE Confidence: 0.8121077

01:01:33.140 --> 01:01:35.580 How might you like to see it improved?

NOTE Confidence: 0.8121077

01:01:35.580 --> 01:01:37.708 How? How good is our diversity training,

NOTE Confidence: 0.8121077

01:01:37.710 --> 01:01:39.540 and what can we do better?

NOTE Confidence: 0.82273364

01:01:40.210 --> 01:01:42.709 Yeah, I think you know it's actually

NOTE Confidence: 0.82273364

01:01:42.709 --> 01:01:46.096 not bad like I Pro is I think is that  
NOTE Confidence: 0.82273364

01:01:46.096 --> 01:01:48.612 what he's referring to ipro is? I mean,  
NOTE Confidence: 0.82273364

01:01:48.612 --> 01:01:50.628 I've reviewed the entire curriculum right?  
NOTE Confidence: 0.82273364

01:01:50.630 --> 01:01:53.102 Because I wasn't that committee that let that  
NOTE Confidence: 0.82273364

01:01:53.102 --> 01:01:54.988 eventually came up with recommendations.  
NOTE Confidence: 0.82273364

01:01:54.990 --> 01:01:57.230 I think the first two weeks of  
NOTE Confidence: 0.82273364

01:01:57.230 --> 01:01:59.246 Med School is probably where you  
NOTE Confidence: 0.82273364

01:01:59.246 --> 01:02:02.050 sort of get the most of it right?  
NOTE Confidence: 0.82273364

01:02:02.050 --> 01:02:05.410 Like you get to a whole lot and it's very.  
NOTE Confidence: 0.82273364

01:02:05.410 --> 01:02:07.090 I think it's it's decent.  
NOTE Confidence: 0.82273364

01:02:07.090 --> 01:02:08.770 During high pro. I just  
NOTE Confidence: 0.819341198260869

01:02:08.770 --> 01:02:10.716 for the for the. Those who aren't  
NOTE Confidence: 0.819341198260869

01:02:10.716 --> 01:02:13.121 in the medical school here is the  
NOTE Confidence: 0.819341198260869

01:02:13.121 --> 01:02:14.629 introduction of the profession  
NOTE Confidence: 0.819341198260869

01:02:14.629 --> 01:02:16.369 of concentrated two week course,  
NOTE Confidence: 0.819341198260869

01:02:16.370 --> 01:02:18.624 which I think Dean angle off is

NOTE Confidence: 0.819341198260869

01:02:18.624 --> 01:02:20.514 kind of spearheaded that she kind

NOTE Confidence: 0.819341198260869

01:02:20.514 --> 01:02:22.502 of lead and created and let it.

NOTE Confidence: 0.819341198260869

01:02:22.510 --> 01:02:24.050 It's a concentrated two weeks,

NOTE Confidence: 0.819341198260869

01:02:24.050 --> 01:02:25.580 about two week course right

NOTE Confidence: 0.818627

01:02:25.580 --> 01:02:27.428 at the very beginning, two weeks.

NOTE Confidence: 0.818627

01:02:27.430 --> 01:02:29.397 So that's, you know, if you looked

NOTE Confidence: 0.818627

01:02:29.397 --> 01:02:31.719 at a heat map of the curriculum,

NOTE Confidence: 0.818627

01:02:31.720 --> 01:02:34.177 at least as far as I recall, right,

NOTE Confidence: 0.818627

01:02:34.177 --> 01:02:36.019 like from being on this committee,

NOTE Confidence: 0.818627

01:02:36.020 --> 01:02:38.476 ipro is where a lot of this happens.

NOTE Confidence: 0.818627

01:02:38.480 --> 01:02:40.250 There are other opportunities for it

NOTE Confidence: 0.818627

01:02:40.250 --> 01:02:42.550 for this to sort of be longitudinal.

NOTE Confidence: 0.818627

01:02:42.550 --> 01:02:44.461 I have thought about leveraging the existing

NOTE Confidence: 0.818627

01:02:44.461 --> 01:02:46.132 structure of our curriculum, right?

NOTE Confidence: 0.818627

01:02:46.132 --> 01:02:48.004 So for instance we are split

NOTE Confidence: 0.818627

01:02:48.004 --> 01:02:49.977 into groups for a lot of things,  
NOTE Confidence: 0.818627

01:02:49.980 --> 01:02:52.045 right for anatomy, for for team based,  
NOTE Confidence: 0.818627

01:02:52.050 --> 01:02:53.031 learning for Physiology,  
NOTE Confidence: 0.818627

01:02:53.031 --> 01:02:55.947 what have you for a bunch of things we  
NOTE Confidence: 0.818627

01:02:55.947 --> 01:02:58.509 are split into groups and as far as I  
NOTE Confidence: 0.818627

01:02:58.509 --> 01:03:00.685 understand it a lot of the split as  
NOTE Confidence: 0.818627

01:03:00.685 --> 01:03:02.738 random and I think it could be more  
NOTE Confidence: 0.818627

01:03:02.738 --> 01:03:04.245 intentional and this is something  
NOTE Confidence: 0.818627

01:03:04.245 --> 01:03:06.309 that's done in Business School actually.  
NOTE Confidence: 0.818627

01:03:06.310 --> 01:03:07.204 So business schools,  
NOTE Confidence: 0.818627

01:03:07.204 --> 01:03:09.580 when you start the school for an MBA,  
NOTE Confidence: 0.818627

01:03:09.580 --> 01:03:11.734 your assign like a learning family, right?  
NOTE Confidence: 0.818627

01:03:11.734 --> 01:03:12.856 Or learning team?  
NOTE Confidence: 0.818627

01:03:12.856 --> 01:03:13.978 What have you?  
NOTE Confidence: 0.818627

01:03:13.980 --> 01:03:15.550 And I'm not necessarily saying  
NOTE Confidence: 0.818627

01:03:15.550 --> 01:03:18.158 that this needs to be like a rigid

NOTE Confidence: 0.818627

01:03:18.158 --> 01:03:19.788 like cohorting process where you

NOTE Confidence: 0.818627

01:03:19.788 --> 01:03:22.006 have the same group along the way.

NOTE Confidence: 0.818627

01:03:22.010 --> 01:03:23.984 Although here a lot of times I've

NOTE Confidence: 0.818627

01:03:23.984 --> 01:03:25.615 ended in similar groups because

NOTE Confidence: 0.818627

01:03:25.615 --> 01:03:27.775 some of the sorting is alphabetical,

NOTE Confidence: 0.818627

01:03:27.780 --> 01:03:30.417 so then I end up with the same people

NOTE Confidence: 0.818627

01:03:30.417 --> 01:03:33.240 whose last names start with P or whatever,

NOTE Confidence: 0.818627

01:03:33.240 --> 01:03:34.850 or N you know like.

NOTE Confidence: 0.818627

01:03:34.850 --> 01:03:37.026 But I think we could be more intentional

NOTE Confidence: 0.818627

01:03:37.026 --> 01:03:39.165 in how we create the groups such

NOTE Confidence: 0.818627

01:03:39.165 --> 01:03:41.162 that groups are always both racially

NOTE Confidence: 0.818627

01:03:41.162 --> 01:03:43.187 like racially and gender diverse,

NOTE Confidence: 0.818627

01:03:43.190 --> 01:03:43.750 but also.

NOTE Confidence: 0.818627

01:03:43.750 --> 01:03:45.430 Actually, I think that if there

NOTE Confidence: 0.818627

01:03:45.430 --> 01:03:47.519 is any intentionality happening,

NOTE Confidence: 0.818627

01:03:47.520 --> 01:03:50.216 it is that the group tend to always  
NOTE Confidence: 0.818627

01:03:50.216 --> 01:03:50.890 be gender.  
NOTE Confidence: 0.818627

01:03:50.890 --> 01:03:52.580 You know, like gender even,  
NOTE Confidence: 0.818627

01:03:52.580 --> 01:03:54.834 but they can be more racially like  
NOTE Confidence: 0.818627

01:03:54.834 --> 01:03:56.960 the groups that are formed right?  
NOTE Confidence: 0.818627

01:03:56.960 --> 01:03:59.319 For these launch general experiences like PR,  
NOTE Confidence: 0.818627

01:03:59.320 --> 01:04:00.996 the professionalism and ethics and  
NOTE Confidence: 0.818627

01:04:00.996 --> 01:04:01.981 responsibility was negative.  
NOTE Confidence: 0.818627

01:04:01.981 --> 01:04:02.914 That sure, right?  
NOTE Confidence: 0.818627

01:04:02.914 --> 01:04:04.780 Those groups should be more racially  
NOTE Confidence: 0.818627

01:04:04.833 --> 01:04:06.389 diverse and with intentionality.  
NOTE Confidence: 0.818627

01:04:06.390 --> 01:04:07.626 And then besides that,  
NOTE Confidence: 0.818627

01:04:07.626 --> 01:04:09.480 so something else that's done in  
NOTE Confidence: 0.818627

01:04:09.537 --> 01:04:11.109 Business School right there.  
NOTE Confidence: 0.818627

01:04:11.110 --> 01:04:13.192 They make their make students take  
NOTE Confidence: 0.818627

01:04:13.192 --> 01:04:14.233 like you know.

NOTE Confidence: 0.818627

01:04:14.240 --> 01:04:15.560 Personality and ideology test.

NOTE Confidence: 0.818627

01:04:15.560 --> 01:04:17.913 And then you create groups that are

NOTE Confidence: 0.818627

01:04:17.913 --> 01:04:19.827 diverse from that perspective as well,

NOTE Confidence: 0.818627

01:04:19.830 --> 01:04:21.570 because there's sort of like

NOTE Confidence: 0.818627

01:04:21.570 --> 01:04:23.310 surface level diversity and deep

NOTE Confidence: 0.818627

01:04:23.373 --> 01:04:25.424 diversity an all like right you can,

NOTE Confidence: 0.818627

01:04:25.430 --> 01:04:27.586 you could choose to make it only

NOTE Confidence: 0.818627

01:04:27.586 --> 01:04:29.050 racially and gender diverse,

NOTE Confidence: 0.818627

01:04:29.050 --> 01:04:32.202 but then you miss all the nuances that

NOTE Confidence: 0.818627

01:04:32.202 --> 01:04:35.310 go into like who an individual is.

NOTE Confidence: 0.818627

01:04:35.310 --> 01:04:37.380 An that fosters right there.

NOTE Confidence: 0.818627

01:04:37.380 --> 01:04:39.028 There's a you know,

NOTE Confidence: 0.818627

01:04:39.028 --> 01:04:41.088 contact theory quite literally right.

NOTE Confidence: 0.818627

01:04:41.090 --> 01:04:44.191 Being launched in a cohort of of

NOTE Confidence: 0.818627

01:04:44.191 --> 01:04:46.335 diverse colleagues has a positive

NOTE Confidence: 0.818627

01:04:46.335 --> 01:04:48.876 impact on as long again as long

NOTE Confidence: 0.818627

01:04:48.876 --> 01:04:51.417 as that that it's a positive.

NOTE Confidence: 0.818627

01:04:51.420 --> 01:04:54.500 But you know that the that the grouping

NOTE Confidence: 0.818627

01:04:54.500 --> 01:04:56.160 then fosters positive interactions

NOTE Confidence: 0.818627

01:04:56.160 --> 01:04:59.416 and that they are lead or Co lead

NOTE Confidence: 0.818627

01:04:59.494 --> 01:05:02.158 by faculty who are actually skilled.

NOTE Confidence: 0.818627

01:05:02.160 --> 01:05:04.255 You know sustaining some of

NOTE Confidence: 0.818627

01:05:04.255 --> 01:05:06.350 these efforts then yes that.

NOTE Confidence: 0.818627

01:05:06.350 --> 01:05:11.516 Ends up having a positive impact on.

