

WEBVTT

NOTE duration: "00:55:32.906"

NOTE Confidence: 0.9869706

00:03:32.970 --> 00:03:34.250 Okay. Let's try this one.

NOTE Confidence: 0.9869706

00:03:34.250 --> 00:03:35.550 Can you hear online?

NOTE Confidence: 0.9992591

00:03:37.930 --> 00:03:38.430 Yes.

NOTE Confidence: 0.66866285

00:03:38.970 --> 00:03:39.470 Okay.

NOTE Confidence: 0.99476063

00:03:41.209 --> 00:03:42.569 Well, it always it always

NOTE Confidence: 0.99476063

00:03:42.569 --> 00:03:43.769 helps when you click the

NOTE Confidence: 0.99476063

00:03:43.769 --> 00:03:45.450 audio button on the on

NOTE Confidence: 0.99476063

00:03:45.450 --> 00:03:46.065 the Zoom.

NOTE Confidence: 0.9976223

00:03:46.705 --> 00:03:47.605 In any case,

NOTE Confidence: 0.9921642

00:03:48.625 --> 00:03:49.665 the slides were good, so

NOTE Confidence: 0.9921642

00:03:49.665 --> 00:03:50.545 I hope you understand what

NOTE Confidence: 0.9921642

00:03:50.545 --> 00:03:51.765 I was talking about earlier.

NOTE Confidence: 0.99938595

00:03:52.145 --> 00:03:53.045 Again, congratulations

NOTE Confidence: 0.9638319

00:03:53.345 --> 00:03:55.345 to the eighteen GIM faculty

NOTE Confidence: 0.9638319

00:03:55.345 --> 00:03:57.125 who were identified by the
NOTE Confidence: 0.9638319

00:03:57.345 --> 00:03:59.205 graduating students as impactful.
NOTE Confidence: 0.9996481

00:03:59.745 --> 00:04:00.805 That's a big number.
NOTE Confidence: 0.9543757

00:04:01.349 --> 00:04:02.629 So I will now pass
NOTE Confidence: 0.9543757

00:04:02.629 --> 00:04:04.170 the microphone over to your
NOTE Confidence: 0.9543757

00:04:04.310 --> 00:04:05.989 vice chief for education, Jeanette
NOTE Confidence: 0.9543757

00:04:05.989 --> 00:04:06.970 Tetreault. Jeanette.
NOTE Confidence: 0.9991715

00:04:09.110 --> 00:04:09.830 Thank you.
NOTE Confidence: 0.9792849

00:04:10.390 --> 00:04:11.830 One other announcement I just
NOTE Confidence: 0.9792849

00:04:11.830 --> 00:04:13.370 wanted to mention.
NOTE Confidence: 0.999687

00:04:14.295 --> 00:04:15.674 If you have
NOTE Confidence: 0.9975805

00:04:15.974 --> 00:04:16.794 a presentation
NOTE Confidence: 0.9990491

00:04:17.095 --> 00:04:18.455 coming up for a spring
NOTE Confidence: 0.9990491

00:04:18.455 --> 00:04:19.495 meeting that you would like
NOTE Confidence: 0.9990491

00:04:19.495 --> 00:04:20.235 to practice,
NOTE Confidence: 0.9936802

00:04:20.935 --> 00:04:22.615 for SGIM or other spring

NOTE Confidence: 0.9936802
00:04:22.615 --> 00:04:23.115 meetings,
NOTE Confidence: 0.9856541
00:04:23.574 --> 00:04:24.535 please let us know. We're
NOTE Confidence: 0.9856541
00:04:24.535 --> 00:04:25.914 gonna make space for that.
NOTE Confidence: 0.9856541
00:04:26.134 --> 00:04:27.730 You can it's okay to
NOTE Confidence: 0.9856541
00:04:27.730 --> 00:04:29.089 email you, Michelle, with that
NOTE Confidence: 0.9856541
00:04:29.089 --> 00:04:29.589 information.
NOTE Confidence: 0.96594876
00:04:30.370 --> 00:04:31.889 So, just wanted to put
NOTE Confidence: 0.96594876
00:04:31.889 --> 00:04:32.690 that out there. So I'm
NOTE Confidence: 0.96594876
00:04:32.690 --> 00:04:35.110 delighted to introduce doctor Mba,
NOTE Confidence: 0.9839332
00:04:35.650 --> 00:04:36.529 who is our,
NOTE Confidence: 0.98138326
00:04:37.889 --> 00:04:39.675 graduate medical education director for
NOTE Confidence: 0.98138326
00:04:39.835 --> 00:04:41.935 collaborative excellence here at Yale
NOTE Confidence: 0.98138326
00:04:42.074 --> 00:04:42.974 and our associate,
NOTE Confidence: 0.9985869
00:04:43.754 --> 00:04:44.895 designated institutional
NOTE Confidence: 0.99982315
00:04:45.275 --> 00:04:45.775 official
NOTE Confidence: 0.8285464

00:04:46.235 --> 00:04:47.194 really, really,
NOTE Confidence: 0.98482144

00:04:47.995 --> 00:04:50.154 changed the landscape of our
NOTE Confidence: 0.98482144

00:04:50.154 --> 00:04:52.235 GME training with being thoughtful
NOTE Confidence: 0.98482144

00:04:52.235 --> 00:04:53.854 around recruitment, retention,
NOTE Confidence: 0.99738836

00:04:54.930 --> 00:04:55.750 and sustainability,
NOTE Confidence: 0.99512434

00:04:56.930 --> 00:04:58.610 for our house staff and
NOTE Confidence: 0.99512434

00:04:58.610 --> 00:04:59.830 faculty as well.
NOTE Confidence: 0.97898763

00:05:00.210 --> 00:05:02.370 So, doctor Imba trained in
NOTE Confidence: 0.97898763

00:05:02.370 --> 00:05:03.970 Nigeria and then completed a
NOTE Confidence: 0.97898763

00:05:03.970 --> 00:05:05.910 medicine residency in the UK,
NOTE Confidence: 0.96300596

00:05:07.045 --> 00:05:08.565 before coming to the US
NOTE Confidence: 0.96300596

00:05:08.565 --> 00:05:10.565 to do, an additional residency
NOTE Confidence: 0.96300596

00:05:10.565 --> 00:05:12.245 at Cook County Hospital where
NOTE Confidence: 0.96300596

00:05:12.245 --> 00:05:13.445 he served as chief medical
NOTE Confidence: 0.96300596

00:05:13.445 --> 00:05:15.205 resident and then spent, time
NOTE Confidence: 0.96300596

00:05:15.205 --> 00:05:15.945 on faculty,

NOTE Confidence: 0.96842474
00:05:17.525 --> 00:05:19.445 as the, associate chair of
NOTE Confidence: 0.96842474
00:05:19.445 --> 00:05:21.125 medicine for faculty development in
NOTE Confidence: 0.96842474
00:05:21.125 --> 00:05:22.345 the department of medicine.
NOTE Confidence: 0.99144113
00:05:22.660 --> 00:05:24.180 We were lucky enough to
NOTE Confidence: 0.99144113
00:05:24.180 --> 00:05:25.620 recruit him in twenty twenty
NOTE Confidence: 0.99144113
00:05:25.620 --> 00:05:26.120 three,
NOTE Confidence: 0.9376362
00:05:26.660 --> 00:05:28.180 here and he has really,
NOTE Confidence: 0.9376362
00:05:28.180 --> 00:05:28.680 really,
NOTE Confidence: 0.99346143
00:05:29.540 --> 00:05:30.360 made profound
NOTE Confidence: 0.9892634
00:05:30.660 --> 00:05:31.940 impact in the way we
NOTE Confidence: 0.9892634
00:05:31.940 --> 00:05:32.760 think about,
NOTE Confidence: 0.9680514
00:05:33.940 --> 00:05:35.240 measuring and,
NOTE Confidence: 0.97206223
00:05:36.664 --> 00:05:39.085 you know, following our faculty
NOTE Confidence: 0.97206223
00:05:39.145 --> 00:05:40.685 and what they're doing here
NOTE Confidence: 0.97206223
00:05:40.745 --> 00:05:41.745 at Yale School of Medicine
NOTE Confidence: 0.97206223

00:05:41.745 --> 00:05:42.745 and how we how we
NOTE Confidence: 0.97206223

00:05:42.745 --> 00:05:44.425 retain them. He has won
NOTE Confidence: 0.97206223

00:05:44.425 --> 00:05:46.025 numerous awards. The most recent
NOTE Confidence: 0.97206223

00:05:46.025 --> 00:05:46.904 was the ace at the
NOTE Confidence: 0.97206223

00:05:46.904 --> 00:05:47.404 ACP,
NOTE Confidence: 0.9678997

00:05:47.865 --> 00:05:50.190 national meeting where he received,
NOTE Confidence: 0.98686033

00:05:50.569 --> 00:05:52.409 an award for diversity, equity,
NOTE Confidence: 0.98686033

00:05:52.409 --> 00:05:53.150 and inclusion.
NOTE Confidence: 0.9795943

00:05:54.330 --> 00:05:55.370 So in the interest of
NOTE Confidence: 0.9795943

00:05:55.370 --> 00:05:56.169 time, I'm going to ask
NOTE Confidence: 0.9795943

00:05:56.169 --> 00:05:57.129 him to come on up.
NOTE Confidence: 0.97068155

00:05:57.930 --> 00:05:58.889 I asked him to come
NOTE Confidence: 0.97068155

00:05:58.889 --> 00:06:00.430 and talk about the impact
NOTE Confidence: 0.97068155

00:06:00.490 --> 00:06:02.585 of the kinda current landscape,
NOTE Confidence: 0.9941775

00:06:03.205 --> 00:06:05.125 both politically and and just
NOTE Confidence: 0.9941775

00:06:05.125 --> 00:06:05.865 in general

NOTE Confidence: 0.936059
00:06:06.245 --> 00:06:08.404 on GME training nationwide. So
NOTE Confidence: 0.936059
00:06:08.404 --> 00:06:10.005 doctor Imba, thank you so
NOTE Confidence: 0.936059
00:06:10.005 --> 00:06:10.505 much.
NOTE Confidence: 0.9936859
00:06:13.125 --> 00:06:14.245 Thank you very much for
NOTE Confidence: 0.9936859
00:06:14.245 --> 00:06:14.904 the introduction.
NOTE Confidence: 0.9721079
00:06:16.400 --> 00:06:16.900 And,
NOTE Confidence: 0.9524079
00:06:18.000 --> 00:06:19.680 just one more announcement. If
NOTE Confidence: 0.9524079
00:06:19.680 --> 00:06:20.960 you haven't voted for the
NOTE Confidence: 0.9524079
00:06:20.960 --> 00:06:21.460 SGIM
NOTE Confidence: 0.92183477
00:06:21.760 --> 00:06:23.699 president, is this still open?
NOTE Confidence: 0.9325223
00:06:24.000 --> 00:06:25.520 Oh, sorry. It is still
NOTE Confidence: 0.9325223
00:06:25.520 --> 00:06:26.020 open.
NOTE Confidence: 0.42900395
00:06:28.000 --> 00:06:28.500 Oh,
NOTE Confidence: 0.8483898
00:06:29.279 --> 00:06:30.800 that was closed yesterday. Closed
NOTE Confidence: 0.8483898
00:06:30.800 --> 00:06:32.535 yesterday. Oh. So, hopefully, you
NOTE Confidence: 0.8483898

00:06:32.535 --> 00:06:33.895 got your vote. Yes. I
NOTE Confidence: 0.8483898

00:06:33.895 --> 00:06:35.415 did hope. Yeah. It's fine.
NOTE Confidence: 0.8483898

00:06:35.415 --> 00:06:36.555 Well, I tried factoring.
NOTE Confidence: 0.98070407

00:06:39.654 --> 00:06:40.315 Good luck.
NOTE Confidence: 0.8976126

00:06:45.930 --> 00:06:46.970 You should be all set,
NOTE Confidence: 0.8976126

00:06:46.970 --> 00:06:48.089 I think. But,
NOTE Confidence: 0.9637573

00:06:48.729 --> 00:06:49.229 Yeah.
NOTE Confidence: 0.8456649

00:06:50.169 --> 00:06:51.849 Everything we like. Yeah. Okay.
NOTE Confidence: 0.8456649

00:06:51.849 --> 00:06:53.229 Ace. Cool. Good.
NOTE Confidence: 0.95550954

00:06:57.025 --> 00:06:57.525 Okay.
NOTE Confidence: 0.9859446

00:06:58.305 --> 00:06:59.664 Okay. Thank you. So if
NOTE Confidence: 0.9859446

00:06:59.664 --> 00:07:01.185 you so I'm gonna talk
NOTE Confidence: 0.9859446

00:07:01.185 --> 00:07:02.645 about the impact of the,
NOTE Confidence: 0.9524914

00:07:03.345 --> 00:07:04.785 current landscape on the g
NOTE Confidence: 0.9524914

00:07:04.785 --> 00:07:06.464 m on GME nationwide, and
NOTE Confidence: 0.9524914

00:07:06.464 --> 00:07:07.505 it's going to be from

NOTE Confidence: 0.9524914
00:07:07.505 --> 00:07:08.164 a lens,
NOTE Confidence: 0.9216655
00:07:08.544 --> 00:07:10.005 mostly from a lens of
NOTE Confidence: 0.9216655
00:07:10.145 --> 00:07:10.884 the collaborative
NOTE Confidence: 0.9217915
00:07:11.185 --> 00:07:13.759 excellence space, inclusion space, belonging
NOTE Confidence: 0.9217915
00:07:13.819 --> 00:07:15.039 space, and,
NOTE Confidence: 0.9940733
00:07:15.819 --> 00:07:18.080 impact on international medical graduates.
NOTE Confidence: 0.84389925
00:07:22.219 --> 00:07:22.719 Oh,
NOTE Confidence: 0.85298824
00:07:23.020 --> 00:07:23.759 this one.
NOTE Confidence: 0.9693114
00:07:26.065 --> 00:07:26.565 Oops.
NOTE Confidence: 0.9991422
00:07:29.585 --> 00:07:30.085 Okay.
NOTE Confidence: 0.9640973
00:07:31.425 --> 00:07:31.925 So
NOTE Confidence: 0.897565
00:07:32.465 --> 00:07:34.325 this presentation does not present
NOTE Confidence: 0.6813041
00:07:35.185 --> 00:07:36.165 legal advice.
NOTE Confidence: 0.9506094
00:07:36.945 --> 00:07:38.005 I have no financial,
NOTE Confidence: 0.9504314
00:07:38.385 --> 00:07:39.525 conflicts of interest,
NOTE Confidence: 0.9198166

00:07:39.919 --> 00:07:41.120 and the views are are
NOTE Confidence: 0.9198166

00:07:41.120 --> 00:07:42.020 mine mostly.
NOTE Confidence: 0.86776304

00:07:42.800 --> 00:07:43.540 And so
NOTE Confidence: 0.94031304

00:07:45.360 --> 00:07:46.800 I think to talk about
NOTE Confidence: 0.94031304

00:07:46.800 --> 00:07:47.540 the impact,
NOTE Confidence: 0.87594914

00:07:49.120 --> 00:07:50.720 on GME, I think really
NOTE Confidence: 0.87594914

00:07:50.720 --> 00:07:52.000 the in the timeline should
NOTE Confidence: 0.87594914

00:07:52.000 --> 00:07:53.780 start from the SCOTUS decision,
NOTE Confidence: 0.9853617

00:07:55.395 --> 00:07:57.155 which was in, June o
NOTE Confidence: 0.9853617

00:07:57.155 --> 00:07:58.695 three twenty three.
NOTE Confidence: 0.9950814

00:07:59.235 --> 00:08:01.095 Then in in January,
NOTE Confidence: 0.9897376

00:08:01.475 --> 00:08:03.255 we had the DEI executive
NOTE Confidence: 0.9897376

00:08:03.315 --> 00:08:03.815 orders.
NOTE Confidence: 0.9955044

00:08:04.675 --> 00:08:06.115 Then in April, we had
NOTE Confidence: 0.9955044

00:08:06.115 --> 00:08:07.955 the executive orders aimed at
NOTE Confidence: 0.9955044

00:08:07.955 --> 00:08:09.175 accreditation bodies.

NOTE Confidence: 0.9908719
00:08:09.850 --> 00:08:10.970 Then in June, we had
NOTE Confidence: 0.9908719
00:08:10.970 --> 00:08:11.870 travel bans.
NOTE Confidence: 0.9943591
00:08:12.810 --> 00:08:14.250 Then in July, we had
NOTE Confidence: 0.9943591
00:08:14.250 --> 00:08:16.590 the DOJ guidance on illegal
NOTE Confidence: 0.9943591
00:08:16.650 --> 00:08:17.150 immigration.
NOTE Confidence: 0.98125076
00:08:18.170 --> 00:08:19.610 And then in September, we
NOTE Confidence: 0.98125076
00:08:19.610 --> 00:08:21.050 had the executive order on
NOTE Confidence: 0.98125076
00:08:21.050 --> 00:08:22.544 h one b visas. And
NOTE Confidence: 0.98125076
00:08:22.544 --> 00:08:23.985 then the in August, we
NOTE Confidence: 0.98125076
00:08:23.985 --> 00:08:25.425 had the new proposals for
NOTE Confidence: 0.98125076
00:08:25.425 --> 00:08:26.565 the j one status,
NOTE Confidence: 0.9941718
00:08:27.425 --> 00:08:28.405 to be modified.
NOTE Confidence: 0.9882867
00:08:29.905 --> 00:08:31.264 And all along, we've had
NOTE Confidence: 0.9882867
00:08:31.264 --> 00:08:34.145 federal funding via federal funding
NOTE Confidence: 0.9882867
00:08:34.145 --> 00:08:36.165 cuts via multiple ongoing modalities.
NOTE Confidence: 0.93119377

00:08:37.960 --> 00:08:39.160 In January of twenty
NOTE Confidence: 0.95332026

00:08:39.720 --> 00:08:41.640 December of the twenty five,
NOTE Confidence: 0.95332026

00:08:41.640 --> 00:08:42.679 we had the extension of
NOTE Confidence: 0.95332026

00:08:42.679 --> 00:08:43.960 the travel ban to hit
NOTE Confidence: 0.95332026

00:08:43.960 --> 00:08:45.240 now seventy five or seventy
NOTE Confidence: 0.95332026

00:08:45.240 --> 00:08:45.980 six countries.
NOTE Confidence: 0.93742126

00:08:46.520 --> 00:08:47.720 And I'll end with the
NOTE Confidence: 0.93742126

00:08:47.720 --> 00:08:49.480 impact on the current match
NOTE Confidence: 0.93742126

00:08:49.480 --> 00:08:51.179 which we just concluded.
NOTE Confidence: 0.9490757

00:08:51.654 --> 00:08:52.934 And, obviously, to note that
NOTE Confidence: 0.9490757

00:08:52.934 --> 00:08:53.975 the ink is not dry
NOTE Confidence: 0.9490757

00:08:53.975 --> 00:08:55.515 yet on this timeline because,
NOTE Confidence: 0.99654174

00:08:56.455 --> 00:08:57.595 anything can happen.
NOTE Confidence: 0.9585158

00:08:58.775 --> 00:08:59.815 So let's start with the
NOTE Confidence: 0.9585158

00:08:59.815 --> 00:09:00.875 SCOTUS decision.
NOTE Confidence: 0.98625094

00:09:01.255 --> 00:09:03.035 The SCOTUS decision was

NOTE Confidence: 0.969611
00:09:04.460 --> 00:09:06.800 June twenty three and, basically,
NOTE Confidence: 0.9998573
00:09:07.740 --> 00:09:08.240 terminated
NOTE Confidence: 0.8064027
00:09:09.580 --> 00:09:10.720 affirmative actions,
NOTE Confidence: 0.98623544
00:09:11.820 --> 00:09:13.420 ability to consider race as
NOTE Confidence: 0.98623544
00:09:13.420 --> 00:09:15.500 one of multiple factuals, factors
NOTE Confidence: 0.98623544
00:09:15.500 --> 00:09:16.240 for admission.
NOTE Confidence: 0.9686258
00:09:17.054 --> 00:09:18.735 And just to read to
NOTE Confidence: 0.9686258
00:09:18.735 --> 00:09:20.495 quote chief justice Roberts, many
NOTE Confidence: 0.9686258
00:09:20.495 --> 00:09:22.335 universities have for too long
NOTE Confidence: 0.9686258
00:09:22.335 --> 00:09:24.115 concluded wrongly that the touchstone
NOTE Confidence: 0.9686258
00:09:24.175 --> 00:09:25.715 of an individual's identity
NOTE Confidence: 0.9897757
00:09:26.335 --> 00:09:28.335 is not challenges bested, skills
NOTE Confidence: 0.9897757
00:09:28.335 --> 00:09:29.970 built, or lessons learned, but
NOTE Confidence: 0.9897757
00:09:29.970 --> 00:09:31.170 the color of their skin.
NOTE Confidence: 0.9897757
00:09:31.170 --> 00:09:32.929 Our constitutional history does not
NOTE Confidence: 0.9897757

00:09:32.929 --> 00:09:34.389 tolerate that choice.
NOTE Confidence: 0.979591

00:09:34.850 --> 00:09:36.050 He did note that nothing
NOTE Confidence: 0.979591

00:09:36.050 --> 00:09:37.010 in his opinion should be
NOTE Confidence: 0.979591

00:09:37.010 --> 00:09:39.170 construed as prohibiting universities from
NOTE Confidence: 0.979591

00:09:39.170 --> 00:09:41.010 considering an applicant's discussion of
NOTE Confidence: 0.979591

00:09:41.010 --> 00:09:43.010 how race affected or affects
NOTE Confidence: 0.979591

00:09:43.010 --> 00:09:44.434 his or her life. And
NOTE Confidence: 0.979591

00:09:44.434 --> 00:09:45.554 so this was limited to
NOTE Confidence: 0.979591

00:09:45.554 --> 00:09:46.995 college admissions. This was not
NOTE Confidence: 0.979591

00:09:46.995 --> 00:09:48.535 really in the GME space.
NOTE Confidence: 0.98249924

00:09:48.915 --> 00:09:50.355 Specifically, there was no comment
NOTE Confidence: 0.98249924

00:09:50.355 --> 00:09:51.015 on this,
NOTE Confidence: 0.96353126

00:09:51.955 --> 00:09:54.195 decision on outreach, affinity groups,
NOTE Confidence: 0.96353126

00:09:54.195 --> 00:09:56.215 scholarship, or retention programs.
NOTE Confidence: 0.99964786

00:09:57.570 --> 00:09:58.070 So
NOTE Confidence: 0.97098327

00:09:58.530 --> 00:09:59.650 what has been the impact

NOTE Confidence: 0.97098327

00:09:59.650 --> 00:10:00.610 on this in terms of

NOTE Confidence: 0.97098327

00:10:00.610 --> 00:10:02.130 admission? So for the first

NOTE Confidence: 0.97098327

00:10:02.130 --> 00:10:03.410 the first set of data

NOTE Confidence: 0.97098327

00:10:03.410 --> 00:10:05.410 we have for medical school

NOTE Confidence: 0.97098327

00:10:05.410 --> 00:10:07.410 matriculants from twenty twenty four

NOTE Confidence: 0.97098327

00:10:07.410 --> 00:10:09.490 to twenty twenty five shows

NOTE Confidence: 0.97098327

00:10:09.490 --> 00:10:11.030 at, on the table,

NOTE Confidence: 0.9930579

00:10:11.345 --> 00:10:12.385 If you go to the

NOTE Confidence: 0.9930579

00:10:12.385 --> 00:10:13.765 right of your screen,

NOTE Confidence: 0.9369051

00:10:14.625 --> 00:10:15.445 the the

NOTE Confidence: 0.9915225

00:10:15.825 --> 00:10:17.125 the before the last

NOTE Confidence: 0.9490458

00:10:17.585 --> 00:10:18.945 column, the last two columns

NOTE Confidence: 0.9490458

00:10:18.945 --> 00:10:20.065 is twenty twenty three to

NOTE Confidence: 0.9490458

00:10:20.065 --> 00:10:21.184 twenty four and twenty four

NOTE Confidence: 0.9490458

00:10:21.184 --> 00:10:22.465 to twenty five. And what

NOTE Confidence: 0.9490458

00:10:22.465 --> 00:10:23.765 you see is the percentage
NOTE Confidence: 0.9490458

00:10:24.065 --> 00:10:26.140 change within the year following
NOTE Confidence: 0.9490458

00:10:26.140 --> 00:10:26.839 the decision
NOTE Confidence: 0.9088645

00:10:27.700 --> 00:10:28.980 with a twenty two percent
NOTE Confidence: 0.9088645

00:10:28.980 --> 00:10:31.160 drop in in matriculants for
NOTE Confidence: 0.9088645

00:10:31.300 --> 00:10:32.279 American Indians
NOTE Confidence: 0.7899314

00:10:32.660 --> 00:10:33.399 and eleven
NOTE Confidence: 0.9751838

00:10:33.860 --> 00:10:35.700 twelve percent drop for black
NOTE Confidence: 0.9751838

00:10:35.700 --> 00:10:36.200 Americans,
NOTE Confidence: 0.9692059

00:10:36.660 --> 00:10:38.579 about eleven for Hispanics, and
NOTE Confidence: 0.9692059

00:10:38.579 --> 00:10:41.024 about four percent for, native
NOTE Confidence: 0.9692059

00:10:41.024 --> 00:10:41.524 Hawaiians,
NOTE Confidence: 0.9746531

00:10:42.225 --> 00:10:42.945 with about,
NOTE Confidence: 0.98876154

00:10:44.704 --> 00:10:46.625 eight percent increase in,
NOTE Confidence: 0.9952734

00:10:47.264 --> 00:10:48.404 in Asian Americans.
NOTE Confidence: 0.9609499

00:10:49.024 --> 00:10:50.324 And so

NOTE Confidence: 0.99438286

00:10:51.425 --> 00:10:53.204 this is yes. Go ahead.

NOTE Confidence: 0.9151705

00:10:54.690 --> 00:10:56.850 Increase of percent of other

NOTE Confidence: 0.9151705

00:10:56.850 --> 00:10:58.170 race and ethnicity. What do

NOTE Confidence: 0.9151705

00:10:58.170 --> 00:10:59.590 you know what that represent?

NOTE Confidence: 0.89880556

00:11:00.290 --> 00:11:01.990 So that usually that's represents

NOTE Confidence: 0.89880556

00:11:02.130 --> 00:11:03.590 a combination of,

NOTE Confidence: 0.8710632

00:11:04.690 --> 00:11:05.830 categories like,

NOTE Confidence: 0.9179785

00:11:06.875 --> 00:11:08.315 Mina, which is a new

NOTE Confidence: 0.9179785

00:11:08.315 --> 00:11:09.775 category, which I'll talk about,

NOTE Confidence: 0.9179785

00:11:10.075 --> 00:11:11.615 Middle Eastern and North Africans.

NOTE Confidence: 0.91722417

00:11:12.395 --> 00:11:13.615 And I I will show

NOTE Confidence: 0.91722417

00:11:13.675 --> 00:11:14.795 for the first time, the

NOTE Confidence: 0.91722417

00:11:14.795 --> 00:11:15.295 NRMP

NOTE Confidence: 0.96596503

00:11:15.755 --> 00:11:17.755 has actually recorded the percentage,

NOTE Confidence: 0.96596503

00:11:17.755 --> 00:11:18.715 and I'll show you that

NOTE Confidence: 0.96596503

00:11:18.715 --> 00:11:20.309 in some slides. And some
NOTE Confidence: 0.96596503
00:11:20.309 --> 00:11:22.710 will be, just unidentified races,
NOTE Confidence: 0.96596503
00:11:22.710 --> 00:11:23.530 mixed races.
NOTE Confidence: 0.99637014
00:11:24.790 --> 00:11:25.990 It's it's hard to get
NOTE Confidence: 0.99637014
00:11:25.990 --> 00:11:26.490 into
NOTE Confidence: 0.9016579
00:11:27.910 --> 00:11:29.270 deep layers when it says
NOTE Confidence: 0.9016579
00:11:29.270 --> 00:11:30.710 other or or late races
NOTE Confidence: 0.9016579
00:11:30.710 --> 00:11:31.370 like that.
NOTE Confidence: 0.94081753
00:11:31.764 --> 00:11:34.184 And so this significant reduction,
NOTE Confidence: 0.98645526
00:11:34.885 --> 00:11:35.684 if you look at it
NOTE Confidence: 0.98645526
00:11:35.684 --> 00:11:37.605 this way, is concurrent with
NOTE Confidence: 0.98645526
00:11:37.605 --> 00:11:38.985 actually an increase
NOTE Confidence: 0.9966842
00:11:39.445 --> 00:11:40.105 in applicants
NOTE Confidence: 0.78130007
00:11:41.285 --> 00:11:43.045 in for Hispanic or or
NOTE Confidence: 0.78130007
00:11:43.045 --> 00:11:43.545 black
NOTE Confidence: 0.9616001
00:11:44.540 --> 00:11:47.120 applicants, increase in applicants, reduction

NOTE Confidence: 0.9616001
00:11:47.259 --> 00:11:47.759 in
NOTE Confidence: 0.9414855
00:11:48.139 --> 00:11:48.639 matriculants.
NOTE Confidence: 0.87981635
00:11:49.100 --> 00:11:50.860 And for Asian American Indians,
NOTE Confidence: 0.87981635
00:11:50.860 --> 00:11:52.139 you have a significant drop
NOTE Confidence: 0.87981635
00:11:52.139 --> 00:11:53.899 in applicant applicants and in
NOTE Confidence: 0.87981635
00:11:53.899 --> 00:11:54.399 matriculants
NOTE Confidence: 0.98955846
00:11:54.779 --> 00:11:56.220 as well. So this is
NOTE Confidence: 0.98955846
00:11:56.220 --> 00:11:57.579 twenty twenty four. So just
NOTE Confidence: 0.98955846
00:11:57.579 --> 00:11:59.345 think of it like matriculation
NOTE Confidence: 0.96133894
00:11:59.804 --> 00:12:01.005 sets the tone for the
NOTE Confidence: 0.96133894
00:12:01.005 --> 00:12:02.925 future. Right? For the health,
NOTE Confidence: 0.96133894
00:12:03.005 --> 00:12:04.865 physician workforce in this case.
NOTE Confidence: 0.96133894
00:12:05.165 --> 00:12:06.524 So at that same point
NOTE Confidence: 0.96133894
00:12:06.524 --> 00:12:07.184 in time,
NOTE Confidence: 0.97056305
00:12:07.565 --> 00:12:09.505 twenty twenty four, across all
NOTE Confidence: 0.9870605

00:12:09.964 --> 00:12:11.425 trainees in GME,
NOTE Confidence: 0.9976927

00:12:11.949 --> 00:12:13.170 this was the breakdown.
NOTE Confidence: 0.98931503

00:12:13.550 --> 00:12:14.050 Right?
NOTE Confidence: 0.9531894

00:12:14.429 --> 00:12:15.630 And what you can see
NOTE Confidence: 0.9531894

00:12:15.630 --> 00:12:17.389 is that for the Hispanic
NOTE Confidence: 0.9531894

00:12:17.389 --> 00:12:18.910 or Latino, Black or African
NOTE Confidence: 0.9531894

00:12:18.910 --> 00:12:21.790 Americans, American Indians, Hawaiian native
NOTE Confidence: 0.9531894

00:12:21.790 --> 00:12:22.850 or Pacific Islanders,
NOTE Confidence: 0.903663

00:12:23.630 --> 00:12:25.230 their numbers were actually back
NOTE Confidence: 0.903663

00:12:25.230 --> 00:12:26.370 to pre pandemic,
NOTE Confidence: 0.9855747

00:12:27.595 --> 00:12:29.195 levels in terms of,
NOTE Confidence: 0.9279714

00:12:30.635 --> 00:12:32.475 race or ethnicity of enrolled
NOTE Confidence: 0.9279714

00:12:32.475 --> 00:12:32.975 students.
NOTE Confidence: 0.8902374

00:12:33.434 --> 00:12:34.795 Of all the enrolled students
NOTE Confidence: 0.8902374

00:12:34.795 --> 00:12:36.395 in the United States, one
NOTE Confidence: 0.8902374

00:12:36.395 --> 00:12:37.995 point four percent are you

NOTE Confidence: 0.8902374
00:12:38.155 --> 00:12:39.515 non US and non green
NOTE Confidence: 0.8902374
00:12:39.515 --> 00:12:40.335 card holders.
NOTE Confidence: 0.90647364
00:12:41.259 --> 00:12:42.380 So we have several of
NOTE Confidence: 0.90647364
00:12:42.380 --> 00:12:43.279 those at Yale.
NOTE Confidence: 0.9198842
00:12:44.019 --> 00:12:44.519 Now
NOTE Confidence: 0.96690226
00:12:45.579 --> 00:12:46.940 so that's twenty twenty four.
NOTE Confidence: 0.96690226
00:12:46.940 --> 00:12:47.899 But now we have two
NOTE Confidence: 0.96690226
00:12:47.899 --> 00:12:49.019 years of data because we
NOTE Confidence: 0.96690226
00:12:49.019 --> 00:12:50.319 have twenty twenty five.
NOTE Confidence: 0.96416163
00:12:50.940 --> 00:12:52.699 So this, very colorful but
NOTE Confidence: 0.96416163
00:12:52.699 --> 00:12:53.500 I can walk you through
NOTE Confidence: 0.96416163
00:12:53.500 --> 00:12:55.204 it. Green on top is
NOTE Confidence: 0.96416163
00:12:55.204 --> 00:12:56.644 twenty twenty four to twenty
NOTE Confidence: 0.96416163
00:12:56.644 --> 00:12:58.485 five and twenty twenty five
NOTE Confidence: 0.96416163
00:12:58.485 --> 00:12:59.945 to twenty six matriculants.
NOTE Confidence: 0.89895594

00:13:00.485 --> 00:13:01.925 And you can see in
NOTE Confidence: 0.89895594

00:13:01.925 --> 00:13:03.684 red the groups that the
NOTE Confidence: 0.74571747

00:13:04.964 --> 00:13:06.105 the URM groups
NOTE Confidence: 0.9832627

00:13:07.490 --> 00:13:09.190 have not had any significant
NOTE Confidence: 0.9832627

00:13:09.490 --> 00:13:10.610 increase. And if you look
NOTE Confidence: 0.9832627

00:13:10.610 --> 00:13:11.089 at black,
NOTE Confidence: 0.9510084

00:13:11.890 --> 00:13:13.410 African American over the last
NOTE Confidence: 0.9510084

00:13:13.410 --> 00:13:14.370 several years, you can see
NOTE Confidence: 0.9510084

00:13:14.370 --> 00:13:15.990 there's been a significant drop.
NOTE Confidence: 0.9510084

00:13:16.130 --> 00:13:17.429 Also a drop in Hispanics
NOTE Confidence: 0.9510084

00:13:17.490 --> 00:13:19.345 since twenty twenty three. Again,
NOTE Confidence: 0.9510084

00:13:19.345 --> 00:13:20.705 this is for medical school.
NOTE Confidence: 0.9510084

00:13:20.705 --> 00:13:21.665 And at the bottom, you
NOTE Confidence: 0.9510084

00:13:21.665 --> 00:13:22.804 can see that the total
NOTE Confidence: 0.9510084

00:13:22.865 --> 00:13:23.365 URM,
NOTE Confidence: 0.9860967

00:13:24.304 --> 00:13:24.804 component

NOTE Confidence: 0.98099744

00:13:25.425 --> 00:13:26.325 across matriculants

NOTE Confidence: 0.9906892

00:13:26.705 --> 00:13:29.045 has actually dropped almost by

NOTE Confidence: 0.9906892

00:13:29.105 --> 00:13:30.865 four point five percent, something

NOTE Confidence: 0.9906892

00:13:30.865 --> 00:13:32.309 like that. So these are

NOTE Confidence: 0.9906892

00:13:32.429 --> 00:13:33.710 this is the pipeline that's

NOTE Confidence: 0.9906892

00:13:33.710 --> 00:13:35.730 eventually going to lead into,

NOTE Confidence: 0.9758643

00:13:36.190 --> 00:13:37.950 physicians and GME trainees and,

NOTE Confidence: 0.9758643

00:13:38.190 --> 00:13:39.250 attendings, etcetera.

NOTE Confidence: 0.9903961

00:13:40.030 --> 00:13:41.150 This is another way to

NOTE Confidence: 0.9903961

00:13:41.150 --> 00:13:41.950 look at it,

NOTE Confidence: 0.9571721

00:13:42.429 --> 00:13:44.030 if if you prefer graphs.

NOTE Confidence: 0.9571721

00:13:44.030 --> 00:13:45.250 And so, basically,

NOTE Confidence: 0.9934628

00:13:45.870 --> 00:13:46.270 all the

NOTE Confidence: 0.9973056

00:13:48.404 --> 00:13:49.385 all of these

NOTE Confidence: 0.88380903

00:13:50.725 --> 00:13:51.365 all these

NOTE Confidence: 0.9562352

00:13:51.845 --> 00:13:53.525 the four colors represent the
NOTE Confidence: 0.9562352

00:13:53.525 --> 00:13:55.605 URM the traditional URM groups
NOTE Confidence: 0.9562352

00:13:55.605 --> 00:13:56.665 that that we
NOTE Confidence: 0.9901097

00:13:56.965 --> 00:13:57.705 talk about.
NOTE Confidence: 0.9935556

00:13:59.125 --> 00:13:59.625 Now
NOTE Confidence: 0.99749

00:14:01.519 --> 00:14:03.040 as of so that was
NOTE Confidence: 0.99749

00:14:03.040 --> 00:14:04.019 medical school.
NOTE Confidence: 0.9947009

00:14:04.480 --> 00:14:06.179 That same year of all
NOTE Confidence: 0.9787549

00:14:06.559 --> 00:14:08.480 the MD residents in training
NOTE Confidence: 0.9787549

00:14:08.480 --> 00:14:10.320 in twenty twenty four, you
NOTE Confidence: 0.9787549

00:14:10.320 --> 00:14:11.779 can see the breakdown,
NOTE Confidence: 0.9723672

00:14:13.705 --> 00:14:14.985 and you find that
NOTE Confidence: 0.9199517

00:14:15.545 --> 00:14:16.045 basically,
NOTE Confidence: 0.95663476

00:14:17.304 --> 00:14:18.045 the matriculants
NOTE Confidence: 0.96633065

00:14:18.585 --> 00:14:19.645 and the
NOTE Confidence: 0.8189792

00:14:20.025 --> 00:14:20.845 almost matches

NOTE Confidence: 0.9321096

00:14:21.625 --> 00:14:23.065 the UIM groups in training.

NOTE Confidence: 0.9321096

00:14:23.065 --> 00:14:24.285 Nine percent for Latinos,

NOTE Confidence: 0.95823926

00:14:24.980 --> 00:14:26.820 seven percent for black African

NOTE Confidence: 0.95823926

00:14:26.820 --> 00:14:28.660 American, and the combination adds

NOTE Confidence: 0.95823926

00:14:28.660 --> 00:14:30.020 up to, you know, something

NOTE Confidence: 0.95823926

00:14:30.020 --> 00:14:31.540 like sixteen percent or or

NOTE Confidence: 0.95823926

00:14:31.540 --> 00:14:32.040 so.

NOTE Confidence: 0.9886694

00:14:32.580 --> 00:14:34.260 But interesting to start to

NOTE Confidence: 0.9886694

00:14:34.260 --> 00:14:35.620 note that in twenty twenty

NOTE Confidence: 0.9886694

00:14:35.620 --> 00:14:37.060 four, before a lot of

NOTE Confidence: 0.9886694

00:14:37.060 --> 00:14:38.280 the executive orders,

NOTE Confidence: 0.9736164

00:14:38.754 --> 00:14:40.194 twenty four percent of all

NOTE Confidence: 0.9736164

00:14:40.194 --> 00:14:42.115 active residents or IMGs. And

NOTE Confidence: 0.9736164

00:14:42.115 --> 00:14:43.795 that that actual number comes

NOTE Confidence: 0.9736164

00:14:43.795 --> 00:14:45.394 to thirty nine thousand out

NOTE Confidence: 0.9736164

00:14:45.394 --> 00:14:46.595 of a hundred and sixty
NOTE Confidence: 0.9736164

00:14:46.595 --> 00:14:48.595 two thousand trainees in twenty
NOTE Confidence: 0.9736164

00:14:48.595 --> 00:14:49.415 twenty four.
NOTE Confidence: 0.998992

00:14:50.514 --> 00:14:51.175 And then
NOTE Confidence: 0.7749611

00:14:51.500 --> 00:14:52.399 visa holders,
NOTE Confidence: 0.92549556

00:14:52.940 --> 00:14:54.460 non US citizens and non
NOTE Confidence: 0.92549556

00:14:54.460 --> 00:14:56.140 green card holders constitute about
NOTE Confidence: 0.92549556

00:14:56.140 --> 00:14:57.120 seventeen percent.
NOTE Confidence: 0.9856633

00:14:59.660 --> 00:15:00.540 So that's,
NOTE Confidence: 0.95765257

00:15:01.420 --> 00:15:02.700 in a way, what we
NOTE Confidence: 0.95765257

00:15:02.700 --> 00:15:04.320 can project from the scotus
NOTE Confidence: 0.95765257

00:15:04.380 --> 00:15:05.600 effect in terms of
NOTE Confidence: 0.89243543

00:15:05.925 --> 00:15:06.425 applicants,
NOTE Confidence: 0.96029705

00:15:06.805 --> 00:15:07.305 matriculants
NOTE Confidence: 0.94639564

00:15:07.685 --> 00:15:09.225 and then GME training.
NOTE Confidence: 0.8775166

00:15:10.565 --> 00:15:11.305 So then,

NOTE Confidence: 0.94666314
00:15:11.845 --> 00:15:13.445 let's now talk about so
NOTE Confidence: 0.94666314
00:15:13.445 --> 00:15:14.645 that was the first impact.
NOTE Confidence: 0.94666314
00:15:14.645 --> 00:15:16.805 Let's talk about the DEI
NOTE Confidence: 0.94666314
00:15:16.805 --> 00:15:19.445 executive orders in January twenty
NOTE Confidence: 0.94666314
00:15:19.445 --> 00:15:20.265 twenty five.
NOTE Confidence: 0.9952308
00:15:21.269 --> 00:15:22.490 So the first order,
NOTE Confidence: 0.9529935
00:15:23.269 --> 00:15:25.029 executive order was the ending
NOTE Confidence: 0.9529935
00:15:25.029 --> 00:15:26.790 racial and wasteful government DI
NOTE Confidence: 0.9529935
00:15:26.790 --> 00:15:28.470 program. So this is general
NOTE Confidence: 0.9529935
00:15:28.550 --> 00:15:29.509 this is the order that
NOTE Confidence: 0.9529935
00:15:29.509 --> 00:15:31.589 kind of terminated all DI
NOTE Confidence: 0.9529935
00:15:31.589 --> 00:15:33.370 activities in federal agencies
NOTE Confidence: 0.95732147
00:15:33.829 --> 00:15:35.350 under whatever name that they
NOTE Confidence: 0.95732147
00:15:35.350 --> 00:15:36.089 may appear.
NOTE Confidence: 0.983073
00:15:36.745 --> 00:15:38.185 And this was on January
NOTE Confidence: 0.983073

00:15:38.185 --> 00:15:38.685 twentieth.
NOTE Confidence: 0.9856203
00:15:39.705 --> 00:15:41.225 And on January twenty first
NOTE Confidence: 0.9856203
00:15:41.225 --> 00:15:43.165 was the ending illegal discrimination
NOTE Confidence: 0.9856203
00:15:43.385 --> 00:15:45.645 and restoring merit based opportunities.
NOTE Confidence: 0.9918859
00:15:46.425 --> 00:15:48.425 This directed the attorney generals
NOTE Confidence: 0.9918859
00:15:48.425 --> 00:15:49.945 and federal agencies to look
NOTE Confidence: 0.9918859
00:15:49.945 --> 00:15:51.630 at the private sectors to
NOTE Confidence: 0.80348843
00:15:52.670 --> 00:15:53.970 find those that
NOTE Confidence: 0.73322916
00:15:54.590 --> 00:15:55.250 were conducting,
NOTE Confidence: 0.9647371
00:15:56.270 --> 00:15:56.770 egregious
NOTE Confidence: 0.9938306
00:15:57.790 --> 00:15:59.630 DEI programs and illegal DEI
NOTE Confidence: 0.9938306
00:15:59.630 --> 00:16:01.790 programs without actually defining what
NOTE Confidence: 0.9938306
00:16:01.790 --> 00:16:02.290 constituted
NOTE Confidence: 0.9940654
00:16:02.590 --> 00:16:04.270 illegal DEI programs at that
NOTE Confidence: 0.9940654
00:16:04.270 --> 00:16:05.170 point in time.
NOTE Confidence: 0.94036293
00:16:08.285 --> 00:16:08.785 This,

NOTE Confidence: 0.9172921
00:16:09.325 --> 00:16:10.705 this, I believe,
NOTE Confidence: 0.96376586
00:16:12.045 --> 00:16:13.965 this order was challenged and
NOTE Confidence: 0.96376586
00:16:13.965 --> 00:16:15.965 the government, I believe, dropped
NOTE Confidence: 0.96376586
00:16:15.965 --> 00:16:17.505 the defense of this order
NOTE Confidence: 0.96376586
00:16:17.645 --> 00:16:18.145 recently,
NOTE Confidence: 0.95093274
00:16:19.245 --> 00:16:21.245 but not the DOJ guidance
NOTE Confidence: 0.95093274
00:16:21.245 --> 00:16:22.385 which we'll get to.
NOTE Confidence: 0.9867396
00:16:23.270 --> 00:16:24.630 So what impact has all
NOTE Confidence: 0.9867396
00:16:24.630 --> 00:16:26.230 of this had? So executive
NOTE Confidence: 0.9867396
00:16:26.230 --> 00:16:28.230 orders are not laws. They,
NOTE Confidence: 0.9867396
00:16:28.550 --> 00:16:29.990 but they can lead to
NOTE Confidence: 0.9867396
00:16:29.990 --> 00:16:31.750 a chilling effect. They can
NOTE Confidence: 0.9867396
00:16:31.750 --> 00:16:32.810 lead to a cascade,
NOTE Confidence: 0.9989412
00:16:34.070 --> 00:16:35.370 of compliance.
NOTE Confidence: 0.96350014
00:16:37.745 --> 00:16:39.585 So this is updated as
NOTE Confidence: 0.96350014

00:16:39.585 --> 00:16:41.445 of March twenty twenty six.