NOTE Confidence: 0.818627

01:05:11.520 --> 01:05:13.315 UNE students attitudes right towards

NOTE Confidence: 0.818627

01:05:13.315 --> 01:05:15.110 racial and ethnic minorities in

NOTE Confidence: 0.818627

01:05:15.168 --> 01:05:16.860 terms of like even patient care.

NOTE Confidence: 0.818627

01:05:16.860 --> 01:05:17.194 Yeah,

NOTE Confidence: 0.818627

01:05:17.194 --> 01:05:18.530 so at Yale now

NOTE Confidence: 0.7802399

01:05:18.530 --> 01:05:20.200 'cause you mentioned PR briefly.

NOTE Confidence: 0.7802399

01:05:20.200 --> 01:05:21.536 That's the professional responsibility

NOTE Confidence: 0.7802399

01:05:21.536 --> 01:05:22.971 course, which of course,

NOTE Confidence: 0.7802399

01:05:22.971 --> 01:05:25.540 Karen Jamaican Jack Hughes I have have

NOTE Confidence: 0.7802399

01:05:25.611 --> 01:05:28.115 led for a long time and that within

NOTE Confidence: 0.7802399

01:05:28.115 --> 01:05:30.659 that course there's a groups of 12 or

NOTE Confidence: 0.7802399

01:05:30.659 --> 01:05:32.895 so students and it's been a strange.

NOTE Confidence: 0.7802399

01:05:32.895 --> 01:05:34.570 It's been a strange year,

NOTE Confidence: 0.7802399

01:05:34.570 --> 01:05:36.240 certainly in terms of us,

NOTE Confidence: 0.7802399

01:05:36.240 --> 01:05:38.238 a physical togetherness and lack thereof.

NOTE Confidence: 0.7802399

01:05:38.240 --> 01:05:38.918 But nevertheless,

NOTE Confidence: 0.7802399

01:05:38.918 --> 01:05:41.630 the idea that there's a dozen dozen students.

NOTE Confidence: 0.7802399

01:05:41.630 --> 01:05:43.814 To meet weekly for a long time or

NOTE Confidence: 0.7802399

01:05:43.814 --> 01:05:46.385 or more than that and and talk about

NOTE Confidence: 0.7802399

01:05:46.385 --> 01:05:48.200 talk about issues in professionalism

NOTE Confidence: 0.7802399

01:05:48.200 --> 01:05:50.834 that go beyond trying to remember

NOTE Confidence: 0.7802399

01:05:50.834 --> 01:05:54.485 whether it's the type one or Type 2

NOTE Confidence: 0.7802399

01:05:54.485 --> 01:05:57.699 pneumocyte that does this or that so.

NOTE Confidence: 0.7802399

01:05:57.700 --> 01:05:59.620 The the the question I have is aside

NOTE Confidence: 0.7802399

01:05:59.620 --> 01:06:00.857 from the professional Responsibility

NOTE Confidence: 0.7802399

01:06:00.857 --> 01:06:03.321 course which is just for that one

NOTE Confidence: 0.7802399

01:06:03.321 --> 01:06:05.554 year part of that one year are there

NOTE Confidence: 0.7802399

01:06:05.554 --> 01:06:07.201 currently at Yale School of Medicine?

NOTE Confidence: 0.7802399

01:06:07.201 --> 01:06:08.923 Any of those lanja tude no

NOTE Confidence: 0.8118765

01:06:08.930 --> 01:06:10.405 groups that you're talking about

NOTE Confidence: 0.8118765

01:06:10.405 --> 01:06:12.754 that yeah we have the so I remember

NOTE Confidence: 0.8118765

01:06:12.754 --> 01:06:14.119 we had a Physiology right?

NOTE Confidence: 0.8118765

01:06:14.120 --> 01:06:14.981 The Physiology group.

NOTE Confidence: 0.8118765

01:06:14.981 --> 01:06:16.129 I mean it's Physiology,

NOTE Confidence: 0.8118765

01:06:16.130 --> 01:06:18.434 so we're not talking about like they should,

NOTE Confidence: 0.8118765

01:06:18.440 --> 01:06:19.930 but like there's Physiology there

NOTE Confidence: 0.8118765

01:06:19.930 --> 01:06:21.946 are cohort we're we're in like 4

NOTE Confidence: 0.8118765

01:06:21.946 --> 01:06:23.605 kind of houses like in Harry Potter

NOTE Confidence: 0.8118765

01:06:23.605 --> 01:06:25.348 with our different advisors, right?

NOTE Confidence: 0.8118765

01:06:25.348 --> 01:06:27.076 I mean, there are so many.

NOTE Confidence: 0.8118765

01:06:27.080 --> 01:06:28.295 There's anatomy. There's.

NOTE Confidence: 0.8118765

01:06:28.295 --> 01:06:30.320 There's PR team based learning

NOTE Confidence: 0.8118765

01:06:30.320 --> 01:06:32.747 which is a group of six typically.

NOTE Confidence: 0.8118765

01:06:32.750 --> 01:06:36.215 Uhm? I mean, I, can you know,

NOTE Confidence: 0.8118765

01:06:36.220 --> 01:06:38.242 rattle off like for every six

NOTE Confidence: 0.8118765

01:06:38.242 --> 01:06:39.590 week block you're you.

NOTE Confidence: 0.8118765

01:06:39.590 --> 01:06:41.949 You tend to be in a small

NOTE Confidence: 0.8118765

01:06:41.949 --> 01:06:43.297 group for workshops, right?

NOTE Confidence: 0.8118765

01:06:43.297 --> 01:06:45.993 And the workshops happens like I don't know.

NOTE Confidence: 0.8118765

01:06:46.000 --> 01:06:48.688 Three times a week or something like that.

NOTE Confidence: 0.8118765

01:06:48.690 --> 01:06:49.584 I don't remember,

NOTE Confidence: 0.8118765

01:06:49.584 --> 01:06:51.670 but I think there are many many

NOTE Confidence: 0.8118765

01:06:51.735 --> 01:06:53.745 existing like structures through which

NOTE Confidence: 0.8118765

01:06:53.745 --> 01:06:56.114 we can be intentional about creating  
NOTE Confidence: 0.8118765

01:06:56.114 --> 01:06:58.200 diverse groups in order for us to  
NOTE Confidence: 0.8118765

01:06:58.200 --> 01:07:00.490 not be like, you know, so segregated.  
NOTE Confidence: 0.8118765

01:07:00.490 --> 01:07:02.506 I mean literally, in my class,  
NOTE Confidence: 0.8118765

01:07:02.510 --> 01:07:04.580 when I was a first year.  
NOTE Confidence: 0.8118765

01:07:04.580 --> 01:07:05.951 Anyway, it was so apparent, right?  
NOTE Confidence: 0.8118765

01:07:05.951 --> 01:07:07.277 There was almost like a hierarchy  
NOTE Confidence: 0.8118765

01:07:07.277 --> 01:07:08.949 and how we sat in the auditorium.  
NOTE Confidence: 0.8118765

01:07:08.950 --> 01:07:10.330 I don't know if you've ever  
NOTE Confidence: 0.8118765

01:07:10.330 --> 01:07:11.020 noticed the white.  
NOTE Confidence: 0.8118765

01:07:11.020 --> 01:07:12.165 The like wasp white people  
NOTE Confidence: 0.8118765

01:07:12.165 --> 01:07:13.550 sat at the very front row.  
NOTE Confidence: 0.8118765

01:07:13.550 --> 01:07:15.359 The black woman sat at the far back and  
NOTE Confidence: 0.8118765

01:07:15.359 --> 01:07:17.229 people were like kind of racially ambiguous.  
NOTE Confidence: 0.8118765

01:07:17.230 --> 01:07:18.150 I didn't make it.  
NOTE Confidence: 0.8118765

01:07:18.150 --> 01:07:19.990 I mean, it was like fascinating to observe.

NOTE Confidence: 0.8118765

01:07:19.990 --> 01:07:21.600 And this was like a running joke.

NOTE Confidence: 0.8118765

01:07:21.600 --> 01:07:22.290 Like are you,

NOTE Confidence: 0.8118765

01:07:22.290 --> 01:07:23.670 are you a left side Aurora?

NOTE Confidence: 0.8118765

01:07:23.670 --> 01:07:24.184 You're right,

NOTE Confidence: 0.8118765

01:07:24.184 --> 01:07:25.726 Sider was a question that someone

NOTE Confidence: 0.8118765

01:07:25.726 --> 01:07:27.420 asked me one day and it was coded

NOTE Confidence: 0.8118765

01:07:27.420 --> 01:07:28.730 for what are you doing here?

NOTE Confidence: 0.8118765

01:07:28.730 --> 01:07:30.800 You're not one of us on the right side.

NOTE Confidence: 0.8551041

01:07:32.720 --> 01:07:33.746 That's fascinating,

NOTE Confidence: 0.8551041

01:07:33.746 --> 01:07:37.850 so a comment and then some more questions.

NOTE Confidence: 0.8551041

01:07:37.850 --> 01:07:39.488 Trainees at all levels must feel that

NOTE Confidence: 0.8551041

01:07:39.488 --> 01:07:41.369 it's safe to call out transgressions.

NOTE Confidence: 0.8551041

01:07:41.370 --> 01:07:43.251 It's so easy to feel that if I point

NOTE Confidence: 0.8551041

01:07:43.251 --> 01:07:45.312 out a transgression that I will kill my

NOTE Confidence: 0.8551041

01:07:45.312 --> 01:07:47.609 chances for a good greater recommendation,

NOTE Confidence: 0.8551041

01:07:47.610 --> 01:07:49.032 and I think that's something that  
NOTE Confidence: 0.8551041

01:07:49.032 --> 01:07:51.182 so many of us so many students and  
NOTE Confidence: 0.8551041

01:07:51.182 --> 01:07:52.904 trainees have commented on all along  
NOTE Confidence: 0.8551041

01:07:52.963 --> 01:07:55.179 that it's it's not risk free to call  
NOTE Confidence: 0.8551041

01:07:55.179 --> 01:07:56.780 out transgressions and so it's it's.  
NOTE Confidence: 0.8551041

01:07:56.780 --> 01:07:58.954 This is again from a friend of mine  
NOTE Confidence: 0.8551041

01:07:58.954 --> 01:08:00.886 on the senior faculty who you know,  
NOTE Confidence: 0.8551041

01:08:00.890 --> 01:08:03.550 so it's it's a it's on us on the faculty  
NOTE Confidence: 0.8551041

01:08:03.624 --> 01:08:06.224 to try and set a tone in a culture such  
NOTE Confidence: 0.8551041

01:08:06.292 --> 01:08:09.152 that people feel it is safe to call it out.  
NOTE Confidence: 0.8551041

01:08:09.160 --> 01:08:10.684 When there's a transgression,  
NOTE Confidence: 0.8551041

01:08:10.684 --> 01:08:12.970 here's a specific question for you.  
NOTE Confidence: 0.8551041

01:08:12.970 --> 01:08:15.256 Where do you see opportunities to  
NOTE Confidence: 0.8551041

01:08:15.256 --> 01:08:16.780 foster discussions about race?  
NOTE Confidence: 0.8551041

01:08:16.780 --> 01:08:18.685 For example, rounds devoted to  
NOTE Confidence: 0.8551041

01:08:18.685 --> 01:08:20.590 this topic with minority students,

NOTE Confidence: 0.8551041

01:08:20.590 --> 01:08:22.450 fear raising racial issues would

NOTE Confidence: 0.8551041

01:08:22.450 --> 01:08:24.310 adversely affect evaluations and how

NOTE Confidence: 0.8551041

01:08:24.367 --> 01:08:26.307 my structural changes mitigate this.

NOTE Confidence: 0.8551041

01:08:26.310 --> 01:08:27.830 Yeah, I think so.