NOTE Confidence: 0.96350014

00:16:41.505 --> 00:16:42.545 This is from the Chronicle

NOTE Confidence: 0.96350014

00:16:42.545 --> 00:16:43.605 of Higher Education.

NOTE Confidence: 0.9451056

00:16:43.985 --> 00:16:44.945 And this is a map

NOTE Confidence: 0.9451056

00:16:44.945 --> 00:16:46.805 showing where anti DI legislation

NOTE Confidence: 0.9451056

00:16:46.945 --> 00:16:48.965 has been proposed, either introduced,

NOTE Confidence: 0.98338443

00:16:49.800 --> 00:16:51.720 final approval, or signed into

NOTE Confidence: 0.98338443

00:16:51.720 --> 00:16:52.220 law.

NOTE Confidence: 0.98740476

00:16:52.760 --> 00:16:54.300 And just just to summarize,

NOTE Confidence: 0.98740476

00:16:54.520 --> 00:16:56.680 since twenty twenty three, a

NOTE Confidence: 0.98740476

00:16:56.680 --> 00:16:58.680 hundred and fifty one, bills

NOTE Confidence: 0.98740476

00:16:58.680 --> 00:17:00.360 have been introduced, thirty four

NOTE Confidence: 0.98740476

00:17:00.360 --> 00:17:01.500 have had legislative

NOTE Confidence: 0.9820274

00:17:01.880 --> 00:17:02.380 approval,

NOTE Confidence: 0.99168634

00:17:02.760 --> 00:17:04.300 and thirty have become,

NOTE Confidence: 0.998827

00:17:04.840 --> 00:17:05.340 law.

NOTE Confidence: 0.99920005

00:17:06.455 --> 00:17:07.835 And what does the law

NOTE Confidence: 0.9413622

00:17:08.455 --> 00:17:09.915 what what does the legislation

NOTE Confidence: 0.95546496

00:17:10.695 --> 00:17:12.935 represent? So this map shows

NOTE Confidence: 0.95546496

00:17:12.935 --> 00:17:14.875 you, like, for these states,

NOTE Confidence: 0.95546496

00:17:14.935 --> 00:17:16.955 you cannot have DEI offices

NOTE Confidence: 0.95546496

00:17:17.015 --> 00:17:17.755 and staff.

NOTE Confidence: 0.9889206

00:17:18.240 --> 00:17:19.359 For these states, you cannot

NOTE Confidence: 0.9889206

00:17:19.359 --> 00:17:21.220 have mandatory DEI training.

NOTE Confidence: 0.9766514

00:17:22.880 --> 00:17:24.900 You cannot have diversity statements,

NOTE Confidence: 0.9990634

00:17:25.280 --> 00:17:26.740 and you cannot have identity

NOTE Confidence: 0.9990634

00:17:26.880 --> 00:17:27.700 based preferences

NOTE Confidence: 0.9998373

00:17:28.000 --> 00:17:28.820 for hiring.

NOTE Confidence: 0.98376465

00:17:29.359 --> 00:17:31.140 So in effect, even though

NOTE Confidence: 0.9900768

00:17:31.475 --> 00:17:33.155 one of the executive orders

NOTE Confidence: 0.9900768

00:17:33.155 --> 00:17:34.675 was challenged and the government

NOTE Confidence: 0.9900768

00:17:34.675 --> 00:17:35.415 has dropped
NOTE Confidence: 0.89519167

00:17:35.795 --> 00:17:37.155 it has dropped its defense
NOTE Confidence: 0.89519167

00:17:37.155 --> 00:17:38.295 of the of the challenge,
NOTE Confidence: 0.95795757

00:17:38.675 --> 00:17:40.755 but nonetheless, numerous states have
NOTE Confidence: 0.95795757

00:17:40.755 --> 00:17:42.455 passed anti DEI legislation
NOTE Confidence: 0.93069226

00:17:43.635 --> 00:17:45.234 and all federal agencies have
NOTE Confidence: 0.93069226

00:17:45.234 --> 00:17:46.775 ended their DEI programs
NOTE Confidence: 0.9931695

00:17:47.210 --> 00:17:48.590 like the VA,
NOTE Confidence: 0.7314581

00:17:49.050 --> 00:17:50.430 c CDC, NIH.
NOTE Confidence: 0.98037946

00:17:51.690 --> 00:17:53.930 And numerous private academic centers
NOTE Confidence: 0.98037946

00:17:53.930 --> 00:17:55.850 and university systems have also
NOTE Confidence: 0.98037946

00:17:55.850 --> 00:17:57.630 dismantled their DEI programs.
NOTE Confidence: 0.90680695

00:17:59.050 --> 00:17:59.790 For example,
NOTE Confidence: 0.97181726

00:18:00.515 --> 00:18:01.715 this is just not an
NOTE Confidence: 0.97181726

00:18:01.715 --> 00:18:03.495 ex for example, these schools
NOTE Confidence: 0.97181726

00:18:03.555 --> 00:18:05.175 have abolished or

NOTE Confidence: 0.9611863

00:18:06.275 --> 00:18:08.215 or suspended their DEI programs,

NOTE Confidence: 0.9645352

00:18:09.555 --> 00:18:11.235 and there are many others.

NOTE Confidence: 0.9645352

00:18:11.235 --> 00:18:12.275 And, of course, I'm sure

NOTE Confidence: 0.9645352

00:18:12.275 --> 00:18:13.155 there are many more to

NOTE Confidence: 0.9645352

00:18:13.155 --> 00:18:13.500 come.

NOTE Confidence: 0.9979757

00:18:14.300 --> 00:18:15.680 To put this in perspective,

NOTE Confidence: 0.996827

00:18:16.940 --> 00:18:17.680 in general,

NOTE Confidence: 0.9329806

00:18:19.900 --> 00:18:21.820 approximately actually, exactly, there are

NOTE Confidence: 0.9329806

00:18:21.820 --> 00:18:22.940 one hundred and fifty nine

NOTE Confidence: 0.9329806

00:18:22.940 --> 00:18:24.300 MD granting schools and there

NOTE Confidence: 0.9329806

00:18:24.300 --> 00:18:25.580 are forty one dual granting

NOTE Confidence: 0.9329806

00:18:25.580 --> 00:18:27.085 schools in the United States.

NOTE Confidence: 0.9329806

00:18:27.085 --> 00:18:28.205 And roughly, there are about

NOTE Confidence: 0.9329806

00:18:28.205 --> 00:18:29.745 two hundred and thirty academic

NOTE Confidence: 0.9329806

00:18:29.805 --> 00:18:31.965 medical centers affiliated with training

NOTE Confidence: 0.9329806

00:18:31.965 --> 00:18:32.545 or course.
NOTE Confidence: 0.9377862
00:18:33.005 --> 00:18:34.145 And so
NOTE Confidence: 0.99402833
00:18:34.685 --> 00:18:35.965 what has been the impact
NOTE Confidence: 0.99402833
00:18:35.965 --> 00:18:37.505 of the executive orders?
NOTE Confidence: 0.9657882
00:18:38.925 --> 00:18:40.125 Does anyone know this,
NOTE Confidence: 0.9992578
00:18:41.005 --> 00:18:41.505 organization?
NOTE Confidence: 0.9287896
00:18:42.960 --> 00:18:44.340 So do no harm is,
NOTE Confidence: 0.9884359
00:18:45.040 --> 00:18:46.320 to protect health care from
NOTE Confidence: 0.9884359
00:18:46.320 --> 00:18:48.500 the disastrous consequences of identity
NOTE Confidence: 0.9884359
00:18:48.640 --> 00:18:49.140 politics.
NOTE Confidence: 0.9715617
00:18:49.679 --> 00:18:50.660 And of September,
NOTE Confidence: 0.99948615
00:18:52.320 --> 00:18:53.540 twenty twenty five,
NOTE Confidence: 0.9976204
00:18:54.160 --> 00:18:54.660 they
NOTE Confidence: 0.9904792
00:18:55.815 --> 00:18:57.335 had quoted that they had
NOTE Confidence: 0.9904792
00:18:57.335 --> 00:18:58.955 whittled down DEI activities
NOTE Confidence: 0.99714285
00:18:59.335 --> 00:19:00.075 down to

NOTE Confidence: 0.9731107
00:19:00.375 --> 00:19:02.294 sixty six medical schools of
NOTE Confidence: 0.9731107
00:19:02.375 --> 00:19:03.335 out of the close to
NOTE Confidence: 0.9731107
00:19:03.335 --> 00:19:03.994 two hundred,
NOTE Confidence: 0.9982824
00:19:05.015 --> 00:19:06.635 including those that have rebranded.
NOTE Confidence: 0.9982824
00:19:06.774 --> 00:19:07.755 And for Yale,
NOTE Confidence: 0.99801975
00:19:08.280 --> 00:19:09.560 Yale is on the list
NOTE Confidence: 0.99801975
00:19:09.560 --> 00:19:10.940 as collaborative excellence
NOTE Confidence: 0.91516614
00:19:12.280 --> 00:19:13.900 clearly stating that that
NOTE Confidence: 0.96548504
00:19:14.280 --> 00:19:14.780 is
NOTE Confidence: 0.9951263
00:19:15.800 --> 00:19:17.560 represents what the DEI office
NOTE Confidence: 0.9951263
00:19:17.560 --> 00:19:18.600 was. In fact, the names
NOTE Confidence: 0.9951263
00:19:18.600 --> 00:19:19.800 of our our leaders are
NOTE Confidence: 0.9951263
00:19:19.800 --> 00:19:21.260 there in both categories.
NOTE Confidence: 0.976085
00:19:23.185 --> 00:19:24.945 Now in September that year,
NOTE Confidence: 0.976085
00:19:24.945 --> 00:19:26.805 this organization also established
NOTE Confidence: 0.93161476

00:19:27.425 --> 00:19:28.885 the Center for Accountability
NOTE Confidence: 0.90308154

00:19:29.185 --> 00:19:29.925 in Medicine,
NOTE Confidence: 0.9340558

00:19:30.945 --> 00:19:31.905 and they came up with
NOTE Confidence: 0.9340558

00:19:31.905 --> 00:19:34.165 a medical school excellence index.
NOTE Confidence: 0.9593064

00:19:35.200 --> 00:19:36.400 And all the medical schools
NOTE Confidence: 0.9593064

00:19:36.400 --> 00:19:37.440 have a so you have
NOTE Confidence: 0.9593064

00:19:37.440 --> 00:19:38.400 the QR code if you're
NOTE Confidence: 0.9593064

00:19:38.400 --> 00:19:39.600 interested. You wanna look at
NOTE Confidence: 0.9593064

00:19:39.600 --> 00:19:40.800 all the schools. But I
NOTE Confidence: 0.9593064

00:19:40.800 --> 00:19:42.160 just pulled up our, Yale
NOTE Confidence: 0.9593064

00:19:42.160 --> 00:19:43.200 School of Medicine, and you
NOTE Confidence: 0.9593064

00:19:43.200 --> 00:19:44.560 can see that, there's an
NOTE Confidence: 0.9593064

00:19:44.560 --> 00:19:46.000 a to f ranking that
NOTE Confidence: 0.9593064

00:19:46.000 --> 00:19:46.980 based on this,
NOTE Confidence: 0.9779496

00:19:47.515 --> 00:19:49.355 medical school excellence index that
NOTE Confidence: 0.9779496

00:19:49.355 --> 00:19:50.315 we have a c. And,

NOTE Confidence: 0.9779496
00:19:50.315 --> 00:19:51.535 of course, the more
NOTE Confidence: 0.99069446
00:19:52.875 --> 00:19:54.075 if you have a pass
NOTE Confidence: 0.99069446
00:19:54.075 --> 00:19:54.734 or fail,
NOTE Confidence: 0.9340927
00:19:55.195 --> 00:19:56.395 you're, you know, you're going
NOTE Confidence: 0.9340927
00:19:56.395 --> 00:19:57.355 and you go towards the
NOTE Confidence: 0.9340927
00:19:57.355 --> 00:19:58.734 f. If you have
NOTE Confidence: 0.48127815
00:19:59.195 --> 00:19:59.695 any
NOTE Confidence: 0.6470626
00:19:59.994 --> 00:20:00.575 I did
NOTE Confidence: 0.97980964
00:20:01.320 --> 00:20:02.679 possible DI office, you go
NOTE Confidence: 0.97980964
00:20:02.679 --> 00:20:03.559 towards the f. And if
NOTE Confidence: 0.97980964
00:20:03.559 --> 00:20:04.919 you have honor systems and
NOTE Confidence: 0.97980964
00:20:04.919 --> 00:20:06.159 grading, you go towards the
NOTE Confidence: 0.97980964
00:20:06.440 --> 00:20:07.960 AOA, you go towards the
NOTE Confidence: 0.97980964
00:20:07.960 --> 00:20:08.460 a.
NOTE Confidence: 0.9349698
00:20:10.519 --> 00:20:11.019 So
NOTE Confidence: 0.94777083

00:20:11.399 --> 00:20:12.600 so all of that so
NOTE Confidence: 0.94777083

00:20:12.600 --> 00:20:13.640 this is just to show
NOTE Confidence: 0.94777083

00:20:13.640 --> 00:20:14.679 that the the kind of
NOTE Confidence: 0.94777083

00:20:14.679 --> 00:20:15.179 the
NOTE Confidence: 0.9831152

00:20:15.625 --> 00:20:17.164 the movement or the landscape
NOTE Confidence: 0.9831152

00:20:17.225 --> 00:20:18.744 or or or the forces
NOTE Confidence: 0.9831152

00:20:18.744 --> 00:20:20.284 that are impacting
NOTE Confidence: 0.95010775

00:20:22.025 --> 00:20:23.544 inclusion and belonging, I think,
NOTE Confidence: 0.95010775

00:20:23.544 --> 00:20:25.085 in in medicine and GME.
NOTE Confidence: 0.99550056

00:20:26.664 --> 00:20:27.784 So then we move along
NOTE Confidence: 0.99550056

00:20:27.784 --> 00:20:29.645 to April twenty twenty five
NOTE Confidence: 0.9700631

00:20:30.130 --> 00:20:32.049 when some executive orders targeted
NOTE Confidence: 0.9700631

00:20:32.049 --> 00:20:34.210 the accreditation bodies. And, of
NOTE Confidence: 0.9700631

00:20:34.210 --> 00:20:35.330 course, you we're all aware
NOTE Confidence: 0.9700631

00:20:35.330 --> 00:20:36.230 that the LCME
NOTE Confidence: 0.96483487

00:20:36.770 --> 00:20:38.710 in May dropped its requirement

NOTE Confidence: 0.84140533
00:20:39.090 --> 00:20:40.530 element three point three, which
NOTE Confidence: 0.84140533
00:20:40.530 --> 00:20:41.409 was of which,
NOTE Confidence: 0.99957365
00:20:42.049 --> 00:20:42.549 mandated
NOTE Confidence: 0.9975397
00:20:43.090 --> 00:20:45.590 diverse faculty, diverse trainees, etcetera.
NOTE Confidence: 0.9989507
00:20:46.825 --> 00:20:47.325 And
NOTE Confidence: 0.97571677
00:20:48.664 --> 00:20:50.184 just recently, I think in
NOTE Confidence: 0.97571677
00:20:50.184 --> 00:20:51.865 February, the LCME has also
NOTE Confidence: 0.97571677
00:20:51.865 --> 00:20:53.865 withdrawn requirements to teach cultural
NOTE Confidence: 0.97571677
00:20:53.865 --> 00:20:55.404 competence in medical school.
NOTE Confidence: 0.98610806
00:20:55.945 --> 00:20:57.384 The WMC no longer has
NOTE Confidence: 0.98610806
00:20:57.384 --> 00:20:58.845 a chief diversity officer.
NOTE Confidence: 0.9644299
00:20:59.304 --> 00:21:00.205 And then finally,
NOTE Confidence: 0.98953617
00:21:00.760 --> 00:21:02.280 the ACGME, which is the
NOTE Confidence: 0.98953617
00:21:02.280 --> 00:21:03.900 accreditation body for GME,
NOTE Confidence: 0.9672311
00:21:05.320 --> 00:21:07.080 has retired its diversity, equity,
NOTE Confidence: 0.9672311

00:21:07.080 --> 00:21:07.820 and inclusion
NOTE Confidence: 0.66102344

00:21:08.280 --> 00:21:09.340 specific accreditation,
NOTE Confidence: 0.99765134

00:21:09.640 --> 00:21:11.260 and anyone that had citations
NOTE Confidence: 0.99765134

00:21:11.320 --> 00:21:12.380 were dropped instantly
NOTE Confidence: 0.94871694

00:21:12.760 --> 00:21:14.440 and actually closed this department
NOTE Confidence: 0.94871694

00:21:14.440 --> 00:21:15.740 of DEI completely.
NOTE Confidence: 0.999027

00:21:17.375 --> 00:21:18.835 So there's no accreditation
NOTE Confidence: 0.9634269

00:21:19.774 --> 00:21:20.835 cover or incentive
NOTE Confidence: 0.9951049

00:21:21.455 --> 00:21:22.195 or motivation
NOTE Confidence: 0.99985313

00:21:22.894 --> 00:21:23.394 to
NOTE Confidence: 0.96534234

00:21:23.695 --> 00:21:26.434 be inclusive, expansive, and etcetera.
NOTE Confidence: 0.9962519

00:21:28.975 --> 00:21:30.095 So now let's go to
NOTE Confidence: 0.9962519

00:21:30.095 --> 00:21:31.635 the travel bans.
NOTE Confidence: 0.9730287

00:21:35.590 --> 00:21:36.869 This list of, I think,
NOTE Confidence: 0.9730287

00:21:36.869 --> 00:21:38.869 twenty countries have a full
NOTE Confidence: 0.9730287

00:21:38.869 --> 00:21:39.369 ban

NOTE Confidence: 0.9381912
00:21:39.750 --> 00:21:41.590 suspended for immigrant and all
NOTE Confidence: 0.9381912
00:21:41.590 --> 00:21:42.090 nonimmigrant
NOTE Confidence: 0.99715936
00:21:43.430 --> 00:21:44.570 visas. Right?
NOTE Confidence: 0.9607888
00:21:45.075 --> 00:21:46.195 So you may think of
NOTE Confidence: 0.9607888
00:21:46.195 --> 00:21:48.034 it as, okay. Our trainees
NOTE Confidence: 0.9607888
00:21:48.034 --> 00:21:49.075 are not coming from these
NOTE Confidence: 0.9607888
00:21:49.075 --> 00:21:49.575 countries
NOTE Confidence: 0.8414453
00:21:49.955 --> 00:21:50.695 of etcetera.
NOTE Confidence: 0.9679412
00:21:51.234 --> 00:21:53.234 But that means that anyone
NOTE Confidence: 0.9679412
00:21:53.234 --> 00:21:54.355 who is in the United
NOTE Confidence: 0.9679412
00:21:54.355 --> 00:21:55.575 States professional
NOTE Confidence: 0.93648183
00:21:56.274 --> 00:21:57.815 in any help any professional
NOTE Confidence: 0.93648183
00:21:57.875 --> 00:21:59.234 capacity, for instance, who is
NOTE Confidence: 0.93648183
00:21:59.234 --> 00:22:00.135 from these countries
NOTE Confidence: 0.97164035
00:22:00.649 --> 00:22:02.409 and who who came here
NOTE Confidence: 0.97164035

00:22:02.409 --> 00:22:04.090 ahead of their spouse or
NOTE Confidence: 0.97164035

00:22:04.090 --> 00:22:05.690 their significant other or their
NOTE Confidence: 0.97164035

00:22:05.690 --> 00:22:07.230 children or their parents
NOTE Confidence: 0.7420294