NOTE Confidence: 0.8551041

01:08:27.830 --> 01:08:28.210 People

NOTE Confidence: 0.8099777

01:08:28.210 --> 01:08:31.290 have started to do a sort of like

NOTE Confidence: 0.8099777

01:08:31.290 --> 01:08:34.472 like how if I could, Umm, and in some,

NOTE Confidence: 0.8099777

01:08:34.472 --> 01:08:36.969 maybe Eminem is in the right term

NOTE Confidence: 0.8099777

01:08:36.969 --> 01:08:39.717 because it's not mortality or morbidity.

NOTE Confidence: 0.8099777

01:08:39.720 --> 01:08:41.645 But like under that format right where

NOTE Confidence: 0.8099777

01:08:41.645 --> 01:08:43.593 you sort of discussed like incidents

NOTE Confidence: 0.8099777

01:08:43.593 --> 01:08:45.711 and incident that occurred and like

NOTE Confidence: 0.8099777

01:08:45.711 --> 01:08:47.937 how could we have better handle this?

NOTE Confidence: 0.8099777

01:08:47.940 --> 01:08:50.775 That kind of stuff so it can be right?

NOTE Confidence: 0.8099777

01:08:50.780 --> 01:08:54.260 I mean we do this as a Qi project for around.

NOTE Confidence: 0.8099777

01:08:54.260 --> 01:08:57.428 Like you know quality of care and we can  
NOTE Confidence: 0.8099777

01:08:57.428 --> 01:09:01.145 do that the same thing around like culture.  
NOTE Confidence: 0.8099777

01:09:01.150 --> 01:09:02.822 That's one one right.  
NOTE Confidence: 0.8099777

01:09:02.822 --> 01:09:05.330 Having a sort of like conferences  
NOTE Confidence: 0.8099777

01:09:05.411 --> 01:09:07.769 that are dedicated to this and.  
NOTE Confidence: 0.8099777

01:09:07.770 --> 01:09:09.768 Yeah, I, I think that that's  
NOTE Confidence: 0.8099777

01:09:09.768 --> 01:09:11.480 one way I think yes,  
NOTE Confidence: 0.8099777

01:09:11.480 --> 01:09:13.160 people would probably be afraid  
NOTE Confidence: 0.8099777

01:09:13.160 --> 01:09:14.504 of being adversely evaluated,  
NOTE Confidence: 0.8099777

01:09:14.510 --> 01:09:17.610 and some people might not.  
NOTE Confidence: 0.8099777

01:09:17.610 --> 01:09:20.280 An there being a mechanism for  
NOTE Confidence: 0.8099777

01:09:20.280 --> 01:09:22.997 an annuity is always one way  
NOTE Confidence: 0.8099777

01:09:22.997 --> 01:09:25.547 to allow for people to express.  
NOTE Confidence: 0.8099777

01:09:25.550 --> 01:09:28.830 You know how they feel about certain issues  
NOTE Confidence: 0.8099777

01:09:28.830 --> 01:09:31.278 without having to face repercussions.  
NOTE Confidence: 0.8099777

01:09:31.280 --> 01:09:33.752 Or like an ombudsperson or another

NOTE Confidence: 0.8099777

01:09:33.752 --> 01:09:35.960 student knows more outspoken who

NOTE Confidence: 0.8099777

01:09:35.960 --> 01:09:37.900 doesn't care about repercussions.

NOTE Confidence: 0.8162827

01:09:40.640 --> 01:09:43.416 Is a question do you worry about biased

NOTE Confidence: 0.8162827

01:09:43.416 --> 01:09:45.459 evaluations in the other direction,

NOTE Confidence: 0.8162827

01:09:45.460 --> 01:09:47.205 namely students or residents holding

NOTE Confidence: 0.8162827

01:09:47.205 --> 01:09:49.540 faculty of color to different standards?

NOTE Confidence: 0.8162827

01:09:49.540 --> 01:09:52.890 We talked about, Oh yeah.

NOTE Confidence: 0.8162827

01:09:52.890 --> 01:09:54.720 Different standards leading to worse

NOTE Confidence: 0.8162827

01:09:54.720 --> 01:09:57.030 evaluations compared to the white faculty,

NOTE Confidence: 0.8162827

01:09:57.030 --> 01:09:58.155 thereby negatively impacting

NOTE Confidence: 0.8162827

01:09:58.155 --> 01:10:00.297 prospects for promotion, is that it.

NOTE Confidence: 0.8162827

01:10:00.297 --> 01:10:02.670 CERN is that something that's been reported,

NOTE Confidence: 0.8162827

01:10:02.670 --> 01:10:04.200 or a racist issue? Yeah,

NOTE Confidence: 0.8111738

01:10:04.200 --> 01:10:05.730 this is definitely a thing

NOTE Confidence: 0.8111738

01:10:05.730 --> 01:10:06.956 in college violation, right?

NOTE Confidence: 0.8111738

01:10:06.956 --> 01:10:09.098 Women and Faculty of color and answer,  
NOTE Confidence: 0.8111738

01:10:09.100 --> 01:10:10.630 like teaching matters a lot right?  
NOTE Confidence: 0.8111738

01:10:10.630 --> 01:10:12.208 When you teach the teach in  
NOTE Confidence: 0.8111738

01:10:12.208 --> 01:10:13.990 college or in those evaluations.  
NOTE Confidence: 0.8111738

01:10:13.990 --> 01:10:15.970 And I, I see, I follow a lot of  
NOTE Confidence: 0.8111738

01:10:15.970 --> 01:10:17.652 like social science faculty on  
NOTE Confidence: 0.8111738

01:10:17.652 --> 01:10:19.746 social media who always sort of  
NOTE Confidence: 0.8111738

01:10:19.807 --> 01:10:21.949 like expressed their like you know,  
NOTE Confidence: 0.8111738

01:10:21.950 --> 01:10:24.099 their discontent with the quality of the  
NOTE Confidence: 0.8111738

01:10:24.099 --> 01:10:26.228 evaluations and feel like things are unfair.  
NOTE Confidence: 0.8111738

01:10:26.230 --> 01:10:28.066 This is definitely a thing I.  
NOTE Confidence: 0.8111738

01:10:28.070 --> 01:10:30.100 I don't know how much evaluations matter  
NOTE Confidence: 0.8111738

01:10:30.100 --> 01:10:33.360 for Med school faculty, honestly. Anne.  
NOTE Confidence: 0.8111738

01:10:33.360 --> 01:10:36.368 But they, but it's a thing, it's done.  
NOTE Confidence: 0.8111738

01:10:36.370 --> 01:10:38.250 They do matter for motion.  
NOTE Confidence: 0.8111738

01:10:38.250 --> 01:10:40.875 I've been told that only research matters,

NOTE Confidence: 0.8111738

01:10:40.880 --> 01:10:41.789 but only what?

NOTE Confidence: 0.8111738

01:10:41.789 --> 01:10:43.607 I I'm jokingly saying I've been

NOTE Confidence: 0.8111738

01:10:43.607 --> 01:10:45.540 told only research matters, but

NOTE Confidence: 0.8304971

01:10:46.890 --> 01:10:49.284 well, there's no question that in different

NOTE Confidence: 0.8304971

01:10:49.284 --> 01:10:51.530 tracks we don't need to do this now,

NOTE Confidence: 0.8304971

01:10:51.530 --> 01:10:52.454 but yes, evaluations,

NOTE Confidence: 0.8304971

01:10:52.454 --> 01:10:53.686 teaching, teaching does matter,

NOTE Confidence: 0.8304971

01:10:53.690 --> 01:10:55.026 and obviously research productivity

NOTE Confidence: 0.8304971

01:10:55.026 --> 01:10:57.030 in certain tracks matters a great

NOTE Confidence: 0.8304971

01:10:57.080 --> 01:10:58.278 deal as well. No doubt.

NOTE Confidence: 0.8304971

01:10:58.278 --> 01:10:59.982 But but perhaps one could certainly

NOTE Confidence: 0.8304971

01:10:59.982 --> 01:11:02.027 argue that teaching should matter more.

NOTE Confidence: 0.8304971

01:11:02.030 --> 01:11:04.166 I think my friends who are focused mainly

NOTE Confidence: 0.8304971

01:11:04.166 --> 01:11:06.139 on medical education would argue that

NOTE Confidence: 0.8304971

01:11:06.139 --> 01:11:08.209 teaching should get even more attention,

NOTE Confidence: 0.8304971

01:11:08.210 --> 01:11:09.755 and everybody feels that their  
NOTE Confidence: 0.8304971

01:11:09.755 --> 01:11:11.300 area needs more of it.  
NOTE Confidence: 0.8304971

01:11:11.300 --> 01:11:13.082 Certainly that that that that good  
NOTE Confidence: 0.8304971

01:11:13.082 --> 01:11:15.319 teachers need to be rewarded for that.  
NOTE Confidence: 0.8304971

01:11:15.320 --> 01:11:16.250 No doubt, I  
NOTE Confidence: 0.8604207

01:11:16.250 --> 01:11:17.150 agree, so yeah.  
NOTE Confidence: 0.8604207

01:11:17.150 --> 01:11:18.950 Absolutely think that is an issue.  
NOTE Confidence: 0.8604207

01:11:18.950 --> 01:11:20.396 I don't know that it's necessarily  
NOTE Confidence: 0.8604207

01:11:20.396 --> 01:11:21.700 been studied in medical school,  
NOTE Confidence: 0.8604207

01:11:21.700 --> 01:11:23.038 but I know if you know  
NOTE Confidence: 0.8604207

01:11:23.038 --> 01:11:24.450 if it happens in college,  
NOTE Confidence: 0.8604207

01:11:24.450 --> 01:11:26.474 those are the same people who then go  
NOTE Confidence: 0.8604207

01:11:26.474 --> 01:11:28.879 to Med school and continue to evaluate.  
NOTE Confidence: 0.8604207

01:11:28.880 --> 01:11:29.477 You know faculty,  
NOTE Confidence: 0.8604207

01:11:29.477 --> 01:11:30.671 so I would not be surprised  
NOTE Confidence: 0.8604207

01:11:30.671 --> 01:11:31.668 if that was the case.

NOTE Confidence: 0.8801355  
01:11:32.730 --> 01:11:33.900 Another question please,  
NOTE Confidence: 0.8801355  
01:11:33.900 --> 01:11:36.240 how would you suggest that group  
NOTE Confidence: 0.8801355  
01:11:36.240 --> 01:11:37.837 diversity is best created when  
NOTE Confidence: 0.8801355  
01:11:37.837 --> 01:11:40.029 we often only have access to self  
NOTE Confidence: 0.8801355  
01:11:40.029 --> 01:11:41.693 reported identities which are  
NOTE Confidence: 0.8801355  
01:11:41.693 --> 01:11:43.619 also voluntary? Yeah, that's a  
NOTE Confidence: 0.8801355  
01:11:43.620 --> 01:11:45.068 great question so well.  
NOTE Confidence: 0.8801355  
01:11:45.068 --> 01:11:46.522 First of all, right?  
NOTE Confidence: 0.8801355  
01:11:46.522 --> 01:11:48.694 Most people don't lie on those.  
NOTE Confidence: 0.8801355  
01:11:48.700 --> 01:11:50.520 I know some people do,  
NOTE Confidence: 0.8801355  
01:11:50.520 --> 01:11:52.776 but most people are honest about  
NOTE Confidence: 0.8801355  
01:11:52.776 --> 01:11:54.652 the identity that they report  
NOTE Confidence: 0.8801355  
01:11:54.652 --> 01:11:56.759 and so you could sort of just  
NOTE Confidence: 0.8801355  
01:11:56.759 --> 01:11:59.113 make do with whatever data that  
NOTE Confidence: 0.8801355  
01:11:59.113 --> 01:12:01.040 is available, right, I think.  
NOTE Confidence: 0.8546627

01:12:03.290 --> 01:12:04.650 You know it's funny.  
NOTE Confidence: 0.8546627

01:12:04.650 --> 01:12:07.551 I actually just read a paper recently that  
NOTE Confidence: 0.8546627

01:12:07.551 --> 01:12:10.316 most people who click other right who  
NOTE Confidence: 0.8546627

01:12:10.316 --> 01:12:13.008 don't identify a given race are white.  
NOTE Confidence: 0.8546627

01:12:13.010 --> 01:12:15.215 Uh, so you know, besides the people  
NOTE Confidence: 0.8546627

01:12:15.215 --> 01:12:17.499 who for the most part you know,  
NOTE Confidence: 0.8546627

01:12:17.500 --> 01:12:19.719 opt into saying other out of not  
NOTE Confidence: 0.8546627

01:12:19.719 --> 01:12:21.942 wanting to identify race, I think.  
NOTE Confidence: 0.8546627

01:12:21.942 --> 01:12:25.182 The data isn't bad, and I mean also.  
NOTE Confidence: 0.8546627

01:12:25.182 --> 01:12:28.639 I don't know you could look at the picture.  
NOTE Confidence: 0.8546627

01:12:28.640 --> 01:12:30.536 Is there is good evidence or like in  
NOTE Confidence: 0.8546627

01:12:30.536 --> 01:12:32.819 in in the fields of like sociology  
NOTE Confidence: 0.8546627

01:12:32.819 --> 01:12:34.569 and social psychology and economy  
NOTE Confidence: 0.8546627

01:12:34.627 --> 01:12:36.523 and ikkicon they actually look at  
NOTE Confidence: 0.8546627

01:12:36.523 --> 01:12:39.206 pictures and names and I know it's  
NOTE Confidence: 0.8546627

01:12:39.206 --> 01:12:41.094 fraught because theoretically in

NOTE Confidence: 0.8546627

01:12:41.094 --> 01:12:43.689 this country we say race is a.