00:22:08.409 --> 00:22:08.909 cannot
NOTE Confidence: 0.99867284

00:22:09.769 --> 00:22:10.830 go home
NOTE Confidence: 0.99294376

00:22:11.210 --> 00:22:12.029 and cannot
NOTE Confidence: 0.9997057

00:22:12.490 --> 00:22:13.149 be joined
NOTE Confidence: 0.99990463

00:22:13.905 --> 00:22:14.405 by
NOTE Confidence: 0.9300182

00:22:14.705 --> 00:22:15.445 their family.
NOTE Confidence: 0.9469144

00:22:16.305 --> 00:22:17.905 Open ended. I mean, so
NOTE Confidence: 0.9469144

00:22:17.905 --> 00:22:19.205 think about the the the
NOTE Confidence: 0.9469144

00:22:19.205 --> 00:22:20.484 the the the emotional
NOTE Confidence: 0.99261785

00:22:21.345 --> 00:22:23.025 aspects, the mental drain, the
NOTE Confidence: 0.99261785

00:22:23.025 --> 00:22:23.525 the
NOTE Confidence: 0.9015597

00:22:24.225 --> 00:22:25.345 the stress that this,
NOTE Confidence: 0.99801487

00:22:26.465 --> 00:22:27.845 impacts on it. So

NOTE Confidence: 0.9942469
00:22:28.359 --> 00:22:28.859 then
NOTE Confidence: 0.95534605
00:22:30.279 --> 00:22:31.720 there's a second group with
NOTE Confidence: 0.95534605
00:22:31.720 --> 00:22:32.859 the partial ban,
NOTE Confidence: 0.9694543
00:22:33.480 --> 00:22:34.299 which includes,
NOTE Confidence: 0.91758347
00:22:35.880 --> 00:22:37.880 for immigrant, b one visas,
NOTE Confidence: 0.91758347
00:22:37.880 --> 00:22:39.419 f m, and most importantly
NOTE Confidence: 0.91758347
00:22:39.559 --> 00:22:40.760 for us in the GME
NOTE Confidence: 0.91758347
00:22:40.760 --> 00:22:42.940 space, j visas. Right?
NOTE Confidence: 0.9663606
00:22:43.845 --> 00:22:44.725 And if you look at
NOTE Confidence: 0.9663606
00:22:44.725 --> 00:22:45.465 that list,
NOTE Confidence: 0.979114
00:22:46.725 --> 00:22:48.184 not because I'm from Nigeria,
NOTE Confidence: 0.979114
00:22:48.325 --> 00:22:49.525 but Nigeria is one of
NOTE Confidence: 0.979114
00:22:49.525 --> 00:22:50.744 the biggest suppliers
NOTE Confidence: 0.95666325
00:22:51.365 --> 00:22:52.105 of trainees,
NOTE Confidence: 0.99388576
00:22:52.645 --> 00:22:53.365 and I'll show you a
NOTE Confidence: 0.99388576

00:22:53.365 --> 00:22:55.205 list later on. And so
NOTE Confidence: 0.99388576

00:22:55.205 --> 00:22:56.005 you can imagine
NOTE Confidence: 0.9806635

00:22:57.809 --> 00:22:58.850 and I I'm sure that's
NOTE Confidence: 0.9806635

00:22:58.850 --> 00:22:59.649 not the case here, but
NOTE Confidence: 0.9806635

00:22:59.649 --> 00:23:01.510 I'm sure across the country,
NOTE Confidence: 0.9976821

00:23:01.890 --> 00:23:02.869 program directors
NOTE Confidence: 0.92008626

00:23:03.409 --> 00:23:03.909 were
NOTE Confidence: 0.9720248

00:23:04.450 --> 00:23:06.470 navigating their rank list accordingly.
NOTE Confidence: 0.99748456

00:23:06.850 --> 00:23:07.350 Right?
NOTE Confidence: 0.99148905

00:23:08.210 --> 00:23:09.830 A program that usually takes
NOTE Confidence: 0.99148905

00:23:09.890 --> 00:23:11.669 maybe three or four Nigerians
NOTE Confidence: 0.99281293

00:23:12.369 --> 00:23:13.029 would not
NOTE Confidence: 0.96979576

00:23:13.625 --> 00:23:15.465 take that risk anymore because
NOTE Confidence: 0.96979576

00:23:15.465 --> 00:23:16.425 they they may not get
NOTE Confidence: 0.96979576

00:23:16.425 --> 00:23:17.385 the j one visa. There
NOTE Confidence: 0.96979576

00:23:17.385 --> 00:23:18.345 are no exemptions at the

NOTE Confidence: 0.96979576
00:23:18.345 --> 00:23:19.165 government level.
NOTE Confidence: 0.91881204
00:23:20.585 --> 00:23:21.865 So again and all these
NOTE Confidence: 0.91881204
00:23:21.865 --> 00:23:24.045 partial bans also impact spouses
NOTE Confidence: 0.91881204
00:23:24.105 --> 00:23:25.325 and families, etcetera.
NOTE Confidence: 0.96832937
00:23:25.705 --> 00:23:27.225 I'm sure Mark has residents
NOTE Confidence: 0.96832937
00:23:27.225 --> 00:23:28.410 that haven't been home for
NOTE Confidence: 0.96832937
00:23:28.410 --> 00:23:29.530 four or five years and
NOTE Confidence: 0.96832937
00:23:29.530 --> 00:23:31.150 missed major family events.
NOTE Confidence: 0.9729524
00:23:33.210 --> 00:23:34.330 So then let's talk about
NOTE Confidence: 0.9729524
00:23:34.330 --> 00:23:35.930 the so so the impact.
NOTE Confidence: 0.9729524
00:23:35.930 --> 00:23:36.890 So we talked about j
NOTE Confidence: 0.9729524
00:23:36.890 --> 00:23:37.770 one. So the j one
NOTE Confidence: 0.9729524
00:23:37.770 --> 00:23:38.810 is a very important for
NOTE Confidence: 0.9729524
00:23:38.810 --> 00:23:39.310 GME.
NOTE Confidence: 0.9641797
00:23:40.505 --> 00:23:41.945 In twenty twenty four, there
NOTE Confidence: 0.9641797

00:23:41.945 --> 00:23:44.105 were about sixteen thousand physicians

NOTE Confidence: 0.9641797

00:23:44.105 --> 00:23:44.925 in the US

NOTE Confidence: 0.9783492

00:23:45.385 --> 00:23:47.145 GME on j one visas.

NOTE Confidence: 0.9783492

00:23:47.145 --> 00:23:48.185 Right? And you can see

NOTE Confidence: 0.9783492

00:23:48.185 --> 00:23:49.244 the list of countries

NOTE Confidence: 0.95468843

00:23:49.785 --> 00:23:51.225 where Nigeria is the sixth.

NOTE Confidence: 0.95468843

00:23:51.225 --> 00:23:53.145 So Nigeria usually supplies about

NOTE Confidence: 0.95468843

00:23:53.145 --> 00:23:54.365 four hundred and fifty

NOTE Confidence: 0.9830741

00:23:54.679 --> 00:23:56.780 to five hundred physicians annually.

NOTE Confidence: 0.9830741

00:23:57.080 --> 00:23:57.960 And you can see so

NOTE Confidence: 0.9830741

00:23:57.960 --> 00:23:59.000 Nigeria is the only one

NOTE Confidence: 0.9830741

00:23:59.000 --> 00:24:00.299 on that top ten list

NOTE Confidence: 0.9830741

00:24:00.359 --> 00:24:01.580 that has been affected

NOTE Confidence: 0.96217155

00:24:02.200 --> 00:24:04.200 by the ban, the partial

NOTE Confidence: 0.96217155

00:24:04.200 --> 00:24:04.700 ban.

NOTE Confidence: 0.93903214

00:24:05.320 --> 00:24:06.359 Now where do these j

NOTE Confidence: 0.93903214

00:24:06.359 --> 00:24:07.580 one physicians go?

NOTE Confidence: 0.93222934

00:24:08.600 --> 00:24:09.320 They actually

NOTE Confidence: 0.9538887

00:24:10.335 --> 00:24:11.534 New York has the highest

NOTE Confidence: 0.9538887

00:24:11.534 --> 00:24:12.034 number,

NOTE Confidence: 0.9899712

00:24:13.135 --> 00:24:14.015 and but you can see

NOTE Confidence: 0.9899712

00:24:14.015 --> 00:24:15.294 Connecticut is in the top

NOTE Confidence: 0.9899712

00:24:15.294 --> 00:24:16.275 ten as well.

NOTE Confidence: 0.91265494

00:24:17.215 --> 00:24:18.655 And, of course, understanding that

NOTE Confidence: 0.91265494

00:24:18.655 --> 00:24:19.554 this j one

NOTE Confidence: 0.85541314

00:24:20.015 --> 00:24:22.034 physicians after they complete training

NOTE Confidence: 0.9660393

00:24:22.970 --> 00:24:25.369 form the significant number of

NOTE Confidence: 0.9660393

00:24:25.369 --> 00:24:27.850 physicians in underserved areas because

NOTE Confidence: 0.9660393

00:24:27.850 --> 00:24:29.310 of their j one waivers.

NOTE Confidence: 0.9660393

00:24:29.450 --> 00:24:30.970 So an impact again in

NOTE Confidence: 0.9660393

00:24:30.970 --> 00:24:32.109 rural health care.

NOTE Confidence: 0.9993457

00:24:33.690 --> 00:24:34.590 What specialties
NOTE Confidence: 0.9997321

00:24:35.835 --> 00:24:36.335 really
NOTE Confidence: 0.9916092

00:24:36.715 --> 00:24:38.734 depend on j one visas
NOTE Confidence: 0.9916092

00:24:38.875 --> 00:24:40.315 for GME trainees? And you
NOTE Confidence: 0.9916092

00:24:40.315 --> 00:24:41.674 can see that we are
NOTE Confidence: 0.9916092

00:24:41.674 --> 00:24:42.335 the majority
NOTE Confidence: 0.8465377

00:24:42.715 --> 00:24:43.615 internal medicine
NOTE Confidence: 0.880671

00:24:44.155 --> 00:24:44.975 by far.
NOTE Confidence: 0.98982435

00:24:45.755 --> 00:24:46.975 And then we have pediatrics,
NOTE Confidence: 0.98982435

00:24:47.195 --> 00:24:48.734 family medicine, neurology.
NOTE Confidence: 0.86010283

00:24:52.259 --> 00:24:53.559 Now later on,
NOTE Confidence: 0.91232574

00:24:54.340 --> 00:24:56.500 in January came, an increased
NOTE Confidence: 0.91232574

00:24:56.500 --> 00:24:58.119 ban. This was what we're
NOTE Confidence: 0.9756655

00:24:58.580 --> 00:24:59.880 leading up to the match.
NOTE Confidence: 0.9756655

00:25:00.179 --> 00:25:01.299 But this time, a ban
NOTE Confidence: 0.9756655

00:25:01.299 --> 00:25:03.139 on immigrant visas. So in

NOTE Confidence: 0.9756655
00:25:03.139 --> 00:25:04.100 addition to those,
NOTE Confidence: 0.9901803
00:25:05.025 --> 00:25:06.945 forty countries I listed, we
NOTE Confidence: 0.9901803
00:25:06.945 --> 00:25:07.984 are now up to about
NOTE Confidence: 0.9901803
00:25:07.984 --> 00:25:09.285 seventy six countries
NOTE Confidence: 0.94421834
00:25:10.225 --> 00:25:12.145 that have a ban or
NOTE Confidence: 0.94421834
00:25:12.145 --> 00:25:14.305 pause that if people trainees
NOTE Confidence: 0.94421834
00:25:14.305 --> 00:25:16.244 here have spouses or significant
NOTE Confidence: 0.94421834
00:25:16.305 --> 00:25:17.125 orders there,
NOTE Confidence: 0.9971877
00:25:17.630 --> 00:25:19.150 there's no hope of them
NOTE Confidence: 0.9971877
00:25:19.150 --> 00:25:19.650 coming.
NOTE Confidence: 0.9759202
00:25:20.510 --> 00:25:21.570 My neighbor actually
NOTE Confidence: 0.9964641
00:25:22.430 --> 00:25:23.170 was from
NOTE Confidence: 0.98477465
00:25:23.710 --> 00:25:25.390 is from Iran, and my
NOTE Confidence: 0.98477465
00:25:25.390 --> 00:25:27.150 neighbor's mom actually had an
NOTE Confidence: 0.98477465
00:25:27.150 --> 00:25:27.650 interview
NOTE Confidence: 0.99713284

00:25:28.430 --> 00:25:29.410 scheduled for
NOTE Confidence: 0.9996498

00:25:29.710 --> 00:25:30.770 the end of January
NOTE Confidence: 0.956759

00:25:31.150 --> 00:25:31.650 in
NOTE Confidence: 0.9812607

00:25:32.030 --> 00:25:33.685 in in in Turkey to
NOTE Confidence: 0.9812607

00:25:33.685 --> 00:25:34.805 get the green card, and
NOTE Confidence: 0.9812607

00:25:34.805 --> 00:25:36.345 now that's completely
NOTE Confidence: 0.9985255

00:25:36.725 --> 00:25:37.225 suspended.
NOTE Confidence: 0.8352791

00:25:41.845 --> 00:25:42.345 Okay.
NOTE Confidence: 0.96798366

00:25:42.885 --> 00:25:43.845 So I'm sorry. It's all
NOTE Confidence: 0.96798366

00:25:43.845 --> 00:25:44.645 a little bit doom and
NOTE Confidence: 0.96798366

00:25:44.645 --> 00:25:45.385 gloom, but
NOTE Confidence: 0.96936256

00:25:45.765 --> 00:25:46.825 but it's just to illustrate
NOTE Confidence: 0.96936256

00:25:46.885 --> 00:25:48.505 the impact, it's having.
NOTE Confidence: 0.99610484

00:25:49.190 --> 00:25:50.390 So then in July, we
NOTE Confidence: 0.99610484

00:25:50.390 --> 00:25:52.650 had the finally, the DOJ
NOTE Confidence: 0.84284854

00:25:53.109 --> 00:25:54.890 gave guidance. Yes, Andre.

NOTE Confidence: 0.96894336
00:25:55.429 --> 00:25:56.869 Once people were here on
NOTE Confidence: 0.96894336
00:25:56.869 --> 00:25:57.770 the j one,
NOTE Confidence: 0.9743083
00:25:58.309 --> 00:25:59.510 you're saying they're allowed to
NOTE Confidence: 0.9743083
00:25:59.510 --> 00:26:00.390 stay as long as they
NOTE Confidence: 0.9743083
00:26:00.630 --> 00:26:01.609 Correct. Yes.
NOTE Confidence: 0.9815535
00:26:01.994 --> 00:26:02.715 If you're on a j
NOTE Confidence: 0.9815535
00:26:02.715 --> 00:26:03.675 one, I'll get to h
NOTE Confidence: 0.9815535
00:26:03.675 --> 00:26:04.475 one. But if you're on
NOTE Confidence: 0.9815535
00:26:04.475 --> 00:26:05.215 a j one,
NOTE Confidence: 0.9944311
00:26:05.595 --> 00:26:06.575 you can stay.
NOTE Confidence: 0.96720505
00:26:07.755 --> 00:26:09.455 But the new j ones,
NOTE Confidence: 0.95535034
00:26:09.755 --> 00:26:10.795 like, if you match and
NOTE Confidence: 0.95535034
00:26:10.795 --> 00:26:11.755 you have a new j
NOTE Confidence: 0.95535034
00:26:11.755 --> 00:26:13.295 one coming from your country,
NOTE Confidence: 0.9710884
00:26:14.075 --> 00:26:15.375 if you're under the ban,
NOTE Confidence: 0.9710884

00:26:15.434 --> 00:26:16.715 that's a no that's a
NOTE Confidence: 0.9710884

00:26:16.715 --> 00:26:17.375 no go.
NOTE Confidence: 0.96626496

00:26:17.750 --> 00:26:18.790 And if they're here and
NOTE Confidence: 0.96626496

00:26:18.790 --> 00:26:19.990 they finish their training, are
NOTE Confidence: 0.96626496

00:26:19.990 --> 00:26:21.030 they able to serve in
NOTE Confidence: 0.96626496

00:26:21.030 --> 00:26:22.550 those rural areas under that
NOTE Confidence: 0.96626496

00:26:22.550 --> 00:26:23.670 j one that would Yes.
NOTE Confidence: 0.96626496

00:26:23.670 --> 00:26:25.190 Correct. They can stay if
NOTE Confidence: 0.96626496

00:26:25.190 --> 00:26:26.170 they're in here.
NOTE Confidence: 0.9643502

00:26:26.950 --> 00:26:28.630 But the less that come
NOTE Confidence: 0.9643502

00:26:28.630 --> 00:26:29.130 in,
NOTE Confidence: 0.93759125

00:26:30.695 --> 00:26:32.535 eventually, it just adds to
NOTE Confidence: 0.93759125

00:26:32.535 --> 00:26:33.195 the shortage.
NOTE Confidence: 0.9415623

00:26:34.295 --> 00:26:35.095 I mean, it's easy to
NOTE Confidence: 0.9415623

00:26:35.095 --> 00:26:36.795 see without a significant change
NOTE Confidence: 0.9642715

00:26:37.655 --> 00:26:38.635 right from matriculation

NOTE Confidence: 0.9980208

00:26:38.935 --> 00:26:39.994 and GME training.

NOTE Confidence: 0.9654739

00:26:41.095 --> 00:26:41.895 So now a lot of

NOTE Confidence: 0.9654739

00:26:41.895 --> 00:26:43.575 these countries are so so

NOTE Confidence: 0.9654739

00:26:43.575 --> 00:26:44.395 now Brazil,

NOTE Confidence: 0.9814213

00:26:44.970 --> 00:26:45.530 we have a lot of

NOTE Confidence: 0.9814213

00:26:45.530 --> 00:26:47.850 professionals from Brazil, especially in

NOTE Confidence: 0.9814213

00:26:47.850 --> 00:26:49.289 Connecticut, actually. There's a large

NOTE Confidence: 0.9814213

00:26:49.289 --> 00:26:50.270 Brazilian population.

NOTE Confidence: 0.99903524

00:26:50.809 --> 00:26:52.350 Brazil is now under this.

NOTE Confidence: 0.99903524

00:26:52.409 --> 00:26:54.030 Russia is now under this.

NOTE Confidence: 0.99903524

00:26:54.090 --> 00:26:54.590 Right?

NOTE Confidence: 0.99487627

00:26:54.890 --> 00:26:56.109 So it has been expanded,

NOTE Confidence: 0.99855566

00:26:56.490 --> 00:26:57.869 for immigrant visas.

NOTE Confidence: 0.99871886

00:27:01.184 --> 00:27:01.684 Okay.

NOTE Confidence: 0.99677086

00:27:02.225 --> 00:27:03.585 So the DOJ so what

NOTE Confidence: 0.99677086

00:27:03.585 --> 00:27:05.605 what what was that illegal
NOTE Confidence: 0.969804

00:27:06.065 --> 00:27:07.585 DI activity? Even though the
NOTE Confidence: 0.969804

00:27:07.585 --> 00:27:09.424 government's is no longer defending
NOTE Confidence: 0.969804

00:27:09.424 --> 00:27:11.184 the executive order, but the
NOTE Confidence: 0.969804

00:27:11.184 --> 00:27:12.804 DOJ guidance still stands.
NOTE Confidence: 0.98629326

00:27:13.200 --> 00:27:14.399 And what it is, the
NOTE Confidence: 0.98629326

00:27:14.399 --> 00:27:16.260 DOJ has defined four categories
NOTE Confidence: 0.98629326

00:27:16.320 --> 00:27:17.600 of what they would consider
NOTE Confidence: 0.98629326

00:27:17.600 --> 00:27:18.659 unlawful discrimination.
NOTE Confidence: 0.95375323

00:27:19.519 --> 00:27:21.299 One is preferential treatment,
NOTE Confidence: 0.9998187

00:27:21.600 --> 00:27:22.580 granting opportunities
NOTE Confidence: 0.9459032

00:27:22.960 --> 00:27:24.740 based on race, gender,
NOTE Confidence: 0.9675908

00:27:25.435 --> 00:27:26.895 in any way that disadvantages
NOTE Confidence: 0.9675908

00:27:27.115 --> 00:27:27.615 others.
NOTE Confidence: 0.92868644

00:27:28.234 --> 00:27:29.595 So we have the swim
NOTE Confidence: 0.92868644

00:27:29.595 --> 00:27:30.955 group here. We have several

NOTE Confidence: 0.92868644
00:27:30.955 --> 00:27:32.415 groups in across universities.
NOTE Confidence: 0.91403425
00:27:34.155 --> 00:27:35.535 Also, use of proxies.
NOTE Confidence: 0.96488893
00:27:36.475 --> 00:27:37.595 And if you read through
NOTE Confidence: 0.96488893
00:27:37.595 --> 00:27:38.415 it, it says,
NOTE Confidence: 0.9740225
00:27:38.795 --> 00:27:40.175 use of, for instance,
NOTE Confidence: 0.99444866
00:27:41.650 --> 00:27:42.150 schools
NOTE Confidence: 0.9370835
00:27:42.770 --> 00:27:44.770 or geographical areas or ZIP
NOTE Confidence: 0.9370835
00:27:44.770 --> 00:27:45.270 codes,
NOTE Confidence: 0.95606387
00:27:46.369 --> 00:27:48.050 it with with the intention
NOTE Confidence: 0.95606387
00:27:48.050 --> 00:27:49.250 of being a proxy. So,
NOTE Confidence: 0.95606387
00:27:49.250 --> 00:27:50.369 I mean, that would be
NOTE Confidence: 0.95606387
00:27:50.369 --> 00:27:51.990 a legal threshold to cross,
NOTE Confidence: 0.87652683
00:27:52.290 --> 00:27:53.190 but, potentially,
NOTE Confidence: 0.97744524
00:27:54.085 --> 00:27:55.285 you could be it could
NOTE Confidence: 0.97744524
00:27:55.285 --> 00:27:56.325 be said, why are you
NOTE Confidence: 0.97744524

00:27:56.325 --> 00:27:57.925 going to that district for
NOTE Confidence: 0.97744524

00:27:57.925 --> 00:27:59.365 outreach? Or why are you
NOTE Confidence: 0.97744524

00:27:59.365 --> 00:28:00.645 going to Puerto Rico for
NOTE Confidence: 0.97744524

00:28:00.645 --> 00:28:01.865 outreach? Right?
NOTE Confidence: 0.8802579

00:28:02.645 --> 00:28:03.465 For an example.
NOTE Confidence: 0.94379693

00:28:04.805 --> 00:28:05.305 Segregation,
NOTE Confidence: 0.9308696

00:28:05.765 --> 00:28:08.165 having activities or resources like,
NOTE Confidence: 0.9993505

00:28:08.869 --> 00:28:09.369 several
NOTE Confidence: 0.9332799

00:28:09.670 --> 00:28:11.109 undergraduate programs, and I don't
NOTE Confidence: 0.9332799

00:28:11.270 --> 00:28:12.390 I'm not sure if Yale
NOTE Confidence: 0.9332799

00:28:12.390 --> 00:28:13.609 does have, but some some
NOTE Confidence: 0.99766934

00:28:13.990 --> 00:28:15.930 undergraduate programs actually have residences
NOTE Confidence: 0.9248021

00:28:16.550 --> 00:28:18.310 where people live and study,
NOTE Confidence: 0.9248021

00:28:18.630 --> 00:28:20.330 based on on certain characteristics.
NOTE Confidence: 0.98655343

00:28:22.395 --> 00:28:23.994 And then, any kind of
NOTE Confidence: 0.98655343

00:28:23.994 --> 00:28:26.155 DEI training program that creates

NOTE Confidence: 0.98655343

00:28:26.155 --> 00:28:27.835 a hostile environment for any

NOTE Confidence: 0.98655343

00:28:27.835 --> 00:28:28.335 individual

NOTE Confidence: 0.9917748

00:28:29.035 --> 00:28:29.915 within the,

NOTE Confidence: 0.9990697

00:28:30.555 --> 00:28:31.375 in the audience.