NOTE Confidence: 0.8546627

01:12:43.690 --> 01:12:45.250 Is a self identified matter.

NOTE Confidence: 0.8546627

01:12:45.250 --> 01:12:47.110 But like when you see me,

NOTE Confidence: 0.8546627

01:12:47.110 --> 01:12:49.909 you don't let me tell you that I'm black,

NOTE Confidence: 0.8546627

01:12:49.910 --> 01:12:50.229 right?

NOTE Confidence: 0.8546627

01:12:50.229 --> 01:12:52.143 I am almost immediately raced as

NOTE Confidence: 0.8546627

01:12:52.143 --> 01:12:54.189 Black an that has true implications

NOTE Confidence: 0.8546627

01:12:54.189 --> 01:12:56.590 for how people treat me like people

NOTE Confidence: 0.8546627

01:12:56.652 --> 01:12:58.716 don't let me say I'm not black like

NOTE Confidence: 0.8546627

01:12:58.716 --> 01:13:01.010 even if I did say that like you

NOTE Confidence: 0.8546627

01:13:01.010 --> 01:13:04.730 would not believe me right? And so.

NOTE Confidence: 0.8546627

01:13:04.730 --> 01:13:06.858 As much as it is quote unquote,

NOTE Confidence: 0.8546627

01:13:06.860 --> 01:13:08.380 like self reported and voluntary,

NOTE Confidence: 0.8546627

01:13:08.380 --> 01:13:12.195 there's a truth to the fact that.

NOTE Confidence: 0.8546627

01:13:12.200 --> 01:13:13.760 Especially if your dark skin,

NOTE Confidence: 0.8546627

01:13:13.760 --> 01:13:16.056 like if you're black people will see  
NOTE Confidence: 0.8546627

01:13:16.056 --> 01:13:18.438 that you're black and treat you as such,  
NOTE Confidence: 0.8546627

01:13:18.440 --> 01:13:19.060 so yeah.  
NOTE Confidence: 0.760638377826087

01:13:20.690 --> 01:13:22.946 OK come. Did you observe others  
NOTE Confidence: 0.760638377826087

01:13:22.946 --> 01:13:24.450 doing bystander interventions to  
NOTE Confidence: 0.760638377826087

01:13:24.510 --> 01:13:26.270 protect the learning environment  
NOTE Confidence: 0.760638377826087

01:13:26.270 --> 01:13:28.030 when microaggressions happened in  
NOTE Confidence: 0.760638377826087

01:13:28.030 --> 01:13:30.270 front of you during clerkships,  
NOTE Confidence: 0.760638377826087

01:13:30.270 --> 01:13:32.370 the couple, did you see some  
NOTE Confidence: 0.760638377826087

01:13:32.370 --> 01:13:33.070 bystander interventions?  
NOTE Confidence: 0.760638377826087

01:13:33.070 --> 01:13:34.120 Yeah, I thought  
NOTE Confidence: 0.79557925

01:13:34.120 --> 01:13:36.920 something like this when I was on pizza.  
NOTE Confidence: 0.79557925

01:13:36.920 --> 01:13:39.496 I was like the most sort of  
NOTE Confidence: 0.79557925

01:13:39.496 --> 01:13:41.120 positive role modeling I saw,  
NOTE Confidence: 0.79557925

01:13:41.120 --> 01:13:43.920 and I wonder if she's in the audience.  
NOTE Confidence: 0.79557925

01:13:43.920 --> 01:13:46.020 I'm going to call her out.

NOTE Confidence: 0.79557925

01:13:46.020 --> 01:13:47.770 Jasprit loyal was my attending

NOTE Confidence: 0.79557925

01:13:47.770 --> 01:13:49.170 on on General Peets.

NOTE Confidence: 0.79557925

01:13:49.170 --> 01:13:50.920 Anna Patient asked my attending,

NOTE Confidence: 0.79557925

01:13:50.920 --> 01:13:53.086 or I mean said to my.

NOTE Confidence: 0.79557925

01:13:53.090 --> 01:13:54.540 Resident was a black woman.

NOTE Confidence: 0.79557925

01:13:54.540 --> 01:13:56.812 Oh, I thought you were the nurse even

NOTE Confidence: 0.79557925

01:13:56.812 --> 01:13:59.072 though like she knew like this was a

NOTE Confidence: 0.79557925

01:13:59.072 --> 01:14:01.208 senior resident and my residents say no.

NOTE Confidence: 0.79557925

01:14:01.210 --> 01:14:03.730 I'm just a resident in a very sort of like

NOTE Confidence: 0.79557925

01:14:03.795 --> 01:14:06.140 quiet way and they're tending went she.

NOTE Confidence: 0.79557925

01:14:06.140 --> 01:14:08.292 She's a doctor and she's one of our

NOTE Confidence: 0.79557925

01:14:08.292 --> 01:14:10.822 best and Ann that was like the most sort

NOTE Confidence: 0.79557925

01:14:10.822 --> 01:14:13.275 of like Stern an and and just positive

NOTE Confidence: 0.79557925

01:14:13.275 --> 01:14:16.600 role modeling I've seen on the words,

NOTE Confidence: 0.79557925

01:14:16.600 --> 01:14:17.480 probably.

NOTE Confidence: 0.79557925

01:14:17.480 --> 01:14:19.545 Yeah, so I mean it helps right?  
NOTE Confidence: 0.79557925

01:14:19.550 --> 01:14:21.636 Like in terms of affirming that this  
NOTE Confidence: 0.79557925

01:14:21.636 --> 01:14:23.685 person who is being sort of like  
NOTE Confidence: 0.79557925

01:14:23.685 --> 01:14:25.997 singled out by by a patient in that  
NOTE Confidence: 0.79557925

01:14:25.997 --> 01:14:27.815 instance belongs right Ann and isn't  
NOTE Confidence: 0.79557925

01:14:27.815 --> 01:14:30.495 out of place for lack of a better term.  
NOTE Confidence: 0.79557925

01:14:30.500 --> 01:14:32.530 And I've seen the opposite where patient  
NOTE Confidence: 0.79557925

01:14:32.530 --> 01:14:34.644 asked me if I'm patient transport when  
NOTE Confidence: 0.79557925

01:14:34.644 --> 01:14:37.014 I walked in with the team, you know,  
NOTE Confidence: 0.79557925

01:14:37.014 --> 01:14:39.289 3:00 o'clock in the morning, in the Ed.  
NOTE Confidence: 0.79557925

01:14:39.289 --> 01:14:41.130 With my stethoscope around my neck and  
NOTE Confidence: 0.79557925

01:14:41.188 --> 01:14:43.228 like that ending doesn't introduce me.  
NOTE Confidence: 0.79557925

01:14:43.230 --> 01:14:45.484 And then they say nothing when the  
NOTE Confidence: 0.79557925

01:14:45.484 --> 01:14:47.399 patient asked me that question.  
NOTE Confidence: 0.79557925

01:14:47.400 --> 01:14:49.675 So I think it helps when when,  
NOTE Confidence: 0.79557925

01:14:49.680 --> 01:14:51.636 when the bystander sort of like

NOTE Confidence: 0.79557925  
01:14:51.636 --> 01:14:52.288 moment occurs,  
NOTE Confidence: 0.79557925  
01:14:52.290 --> 01:14:54.246 but at the same time I,  
NOTE Confidence: 0.79557925  
01:14:54.250 --> 01:14:54.900 you know,  
NOTE Confidence: 0.79557925  
01:14:54.900 --> 01:14:57.175 sometimes just kind of let it roll,  
NOTE Confidence: 0.79557925  
01:14:57.180 --> 01:14:59.406 but I guess not that much since  
NOTE Confidence: 0.79557925  
01:14:59.406 --> 01:15:01.089 I still remember this well.  
NOTE Confidence: 0.82801515  
01:15:01.090 --> 01:15:03.282 I think the fact that you still remember  
NOTE Confidence: 0.82801515  
01:15:03.282 --> 01:15:04.999 Doctor Loyals positive intervention.  
NOTE Confidence: 0.82801515  
01:15:05.000 --> 01:15:06.236 Helpful intervention suggests that  
NOTE Confidence: 0.82801515  
01:15:06.236 --> 01:15:08.590 that it does have impact on somebody.  
NOTE Confidence: 0.82801515  
01:15:08.590 --> 01:15:11.198 If you still remember to. Yeah yeah, yeah.  
NOTE Confidence: 0.82801515  
01:15:11.200 --> 01:15:12.500 Doctor wise. She's awesome.  
NOTE Confidence: 0.82801515  
01:15:12.500 --> 01:15:14.130 She was awesome. Yeah, she's  
NOTE Confidence: 0.82801515  
01:15:14.130 --> 01:15:15.105 pretty awesome. Max.  
NOTE Confidence: 0.82801515  
01:15:15.105 --> 01:15:16.405 Your talk is excellent.  
NOTE Confidence: 0.82801515

01:15:16.410 --> 01:15:18.552 I know we need to work on  
NOTE Confidence: 0.82801515

01:15:18.552 --> 01:15:20.170 how we prepare faculty.  
NOTE Confidence: 0.82801515

01:15:20.170 --> 01:15:21.070 For inclusive teaching,  
NOTE Confidence: 0.82801515

01:15:21.070 --> 01:15:22.870 do you have suggestions how we  
NOTE Confidence: 0.82801515

01:15:22.870 --> 01:15:24.808 can work with students to help  
NOTE Confidence: 0.82801515

01:15:24.808 --> 01:15:26.388 educate the residents and faculty?  
NOTE Confidence: 0.82801515

01:15:26.390 --> 01:15:28.614 So how can we work with students to  
NOTE Confidence: 0.82801515

01:15:28.614 --> 01:15:30.740 help educate the residents and faculty?  
NOTE Confidence: 0.8643004

01:15:32.300 --> 01:15:34.685 You know, I think there is for sure a  
NOTE Confidence: 0.8643004

01:15:34.685 --> 01:15:37.002 role for students and at at the first  
NOTE Confidence: 0.8643004

01:15:37.002 --> 01:15:39.657 thing I will say is is that if students  
NOTE Confidence: 0.8643004

01:15:39.657 --> 01:15:41.783 do this they should be compensated right?  
NOTE Confidence: 0.8643004

01:15:41.783 --> 01:15:44.408 So that it doesn't feel like being like  
NOTE Confidence: 0.8643004

01:15:44.408 --> 01:15:46.613 conscripted into a teacher into a like.  
NOTE Confidence: 0.8643004

01:15:46.620 --> 01:15:48.080 Voluntary, but not quite  
NOTE Confidence: 0.8643004

01:15:48.080 --> 01:15:49.512 voluntary teacher role, right?

NOTE Confidence: 0.8643004

01:15:49.512 --> 01:15:51.836 I think students who take on those

NOTE Confidence: 0.8643004

01:15:51.836 --> 01:15:54.302 kinds of responsibility in other domains

NOTE Confidence: 0.8643004

01:15:54.302 --> 01:15:57.274 tend to be compensated and should be

NOTE Confidence: 0.8643004

01:15:57.274 --> 01:15:59.423 the case for this subject as well.

NOTE Confidence: 0.8643004

01:15:59.430 --> 01:16:02.238 I think you know leaning on.

NOTE Confidence: 0.8643004

01:16:02.240 --> 01:16:05.108 Exists, I mean, there's decent evidence,

NOTE Confidence: 0.8643004

01:16:05.110 --> 01:16:07.030 especially coming from like

NOTE Confidence: 0.8643004

01:16:07.030 --> 01:16:09.430 social psych on social site.

NOTE Confidence: 0.8643004

01:16:09.430 --> 01:16:13.588 And like you know, educational psychology.

NOTE Confidence: 0.8643004

01:16:13.590 --> 01:16:16.110 On sort of how one students can

NOTE Confidence: 0.8643004

01:16:16.110 --> 01:16:17.550 help with simulations, right?

NOTE Confidence: 0.8643004

01:16:17.550 --> 01:16:20.070 That's one good way where you know,

NOTE Confidence: 0.8643004

01:16:20.070 --> 01:16:22.590 be sort of like standardized, not patients.

NOTE Confidence: 0.8643004

01:16:22.590 --> 01:16:24.030 But like you know,

NOTE Confidence: 0.8643004

01:16:24.030 --> 01:16:26.220 participants in simulations or or

NOTE Confidence: 0.8643004

01:16:26.220 --> 01:16:29.295 conversant for lack of a better term  
NOTE Confidence: 0.8643004

01:16:29.295 --> 01:16:32.102 is one way you know residents and  
NOTE Confidence: 0.8643004

01:16:32.102 --> 01:16:34.469 faculty is sort of like practice.  
NOTE Confidence: 0.8643004

01:16:34.470 --> 01:16:35.024 You know,  
NOTE Confidence: 0.8643004

01:16:35.024 --> 01:16:36.132 like addressing certain types  
NOTE Confidence: 0.8643004

01:16:36.132 --> 01:16:37.810 of may be difficult encounters,  
NOTE Confidence: 0.8643004

01:16:37.810 --> 01:16:38.950 that kind of stuff,  
NOTE Confidence: 0.8643004

01:16:38.950 --> 01:16:41.987 and some of us like spend a lot of time  
NOTE Confidence: 0.8643004

01:16:41.987 --> 01:16:43.883 reading and engaging with this with,  
NOTE Confidence: 0.8643004

01:16:43.890 --> 01:16:45.410 you know, with this literature,  
NOTE Confidence: 0.8643004

01:16:45.410 --> 01:16:46.522 and so then potentially,  
NOTE Confidence: 0.8643004

01:16:46.522 --> 01:16:48.882 you know he could have a team of  
NOTE Confidence: 0.8643004

01:16:48.882 --> 01:16:50.760 students who are like very likes  
NOTE Confidence: 0.8643004

01:16:50.760 --> 01:16:52.409 deeply engaged with the subject.  
NOTE Confidence: 0.8643004

01:16:52.410 --> 01:16:54.126 That can also help come up  
NOTE Confidence: 0.8643004

01:16:54.126 --> 01:16:55.972 with curricula and like so as

NOTE Confidence: 0.8643004

01:16:55.972 --> 01:16:57.567 research assistants and what not.

NOTE Confidence: 0.90670437

01:16:59.160 --> 01:17:00.010 Thank you.

NOTE Confidence: 0.8573942

01:17:02.040 --> 01:17:03.264 Another issue is student

NOTE Confidence: 0.8573942

01:17:03.264 --> 01:17:03.876 patient interactions.

NOTE Confidence: 0.8573942

01:17:03.880 --> 01:17:06.168 Is there a place where you can talk

NOTE Confidence: 0.8573942

01:17:06.168 --> 01:17:08.180 through racial incidents with a mentor?

NOTE Confidence: 0.8573942

01:17:08.180 --> 01:17:10.230 So if you have a some of the some of

NOTE Confidence: 0.8573942

01:17:10.292 --> 01:17:12.518 the comments that you received from

NOTE Confidence: 0.8573942

01:17:12.518 --> 01:17:14.630 patients which you've already mentioned,

NOTE Confidence: 0.8573942

01:17:14.630 --> 01:17:16.184 is there a setting it aside

NOTE Confidence: 0.8573942

01:17:16.184 --> 01:17:17.671 from the resident or attending

NOTE Confidence: 0.8573942

01:17:17.671 --> 01:17:19.227 you're working with there?

NOTE Confidence: 0.8573942

01:17:19.230 --> 01:17:21.260 Is there a place where you can

NOTE Confidence: 0.8573942

01:17:21.260 --> 01:17:22.919 actually talk through these things?

NOTE Confidence: 0.8490113

01:17:25.450 --> 01:17:27.928 Besides, I mean I think we have,

NOTE Confidence: 0.8490113

01:17:27.930 --> 01:17:30.240 so this is another thing about the  
NOTE Confidence: 0.8490113

01:17:30.240 --> 01:17:32.179 existing structure in our curriculum,  
NOTE Confidence: 0.8490113

01:17:32.180 --> 01:17:33.592 right? We have like,  
NOTE Confidence: 0.8490113

01:17:33.592 --> 01:17:35.357 for instance scenario began clerkship.  
NOTE Confidence: 0.8490113

01:17:35.360 --> 01:17:37.952 We have this thing called power hour where  
NOTE Confidence: 0.8490113

01:17:37.952 --> 01:17:40.586 we come together and and like discuss  
NOTE Confidence: 0.8490113

01:17:40.586 --> 01:17:43.150 like different kinds of abuse of power.  
NOTE Confidence: 0.8490113

01:17:43.150 --> 01:17:45.628 Most of the time during power hour.  
NOTE Confidence: 0.8490113

01:17:45.630 --> 01:17:48.110 I think people like talk about like what  
NOTE Confidence: 0.8490113

01:17:48.110 --> 01:17:51.287 say a resident or attending or whoever did.  
NOTE Confidence: 0.8490113

01:17:51.290 --> 01:17:53.625 But I think they're being  
NOTE Confidence: 0.8490113

01:17:53.625 --> 01:17:55.493 a space for reflecting.  
NOTE Confidence: 0.8490113

01:17:55.500 --> 01:17:58.036 Is useful power hour is unique to begin.  
NOTE Confidence: 0.8490113

01:17:58.040 --> 01:17:59.672 I don't think it's a thing  
NOTE Confidence: 0.8490113

01:17:59.672 --> 01:18:01.520 in all the other clerkships,  
NOTE Confidence: 0.8490113

01:18:01.520 --> 01:18:03.816 but unless it's become a thing since

NOTE Confidence: 0.8490113

01:18:03.816 --> 01:18:07.241 I left the words but another like the

NOTE Confidence: 0.8490113

01:18:07.241 --> 01:18:09.133 reflective writing workshops that.

NOTE Confidence: 0.8490113

01:18:09.140 --> 01:18:11.530 That's sorry that happened under

NOTE Confidence: 0.8490113

01:18:11.530 --> 01:18:13.920 the program for Humanities and

NOTE Confidence: 0.8490113

01:18:13.997 --> 01:18:16.522 Medicine is another space for

NOTE Confidence: 0.8490113

01:18:16.522 --> 01:18:18.542 those conversations to happen.

NOTE Confidence: 0.8490113

01:18:18.550 --> 01:18:20.200 Not something that happens sort of

NOTE Confidence: 0.8490113

01:18:20.200 --> 01:18:22.109 like across the words and and some

NOTE Confidence: 0.8490113

01:18:22.109 --> 01:18:23.615 of the questions that I remember

NOTE Confidence: 0.8490113

01:18:23.615 --> 01:18:25.204 being asked in the reflective

NOTE Confidence: 0.8490113

01:18:25.204 --> 01:18:26.814 writing workshop where things like,

NOTE Confidence: 0.8490113

01:18:26.820 --> 01:18:27.606 oh, you know,

NOTE Confidence: 0.8490113

01:18:27.606 --> 01:18:29.440 right about a time where you were

NOTE Confidence: 0.8490113

01:18:29.502 --> 01:18:31.734 made to feel like you didn't belong or

NOTE Confidence: 0.8490113

01:18:31.734 --> 01:18:34.158 write about a time where you you might

NOTE Confidence: 0.8490113

01:18:34.158 --> 01:18:35.940 have potentially like abuse or power.  
NOTE Confidence: 0.8490113

01:18:35.940 --> 01:18:37.080 That kind of stuff.  
NOTE Confidence: 0.8490113

01:18:37.080 --> 01:18:39.930 So yeah, I think it's a great space as well.  
NOTE Confidence: 0.8490113

01:18:39.930 --> 01:18:40.500 Don't forget  
NOTE Confidence: 0.8451776

01:18:40.500 --> 01:18:41.920 the program for biomedical ethics.  
NOTE Confidence: 0.8451776

01:18:41.920 --> 01:18:43.630 They have some fashion here we  
NOTE Confidence: 0.8451776

01:18:43.630 --> 01:18:46.790 go. Here we are. Alright,  
NOTE Confidence: 0.8454463

01:18:46.790 --> 01:18:48.750 here's a question for you.  
NOTE Confidence: 0.8454463

01:18:48.750 --> 01:18:50.294 Please acknowledging this structural  
NOTE Confidence: 0.8454463

01:18:50.294 --> 01:18:52.610 racism is undeniably at play in  
NOTE Confidence: 0.8454463

01:18:52.674 --> 01:18:54.629 every clinical setting at Yale  
NOTE Confidence: 0.8454463

01:18:54.629 --> 01:18:56.193 and other medical institutions.  
NOTE Confidence: 0.8454463

01:18:56.200 --> 01:18:58.250 It is equally inevitable that  
NOTE Confidence: 0.8454463

01:18:58.250 --> 01:18:59.890 URM's might misinterpret some  
NOTE Confidence: 0.8454463

01:18:59.890 --> 01:19:02.032 comments actions by other team  
NOTE Confidence: 0.8454463

01:19:02.032 --> 01:19:03.280 members as microaggressions

NOTE Confidence: 0.8454463

01:19:03.280 --> 01:19:05.200 due to experiencing president.

NOTE Confidence: 0.8454463

01:19:05.200 --> 01:19:06.835 How can you arrange distinguish

NOTE Confidence: 0.8454463

01:19:06.835 --> 01:19:07.816 between the two?

NOTE Confidence: 0.8343728

01:19:09.380 --> 01:19:12.300 You know that's a good question and this

NOTE Confidence: 0.8343728

01:19:12.300 --> 01:19:14.644 basically this question gets at this

NOTE Confidence: 0.8343728

01:19:14.644 --> 01:19:16.954 matter of like intent versus impact,

NOTE Confidence: 0.8343728

01:19:16.960 --> 01:19:19.984 and there is good evidence that like you

NOTE Confidence: 0.8343728

01:19:19.984 --> 01:19:22.270 know empirically at the national level,

NOTE Confidence: 0.8343728

01:19:22.270 --> 01:19:24.160 depending on one racial group,

NOTE Confidence: 0.8343728

01:19:24.160 --> 01:19:26.458 like for instance, why people tend

NOTE Confidence: 0.8343728

01:19:26.458 --> 01:19:29.516 to put more value on intent and black

NOTE Confidence: 0.8343728

01:19:29.516 --> 01:19:32.500 people tend to put more value on impact,

NOTE Confidence: 0.8343728

01:19:32.500 --> 01:19:34.756 and that probably has to do with how

NOTE Confidence: 0.8343728

01:19:34.756 --> 01:19:37.050 often one experiences discrimination.