NOTE Confidence: 0.9872408

00:28:32.395 --> 00:28:34.075 So then this had me

NOTE Confidence: 0.9872408

00:28:34.075 --> 00:28:36.169 thinking, what about the HBCU

NOTE Confidence: 0.95691437

00:28:36.710 --> 00:28:37.210 schools?

NOTE Confidence: 0.99819005

00:28:37.590 --> 00:28:39.370 Right? These are schools that

NOTE Confidence: 0.95274675

00:28:40.549 --> 00:28:41.990 are officially, the whole mission

NOTE Confidence: 0.95274675

00:28:41.990 --> 00:28:43.529 is based upon an identity

NOTE Confidence: 0.90378106

00:28:44.470 --> 00:28:45.690 or a culture. So

NOTE Confidence: 0.926018

00:28:47.665 --> 00:28:48.865 They are referred to as

NOTE Confidence: 0.926018

00:28:48.865 --> 00:28:50.325 minority serving institutions,

NOTE Confidence: 0.9731085

00:28:50.945 --> 00:28:52.225 right? And there are two

NOTE Confidence: 0.9731085

00:28:52.225 --> 00:28:54.065 broad categories. There's the mission

NOTE Confidence: 0.9731085

00:28:54.065 --> 00:28:55.605 based, which is the HBCUs,
NOTE Confidence: 0.9882134

00:28:56.545 --> 00:28:58.485 the tribally controlled colleges,
NOTE Confidence: 0.91288674

00:28:59.025 --> 00:29:00.145 and they are then they
NOTE Confidence: 0.91288674

00:29:00.145 --> 00:29:02.549 are enrollment based. So mission
NOTE Confidence: 0.91288674

00:29:02.549 --> 00:29:04.250 based, this is your mission.
NOTE Confidence: 0.99609673

00:29:04.870 --> 00:29:06.870 Enrollment based means that we
NOTE Confidence: 0.99609673

00:29:06.870 --> 00:29:08.470 tend to recruit and retain
NOTE Confidence: 0.99609673

00:29:08.470 --> 00:29:10.090 a significant number of minorities
NOTE Confidence: 0.99609673

00:29:10.230 --> 00:29:12.090 in our university or colleges
NOTE Confidence: 0.9274015

00:29:12.549 --> 00:29:13.429 so much so that in
NOTE Confidence: 0.9274015

00:29:13.429 --> 00:29:14.710 the past, you could be
NOTE Confidence: 0.9274015

00:29:14.710 --> 00:29:15.529 called a
NOTE Confidence: 0.93525684

00:29:16.525 --> 00:29:18.045 a a Hispanic Hispanic center
NOTE Confidence: 0.93525684

00:29:18.045 --> 00:29:19.405 of excellence if you had
NOTE Confidence: 0.93525684

00:29:19.405 --> 00:29:21.325 more than about, I think,
NOTE Confidence: 0.93525684

00:29:21.325 --> 00:29:22.445 nine or eight percent of

NOTE Confidence: 0.93525684

00:29:22.445 --> 00:29:23.965 your enrollees over the last

NOTE Confidence: 0.93525684

00:29:23.965 --> 00:29:24.865 several years

NOTE Confidence: 0.94130754

00:29:25.245 --> 00:29:26.465 identify as Hispanic.

NOTE Confidence: 0.9692887

00:29:27.405 --> 00:29:29.085 So all of those those

NOTE Confidence: 0.9692887

00:29:29.085 --> 00:29:30.545 are enrollment based.

NOTE Confidence: 0.9330932

00:29:30.990 --> 00:29:31.950 And what's happened is that

NOTE Confidence: 0.9330932

00:29:31.950 --> 00:29:33.330 the Department of Education

NOTE Confidence: 0.98908293

00:29:34.590 --> 00:29:36.929 ended discretionary funding to the

NOTE Confidence: 0.99514407

00:29:37.230 --> 00:29:39.650 enrollment based programs that predominantly

NOTE Confidence: 0.66701514

00:29:40.190 --> 00:29:40.690 support

NOTE Confidence: 0.98424286

00:29:40.990 --> 00:29:42.910 community colleges or colleges that

NOTE Confidence: 0.98424286

00:29:42.910 --> 00:29:44.990 have high Hispanic populations or

NOTE Confidence: 0.98424286

00:29:44.990 --> 00:29:45.809 black populations.

NOTE Confidence: 0.969096

00:29:46.595 --> 00:29:47.875 They ended a lot of

NOTE Confidence: 0.969096

00:29:47.875 --> 00:29:48.935 discretionary funding.

NOTE Confidence: 0.9867474

00:29:49.475 --> 00:29:50.295 But instead,
NOTE Confidence: 0.9927165

00:29:50.755 --> 00:29:53.015 they channeled five hundred million
NOTE Confidence: 0.9611331

00:29:53.795 --> 00:29:55.315 to the mission based school.
NOTE Confidence: 0.9611331

00:29:55.315 --> 00:29:56.455 So it's kind of
NOTE Confidence: 0.99357086

00:29:57.315 --> 00:29:58.355 I think it's just kind
NOTE Confidence: 0.99357086

00:29:58.355 --> 00:29:58.855 of
NOTE Confidence: 0.95400864

00:29:59.810 --> 00:30:00.850 zero sum game. In the
NOTE Confidence: 0.95400864

00:30:00.850 --> 00:30:01.990 end, net zero,
NOTE Confidence: 0.99624604

00:30:02.850 --> 00:30:05.190 because you're not you're withdrawing
NOTE Confidence: 0.99624604

00:30:05.250 --> 00:30:07.270 support from not all minorities
NOTE Confidence: 0.99624604

00:30:07.410 --> 00:30:08.850 can get into or can
NOTE Confidence: 0.99624604

00:30:08.850 --> 00:30:10.690 be served by mission based,
NOTE Confidence: 0.9996748

00:30:11.010 --> 00:30:11.510 institutions.
NOTE Confidence: 0.9945587

00:30:13.835 --> 00:30:14.635 So now let's go to
NOTE Confidence: 0.9945587

00:30:14.635 --> 00:30:15.935 the h one b visas
NOTE Confidence: 0.9877725

00:30:16.315 --> 00:30:17.675 and the j one status

NOTE Confidence: 0.9877725
00:30:17.675 --> 00:30:18.175 approval.
NOTE Confidence: 0.99375254
00:30:18.795 --> 00:30:19.675 So we'll start with the
NOTE Confidence: 0.99375254
00:30:19.675 --> 00:30:20.415 j one.
NOTE Confidence: 0.9787408
00:30:20.955 --> 00:30:22.795 Just a brief introduction. So
NOTE Confidence: 0.9787408
00:30:22.795 --> 00:30:24.075 the j one visa is
NOTE Confidence: 0.9787408
00:30:24.075 --> 00:30:25.215 a training visa,
NOTE Confidence: 0.97916436
00:30:25.595 --> 00:30:26.635 and it means that you
NOTE Confidence: 0.97916436
00:30:26.635 --> 00:30:28.380 go train and you're going
NOTE Confidence: 0.97916436
00:30:28.380 --> 00:30:29.420 to go back home to
NOTE Confidence: 0.97916436
00:30:29.420 --> 00:30:31.420 your home country or you're
NOTE Confidence: 0.97916436
00:30:31.420 --> 00:30:33.100 going to go to an
NOTE Confidence: 0.97916436
00:30:33.100 --> 00:30:34.940 underserved area in the United
NOTE Confidence: 0.97916436
00:30:34.940 --> 00:30:36.540 States for a period of
NOTE Confidence: 0.97916436
00:30:36.540 --> 00:30:38.220 three years, convert to a
NOTE Confidence: 0.97916436
00:30:38.220 --> 00:30:39.660 h one b visa, and
NOTE Confidence: 0.97916436

00:30:39.660 --> 00:30:40.540 end up with a green
NOTE Confidence: 0.97916436
00:30:40.540 --> 00:30:41.040 card.
NOTE Confidence: 0.9448979
00:30:41.900 --> 00:30:42.780 The bulk of,
NOTE Confidence: 0.94796425
00:30:43.765 --> 00:30:44.265 trainees,
NOTE Confidence: 0.9868444
00:30:45.125 --> 00:30:47.625 international medical graduates come from
NOTE Confidence: 0.9653666
00:30:48.165 --> 00:30:48.965 come in on a j
NOTE Confidence: 0.9653666
00:30:48.965 --> 00:30:49.945 one b visa.
NOTE Confidence: 0.8788974
00:30:50.325 --> 00:30:51.145 So traditionally,
NOTE Confidence: 0.9778862
00:30:51.845 --> 00:30:52.804 on a j one visa.
NOTE Confidence: 0.9778862
00:30:52.804 --> 00:30:54.505 Traditionally, the j one visa
NOTE Confidence: 0.8515115
00:30:55.044 --> 00:30:55.544 is,
NOTE Confidence: 0.97549903
00:30:56.870 --> 00:30:58.810 is the duration of status,
NOTE Confidence: 0.93297786
00:30:59.350 --> 00:31:01.110 which means in general, you
NOTE Confidence: 0.93297786
00:31:01.110 --> 00:31:01.770 come in,
NOTE Confidence: 0.9734565
00:31:02.790 --> 00:31:03.990 and it usually lasts up
NOTE Confidence: 0.9734565
00:31:03.990 --> 00:31:04.870 to seven years. So let's

NOTE Confidence: 0.9734565
00:31:04.870 --> 00:31:05.910 say you're coming as a
NOTE Confidence: 0.9734565
00:31:05.910 --> 00:31:07.130 intern, you do your residency,
NOTE Confidence: 0.9734565
00:31:07.190 --> 00:31:08.230 you do your chief residency,
NOTE Confidence: 0.9734565
00:31:08.230 --> 00:31:08.870 and you do a two
NOTE Confidence: 0.9734565
00:31:08.870 --> 00:31:09.610 year rheumatology
NOTE Confidence: 0.9851659
00:31:10.465 --> 00:31:12.065 program. As long as you
NOTE Confidence: 0.9851659
00:31:12.065 --> 00:31:13.445 are in training status,
NOTE Confidence: 0.98259234
00:31:13.825 --> 00:31:15.505 your visa would follow you.
NOTE Confidence: 0.98259234
00:31:15.505 --> 00:31:17.345 Right? So that was status
NOTE Confidence: 0.98259234
00:31:17.345 --> 00:31:17.845 duration.
NOTE Confidence: 0.9979378
00:31:18.705 --> 00:31:20.385 The proposal in August is
NOTE Confidence: 0.9979378
00:31:20.385 --> 00:31:22.245 to switch that status duration
NOTE Confidence: 0.9977414
00:31:22.625 --> 00:31:23.985 to a fixed four year
NOTE Confidence: 0.9977414
00:31:23.985 --> 00:31:24.485 period.
NOTE Confidence: 0.9611556
00:31:25.730 --> 00:31:26.690 The idea being that the
NOTE Confidence: 0.9611556

00:31:26.690 --> 00:31:27.570 four years to get an
NOTE Confidence: 0.9611556

00:31:27.570 --> 00:31:29.090 undergraduate degree. So they fixed
NOTE Confidence: 0.9611556

00:31:29.090 --> 00:31:30.130 the j one to four
NOTE Confidence: 0.9611556

00:31:30.130 --> 00:31:31.970 years. And any extension of
NOTE Confidence: 0.9611556

00:31:31.970 --> 00:31:33.010 that would need to be
NOTE Confidence: 0.9611556

00:31:33.010 --> 00:31:35.010 filed by individuals directly to
NOTE Confidence: 0.9611556

00:31:35.010 --> 00:31:35.510 USCIS,
NOTE Confidence: 0.99783725

00:31:36.210 --> 00:31:37.590 which will include biometrics
NOTE Confidence: 0.981134

00:31:37.970 --> 00:31:39.570 and proof of financial resources,
NOTE Confidence: 0.981134

00:31:39.570 --> 00:31:40.070 etcetera.
NOTE Confidence: 0.9626897

00:31:40.855 --> 00:31:42.554 So if this goes through,
NOTE Confidence: 0.99701905

00:31:44.294 --> 00:31:45.115 going into
NOTE Confidence: 0.99648535

00:31:46.615 --> 00:31:47.115 neurosurgery,
NOTE Confidence: 0.99909717

00:31:48.054 --> 00:31:48.875 doing a fellowship,
NOTE Confidence: 0.99758106

00:31:49.575 --> 00:31:50.855 going into a five year
NOTE Confidence: 0.99758106

00:31:50.855 --> 00:31:51.355 program,

NOTE Confidence: 0.91322553
00:31:51.894 --> 00:31:53.095 combined med piece and chief
NOTE Confidence: 0.91322553
00:31:53.095 --> 00:31:54.615 residency, it makes it just
NOTE Confidence: 0.91322553
00:31:54.615 --> 00:31:56.550 changes the whole pipeline.
NOTE Confidence: 0.951872
00:31:57.650 --> 00:31:59.010 Currently, the grace period when
NOTE Confidence: 0.951872
00:31:59.010 --> 00:31:59.970 you finish, you have up
NOTE Confidence: 0.951872
00:31:59.970 --> 00:32:01.170 to sixty days be it
NOTE Confidence: 0.951872
00:32:01.170 --> 00:32:02.290 to do your board exams
NOTE Confidence: 0.951872
00:32:02.290 --> 00:32:03.330 to wrap up your things.
NOTE Confidence: 0.951872
00:32:03.330 --> 00:32:04.450 The proposal is to drop
NOTE Confidence: 0.951872
00:32:04.450 --> 00:32:05.670 that to thirty days.
NOTE Confidence: 0.9745213
00:32:06.130 --> 00:32:07.890 So they invited public comments,
NOTE Confidence: 0.9745213
00:32:07.890 --> 00:32:09.010 and this they had over
NOTE Confidence: 0.9745213
00:32:09.010 --> 00:32:10.470 twenty two thousand comments.
NOTE Confidence: 0.974863
00:32:10.905 --> 00:32:12.665 The final rule publication is
NOTE Confidence: 0.974863
00:32:12.665 --> 00:32:14.265 unknown. So currently, it's the
NOTE Confidence: 0.974863

00:32:14.265 --> 00:32:15.245 status quo.
NOTE Confidence: 0.99890804
00:32:15.545 --> 00:32:16.525 This is still
NOTE Confidence: 0.9214433
00:32:16.825 --> 00:32:19.225 pending final release. And just
NOTE Confidence: 0.9214433
00:32:19.225 --> 00:32:20.045 as a reminder,
NOTE Confidence: 0.991682
00:32:20.825 --> 00:32:22.745 there are approximately sixteen thousand
NOTE Confidence: 0.991682
00:32:22.745 --> 00:32:23.245 physicians
NOTE Confidence: 0.94127023
00:32:23.545 --> 00:32:24.745 in GME training on j
NOTE Confidence: 0.94127023
00:32:24.745 --> 00:32:25.645 one b visas.
NOTE Confidence: 0.9433845
00:32:25.980 --> 00:32:27.420 Part of the proposal because
NOTE Confidence: 0.9433845
00:32:27.420 --> 00:32:28.780 people asked what will happen
NOTE Confidence: 0.9433845
00:32:28.780 --> 00:32:29.980 to people who are currently
NOTE Confidence: 0.9433845
00:32:29.980 --> 00:32:31.440 in the j one status.
NOTE Confidence: 0.99872786
00:32:31.900 --> 00:32:33.200 And they said that
NOTE Confidence: 0.97814053
00:32:33.740 --> 00:32:35.500 they they would end when
NOTE Confidence: 0.97814053
00:32:35.500 --> 00:32:36.780 their current if it goes
NOTE Confidence: 0.97814053
00:32:36.780 --> 00:32:38.540 through, when their current status

NOTE Confidence: 0.97814053
00:32:38.540 --> 00:32:39.040 ends
NOTE Confidence: 0.9151303
00:32:40.945 --> 00:32:42.005 or four years,
NOTE Confidence: 0.9946585
00:32:42.625 --> 00:32:43.924 whichever is sooner.
NOTE Confidence: 0.9940168
00:32:45.184 --> 00:32:46.005 Right? So
NOTE Confidence: 0.98631674
00:32:46.385 --> 00:32:47.684 it would have an impact
NOTE Confidence: 0.98631674
00:32:47.904 --> 00:32:48.404 retrospectively.
NOTE Confidence: 0.9426134
00:32:49.184 --> 00:32:50.465 The proposal could, not it
NOTE Confidence: 0.9426134
00:32:50.465 --> 00:32:51.424 would. It could have an
NOTE Confidence: 0.9426134
00:32:51.424 --> 00:32:52.245 impact retrospectively.
NOTE Confidence: 0.9947279
00:32:53.024 --> 00:32:53.524 And
NOTE Confidence: 0.9925312
00:32:55.679 --> 00:32:57.139 just to give you context,
NOTE Confidence: 0.9925312
00:32:57.279 --> 00:32:58.820 in the last ten years,
NOTE Confidence: 0.9983732
00:32:59.200 --> 00:33:00.259 the United States
NOTE Confidence: 0.96135014
00:33:01.279 --> 00:33:03.039 j one visa sponsorship has
NOTE Confidence: 0.96135014
00:33:03.039 --> 00:33:05.139 increased by sixty seven percent
NOTE Confidence: 0.9474403

00:33:06.080 --> 00:33:07.600 to meet the demands. And

NOTE Confidence: 0.9474403

00:33:07.600 --> 00:33:08.399 and, of course, we know

NOTE Confidence: 0.9474403

00:33:08.399 --> 00:33:09.539 that the j one physicians

NOTE Confidence: 0.9474403

00:33:09.600 --> 00:33:11.365 go into the rural areas,

NOTE Confidence: 0.9474403

00:33:11.525 --> 00:33:12.965 so that's the impact. So

NOTE Confidence: 0.9474403

00:33:12.965 --> 00:33:14.665 that's the j one. Luckily,

NOTE Confidence: 0.9474403

00:33:14.725 --> 00:33:16.005 the it it no final

NOTE Confidence: 0.9474403

00:33:16.005 --> 00:33:17.385 decision has been made.

NOTE Confidence: 0.96868765

00:33:18.805 --> 00:33:19.845 And in terms of Mark,

NOTE Confidence: 0.96868765

00:33:19.845 --> 00:33:20.565 are you I mean, I

NOTE Confidence: 0.96868765

00:33:20.565 --> 00:33:21.445 guess it's too soon. Are

NOTE Confidence: 0.96868765

00:33:21.445 --> 00:33:22.965 you aware of any other

NOTE Confidence: 0.96868765

00:33:22.965 --> 00:33:24.025 program director

NOTE Confidence: 0.962213

00:33:25.559 --> 00:33:26.919 that anyone that has succeeded

NOTE Confidence: 0.962213

00:33:26.919 --> 00:33:27.419 with

NOTE Confidence: 0.61860687

00:33:27.919 --> 00:33:28.419 the,

NOTE Confidence: 0.99821866

00:33:29.240 --> 00:33:30.940 exemption to the j one

NOTE Confidence: 0.92027414

00:33:32.120 --> 00:33:33.400 bans? Like, I mean, maybe

NOTE Confidence: 0.92027414

00:33:33.400 --> 00:33:34.360 too soon to like, if

NOTE Confidence: 0.92027414

00:33:34.360 --> 00:33:36.220 someone match someone from Nigeria,

NOTE Confidence: 0.9659647

00:33:36.919 --> 00:33:37.660 for instance.

NOTE Confidence: 0.96033597

00:33:39.345 --> 00:33:40.305 I don't know. You know,

NOTE Confidence: 0.96033597

00:33:40.305 --> 00:33:41.525 I I can tell you

NOTE Confidence: 0.96033597

00:33:41.665 --> 00:33:42.785 to your point. We we

NOTE Confidence: 0.96033597

00:33:42.785 --> 00:33:44.625 only had a small number

NOTE Confidence: 0.96033597

00:33:44.625 --> 00:33:46.465 of international medical graduates who

NOTE Confidence: 0.96033597

00:33:46.465 --> 00:33:48.085 residing outside the country.

NOTE Confidence: 0.9046536

00:33:48.625 --> 00:33:50.740 Correct. Yes. Yeah. Yeah. Alright.