NOTE Confidence: 0.8343728

01:19:37.050 --> 01:19:39.690 And so I think.

NOTE Confidence: 0.8343728

01:19:39.690 --> 01:19:42.510 Well, this gets out whether a  
NOTE Confidence: 0.8343728

01:19:42.510 --> 01:19:45.110 comment as well meaning or not.  
NOTE Confidence: 0.8343728

01:19:45.110 --> 01:19:47.144 I don't have an answer for that like if  
NOTE Confidence: 0.8343728

01:19:47.144 --> 01:19:49.469 if it's well meaning and doesn't land  
NOTE Confidence: 0.8343728

01:19:49.469 --> 01:19:51.590 well and someone says that wasn't cool,  
NOTE Confidence: 0.8343728

01:19:51.590 --> 01:19:52.670 you can just apologize.  
NOTE Confidence: 0.8343728

01:19:52.670 --> 01:19:54.020 I I guess I don't.  
NOTE Confidence: 0.8343728

01:19:54.020 --> 01:19:56.340 I don't know how.  
NOTE Confidence: 0.8343728

01:19:56.340 --> 01:19:56.610 Well,  
NOTE Confidence: 0.84556395

01:19:56.610 --> 01:19:58.466 when so I mean tick tick tick to  
NOTE Confidence: 0.84556395

01:19:58.466 --> 01:20:00.617 give an example of this potentially.  
NOTE Confidence: 0.84556395

01:20:00.620 --> 01:20:02.335 And that I've that I've seen and  
NOTE Confidence: 0.84556395

01:20:02.335 --> 01:20:04.079 having read and heard that that  
NOTE Confidence: 0.84556395

01:20:04.079 --> 01:20:05.664 getting people's names wrong is  
NOTE Confidence: 0.84556395

01:20:05.664 --> 01:20:07.240 something that can be offensive  
NOTE Confidence: 0.84556395

01:20:07.240 --> 01:20:09.016 or be seen as a microaggression

NOTE Confidence: 0.84556395

01:20:09.016 --> 01:20:11.988 confusing one student for another.

NOTE Confidence: 0.84556395

01:20:11.990 --> 01:20:13.593 And I work in a clinical setting

NOTE Confidence: 0.84556395

01:20:13.593 --> 01:20:15.485 where there are just so many young

NOTE Confidence: 0.84556395

01:20:15.485 --> 01:20:16.920 people that people are constantly

NOTE Confidence: 0.84556395

01:20:16.920 --> 01:20:18.359 getting everybody's name wrong,

NOTE Confidence: 0.84556395

01:20:18.360 --> 01:20:19.944 and this is clearly more hurtful

NOTE Confidence: 0.84556395

01:20:19.944 --> 01:20:21.410 to some people than others.

NOTE Confidence: 0.84556395

01:20:21.410 --> 01:20:23.066 Based on experiences that they've had.

NOTE Confidence: 0.834196

01:20:23.680 --> 01:20:25.365 Yeah, exactly right or being

NOTE Confidence: 0.834196

01:20:25.365 --> 01:20:27.050 confused for the next black

NOTE Confidence: 0.834196

01:20:27.119 --> 01:20:28.985 student or or whatever it it's.

NOTE Confidence: 0.834196

01:20:28.990 --> 01:20:30.976 I can't read the next verse.

NOTE Confidence: 0.834196

01:20:30.980 --> 01:20:32.978 I can't read the potential perpetrators,

NOTE Confidence: 0.834196

01:20:32.980 --> 01:20:33.642 perpetrators mind,

NOTE Confidence: 0.834196

01:20:33.642 --> 01:20:36.278 so it is hard to actually distinguish, right?

NOTE Confidence: 0.834196

01:20:36.278 --> 01:20:38.822 I think the most I mean the most  
NOTE Confidence: 0.834196

01:20:38.822 --> 01:20:41.492 that one can do is like give people  
NOTE Confidence: 0.834196

01:20:41.492 --> 01:20:43.270 the benefit of the doubt.  
NOTE Confidence: 0.834196

01:20:43.270 --> 01:20:43.866 But right?  
NOTE Confidence: 0.834196

01:20:43.866 --> 01:20:46.250 But like when you are someone who is  
NOTE Confidence: 0.834196

01:20:46.317 --> 01:20:48.217 like pummeled with with microaggressions  
NOTE Confidence: 0.834196

01:20:48.217 --> 01:20:50.569 like day in day out it is.  
NOTE Confidence: 0.834196

01:20:50.570 --> 01:20:53.909 It can be hard to do that.  
NOTE Confidence: 0.834196

01:20:53.910 --> 01:20:55.877 And again it depends on each one,  
NOTE Confidence: 0.834196

01:20:55.880 --> 01:20:58.246 sort of like I don't know agility  
NOTE Confidence: 0.834196

01:20:58.246 --> 01:21:00.423 with giving the benefit of the  
NOTE Confidence: 0.834196

01:21:00.423 --> 01:21:02.233 doubt or letting things go.  
NOTE Confidence: 0.834196

01:21:02.240 --> 01:21:03.560 It's not, it's not a,  
NOTE Confidence: 0.834196

01:21:03.560 --> 01:21:05.408 it's a hard thing to answer it.  
NOTE Confidence: 0.834196

01:21:05.410 --> 01:21:06.730 It's in order to think.  
NOTE Confidence: 0.834196

01:21:06.730 --> 01:21:07.510 To distinguish I,

NOTE Confidence: 0.834196

01:21:07.510 --> 01:21:09.901 I guess you'd have to be able to read

NOTE Confidence: 0.834196

01:21:09.901 --> 01:21:11.941 someone's mind or the other part of it

NOTE Confidence: 0.834196

01:21:11.996 --> 01:21:14.372 is like how like how well you know someone,

NOTE Confidence: 0.834196

01:21:14.380 --> 01:21:14.644 right?

NOTE Confidence: 0.834196

01:21:14.644 --> 01:21:16.228 And so then you you assume,

NOTE Confidence: 0.834196

01:21:16.230 --> 01:21:18.294 I know you well enough to know that

NOTE Confidence: 0.834196

01:21:18.294 --> 01:21:20.190 you would have meant it that way.

NOTE Confidence: 0.834196

01:21:20.190 --> 01:21:23.165 But like if I don't know you, then I can't.

NOTE Confidence: 0.834196

01:21:23.165 --> 01:21:24.290 I you know,

NOTE Confidence: 0.834196

01:21:24.290 --> 01:21:25.994 I may choose to give you the benefit

NOTE Confidence: 0.834196

01:21:25.994 --> 01:21:27.807 of the doubt because I'm gracious,

NOTE Confidence: 0.834196

01:21:27.810 --> 01:21:29.328 but I think that's a really

NOTE Confidence: 0.83514535

01:21:29.330 --> 01:21:31.338 good point in the course of our setup.

NOTE Confidence: 0.83514535

01:21:31.340 --> 01:21:33.332 In the clinical setting is of course a

NOTE Confidence: 0.83514535

01:21:33.332 --> 01:21:35.628 set up for, even for even more of that.

NOTE Confidence: 0.83514535

01:21:35.630 --> 01:21:37.574 Which is to say that it's very hard to  
NOTE Confidence: 0.83514535

01:21:37.574 --> 01:21:39.786 get to know people very well when you do  
NOTE Confidence: 0.83514535

01:21:39.786 --> 01:21:41.668 a rotation here their rotation there,  
NOTE Confidence: 0.83514535

01:21:41.670 --> 01:21:42.930 whereas potentially the residents in  
NOTE Confidence: 0.83514535

01:21:42.930 --> 01:21:44.154 a Department, hopefully over time,  
NOTE Confidence: 0.83514535

01:21:44.154 --> 01:21:45.820 and the fact that they get to  
NOTE Confidence: 0.83514535

01:21:45.873 --> 01:21:46.969 know each other better.  
NOTE Confidence: 0.83514535

01:21:46.970 --> 01:21:48.230 But for students coming through,  
NOTE Confidence: 0.83514535

01:21:48.230 --> 01:21:49.652 there really isn't for the most  
NOTE Confidence: 0.83514535

01:21:49.652 --> 01:21:51.250 part that much time and exposure,  
NOTE Confidence: 0.83514535

01:21:51.250 --> 01:21:53.740 so everybody tends to be.  
NOTE Confidence: 0.83514535

01:21:53.740 --> 01:21:55.956 Pretty new to each other on these rotations,  
NOTE Confidence: 0.83514535

01:21:55.960 --> 01:21:58.361 and so that that could potentially add  
NOTE Confidence: 0.83514535

01:21:58.361 --> 01:22:00.657 to that problem that you point out.  
NOTE Confidence: 0.83514535

01:22:00.660 --> 01:22:03.438 Another question please.  
NOTE Confidence: 0.83514535

01:22:03.440 --> 01:22:05.528 Have there been any reported suggestions

NOTE Confidence: 0.83514535

01:22:05.528 --> 01:22:07.640 on how to prevent white lash?

NOTE Confidence: 0.83514535

01:22:07.640 --> 01:22:09.740 And you could tell us again,

NOTE Confidence: 0.83514535

01:22:09.740 --> 01:22:11.140 the definition of Whitelash

NOTE Confidence: 0.83514535

01:22:11.140 --> 01:22:12.190 had been reported.

NOTE Confidence: 0.83514535

01:22:12.190 --> 01:22:13.940 Suggestion that high prevent whitelash?

NOTE Confidence: 0.83514535

01:22:13.940 --> 01:22:15.740 Or should we just assume that

NOTE Confidence: 0.83514535

01:22:15.740 --> 01:22:17.443 this is an inevitable event

NOTE Confidence: 0.83514535

01:22:17.443 --> 01:22:19.187 after progression of diversity,

NOTE Confidence: 0.83514535

01:22:19.190 --> 01:22:20.240 equity and inclusion?

NOTE Confidence: 0.896697

01:22:21.190 --> 01:22:25.070 Yeah, you know, that's that work is ongoing.

NOTE Confidence: 0.896697

01:22:25.070 --> 01:22:27.646 Anne, here there's a phenomenal group here,

NOTE Confidence: 0.896697

01:22:27.650 --> 01:22:29.500 like in social Psych and

NOTE Confidence: 0.896697

01:22:29.500 --> 01:22:30.610 Oregon behavioral scientists.

NOTE Confidence: 0.896697

01:22:30.610 --> 01:22:33.927 I, as far as I know, there hasn't been

NOTE Confidence: 0.896697

01:22:33.927 --> 01:22:36.510 like evidence on like how to quote,

NOTE Confidence: 0.896697

01:22:36.510 --> 01:22:37.650 unquote, prevented,  
NOTE Confidence: 0.896697

01:22:37.650 --> 01:22:40.500 besides people having to confront.  
NOTE Confidence: 0.896697

01:22:40.500 --> 01:22:43.302 The reality that that white supremacy  
NOTE Confidence: 0.896697

01:22:43.302 --> 01:22:46.954 should not be a thing by a white  
NOTE Confidence: 0.896697

01:22:46.954 --> 01:22:49.492 lash as a reminder is basically  
NOTE Confidence: 0.896697

01:22:49.583 --> 01:22:52.667 the sort of like negative reaction.  
NOTE Confidence: 0.896697

01:22:52.670 --> 01:22:55.475 Which is almost kind of reflexive  
NOTE Confidence: 0.896697

01:22:55.475 --> 01:22:57.415 to increasing diversity or.  
NOTE Confidence: 0.896697

01:22:57.420 --> 01:22:59.450 When there is like a new person  
NOTE Confidence: 0.896697

01:22:59.450 --> 01:23:00.969 in a position of power,  
NOTE Confidence: 0.896697

01:23:00.970 --> 01:23:04.108 who is a person of color?  
NOTE Confidence: 0.896697

01:23:04.110 --> 01:23:07.278 So yeah, I I haven't seen any evidence  
NOTE Confidence: 0.896697

01:23:07.278 --> 01:23:10.366 that suggests that it's like something  
NOTE Confidence: 0.896697

01:23:10.366 --> 01:23:12.578 that's like entirely preventable.  
NOTE Confidence: 0.896697

01:23:12.580 --> 01:23:13.960 I, I mean it,  
NOTE Confidence: 0.896697

01:23:13.960 --> 01:23:14.995 it literally takes,

NOTE Confidence: 0.896697  
01:23:15.000 --> 01:23:15.632 you know,  
NOTE Confidence: 0.896697  
01:23:15.632 --> 01:23:17.528 embracing or giving up the sort  
NOTE Confidence: 0.896697  
01:23:17.528 --> 01:23:19.705 of you know wages of whiteness  
NOTE Confidence: 0.896697  
01:23:19.705 --> 01:23:21.919 as as social scientists call it.  
NOTE Confidence: 0.896697  
01:23:21.920 --> 01:23:25.034 And I don't know that's a lot of work.  
NOTE Confidence: 0.896697  
01:23:25.040 --> 01:23:27.455 It's maybe a big ask for America.  
NOTE Confidence: 0.896697  
01:23:27.460 --> 01:23:28.498 I don't know.  
NOTE Confidence: 0.798381393  
01:23:30.070 --> 01:23:31.754 Maybe? Here's a comment.  
NOTE Confidence: 0.798381393  
01:23:31.754 --> 01:23:34.280 Let's put this in Jasper's file.  
NOTE Confidence: 0.798381393  
01:23:34.280 --> 01:23:36.356 Yeah, let's put that in Jasper.  
NOTE Confidence: 0.798381393  
01:23:36.360 --> 01:23:38.090 It's final. That's doctor loyal.  
NOTE Confidence: 0.798381393  
01:23:38.090 --> 01:23:40.166 Who you complemented on her intervention?  
NOTE Confidence: 0.798381393  
01:23:40.170 --> 01:23:41.430 OK, now we have.  
NOTE Confidence: 0.798381393  
01:23:41.430 --> 01:23:43.320 Please comment on whether or how  
NOTE Confidence: 0.798381393  
01:23:43.390 --> 01:23:45.450 relations with patients of different  
NOTE Confidence: 0.798381393

01:23:45.450 --> 01:23:48.349 race or culture by students and faculty.

NOTE Confidence: 0.798381393

01:23:48.350 --> 01:23:49.906 Affects training and evaluation,

NOTE Confidence: 0.798381393

01:23:49.906 --> 01:23:52.240 so comments on whether or how

NOTE Confidence: 0.798381393

01:23:52.307 --> 01:23:54.252 relations with patients of different

NOTE Confidence: 0.798381393

01:23:54.252 --> 01:23:57.206 race or color by students and faculty

NOTE Confidence: 0.798381393

01:23:57.206 --> 01:23:59.090 affects training and evaluations.

NOTE Confidence: 0.8440009

01:24:00.150 --> 01:24:03.300 Hi so there is some evidence

NOTE Confidence: 0.8440009

01:24:03.300 --> 01:24:06.399 around how patients like you know,

NOTE Confidence: 0.8440009

01:24:06.400 --> 01:24:08.556 patient mistreating either students

NOTE Confidence: 0.8440009

01:24:08.556 --> 01:24:11.251 or residents ends up affecting

NOTE Confidence: 0.8440009

01:24:11.251 --> 01:24:13.699 like residents like you know,

NOTE Confidence: 0.8440009

01:24:13.700 --> 01:24:17.120 like engagement with the.

NOTE Confidence: 0.8440009

01:24:17.120 --> 01:24:19.215 Resident engagement with would like

NOTE Confidence: 0.8440009

01:24:19.215 --> 01:24:21.730 the rest of the clinical team,

NOTE Confidence: 0.8440009

01:24:21.730 --> 01:24:25.251 so I suspect that depending on how

NOTE Confidence: 0.8440009

01:24:25.251 --> 01:24:28.196 one experiences and reacts to. 2.

NOTE Confidence: 0.8440009

01:24:28.196 --> 01:24:30.226 Discrimination or a micro aggression

NOTE Confidence: 0.8440009

01:24:30.226 --> 01:24:32.277 from patients and also depending

NOTE Confidence: 0.8440009

01:24:32.277 --> 01:24:34.797 on how the team then addresses it.

NOTE Confidence: 0.8440009

01:24:34.800 --> 01:24:36.456 That probably has an effect on

NOTE Confidence: 0.8440009

01:24:36.456 --> 01:24:38.341 how the team continues to interact

NOTE Confidence: 0.8440009

01:24:38.341 --> 01:24:40.161 and then maybe a downstream

NOTE Confidence: 0.8440009

01:24:40.161 --> 01:24:41.253 downstream consequences there.

NOTE Confidence: 0.8440009

01:24:41.260 --> 01:24:43.744 But then on the flip side and this is

NOTE Confidence: 0.8440009

01:24:43.744 --> 01:24:45.899 something I feel probably should be

NOTE Confidence: 0.8440009

01:24:45.899 --> 01:24:47.719 taken into consideration more often,

NOTE Confidence: 0.8440009

01:24:47.720 --> 01:24:49.562 like when I've had black patients

NOTE Confidence: 0.8440009

01:24:49.562 --> 01:24:51.919 who are like so so so incredibly,

NOTE Confidence: 0.8440009

01:24:51.920 --> 01:24:54.368 just like grateful for the fact that I'm

NOTE Confidence: 0.8440009

01:24:54.368 --> 01:24:57.088 part of their clinical team and may eat,

NOTE Confidence: 0.8440009

01:24:57.090 --> 01:24:59.460 I mean, and even sometimes.

NOTE Confidence: 0.8440009

01:24:59.460 --> 01:25:00.471 Not even back,  
NOTE Confidence: 0.8440009

01:25:00.471 --> 01:25:02.493 just like patients who are very  
NOTE Confidence: 0.8440009

01:25:02.493 --> 01:25:04.577 appreciative of like whatever I've like  
NOTE Confidence: 0.8440009

01:25:04.577 --> 01:25:06.637 contributed to their care during during  
NOTE Confidence: 0.8440009

01:25:06.637 --> 01:25:08.835 my time and they make great comments.  
NOTE Confidence: 0.8440009

01:25:08.840 --> 01:25:11.108 Sometimes that does end up in my  
NOTE Confidence: 0.8440009

01:25:11.108 --> 01:25:13.507 that has ended up in my evaluation  
NOTE Confidence: 0.8440009

01:25:13.507 --> 01:25:15.535 like oh like a family member.  
NOTE Confidence: 0.8440009

01:25:15.540 --> 01:25:17.710 Like said great things about Max like  
NOTE Confidence: 0.8440009

01:25:17.710 --> 01:25:20.414 that kind of stuff so I think it can  
NOTE Confidence: 0.8440009

01:25:20.414 --> 01:25:22.414 work in both direction like patients  
NOTE Confidence: 0.8440009

01:25:22.414 --> 01:25:24.796 are grateful for for one student  
NOTE Confidence: 0.8440009

01:25:24.796 --> 01:25:27.432 participation and it ends up in the in  
NOTE Confidence: 0.8440009

01:25:27.432 --> 01:25:30.328 your eval or you know when patients.  
NOTE Confidence: 0.8440009

01:25:30.330 --> 01:25:32.591 Are not cool with you being part  
NOTE Confidence: 0.8440009

01:25:32.591 --> 01:25:35.039 of their team and it's sort of an,

NOTE Confidence: 0.8440009

01:25:35.040 --> 01:25:36.918 especially if it doesn't go address.

NOTE Confidence: 0.8440009

01:25:36.920 --> 01:25:38.490 Then it creates more distance

NOTE Confidence: 0.8440009

01:25:38.490 --> 01:25:40.060 and tension within a team.

NOTE Confidence: 0.8653586

01:25:41.910 --> 01:25:44.206 Thank you Sir, you know so the the

NOTE Confidence: 0.8653586

01:25:44.206 --> 01:25:46.322 time went by very quickly and then

NOTE Confidence: 0.8653586

01:25:46.322 --> 01:25:48.710 we had lots and lots of questions.

NOTE Confidence: 0.8653586

01:25:48.710 --> 01:25:50.672 There's lots of questions that I

NOTE Confidence: 0.8653586

01:25:50.672 --> 01:25:53.028 didn't get to but I want to save.

NOTE Confidence: 0.8653586

01:25:53.030 --> 01:25:55.334 I've got one minute here left an I

NOTE Confidence: 0.8653586

01:25:55.334 --> 01:25:58.000 want to use a little bit of it to

NOTE Confidence: 0.8653586

01:25:58.000 --> 01:26:00.447 remind the folks who are watching that.

NOTE Confidence: 0.8653586

01:26:00.450 --> 01:26:01.990 We have several more excellent

NOTE Confidence: 0.8653586

01:26:01.990 --> 01:26:02.914 programs coming up.

NOTE Confidence: 0.8653586

01:26:02.920 --> 01:26:04.470 Please do check the website,

NOTE Confidence: 0.8653586

01:26:04.470 --> 01:26:05.650 but about this talk.

NOTE Confidence: 0.8653586

01:26:05.650 --> 01:26:07.420 I want to absolutely thank you  
NOTE Confidence: 0.8653586

01:26:07.485 --> 01:26:09.687 Max for this for this presentation  
NOTE Confidence: 0.8653586

01:26:09.687 --> 01:26:10.788 for this conversation.  
NOTE Confidence: 0.8653586

01:26:10.790 --> 01:26:12.494 And certainly wish you great success  
NOTE Confidence: 0.8653586

01:26:12.494 --> 01:26:14.735 as you head to Boston briefly for  
NOTE Confidence: 0.8653586

01:26:14.735 --> 01:26:16.475 residency before you come back.  
NOTE Confidence: 0.8653586

01:26:16.480 --> 01:26:19.008 Here, you know with us down the road,  
NOTE Confidence: 0.8653586

01:26:19.010 --> 01:26:20.198 and in the meantime,  
NOTE Confidence: 0.8653586

01:26:20.198 --> 01:26:21.980 perhaps if you'd like 'cause we  
NOTE Confidence: 0.8653586

01:26:22.037 --> 01:26:24.053 talked about the ethical case for  
NOTE Confidence: 0.8653586

01:26:24.053 --> 01:26:25.765 structural change and you have  
NOTE Confidence: 0.8653586

01:26:25.765 --> 01:26:27.577 made a good case for structural  
NOTE Confidence: 0.8653586

01:26:27.577 --> 01:26:29.120 change and given us very,  
NOTE Confidence: 0.8653586

01:26:29.120 --> 01:26:30.695 you know, several good examples.  
NOTE Confidence: 0.8653586

01:26:30.700 --> 01:26:33.228 But I I want to ask you this,  
NOTE Confidence: 0.8653586

01:26:33.230 --> 01:26:34.478 if you could say.