NOTE Confidence: 0.9046536

00:33:50.740 --> 00:33:51.860 Jeez. Actually, all the ones

NOTE Confidence: 0.9046536

00:33:51.860 --> 00:33:53.059 who matched with us. I

NOTE Confidence: 0.9046536

00:33:53.059 --> 00:33:54.580 intend yes. Not sure. I

NOTE Confidence: 0.9046536

00:33:54.580 --> 00:33:55.460 I don't think that's the
NOTE Confidence: 0.9046536
00:33:55.460 --> 00:33:57.299 case with other programs, though.
NOTE Confidence: 0.9046536
00:33:57.299 --> 00:33:58.580 It's Yeah. I think for
NOTE Confidence: 0.9046536
00:33:58.580 --> 00:34:00.179 community programs that aren't looking
NOTE Confidence: 0.9046536
00:34:00.179 --> 00:34:01.320 at people doing postdocs.
NOTE Confidence: 0.9923195
00:34:01.620 --> 00:34:02.919 Correct. Yes. Yeah.
NOTE Confidence: 0.9427505
00:34:03.455 --> 00:34:04.735 Figuring. Yes. So and I
NOTE Confidence: 0.9427505
00:34:04.735 --> 00:34:05.695 will talk about the impact
NOTE Confidence: 0.9427505
00:34:05.695 --> 00:34:07.555 because, yes, places like Yale,
NOTE Confidence: 0.9427505
00:34:07.855 --> 00:34:08.655 because you have there's a
NOTE Confidence: 0.9427505
00:34:08.655 --> 00:34:10.195 whole postdoc problem, etcetera.
NOTE Confidence: 0.9841468
00:34:10.495 --> 00:34:11.715 But community programs,
NOTE Confidence: 0.99897814
00:34:12.255 --> 00:34:13.235 could have a hit.
NOTE Confidence: 0.9979402
00:34:14.175 --> 00:34:14.675 Okay.
NOTE Confidence: 0.9497784
00:34:15.215 --> 00:34:16.594 So the h one b,
NOTE Confidence: 0.9667182
00:34:16.969 --> 00:34:18.250 this one, I think, has

NOTE Confidence: 0.9667182
00:34:18.250 --> 00:34:19.390 literally neutralized
NOTE Confidence: 0.9890791
00:34:20.250 --> 00:34:21.690 h one b visas for
NOTE Confidence: 0.9890791
00:34:21.690 --> 00:34:23.549 this round of enrollment. Right?
NOTE Confidence: 0.991137
00:34:23.849 --> 00:34:25.369 New I'm sorry. New h
NOTE Confidence: 0.991137
00:34:25.369 --> 00:34:27.049 one b visas outside of
NOTE Confidence: 0.991137
00:34:27.049 --> 00:34:28.730 the country. Right? So as
NOTE Confidence: 0.991137
00:34:28.730 --> 00:34:29.690 we know, it's a hundred
NOTE Confidence: 0.991137
00:34:29.690 --> 00:34:30.910 grand for a new application
NOTE Confidence: 0.991137
00:34:30.969 --> 00:34:32.190 outside of the US.
NOTE Confidence: 0.96220875
00:34:33.575 --> 00:34:35.015 And according to Department of
NOTE Confidence: 0.96220875
00:34:35.015 --> 00:34:36.694 Labor, there are about eleven
NOTE Confidence: 0.96220875
00:34:36.694 --> 00:34:38.234 thousand resident physicians
NOTE Confidence: 0.97044986
00:34:38.535 --> 00:34:39.494 at any point in time
NOTE Confidence: 0.97044986
00:34:39.494 --> 00:34:40.375 on h one b. And
NOTE Confidence: 0.97044986
00:34:40.375 --> 00:34:41.015 a lot of them are
NOTE Confidence: 0.97044986

00:34:41.015 --> 00:34:41.974 in the rural areas as
NOTE Confidence: 0.97044986

00:34:41.974 --> 00:34:43.335 well because they got there
NOTE Confidence: 0.97044986

00:34:43.335 --> 00:34:44.395 from the j one.
NOTE Confidence: 0.96550304

00:34:45.160 --> 00:34:46.680 It's important to know that
NOTE Confidence: 0.96550304

00:34:46.680 --> 00:34:48.200 this order does not affect
NOTE Confidence: 0.96550304

00:34:48.200 --> 00:34:49.719 current h one holders in
NOTE Confidence: 0.96550304

00:34:49.719 --> 00:34:50.380 the country,
NOTE Confidence: 0.9887745

00:34:50.840 --> 00:34:51.960 and it does not affect
NOTE Confidence: 0.9887745

00:34:51.960 --> 00:34:52.460 transfers
NOTE Confidence: 0.9713491

00:34:52.920 --> 00:34:55.020 between employees. Right? So
NOTE Confidence: 0.9529454

00:34:55.560 --> 00:34:56.680 there was there had been
NOTE Confidence: 0.9529454

00:34:56.680 --> 00:34:57.880 a big hope that there
NOTE Confidence: 0.9529454

00:34:57.880 --> 00:34:59.080 would be an exemption, but
NOTE Confidence: 0.9529454

00:34:59.080 --> 00:35:00.120 so far there's been no
NOTE Confidence: 0.9529454

00:35:00.120 --> 00:35:01.815 blanket exemptions for h one
NOTE Confidence: 0.9529454

00:35:01.815 --> 00:35:02.795 b cap organizations,

NOTE Confidence: 0.97085476

00:35:03.415 --> 00:35:05.594 research institutions, and health care.

NOTE Confidence: 0.9951534

00:35:06.775 --> 00:35:08.315 So I can it's almost

NOTE Confidence: 0.96296227

00:35:08.775 --> 00:35:10.135 I'm almost certain that there's

NOTE Confidence: 0.96296227

00:35:10.215 --> 00:35:11.335 you can count under your

NOTE Confidence: 0.96296227

00:35:11.335 --> 00:35:12.630 fingers the number of

NOTE Confidence: 0.96774644

00:35:13.109 --> 00:35:14.469 new h one b visas

NOTE Confidence: 0.96774644

00:35:14.469 --> 00:35:15.910 for GME training that has

NOTE Confidence: 0.96774644

00:35:15.989 --> 00:35:17.349 that if there are any

NOTE Confidence: 0.96774644

00:35:17.349 --> 00:35:19.049 at all for this cycle.

NOTE Confidence: 0.9322851

00:35:19.509 --> 00:35:20.549 I I could comment on

NOTE Confidence: 0.9322851

00:35:20.549 --> 00:35:21.450 that too. Yes.

NOTE Confidence: 0.9549805

00:35:21.750 --> 00:35:23.190 We did have a couple

NOTE Confidence: 0.9549805

00:35:23.190 --> 00:35:25.349 of applicants from non travel

NOTE Confidence: 0.9549805

00:35:25.349 --> 00:35:27.105 ban countries who might have

NOTE Confidence: 0.9549805

00:35:27.105 --> 00:35:27.844 been eligible

NOTE Confidence: 0.9365446

00:35:28.385 --> 00:35:29.344 for h one b's in
NOTE Confidence: 0.9365446

00:35:29.344 --> 00:35:30.545 the past, and we have
NOTE Confidence: 0.9365446

00:35:30.545 --> 00:35:32.025 the same account. So Yes.
NOTE Confidence: 0.9365446

00:35:32.065 --> 00:35:32.565 Australia,
NOTE Confidence: 0.8967123

00:35:33.425 --> 00:35:34.305 they think it was somebody
NOTE Confidence: 0.8967123

00:35:34.305 --> 00:35:35.045 from UK,
NOTE Confidence: 0.97202975

00:35:35.505 --> 00:35:36.705 and it was simply because
NOTE Confidence: 0.97202975

00:35:36.705 --> 00:35:37.905 they were outside the country,
NOTE Confidence: 0.97202975

00:35:37.905 --> 00:35:38.885 and we couldn't
NOTE Confidence: 0.9429057

00:35:39.185 --> 00:35:40.830 contemplate a hundred thousand dollars.
NOTE Confidence: 0.9429057

00:35:40.989 --> 00:35:41.950 Yes. Thank you. In case
NOTE Confidence: 0.9429057

00:35:41.950 --> 00:35:43.230 you didn't hear, Mark, it's
NOTE Confidence: 0.9429057

00:35:43.230 --> 00:35:44.770 a very important point. So,
NOTE Confidence: 0.9240735

00:35:47.550 --> 00:35:48.590 all this and so in
NOTE Confidence: 0.9240735

00:35:48.590 --> 00:35:50.110 my training institution, I came
NOTE Confidence: 0.9240735

00:35:50.110 --> 00:35:51.150 on a h one b.

NOTE Confidence: 0.9240735
00:35:51.150 --> 00:35:52.030 H one b's used to
NOTE Confidence: 0.9240735
00:35:52.030 --> 00:35:53.410 be offered. You could
NOTE Confidence: 0.9574922
00:35:53.805 --> 00:35:55.484 get, pre match offers. You
NOTE Confidence: 0.9574922
00:35:55.484 --> 00:35:56.224 could get
NOTE Confidence: 0.727279
00:35:57.645 --> 00:35:58.145 supposedly
NOTE Confidence: 0.9689574
00:35:58.525 --> 00:35:59.825 more competitive candidates.
NOTE Confidence: 0.97668254
00:36:00.685 --> 00:36:02.305 But now you can
NOTE Confidence: 0.99672127
00:36:02.685 --> 00:36:03.724 still get countries
NOTE Confidence: 0.95456743
00:36:04.285 --> 00:36:05.565 candidates from the non bank
NOTE Confidence: 0.95456743
00:36:05.565 --> 00:36:06.810 countries, but they'll have to
NOTE Confidence: 0.95456743
00:36:06.810 --> 00:36:07.609 accept the j one. And
NOTE Confidence: 0.95456743
00:36:07.609 --> 00:36:08.890 I think almost every institution
NOTE Confidence: 0.95456743
00:36:08.969 --> 00:36:10.090 and, yes, the GME did
NOTE Confidence: 0.95456743
00:36:10.090 --> 00:36:11.530 put out guidance with full
NOTE Confidence: 0.95456743
00:36:11.530 --> 00:36:13.370 transparency to the candidates that
NOTE Confidence: 0.95456743

00:36:13.370 --> 00:36:15.130 if you match here, you're
NOTE Confidence: 0.95456743

00:36:15.130 --> 00:36:16.570 gonna be prepared to accept
NOTE Confidence: 0.95456743

00:36:16.570 --> 00:36:18.110 the j one, visa.
NOTE Confidence: 0.97705877

00:36:18.730 --> 00:36:19.930 On average, what is the
NOTE Confidence: 0.97705877

00:36:19.930 --> 00:36:22.065 loss About a thousand h
NOTE Confidence: 0.97705877

00:36:22.065 --> 00:36:23.765 one b's enter the GME
NOTE Confidence: 0.85332507

00:36:24.385 --> 00:36:24.885 annually,
NOTE Confidence: 0.8199007

00:36:25.585 --> 00:36:26.085 estimatedly.
NOTE Confidence: 0.994771

00:36:26.545 --> 00:36:27.525 So that's lost.
NOTE Confidence: 0.9531784

00:36:28.785 --> 00:36:29.905 They they will probably join
NOTE Confidence: 0.9531784

00:36:29.905 --> 00:36:31.205 the j one category.
NOTE Confidence: 0.97026634

00:36:32.065 --> 00:36:34.245 So federal cuts, multiple modalities,
NOTE Confidence: 0.94014144

00:36:34.705 --> 00:36:35.985 this is extensive. We've all
NOTE Confidence: 0.94014144

00:36:35.985 --> 00:36:37.390 heard about it. But in
NOTE Confidence: 0.94014144

00:36:37.390 --> 00:36:38.750 terms of GME, it's important
NOTE Confidence: 0.94014144

00:36:38.750 --> 00:36:40.110 to know that some of

NOTE Confidence: 0.94014144

00:36:40.110 --> 00:36:40.930 the proposals,

NOTE Confidence: 0.899388

00:36:41.390 --> 00:36:42.190 I think they have gone

NOTE Confidence: 0.899388

00:36:42.190 --> 00:36:43.890 into law. The Medicaid

NOTE Confidence: 0.99403656

00:36:44.270 --> 00:36:44.770 modifications

NOTE Confidence: 0.9726038

00:36:45.150 --> 00:36:47.630 actually will impact indirect funding

NOTE Confidence: 0.9726038

00:36:47.630 --> 00:36:49.969 for medical IME funding. Right?

NOTE Confidence: 0.87990826

00:36:50.844 --> 00:36:52.605 Direct medical education funding was

NOTE Confidence: 0.87990826

00:36:52.605 --> 00:36:54.625 captured in nineteen ninety six,

NOTE Confidence: 0.9932733

00:36:55.005 --> 00:36:56.545 but the indirect funding

NOTE Confidence: 0.6295662

00:36:57.005 --> 00:36:57.505 which,

NOTE Confidence: 0.97185034

00:36:59.245 --> 00:37:01.645 re reimburses teaching hospitals a

NOTE Confidence: 0.97185034

00:37:01.645 --> 00:37:03.005 little more on the assumption

NOTE Confidence: 0.97185034

00:37:03.005 --> 00:37:04.364 that you're kind of slower

NOTE Confidence: 0.97185034

00:37:04.364 --> 00:37:05.265 teaching students,

NOTE Confidence: 0.98315936

00:37:05.600 --> 00:37:07.200 you're less efficient, you're looking

NOTE Confidence: 0.98315936

00:37:07.200 --> 00:37:09.040 at more tests for training
NOTE Confidence: 0.98315936

00:37:09.040 --> 00:37:10.180 purposes, etcetera,
NOTE Confidence: 0.9047258

00:37:11.120 --> 00:37:11.920 that has been,
NOTE Confidence: 0.9965026

00:37:13.200 --> 00:37:15.200 that could be impacted. There's
NOTE Confidence: 0.9965026

00:37:15.200 --> 00:37:16.980 something called the provider tax,
NOTE Confidence: 0.95156556

00:37:18.094 --> 00:37:19.214 which was thought to be
NOTE Confidence: 0.95156556

00:37:19.214 --> 00:37:20.335 a loophole. Like, the state
NOTE Confidence: 0.95156556

00:37:20.335 --> 00:37:22.414 of Connecticut would tax nursing
NOTE Confidence: 0.95156556

00:37:22.414 --> 00:37:24.114 homes and would tax hospitals
NOTE Confidence: 0.95156556

00:37:24.335 --> 00:37:25.775 about one point four percent
NOTE Confidence: 0.95156556

00:37:25.775 --> 00:37:26.674 as an example
NOTE Confidence: 0.9504655

00:37:27.694 --> 00:37:29.214 on paper, but use that
NOTE Confidence: 0.9504655

00:37:29.214 --> 00:37:30.994 to draw down federal funds
NOTE Confidence: 0.9820892

00:37:31.500 --> 00:37:33.020 and thereby put that back
NOTE Confidence: 0.9820892

00:37:33.020 --> 00:37:34.780 to institutions by paying higher
NOTE Confidence: 0.9820892

00:37:34.780 --> 00:37:36.000 Medicaid reimbursements.

NOTE Confidence: 0.9300537

00:37:36.460 --> 00:37:37.340 I think that has been

NOTE Confidence: 0.9300537

00:37:37.340 --> 00:37:38.700 cut off. And that is

NOTE Confidence: 0.9300537

00:37:38.700 --> 00:37:40.140 set to constitute about eighteen

NOTE Confidence: 0.9300537

00:37:40.140 --> 00:37:41.920 percent of Medicaid expenditure.

NOTE Confidence: 0.9938694

00:37:43.575 --> 00:37:44.075 So,

NOTE Confidence: 0.9759655

00:37:44.695 --> 00:37:45.734 just to end, like so

NOTE Confidence: 0.9759655

00:37:45.734 --> 00:37:46.935 what has been the impact

NOTE Confidence: 0.9759655

00:37:46.935 --> 00:37:48.555 on this current match,

NOTE Confidence: 0.9972132

00:37:49.655 --> 00:37:50.875 twenty twenty six?

NOTE Confidence: 0.9619994

00:37:51.974 --> 00:37:53.035 We I mean,

NOTE Confidence: 0.94508564

00:37:53.335 --> 00:37:54.775 congratulations, Mark. You haven't had

NOTE Confidence: 0.94508564

00:37:54.775 --> 00:37:55.835 any impact, but,

NOTE Confidence: 0.95510644

00:37:57.015 --> 00:37:58.635 okay. So for this match,

NOTE Confidence: 0.95510644

00:37:58.839 --> 00:37:59.900 twenty twenty six,

NOTE Confidence: 0.9752619

00:38:01.000 --> 00:38:01.880 I think it's the highest

NOTE Confidence: 0.9752619

00:38:01.880 --> 00:38:03.180 number so far. There
NOTE Confidence: 0.9163163
00:38:03.480 --> 00:38:05.260 were fifty three thousand applicants.
NOTE Confidence: 0.9163163
00:38:05.400 --> 00:38:07.079 There are forty eight active
NOTE Confidence: 0.9163163
00:38:07.079 --> 00:38:08.839 applicants. Those that certified forty
NOTE Confidence: 0.9163163
00:38:08.839 --> 00:38:10.380 eight thousand active applicants.
NOTE Confidence: 0.96725553
00:38:11.484 --> 00:38:13.505 Forty four thousand residency positions
NOTE Confidence: 0.96725553
00:38:13.645 --> 00:38:15.325 offered in over sixty eight
NOTE Confidence: 0.96725553
00:38:15.325 --> 00:38:16.685 hundred programs across the United
NOTE Confidence: 0.96725553
00:38:16.685 --> 00:38:18.125 States. So I have put
NOTE Confidence: 0.96725553
00:38:18.125 --> 00:38:20.385 there the categories of, candidates,
NOTE Confidence: 0.96725553
00:38:20.605 --> 00:38:21.964 the match rate, and the
NOTE Confidence: 0.96725553
00:38:21.964 --> 00:38:23.585 change over last year.
NOTE Confidence: 0.9802622
00:38:24.750 --> 00:38:26.030 For US MDs, there's been
NOTE Confidence: 0.9802622
00:38:26.030 --> 00:38:27.230 no change. The match rate
NOTE Confidence: 0.9802622
00:38:27.230 --> 00:38:28.690 is about ninety four percent.
NOTE Confidence: 0.9801318
00:38:28.989 --> 00:38:30.750 That means that getting into

NOTE Confidence: 0.9801318
00:38:30.750 --> 00:38:31.950 your one of your top,
NOTE Confidence: 0.9801318
00:38:32.190 --> 00:38:33.230 I mean so that means
NOTE Confidence: 0.9801318
00:38:33.230 --> 00:38:35.310 actually getting matching. There's a
NOTE Confidence: 0.9801318
00:38:35.310 --> 00:38:36.510 different rate for getting into
NOTE Confidence: 0.9801318
00:38:36.510 --> 00:38:37.489 your top three.
NOTE Confidence: 0.94117266
00:38:38.065 --> 00:38:39.344 For US DOs, this has
NOTE Confidence: 0.94117266
00:38:39.344 --> 00:38:41.025 been a strong match rate
NOTE Confidence: 0.94117266
00:38:41.025 --> 00:38:42.325 that has actually equaled,
NOTE Confidence: 0.78914243
00:38:44.785 --> 00:38:45.925 the US MD.
NOTE Confidence: 0.95974123
00:38:46.945 --> 00:38:49.425 For the US international medical
NOTE Confidence: 0.95974123
00:38:49.425 --> 00:38:50.545 graduates, that's most of the
NOTE Confidence: 0.95974123
00:38:50.545 --> 00:38:51.045 Caribbean,
NOTE Confidence: 0.93786657
00:38:51.665 --> 00:38:52.165 graduates,
NOTE Confidence: 0.99914134
00:38:53.480 --> 00:38:54.619 significant jump
NOTE Confidence: 0.9923488
00:38:55.160 --> 00:38:56.760 by five absolute points to
NOTE Confidence: 0.9923488

00:38:56.760 --> 00:38:57.660 seventy percent.
NOTE Confidence: 0.94535273

00:38:58.280 --> 00:39:00.299 And why? I think because
NOTE Confidence: 0.9768252

00:39:01.719 --> 00:39:03.099 there's no visa issues.
NOTE Confidence: 0.99885476

00:39:03.480 --> 00:39:03.980 Right?
NOTE Confidence: 0.99781275

00:39:04.440 --> 00:39:06.575 So the loss for the
NOTE Confidence: 0.99781275

00:39:06.575 --> 00:39:08.335 international medical graduates can be
NOTE Confidence: 0.99781275

00:39:08.335 --> 00:39:09.934 covered by the US,
NOTE Confidence: 0.99859434

00:39:10.255 --> 00:39:11.635 international medical graduates.
NOTE Confidence: 0.9971691

00:39:12.414 --> 00:39:13.954 For non US citizen
NOTE Confidence: 0.94043136

00:39:14.255 --> 00:39:16.414 international medical graduates, it's fifty
NOTE Confidence: 0.94043136

00:39:16.414 --> 00:39:17.555 six point two percent.
NOTE Confidence: 0.9894419

00:39:19.050 --> 00:39:20.730 But if you splice it,
NOTE Confidence: 0.9894419

00:39:20.730 --> 00:39:21.770 if you look at the
NOTE Confidence: 0.9894419

00:39:21.770 --> 00:39:22.270 foreign
NOTE Confidence: 0.9784998

00:39:22.570 --> 00:39:25.210 born international medical graduate needing
NOTE Confidence: 0.9784998

00:39:25.210 --> 00:39:26.730 a visa, it's at the

NOTE Confidence: 0.9784998
00:39:26.730 --> 00:39:28.810 lowest ever at fifty four
NOTE Confidence: 0.9784998
00:39:28.810 --> 00:39:29.310 percent,
NOTE Confidence: 0.99954236
00:39:30.090 --> 00:39:30.910 which means
NOTE Confidence: 0.91224176
00:39:31.530 --> 00:39:33.469 practically one in two applicants
NOTE Confidence: 0.9816992
00:39:34.545 --> 00:39:35.444 would not
NOTE Confidence: 0.9733181
00:39:36.305 --> 00:39:38.464 match, you know, and thousands
NOTE Confidence: 0.9733181
00:39:38.464 --> 00:39:39.505 of dollars are spent on
NOTE Confidence: 0.9733181
00:39:39.505 --> 00:39:41.025 this and so on. However,
NOTE Confidence: 0.9733181
00:39:41.025 --> 00:39:42.145 if you're foreign born on
NOTE Confidence: 0.9733181
00:39:42.145 --> 00:39:43.665 a green card, you're almost
NOTE Confidence: 0.9733181
00:39:43.665 --> 00:39:44.864 seventy percent. So you can
NOTE Confidence: 0.9733181
00:39:44.864 --> 00:39:45.525 see that
NOTE Confidence: 0.9151702
00:39:45.984 --> 00:39:46.944 pro it I mean, program
NOTE Confidence: 0.9151702
00:39:46.944 --> 00:39:48.405 directors are just are navigating
NOTE Confidence: 0.99558526
00:39:49.190 --> 00:39:50.890 according to the the external
NOTE Confidence: 0.99558526

00:39:51.030 --> 00:39:51.530 limitations.
NOTE Confidence: 0.9577708

00:39:53.750 --> 00:39:56.170 Now does anyone know the
NOTE Confidence: 0.9577708

00:39:56.310 --> 00:39:58.090 programs with the hundred percent
NOTE Confidence: 0.9577708

00:39:58.150 --> 00:39:58.890 match rate?
NOTE Confidence: 0.8933628

00:39:59.910 --> 00:40:01.750 Not individual programs, specialties. I'm
NOTE Confidence: 0.8933628

00:40:01.750 --> 00:40:02.250 sorry.
NOTE Confidence: 0.94322634

00:40:04.415 --> 00:40:05.695 Actually, I was surprised to
NOTE Confidence: 0.94322634

00:40:05.935 --> 00:40:06.494 I don't know if I
NOTE Confidence: 0.94322634

00:40:06.494 --> 00:40:07.614 was surprised. I was pleasantly
NOTE Confidence: 0.94322634

00:40:07.614 --> 00:40:08.734 surprised to see that med
NOTE Confidence: 0.94322634

00:40:08.734 --> 00:40:10.015 peds is a hundred percent
NOTE Confidence: 0.94322634

00:40:10.015 --> 00:40:11.295 match rate actually. It's in
NOTE Confidence: 0.94322634

00:40:11.295 --> 00:40:12.815 very high demand and it's
NOTE Confidence: 0.94322634

00:40:12.815 --> 00:40:14.035 relevant to our department.
NOTE Confidence: 0.9953429

00:40:15.775 --> 00:40:17.155 What happened this year
NOTE Confidence: 0.8667417

00:40:18.050 --> 00:40:19.650 was as as predicted, there

NOTE Confidence: 0.8667417
00:40:19.650 --> 00:40:21.090 were an ink there was
NOTE Confidence: 0.8667417
00:40:21.090 --> 00:40:22.790 an increase in unfilled positions
NOTE Confidence: 0.99733466
00:40:23.730 --> 00:40:24.930 by about three hundred and
NOTE Confidence: 0.99733466
00:40:24.930 --> 00:40:26.130 ninety from two hundred and
NOTE Confidence: 0.99733466
00:40:26.130 --> 00:40:26.950 twenty five.
NOTE Confidence: 0.95071423
00:40:28.050 --> 00:40:30.290 For our interest, internal medicine
NOTE Confidence: 0.95071423
00:40:30.290 --> 00:40:31.489 fill rate is ninety five
NOTE Confidence: 0.95071423
00:40:31.489 --> 00:40:33.465 percent. That drops for two
NOTE Confidence: 0.95071423
00:40:33.465 --> 00:40:35.085 percent from twenty twenty five.
NOTE Confidence: 0.9102187
00:40:35.864 --> 00:40:37.225 Peds fill rate is ninety
NOTE Confidence: 0.9102187
00:40:37.225 --> 00:40:37.965 four percent.
NOTE Confidence: 0.98745006
00:40:38.265 --> 00:40:39.485 That dropped as well.
NOTE Confidence: 0.9866565
00:40:39.785 --> 00:40:41.545 But family medicine fill rate
NOTE Confidence: 0.9866565
00:40:41.545 --> 00:40:42.364 is actually
NOTE Confidence: 0.9865839
00:40:42.905 --> 00:40:44.364 there's a big challenge there
NOTE Confidence: 0.9865839

00:40:44.425 --> 00:40:46.345 at, eighty four percent. EM
NOTE Confidence: 0.9865839

00:40:46.345 --> 00:40:47.085 has improved,
NOTE Confidence: 0.8803835

00:40:47.969 --> 00:40:49.410 and psychiatry is doing very
NOTE Confidence: 0.8803835

00:40:49.410 --> 00:40:50.530 well, and med ped is
NOTE Confidence: 0.8803835

00:40:50.530 --> 00:40:51.910 actually at hundred percent.
NOTE Confidence: 0.7629119

00:40:53.010 --> 00:40:53.510 So
NOTE Confidence: 0.9082599

00:40:55.730 --> 00:40:56.770 with all of this, since
NOTE Confidence: 0.9082599

00:40:56.770 --> 00:40:57.910 I have a role,
NOTE Confidence: 0.9191454

00:40:58.369 --> 00:40:59.650 one as a as a
NOTE Confidence: 0.9191454

00:40:59.650 --> 00:41:00.690 as a as a person
NOTE Confidence: 0.9191454

00:41:00.690 --> 00:41:01.910 of color, as a minority,
NOTE Confidence: 0.87828267

00:41:02.755 --> 00:41:04.435 a person of minority of
NOTE Confidence: 0.87828267

00:41:04.594 --> 00:41:05.734 as a person of color
NOTE Confidence: 0.85279685

00:41:06.114 --> 00:41:07.094 and an underrepresented,
NOTE Confidence: 0.9888484

00:41:08.675 --> 00:41:09.815 belonging to an underrepresented,
NOTE Confidence: 0.96428406

00:41:10.835 --> 00:41:11.335 category.

NOTE Confidence: 0.97757345

00:41:11.795 --> 00:41:12.675 So what has been my

NOTE Confidence: 0.97757345

00:41:12.675 --> 00:41:14.435 personal experience and reflection during

NOTE Confidence: 0.97757345

00:41:14.435 --> 00:41:15.575 this period? So

NOTE Confidence: 0.96226174

00:41:15.920 --> 00:41:17.860 I would describe my intermittent

NOTE Confidence: 0.96226174

00:41:17.920 --> 00:41:19.280 emotions, feelings, and state of

NOTE Confidence: 0.96226174

00:41:19.280 --> 00:41:20.820 mind. Not permanent, intermittent.

NOTE Confidence: 0.97972476

00:41:22.160 --> 00:41:22.660 So

NOTE Confidence: 0.9702962

00:41:23.200 --> 00:41:24.239 and see if you notice

NOTE Confidence: 0.9702962

00:41:24.239 --> 00:41:24.900 a trend.

NOTE Confidence: 0.92634696

00:41:25.840 --> 00:41:28.420 Days, darkness, derailed, deflated, depression,

NOTE Confidence: 0.92634696

00:41:28.480 --> 00:41:28.980 deprioritized,

NOTE Confidence: 0.9769869

00:41:29.435 --> 00:41:32.415 despair, desperation, despondency, devastated,
devalued,

NOTE Confidence: 0.9769869

00:41:32.475 --> 00:41:33.614 disgusted, disconfabulated,

NOTE Confidence: 0.9988314

00:41:34.155 --> 00:41:34.655 discontent,

NOTE Confidence: 0.9918173

00:41:35.114 --> 00:41:37.935 disappointed, disheartened, disillusioned, disoriented, dissuaded,

NOTE Confidence: 0.98817253

00:41:38.635 --> 00:41:39.135 dissatisfaction,

NOTE Confidence: 0.86731786

00:41:39.515 --> 00:41:40.415 distraught, doom.

NOTE Confidence: 0.9951486

00:41:41.915 --> 00:41:43.295 What strikes you?

NOTE Confidence: 0.9931328

00:41:45.270 --> 00:41:46.570 What is the common thread

NOTE Confidence: 0.9931328

00:41:46.630 --> 00:41:47.770 across all of them?

NOTE Confidence: 0.7315584

00:41:48.550 --> 00:41:49.050 D.

NOTE Confidence: 0.97740155

00:41:49.670 --> 00:41:50.630 I never knew d. It

NOTE Confidence: 0.97740155

00:41:50.630 --> 00:41:52.330 was such a devastating and

NOTE Confidence: 0.9978364

00:41:52.870 --> 00:41:54.730 depressing and deflating letter.

NOTE Confidence: 0.98571754

00:41:55.190 --> 00:41:56.150 So what I did is

NOTE Confidence: 0.98571754

00:41:56.150 --> 00:41:57.110 I took I I sat

NOTE Confidence: 0.98571754

00:41:57.110 --> 00:41:58.150 down and said I just

NOTE Confidence: 0.98571754

00:41:58.150 --> 00:41:59.130 tried to articulate

NOTE Confidence: 0.99968207

00:41:59.735 --> 00:42:00.235 various

NOTE Confidence: 0.98004705

00:42:00.535 --> 00:42:01.495 states of mind, and I
NOTE Confidence: 0.98004705

00:42:01.495 --> 00:42:02.855 thought I took it all
NOTE Confidence: 0.98004705

00:42:02.855 --> 00:42:03.355 into
NOTE Confidence: 0.68969953

00:42:03.975 --> 00:42:04.795 uncle chat,
NOTE Confidence: 0.9822094

00:42:05.175 --> 00:42:06.855 and I said, take all
NOTE Confidence: 0.9822094

00:42:06.855 --> 00:42:08.235 of these words
NOTE Confidence: 0.9951355

00:42:08.935 --> 00:42:10.235 and create a picture
NOTE Confidence: 0.9192985

00:42:10.535 --> 00:42:11.495 so that I could mirror
NOTE Confidence: 0.9192985

00:42:11.495 --> 00:42:12.715 and look back on myself,
NOTE Confidence: 0.9510017

00:42:13.735 --> 00:42:14.235 intermittently.
NOTE Confidence: 0.95422184

00:42:15.069 --> 00:42:17.250 And this is what he
NOTE Confidence: 0.95422184

00:42:17.430 --> 00:42:19.890 did. Quite, impressive, I thought.
NOTE Confidence: 0.99817544

00:42:21.390 --> 00:42:22.450 And okay.
NOTE Confidence: 0.9791555

00:42:23.069 --> 00:42:25.150 Nonetheless, the struggle must continue
NOTE Confidence: 0.9791555

00:42:25.150 --> 00:42:26.910 because it will. And so
NOTE Confidence: 0.9791555

00:42:26.910 --> 00:42:28.349 it however you define the

NOTE Confidence: 0.9791555
00:42:28.349 --> 00:42:29.809 struggle, it will continue.
NOTE Confidence: 0.97346556
00:42:30.585 --> 00:42:31.464 And none of this will
NOTE Confidence: 0.97346556
00:42:31.464 --> 00:42:32.505 be easy, and it falls
NOTE Confidence: 0.97346556
00:42:32.505 --> 00:42:33.705 on all of us, and
NOTE Confidence: 0.97346556
00:42:33.705 --> 00:42:35.085 it does not seem fair,
NOTE Confidence: 0.97346556
00:42:35.224 --> 00:42:36.665 but we must know that
NOTE Confidence: 0.97346556
00:42:36.665 --> 00:42:37.785 no one is coming, and
NOTE Confidence: 0.97346556
00:42:37.785 --> 00:42:38.825 it has never been fair
NOTE Confidence: 0.97346556
00:42:38.825 --> 00:42:40.285 or just. And to paraphrase,
NOTE Confidence: 0.9889576
00:42:41.385 --> 00:42:42.125 John Lewis
NOTE Confidence: 0.7264707
00:42:42.665 --> 00:42:43.565 who paraphrased,
NOTE Confidence: 0.9603276
00:42:46.719 --> 00:42:48.239 someone else who paraphrased someone
NOTE Confidence: 0.9603276
00:42:48.239 --> 00:42:48.960 else. I tried to get
NOTE Confidence: 0.9603276
00:42:48.960 --> 00:42:49.680 to the bottom of this,
NOTE Confidence: 0.9603276
00:42:49.680 --> 00:42:50.480 but I think it was
NOTE Confidence: 0.9603276

00:42:50.480 --> 00:42:50.980 actually
NOTE Confidence: 0.63576037

00:42:51.600 --> 00:42:52.100 a
NOTE Confidence: 0.8118914

00:42:52.719 --> 00:42:53.940 Hebrew scholar
NOTE Confidence: 0.9577499

00:42:54.400 --> 00:42:56.160 many, many centuries ago that
NOTE Confidence: 0.9577499

00:42:56.160 --> 00:42:57.600 said, if not us, then
NOTE Confidence: 0.9577499

00:42:57.600 --> 00:42:59.120 who? If not now, then
NOTE Confidence: 0.9577499

00:42:59.120 --> 00:42:59.620 when?
NOTE Confidence: 0.9965636

00:43:00.825 --> 00:43:01.864 So what does the future
NOTE Confidence: 0.9965636

00:43:01.864 --> 00:43:02.364 hold?
NOTE Confidence: 0.94923073

00:43:02.744 --> 00:43:04.585 Institutional and political support is
NOTE Confidence: 0.94923073

00:43:04.585 --> 00:43:05.724 crucial. Departmental
NOTE Confidence: 0.9202998

00:43:06.185 --> 00:43:08.025 division section leadership is crucial.
NOTE Confidence: 0.9202998

00:43:08.025 --> 00:43:09.565 Program leadership is crucial.
NOTE Confidence: 0.97535

00:43:09.864 --> 00:43:11.945 Funding is crucial. Advocacy by
NOTE Confidence: 0.97535

00:43:11.945 --> 00:43:13.805 local and political leaders, advocacy
NOTE Confidence: 0.97535

00:43:13.864 --> 00:43:14.844 by our organizations,

NOTE Confidence: 0.9030976
00:43:15.700 --> 00:43:17.540 and perhaps, eventually, some advocacy
NOTE Confidence: 0.9030976
00:43:17.540 --> 00:43:19.239 and pushback by ag accreditation
NOTE Confidence: 0.9958949
00:43:19.780 --> 00:43:20.280 organizations.
NOTE Confidence: 0.937421
00:43:21.300 --> 00:43:22.900 For individuals in the in
NOTE Confidence: 0.937421
00:43:22.900 --> 00:43:24.340 in caught up in all
NOTE Confidence: 0.937421
00:43:24.340 --> 00:43:26.020 of this, sometime a self
NOTE Confidence: 0.937421
00:43:26.020 --> 00:43:27.620 care is essential. Sometimes you
NOTE Confidence: 0.937421
00:43:27.620 --> 00:43:28.980 simply have to step back.
NOTE Confidence: 0.937421
00:43:28.980 --> 00:43:30.180 I take a news fast
NOTE Confidence: 0.937421
00:43:30.180 --> 00:43:30.680 intermittently,
NOTE Confidence: 0.9955255
00:43:32.184 --> 00:43:33.565 try to cultivate determination,
NOTE Confidence: 0.99921817
00:43:34.984 --> 00:43:36.285 hope, courage, fortitude,
NOTE Confidence: 0.99902874
00:43:36.984 --> 00:43:37.484 doggedness,
NOTE Confidence: 0.9973719
00:43:37.785 --> 00:43:38.285 persistence,
NOTE Confidence: 0.95846367
00:43:38.585 --> 00:43:39.085 steadfastness.
NOTE Confidence: 0.9619959

00:43:40.025 --> 00:43:41.645 And I love this word,
NOTE Confidence: 0.9734352

00:43:42.425 --> 00:43:42.925 indefatigability.
NOTE Confidence: 0.94324696

00:43:45.469 --> 00:43:46.750 I just it just came
NOTE Confidence: 0.94324696

00:43:46.750 --> 00:43:48.210 across. I just liked it.
NOTE Confidence: 0.94324696

00:43:48.269 --> 00:43:50.269 And innovation and creative strategies
NOTE Confidence: 0.94324696

00:43:50.269 --> 00:43:51.809 will be crucial. And so
NOTE Confidence: 0.9728697

00:43:52.670 --> 00:43:54.269 the way forward, I took
NOTE Confidence: 0.9728697

00:43:54.269 --> 00:43:54.589 this
NOTE Confidence: 0.9977921

00:43:55.069 --> 00:43:55.569 these
NOTE Confidence: 0.91119885

00:43:56.029 --> 00:43:57.549 same words back to uncle
NOTE Confidence: 0.91119885

00:43:57.549 --> 00:43:58.049 chat,
NOTE Confidence: 0.9406155

00:43:58.825 --> 00:44:00.125 and I said, uncle
NOTE Confidence: 0.92999506

00:44:00.505 --> 00:44:01.625 Chad, look at this and
NOTE Confidence: 0.92999506

00:44:01.625 --> 00:44:02.825 tell me what this look
NOTE Confidence: 0.92999506

00:44:02.825 --> 00:44:04.185 like. And this is what
NOTE Confidence: 0.92999506

00:44:04.185 --> 00:44:05.245 he came up with.

NOTE Confidence: 0.7073756
00:44:06.665 --> 00:44:07.805 Hope in defragability
NOTE Confidence: 0.9940761
00:44:08.185 --> 00:44:08.925 and resilience.
NOTE Confidence: 0.9353027
00:44:09.465 --> 00:44:10.525 And I think, ultimately,
NOTE Confidence: 0.92282176
00:44:10.985 --> 00:44:12.045 everywhere in society,
NOTE Confidence: 0.9334888
00:44:12.905 --> 00:44:14.640 nationally, globally, really,
NOTE Confidence: 0.9943439
00:44:16.160 --> 00:44:17.200 the only way out is
NOTE Confidence: 0.9943439
00:44:17.200 --> 00:44:18.339 to find common ground.
NOTE Confidence: 0.95361197
00:44:18.799 --> 00:44:20.559 Right? Our human values, things
NOTE Confidence: 0.95361197
00:44:20.559 --> 00:44:22.160 we share together, and kind
NOTE Confidence: 0.95361197
00:44:22.160 --> 00:44:23.119 of a a march to
NOTE Confidence: 0.95361197
00:44:23.119 --> 00:44:24.239 the middle to meet to
NOTE Confidence: 0.95361197
00:44:24.239 --> 00:44:24.980 meet ourselves.
NOTE Confidence: 0.9948165
00:44:26.480 --> 00:44:28.160 What should GME still strive
NOTE Confidence: 0.9948165
00:44:28.160 --> 00:44:28.660 for?
NOTE Confidence: 0.9934303
00:44:30.464 --> 00:44:31.664 Currently, how do we define
NOTE Confidence: 0.9934303

00:44:31.664 --> 00:44:33.505 success for GME training programs?
NOTE Confidence: 0.9934303

00:44:33.744 --> 00:44:35.025 These are all very valid
NOTE Confidence: 0.9934303

00:44:35.025 --> 00:44:35.525 metrics.
NOTE Confidence: 0.9905583

00:44:36.224 --> 00:44:37.904 So excellent board pass rates,
NOTE Confidence: 0.9905583

00:44:37.904 --> 00:44:39.924 of course, fellowship match rates,
NOTE Confidence: 0.9905583

00:44:40.145 --> 00:44:41.204 top three choices,
NOTE Confidence: 0.987335

00:44:42.210 --> 00:44:44.710 academic jobs, large scholarly footprint,
NOTE Confidence: 0.9678157

00:44:45.410 --> 00:44:46.950 prior achievements, superstars,
NOTE Confidence: 0.8563045

00:44:47.250 --> 00:44:47.750 policymakers,
NOTE Confidence: 0.9943002

00:44:48.609 --> 00:44:50.609 contribution to patient safety, equitable
NOTE Confidence: 0.9943002

00:44:50.609 --> 00:44:52.070 health outcomes in the community.
NOTE Confidence: 0.99707586

00:44:53.410 --> 00:44:54.869 So these are all excellent
NOTE Confidence: 0.89004475

00:44:55.170 --> 00:44:55.670 parameters.
NOTE Confidence: 0.91562593

00:44:57.555 --> 00:44:58.835 But I wanna go zoom
NOTE Confidence: 0.91562593

00:44:58.835 --> 00:45:00.515 out and the ultimate health
NOTE Confidence: 0.91562593

00:45:00.515 --> 00:45:01.734 care goal of GME,

NOTE Confidence: 0.9515966
00:45:02.275 --> 00:45:02.775 ultimately,
NOTE Confidence: 0.9622707
00:45:03.395 --> 00:45:04.355 if you break it down,
NOTE Confidence: 0.9622707
00:45:04.355 --> 00:45:05.875 we're simply here to produce
NOTE Confidence: 0.9622707
00:45:05.875 --> 00:45:07.635 future generations of physicians and
NOTE Confidence: 0.9622707
00:45:07.635 --> 00:45:08.135 scientists
NOTE Confidence: 0.98907346
00:45:08.435 --> 00:45:09.715 who will ensure the best
NOTE Confidence: 0.98907346
00:45:09.715 --> 00:45:10.835 possible health care for the
NOTE Confidence: 0.98907346
00:45:10.835 --> 00:45:12.135 entire US population.
NOTE Confidence: 0.98577476
00:45:12.989 --> 00:45:14.110 And to attain this goal,
NOTE Confidence: 0.98577476
00:45:14.110 --> 00:45:15.790 it's essential to train highly
NOTE Confidence: 0.98577476
00:45:15.790 --> 00:45:18.290 competent physicians who reflect population's
NOTE Confidence: 0.9941453
00:45:18.590 --> 00:45:20.370 diversity in all its forms.
NOTE Confidence: 0.81614316
00:45:21.070 --> 00:45:21.890 And also,
NOTE Confidence: 0.99103224
00:45:22.989 --> 00:45:25.310 such members, it's important that
NOTE Confidence: 0.99103224
00:45:25.310 --> 00:45:27.230 clinical research and basic research
NOTE Confidence: 0.99103224

00:45:27.230 --> 00:45:28.905 should represent diversity of the
NOTE Confidence: 0.99103224

00:45:28.905 --> 00:45:30.285 country in all its forms.
NOTE Confidence: 0.9944644

00:45:31.065 --> 00:45:31.965 And as leaders,
NOTE Confidence: 0.9070275

00:45:32.825 --> 00:45:34.425 we all acknowledge talent is
NOTE Confidence: 0.9070275

00:45:34.425 --> 00:45:34.925 universal.
NOTE Confidence: 0.99392647

00:45:35.225 --> 00:45:36.665 We should strive for excellence
NOTE Confidence: 0.99392647

00:45:36.665 --> 00:45:38.505 driven by different perspectives. It's
NOTE Confidence: 0.99392647

00:45:38.505 --> 00:45:39.705 up to us to foster
NOTE Confidence: 0.99392647

00:45:39.705 --> 00:45:41.864 a learning and collaborative environment
NOTE Confidence: 0.99392647

00:45:41.864 --> 00:45:43.245 where everyone is respected,
NOTE Confidence: 0.95019203

00:45:43.650 --> 00:45:45.329 feel psychologically safe, and can
NOTE Confidence: 0.95019203

00:45:45.329 --> 00:45:46.869 give their highest value.
NOTE Confidence: 0.99965054

00:45:47.250 --> 00:45:48.849 We want excellence driven by
NOTE Confidence: 0.99965054

00:45:48.849 --> 00:45:49.349 diversity
NOTE Confidence: 0.96546644

00:45:49.730 --> 00:45:51.010 to create a sum greater
NOTE Confidence: 0.96546644

00:45:51.010 --> 00:45:51.910 than its components.