NOTE Confidence: 0.8653586  
01:26:34.478 --> 01:26:37.647 And I don't mean to put you on the spot,  
NOTE Confidence: 0.8653586  
01:26:37.650 --> 01:26:38.910 but that's my job.  
NOTE Confidence: 0.8653586  
01:26:38.910 --> 01:26:40.485 Here is modern railway OK?  
NOTE Confidence: 0.8653586  
01:26:40.490 --> 01:26:42.086 If there's one thing?  
NOTE Confidence: 0.8653586  
01:26:42.086 --> 01:26:44.480 That you would like to see.  
NOTE Confidence: 0.8653586  
01:26:44.480 --> 01:26:45.760 The faculty now I'll speak  
NOTE Confidence: 0.8653586  
01:26:45.760 --> 01:26:47.040 for the faculty for moment.  
NOTE Confidence: 0.8653586  
01:26:47.040 --> 01:26:48.874 Here's one thing I wish the faculty  
NOTE Confidence: 0.8653586  
01:26:48.874 --> 01:26:50.368 would address to move us Tord.  
NOTE Confidence: 0.8653586  
01:26:50.370 --> 01:26:51.204 Improving the situation.  
NOTE Confidence: 0.8653586  
01:26:51.204 --> 01:26:52.594 Tord structural change is there  
NOTE Confidence: 0.8653586  
01:26:52.594 --> 01:26:54.207 one thing that stands out for you,  
NOTE Confidence: 0.8653586  
01:26:54.210 --> 01:26:55.740 and you do not see that?  
NOTE Confidence: 0.8653586  
01:26:55.740 --> 01:26:56.768 Sorry, that's not fair.  
NOTE Confidence: 0.8653586  
01:26:56.768 --> 01:26:57.539 I see that.  
NOTE Confidence: 0.8653586

01:26:57.540 --> 01:26:59.840 Look on your face, say, give me a break.  
NOTE Confidence: 0.8653586

01:26:59.840 --> 01:27:00.860 If there's one thing.  
NOTE Confidence: 0.8653586

01:27:00.860 --> 01:27:01.340 For example,  
NOTE Confidence: 0.8653586

01:27:01.340 --> 01:27:03.260 if you want to say you guys should  
NOTE Confidence: 0.8653586

01:27:03.320 --> 01:27:04.958 pay the bioethicists a lot more.  
NOTE Confidence: 0.8653586

01:27:04.960 --> 01:27:05.448 I mean,  
NOTE Confidence: 0.8653586

01:27:05.448 --> 01:27:06.912 I think that's one thing that  
NOTE Confidence: 0.8653586

01:27:06.912 --> 01:27:08.289 you might want to suggest,  
NOTE Confidence: 0.8653586

01:27:08.290 --> 01:27:09.570 but there might be other  
NOTE Confidence: 0.85177195

01:27:09.570 --> 01:27:10.338 things as well.  
NOTE Confidence: 0.85177195

01:27:10.338 --> 01:27:12.628 You know this is OK, I I don't know,  
NOTE Confidence: 0.85177195

01:27:12.628 --> 01:27:14.590 this is necessarily specific to the faculty.  
NOTE Confidence: 0.85177195

01:27:14.590 --> 01:27:17.137 It may be just like a medical school white  
NOTE Confidence: 0.85177195

01:27:17.137 --> 01:27:19.520 thing and I'll send it account, yet right?  
NOTE Confidence: 0.85177195

01:27:19.520 --> 01:27:22.449 So if you looked at the match list last week,  
NOTE Confidence: 0.85177195

01:27:22.450 --> 01:27:24.190 you know beautiful phenomenal match list.

NOTE Confidence: 0.85177195

01:27:24.190 --> 01:27:26.431 I am the only one out of 91 people

NOTE Confidence: 0.85177195

01:27:26.431 --> 01:27:28.850 who match into a primary care track,

NOTE Confidence: 0.85177195

01:27:28.850 --> 01:27:30.834 and I'm not even sure that I want

NOTE Confidence: 0.85177195

01:27:30.834 --> 01:27:32.918 to be a primary care provider.

NOTE Confidence: 0.85177195

01:27:32.920 --> 01:27:35.111 I I just liked I applied both

NOTE Confidence: 0.85177195

01:27:35.111 --> 01:27:36.390 categorical and traditional internal

NOTE Confidence: 0.85177195

01:27:36.390 --> 01:27:38.385 medicine and and will be going and

NOTE Confidence: 0.85177195

01:27:38.385 --> 01:27:40.330 ended up liking the just like what

NOTE Confidence: 0.85177195

01:27:40.330 --> 01:27:42.232 was presented to me on Interview Day.

NOTE Confidence: 0.85177195

01:27:42.232 --> 01:27:43.978 More on the primary care and

NOTE Confidence: 0.85177195

01:27:43.978 --> 01:27:45.817 a lot of the primary care.

NOTE Confidence: 0.85177195

01:27:45.820 --> 01:27:48.263 Programs one right versus I don't know

NOTE Confidence: 0.85177195

01:27:48.263 --> 01:27:50.525 nine people going to optomology and

NOTE Confidence: 0.85177195

01:27:50.525 --> 01:27:52.430 seven people going into dermatology

NOTE Confidence: 0.85177195

01:27:52.430 --> 01:27:54.991 and and and so 6-7 people going

NOTE Confidence: 0.85177195

01:27:54.991 --> 01:27:56.379 into a orthopedic surgery.  
NOTE Confidence: 0.85177195

01:27:56.380 --> 01:28:00.010 So I think specific to here.  
NOTE Confidence: 0.85177195

01:28:00.010 --> 01:28:02.845 I feel like as a medical school we really  
NOTE Confidence: 0.85177195

01:28:02.845 --> 01:28:05.496 need to rethink like what is our like?  
NOTE Confidence: 0.85177195

01:28:05.500 --> 01:28:07.438 What do we owe society right?  
NOTE Confidence: 0.85177195

01:28:07.440 --> 01:28:09.378 Like graduating almost 100 medical students,  
NOTE Confidence: 0.85177195

01:28:09.380 --> 01:28:11.354 an one person going into primary  
NOTE Confidence: 0.85177195

01:28:11.354 --> 01:28:13.646 care and who doesn't even know they  
NOTE Confidence: 0.85177195

01:28:13.646 --> 01:28:15.774 want to be a primary care provider  
NOTE Confidence: 0.85177195

01:28:15.840 --> 01:28:17.778 and the implications in terms of  
NOTE Confidence: 0.85177195

01:28:17.778 --> 01:28:19.497 like as I mentioned earlier,  
NOTE Confidence: 0.85177195

01:28:19.497 --> 01:28:21.632 right earning potential those kinds  
NOTE Confidence: 0.85177195

01:28:21.632 --> 01:28:24.846 of things like an what it means for  
NOTE Confidence: 0.85177195

01:28:24.846 --> 01:28:26.994 like the Community which we serve.  
NOTE Confidence: 0.85177195

01:28:27.000 --> 01:28:29.106 We really need to rethink right?  
NOTE Confidence: 0.85177195

01:28:29.110 --> 01:28:31.210 Like we don't have a family

NOTE Confidence: 0.85177195

01:28:31.210 --> 01:28:31.910 medicine Department.

NOTE Confidence: 0.85177195

01:28:31.910 --> 01:28:34.390 We we make almost no effort in terms

NOTE Confidence: 0.85177195

01:28:34.390 --> 01:28:37.272 of like letting students know that like

NOTE Confidence: 0.85177195

01:28:37.272 --> 01:28:40.006 primary care is something that you

NOTE Confidence: 0.85177195

01:28:40.006 --> 01:28:42.356 should consider pursuing right like.

NOTE Confidence: 0.85177195

01:28:42.360 --> 01:28:44.376 That's something that's been on my mind.

NOTE Confidence: 0.85177195

01:28:44.380 --> 01:28:45.830 There are many more things,

NOTE Confidence: 0.85177195

01:28:45.830 --> 01:28:48.134 but that something that is like very stark.

NOTE Confidence: 0.85177195

01:28:48.140 --> 01:28:49.010 But I thought

NOTE Confidence: 0.83667505

01:28:49.010 --> 01:28:51.314 I should share. If you know very good.

NOTE Confidence: 0.83667505

01:28:51.320 --> 01:28:52.910 Thank you very much and thank

NOTE Confidence: 0.83667505

01:28:52.910 --> 01:28:54.500 you so much for tonight.

NOTE Confidence: 0.83667505

01:28:54.500 --> 01:28:56.804 In in closing I do want to mention,

NOTE Confidence: 0.83667505

01:28:56.810 --> 01:28:58.478 as you know somebody who's been

NOTE Confidence: 0.83667505

01:28:58.478 --> 01:29:00.250 an important part of the bioethics

NOTE Confidence: 0.83667505

01:29:00.250 --> 01:29:02.014 scene at Yale, and in fact,  
NOTE Confidence: 0.83667505

01:29:02.014 --> 01:29:02.878 nationally and internationally.  
NOTE Confidence: 0.83667505

01:29:02.880 --> 01:29:04.608 Who is our friend Robert Levine,  
NOTE Confidence: 0.83667505

01:29:04.610 --> 01:29:06.030 who passed away recently and  
NOTE Confidence: 0.83667505

01:29:06.030 --> 01:29:07.790 many of people on this call.  
NOTE Confidence: 0.83667505

01:29:07.790 --> 01:29:08.579 No doctor Levine.  
NOTE Confidence: 0.83667505

01:29:08.579 --> 01:29:10.157 He was very helpful for this  
NOTE Confidence: 0.83667505

01:29:10.157 --> 01:29:11.260 program getting started.  
NOTE Confidence: 0.83667505

01:29:11.260 --> 01:29:13.101 Very helpful to me as I was  
NOTE Confidence: 0.83667505

01:29:13.101 --> 01:29:14.530 getting started in bioethics.  
NOTE Confidence: 0.83667505

01:29:14.530 --> 01:29:16.084 But people all over the country  
NOTE Confidence: 0.83667505

01:29:16.084 --> 01:29:18.172 and all over the world are familiar  
NOTE Confidence: 0.83667505

01:29:18.172 --> 01:29:20.152 with his work related to clinical  
NOTE Confidence: 0.83667505

01:29:20.152 --> 01:29:21.807 research and even things that we  
NOTE Confidence: 0.83667505

01:29:21.807 --> 01:29:23.650 study going way back to the Belmont  
NOTE Confidence: 0.83667505

01:29:23.650 --> 01:29:25.645 Report and things that we look back.

NOTE Confidence: 0.83667505

01:29:25.650 --> 01:29:27.449 And in the very early days of

NOTE Confidence: 0.83667505

01:29:27.449 --> 01:29:29.069 bioethics in the United States,

NOTE Confidence: 0.83667505

01:29:29.070 --> 01:29:30.798 Doctor Levine Play an important role

NOTE Confidence: 0.83667505

01:29:30.798 --> 01:29:33.058 and helped so many people here at Yale.

NOTE Confidence: 0.83667505

01:29:33.060 --> 01:29:34.722 Now the positive impact on our

NOTE Confidence: 0.83667505

01:29:34.722 --> 01:29:36.469 field and on so many patients

NOTE Confidence: 0.83667505

01:29:36.469 --> 01:29:38.185 as a result of his work.

NOTE Confidence: 0.83667505

01:29:38.190 --> 01:29:40.346 So I certainly want to take a

NOTE Confidence: 0.83667505

01:29:40.346 --> 01:29:41.964 moment to acknowledge Doctor Levine

NOTE Confidence: 0.83667505

01:29:41.964 --> 01:29:44.162 and for his kindness and for his

NOTE Confidence: 0.83667505

01:29:44.162 --> 01:29:46.098 great contributions and to express

NOTE Confidence: 0.83667505

01:29:46.098 --> 01:29:48.043 our sympathies to his family.

NOTE Confidence: 0.83667505

01:29:48.050 --> 01:29:48.866 And with that,

NOTE Confidence: 0.83667505

01:29:48.866 --> 01:29:51.639 I wish you all good night Max Jordan again.

NOTE Confidence: 0.83667505

01:29:51.640 --> 01:29:54.120 Thank you so much and we wish you

NOTE Confidence: 0.83667505

01:29:54.120 --> 01:29:55.879 terrific success and will see you

NOTE Confidence: 0.83667505

01:29:55.879 --> 01:29:57.920 folks again in a couple of weeks.

NOTE Confidence: 0.83667505

01:29:57.920 --> 01:29:58.220 Goodnight

NOTE Confidence: 0.8245472

01:29:58.220 --> 01:30:00.647 to my career.