NOTE Confidence: 0.99546254

00:45:52.930 --> 00:45:54.450 We should consider recruiting and

NOTE Confidence: 0.99546254

00:45:54.450 --> 00:45:56.835 retaining faculty who can contribute

NOTE Confidence: 0.99546254

00:45:56.835 --> 00:45:57.815 to this environment.

NOTE Confidence: 0.94419515

00:45:58.435 --> 00:45:59.395 And I'd like to end

NOTE Confidence: 0.94419515

00:45:59.395 --> 00:46:00.435 with this in October. It

NOTE Confidence: 0.94419515

00:46:00.435 --> 00:46:01.555 came out just in time,

NOTE Confidence: 0.94419515

00:46:01.555 --> 00:46:02.915 but can be used for

NOTE Confidence: 0.94419515

00:46:02.915 --> 00:46:03.815 the next cycle.

NOTE Confidence: 0.9748731

00:46:04.275 --> 00:46:05.475 The WMC came up with

NOTE Confidence: 0.9748731

00:46:05.475 --> 00:46:06.915 this mission aligned selection and

NOTE Confidence: 0.9748731

00:46:06.915 --> 00:46:07.415 retention

NOTE Confidence: 0.8606726

00:46:08.035 --> 00:46:08.535 guideline.

NOTE Confidence: 0.93907434

00:46:09.500 --> 00:46:11.099 And mission aligned selection is

NOTE Confidence: 0.93907434

00:46:11.099 --> 00:46:13.099 a flexible evidence informed approach

NOTE Confidence: 0.93907434

00:46:13.099 --> 00:46:13.839 to recruiting

NOTE Confidence: 0.9960381

00:46:14.299 --> 00:46:16.400 and assessing an individual's competency
NOTE Confidence: 0.9705371

00:46:17.020 --> 00:46:19.280 competencies by considering their
NOTE Confidence: 0.9356897

00:46:19.819 --> 00:46:21.520 experiences, attributes, and metrics.
NOTE Confidence: 0.9633536

00:46:21.844 --> 00:46:23.204 In order to select an
NOTE Confidence: 0.9633536

00:46:23.204 --> 00:46:25.125 individual that is best suited
NOTE Confidence: 0.9633536

00:46:25.125 --> 00:46:26.904 for your own program's
NOTE Confidence: 0.98789376

00:46:27.444 --> 00:46:27.944 environment.
NOTE Confidence: 0.992886

00:46:28.885 --> 00:46:30.404 In other words, they recommend
NOTE Confidence: 0.992886

00:46:30.404 --> 00:46:32.265 establishing a program's mission
NOTE Confidence: 0.96742517

00:46:32.724 --> 00:46:34.744 as the foundation for defining
NOTE Confidence: 0.96742517

00:46:34.964 --> 00:46:35.464 merit
NOTE Confidence: 0.9832131

00:46:35.980 --> 00:46:37.280 and identifying competencies,
NOTE Confidence: 0.97225624

00:46:37.900 --> 00:46:39.660 attributes, and experiences that would
NOTE Confidence: 0.97225624

00:46:39.660 --> 00:46:41.580 align with programmatic goals and
NOTE Confidence: 0.97225624

00:46:41.580 --> 00:46:42.080 definitions.
NOTE Confidence: 0.9858019

00:46:42.620 --> 00:46:44.560 So they recommend creating

NOTE Confidence: 0.8880063
00:46:44.940 --> 00:46:46.060 proactively having,
NOTE Confidence: 0.9080437
00:46:46.620 --> 00:46:48.880 your mission, institution, or program
NOTE Confidence: 0.98311305
00:46:49.180 --> 00:46:50.800 as a foundation for defining
NOTE Confidence: 0.98311305
00:46:50.860 --> 00:46:51.360 merit.
NOTE Confidence: 0.975058
00:46:52.674 --> 00:46:54.674 The core principles are your
NOTE Confidence: 0.975058
00:46:54.674 --> 00:46:56.194 selection criteria is aligned with
NOTE Confidence: 0.975058
00:46:56.194 --> 00:46:58.114 your program's curriculum, health needs
NOTE Confidence: 0.975058
00:46:58.114 --> 00:46:59.094 of your community,
NOTE Confidence: 0.9639792
00:46:59.635 --> 00:47:00.594 and the needs of the
NOTE Confidence: 0.9639792
00:47:00.594 --> 00:47:01.815 physician workforce.
NOTE Confidence: 0.8815162
00:47:02.594 --> 00:47:03.494 Make it transparent,
NOTE Confidence: 0.85195005
00:47:03.795 --> 00:47:05.815 equally apply equitably applied,
NOTE Confidence: 0.92888653
00:47:07.250 --> 00:47:08.530 and aligned with what support
NOTE Confidence: 0.92888653
00:47:08.530 --> 00:47:09.430 you can provide.
NOTE Confidence: 0.9678852
00:47:09.809 --> 00:47:11.250 And then consider the contact
NOTE Confidence: 0.9678852

00:47:11.250 --> 00:47:13.430 of each individual's unique educational

NOTE Confidence: 0.9678852

00:47:13.650 --> 00:47:14.150 opportunities,

NOTE Confidence: 0.99768007

00:47:14.450 --> 00:47:15.430 financial resources,

NOTE Confidence: 0.9965559

00:47:15.730 --> 00:47:16.950 experiences, motivations,

NOTE Confidence: 0.9799294

00:47:17.250 --> 00:47:18.450 how they can contribute to

NOTE Confidence: 0.9799294

00:47:18.450 --> 00:47:19.730 your program and the practice

NOTE Confidence: 0.9799294

00:47:19.730 --> 00:47:20.390 of medicine.

NOTE Confidence: 0.9092204

00:47:21.465 --> 00:47:23.225 Then review, interview, and interview

NOTE Confidence: 0.9092204

00:47:23.225 --> 00:47:24.665 candidates to select a rank

NOTE Confidence: 0.9092204

00:47:24.665 --> 00:47:26.125 list cohort of learners.

NOTE Confidence: 0.9865494

00:47:26.585 --> 00:47:27.725 And then at the conclusion

NOTE Confidence: 0.9865494

00:47:27.864 --> 00:47:28.605 of each

NOTE Confidence: 0.9939432

00:47:29.145 --> 00:47:30.285 cycle program,

NOTE Confidence: 0.99472576

00:47:30.825 --> 00:47:32.345 review, evaluate, and refine the

NOTE Confidence: 0.99472576

00:47:32.345 --> 00:47:32.845 process.

NOTE Confidence: 0.9179262

00:47:34.070 --> 00:47:35.190 So this is the new

NOTE Confidence: 0.9179262
00:47:35.190 --> 00:47:36.810 EA EAMC model
NOTE Confidence: 0.98553526
00:47:37.270 --> 00:47:38.230 that they came up with.
NOTE Confidence: 0.98553526
00:47:38.230 --> 00:47:39.110 At the core of it
NOTE Confidence: 0.98553526
00:47:39.110 --> 00:47:40.330 is your program's,
NOTE Confidence: 0.9997497
00:47:41.190 --> 00:47:41.690 priorities
NOTE Confidence: 0.96545106
00:47:41.989 --> 00:47:43.430 and the competencies that you
NOTE Confidence: 0.96545106
00:47:43.430 --> 00:47:43.930 seek.
NOTE Confidence: 0.99876136
00:47:44.550 --> 00:47:46.010 So your program
NOTE Confidence: 0.8249157
00:47:46.390 --> 00:47:47.530 is specific mission,
NOTE Confidence: 0.97739875
00:47:48.114 --> 00:47:48.915 then you look at the
NOTE Confidence: 0.97739875
00:47:48.915 --> 00:47:50.275 knowledge, skills, and abilities of
NOTE Confidence: 0.97739875
00:47:50.275 --> 00:47:51.955 the applicants that can support
NOTE Confidence: 0.97739875
00:47:51.955 --> 00:47:53.495 that defined success.
NOTE Confidence: 0.95658153
00:47:54.114 --> 00:47:55.555 Look at the experience. What
NOTE Confidence: 0.95658153
00:47:55.555 --> 00:47:56.594 do they bring hands on?
NOTE Confidence: 0.95658153

00:47:56.594 --> 00:47:57.495 Are they community,
NOTE Confidence: 0.9192308

00:47:58.355 --> 00:48:00.035 workers? Are they volunteered in
NOTE Confidence: 0.9192308

00:48:00.035 --> 00:48:01.590 the community? Do they have,
NOTE Confidence: 0.9998691

00:48:02.070 --> 00:48:02.570 scientific
NOTE Confidence: 0.9933758

00:48:03.110 --> 00:48:04.650 experience in the lab, etcetera?
NOTE Confidence: 0.9870982

00:48:05.670 --> 00:48:06.570 Then the attributes,
NOTE Confidence: 0.9993963

00:48:07.110 --> 00:48:07.610 resilience,
NOTE Confidence: 0.9675602

00:48:08.230 --> 00:48:09.050 growth mindset,
NOTE Confidence: 0.98261774

00:48:09.350 --> 00:48:11.050 self motivation, self drive.
NOTE Confidence: 0.970961

00:48:11.510 --> 00:48:13.110 Of course, academics are always
NOTE Confidence: 0.970961

00:48:13.110 --> 00:48:14.645 part of it. But also
NOTE Confidence: 0.970961

00:48:14.645 --> 00:48:16.085 to look finally look at
NOTE Confidence: 0.970961

00:48:16.085 --> 00:48:18.185 the family background, financial status,
NOTE Confidence: 0.970961

00:48:18.244 --> 00:48:20.905 education, and personal challenges faced.
NOTE Confidence: 0.96360505

00:48:21.445 --> 00:48:21.844 And,
NOTE Confidence: 0.9489023

00:48:22.885 --> 00:48:24.244 so with that, before I

NOTE Confidence: 0.9489023
00:48:24.244 --> 00:48:25.525 stop, I wanted to mention
NOTE Confidence: 0.9489023
00:48:25.525 --> 00:48:26.484 that for the first time,
NOTE Confidence: 0.9489023
00:48:26.484 --> 00:48:28.244 the NRMP is recording the
NOTE Confidence: 0.9489023
00:48:28.244 --> 00:48:29.065 MENA category,
NOTE Confidence: 0.8903454
00:48:29.969 --> 00:48:31.910 Middle Eastern and North, African.
NOTE Confidence: 0.9883174
00:48:32.210 --> 00:48:33.010 And it was in the
NOTE Confidence: 0.9883174
00:48:33.010 --> 00:48:34.130 graph, but it's it's,
NOTE Confidence: 0.8881725
00:48:34.610 --> 00:48:35.430 six percent,
NOTE Confidence: 0.99902374
00:48:37.090 --> 00:48:38.790 six percent of the
NOTE Confidence: 0.98339885
00:48:39.170 --> 00:48:40.390 of the match
NOTE Confidence: 0.9060925
00:48:41.010 --> 00:48:42.530 where MENA categories. Now in
NOTE Confidence: 0.9060925
00:48:42.530 --> 00:48:43.750 terms of in the population
NOTE Confidence: 0.9060925
00:48:43.810 --> 00:48:45.704 generally, it's about the MENA
NOTE Confidence: 0.9060925
00:48:45.704 --> 00:48:46.904 population in the United States
NOTE Confidence: 0.9060925
00:48:46.904 --> 00:48:48.025 based on the census is
NOTE Confidence: 0.9060925

00:48:48.025 --> 00:48:49.085 about one percent.
NOTE Confidence: 0.920302

00:48:50.744 --> 00:48:51.704 So that just to put
NOTE Confidence: 0.920302

00:48:51.704 --> 00:48:53.305 that in context. And thank
NOTE Confidence: 0.920302

00:48:53.305 --> 00:48:54.684 you. I'll stop now.
NOTE Confidence: 0.89580745

00:49:06.150 --> 00:49:08.230 Yes. Yeah. I appreciated your
NOTE Confidence: 0.89580745

00:49:08.230 --> 00:49:08.730 closing
NOTE Confidence: 0.68982023

00:49:09.270 --> 00:49:10.170 the double AMC,
NOTE Confidence: 0.8925588

00:49:11.030 --> 00:49:11.930 mission driven.
NOTE Confidence: 0.88426626

00:49:12.795 --> 00:49:14.795 Yes. Looking at applicants, and
NOTE Confidence: 0.88426626

00:49:14.795 --> 00:49:15.915 I I hadn't seen that
NOTE Confidence: 0.88426626

00:49:15.915 --> 00:49:16.415 before.
NOTE Confidence: 0.93264925

00:49:16.954 --> 00:49:18.555 But it it strikes me
NOTE Confidence: 0.93264925

00:49:18.555 --> 00:49:20.474 that it's it's actually a
NOTE Confidence: 0.93264925

00:49:20.474 --> 00:49:20.974 different,
NOTE Confidence: 0.8312443

00:49:22.234 --> 00:49:23.454 framing than
NOTE Confidence: 0.9336116

00:49:23.915 --> 00:49:24.954 a lot of the factors

NOTE Confidence: 0.9336116
00:49:24.954 --> 00:49:26.635 that drove the concerns over
NOTE Confidence: 0.9336116
00:49:26.635 --> 00:49:27.454 the past year.
NOTE Confidence: 0.9442804
00:49:27.920 --> 00:49:29.600 Yes. I I feel like
NOTE Confidence: 0.9442804
00:49:29.600 --> 00:49:30.960 the a lot of the
NOTE Confidence: 0.9442804
00:49:30.960 --> 00:49:32.100 edicts that
NOTE Confidence: 0.9720081
00:49:32.480 --> 00:49:33.840 were handed down had to
NOTE Confidence: 0.9720081
00:49:33.840 --> 00:49:35.200 do more with, like, the
NOTE Confidence: 0.9720081
00:49:35.200 --> 00:49:35.700 opportunity
NOTE Confidence: 0.91047305
00:49:36.800 --> 00:49:38.239 for the applicant, the notion
NOTE Confidence: 0.91047305
00:49:38.239 --> 00:49:39.780 that somehow it's all zero
NOTE Confidence: 0.91047305
00:49:39.920 --> 00:49:40.660 sum game.
NOTE Confidence: 0.8338089
00:49:41.255 --> 00:49:42.235 If one applicant,
NOTE Confidence: 0.9300235
00:49:43.175 --> 00:49:44.614 position in a residency, then
NOTE Confidence: 0.9300235
00:49:44.614 --> 00:49:46.535 another applicant can't. And and
NOTE Confidence: 0.9300235
00:49:46.535 --> 00:49:47.735 that's that's one way of
NOTE Confidence: 0.9300235

00:49:47.735 --> 00:49:48.614 looking at it. But I
NOTE Confidence: 0.9300235

00:49:48.614 --> 00:49:49.895 actually think as a program
NOTE Confidence: 0.9300235

00:49:49.895 --> 00:49:50.395 director,
NOTE Confidence: 0.9897146

00:49:51.175 --> 00:49:53.195 we've always been focused on
NOTE Confidence: 0.9897146

00:49:53.335 --> 00:49:54.614 the mission. I'm just glad
NOTE Confidence: 0.9897146

00:49:54.614 --> 00:49:55.355 to see it
NOTE Confidence: 0.9545972

00:49:55.710 --> 00:49:57.570 stated explicitly. So, for example,
NOTE Confidence: 0.9545972

00:49:57.710 --> 00:49:59.410 what will this person contribute
NOTE Confidence: 0.9545972

00:49:59.550 --> 00:50:01.230 to our patients and our
NOTE Confidence: 0.9545972

00:50:01.230 --> 00:50:02.369 community and our
NOTE Confidence: 0.9998783

00:50:02.670 --> 00:50:03.170 academic
NOTE Confidence: 0.893665

00:50:03.710 --> 00:50:05.469 mission? And and that's always
NOTE Confidence: 0.893665

00:50:05.469 --> 00:50:06.989 stated priority, but I think
NOTE Confidence: 0.893665

00:50:06.989 --> 00:50:08.030 I think it's important to
NOTE Confidence: 0.893665

00:50:08.030 --> 00:50:10.655 reassert this because to me,
NOTE Confidence: 0.9600074

00:50:11.275 --> 00:50:12.255 a mission driven

NOTE Confidence: 0.9359633
00:50:12.955 --> 00:50:14.555 approach by definition has to
NOTE Confidence: 0.9359633
00:50:14.555 --> 00:50:15.295 be diverse.
NOTE Confidence: 0.95361155
00:50:15.835 --> 00:50:17.515 Correct. Yes. Yeah. Much of
NOTE Confidence: 0.95361155
00:50:17.515 --> 00:50:18.255 our mission
NOTE Confidence: 0.71440375
00:50:18.635 --> 00:50:20.735 is diverse. Is diverse.
NOTE Confidence: 0.83633476
00:50:21.755 --> 00:50:23.055 Example, looking outside
NOTE Confidence: 0.9529957
00:50:23.355 --> 00:50:24.875 a more narrow pool of
NOTE Confidence: 0.9529957
00:50:24.875 --> 00:50:26.450 athletes. Like, sometimes there are
NOTE Confidence: 0.9529957
00:50:26.450 --> 00:50:28.049 people who come from different
NOTE Confidence: 0.9529957
00:50:28.049 --> 00:50:29.489 backgrounds who are more suited.
NOTE Confidence: 0.9529957
00:50:29.489 --> 00:50:31.730 So one one simple example
NOTE Confidence: 0.9529957
00:50:31.730 --> 00:50:32.690 for us is we have
NOTE Confidence: 0.9529957
00:50:32.690 --> 00:50:34.309 a a very large clinic
NOTE Confidence: 0.97931117
00:50:34.609 --> 00:50:36.289 that serves a predominantly Spanish
NOTE Confidence: 0.97931117
00:50:36.289 --> 00:50:36.789 speaking
NOTE Confidence: 0.92653227

00:50:37.410 --> 00:50:37.910 population.
NOTE Confidence: 0.84631294
00:50:38.210 --> 00:50:39.775 So that we is very
NOTE Confidence: 0.84631294
00:50:39.775 --> 00:50:40.835 important for me
NOTE Confidence: 0.99852526
00:50:41.135 --> 00:50:42.835 to look at applicants who
NOTE Confidence: 0.98604286
00:50:43.135 --> 00:50:44.735 are are fluent or native
NOTE Confidence: 0.98604286
00:50:44.735 --> 00:50:45.635 Spanish speakers.
NOTE Confidence: 0.90899706
00:50:45.935 --> 00:50:48.035 And and culturally competent. So
NOTE Confidence: 0.98149776
00:50:48.655 --> 00:50:49.614 and that is what,
NOTE Confidence: 0.92742884
00:50:51.055 --> 00:50:53.020 like, for us at Chicago,
NOTE Confidence: 0.92742884
00:50:53.020 --> 00:50:54.140 we have big Spanish. So
NOTE Confidence: 0.92742884
00:50:54.140 --> 00:50:54.940 that's what a lot of
NOTE Confidence: 0.92742884
00:50:54.940 --> 00:50:55.440 people
NOTE Confidence: 0.99753034
00:50:55.819 --> 00:50:57.039 but I think this is
NOTE Confidence: 0.9667824
00:50:57.900 --> 00:50:59.420 in the era or in
NOTE Confidence: 0.9667824
00:50:59.420 --> 00:51:00.460 the current era. I think
NOTE Confidence: 0.9667824
00:51:00.460 --> 00:51:02.000 the WMC is trying to

NOTE Confidence: 0.99965084
00:51:02.380 --> 00:51:03.200 help people
NOTE Confidence: 0.9825785
00:51:03.579 --> 00:51:04.079 articulate
NOTE Confidence: 0.961415
00:51:04.460 --> 00:51:05.260 what it is that they
NOTE Confidence: 0.961415
00:51:05.260 --> 00:51:07.175 were looking for and aligning
NOTE Confidence: 0.961415
00:51:07.175 --> 00:51:08.375 with your mission. And I
NOTE Confidence: 0.961415
00:51:08.375 --> 00:51:09.995 think aligning with your mission
NOTE Confidence: 0.99613106
00:51:10.375 --> 00:51:11.035 is also
NOTE Confidence: 0.96908635
00:51:11.975 --> 00:51:13.335 can is I think has
NOTE Confidence: 0.96908635
00:51:13.335 --> 00:51:13.835 a
NOTE Confidence: 0.74038273
00:51:14.375 --> 00:51:15.275 a legal umbrella
NOTE Confidence: 0.8266004
00:51:16.535 --> 00:51:17.415 just to to to be
NOTE Confidence: 0.8266004
00:51:17.415 --> 00:51:19.275 blunt. It's aligning to that.
NOTE Confidence: 0.9802553
00:51:19.700 --> 00:51:20.660 So there are a couple
NOTE Confidence: 0.9802553
00:51:20.820 --> 00:51:22.420 Yeah. Comments or questions in
NOTE Confidence: 0.9802553
00:51:22.420 --> 00:51:23.080 the chat.
NOTE Confidence: 0.8120654

00:51:24.340 --> 00:51:25.940 Will Robert, wanna hop on
NOTE Confidence: 0.8120654

00:51:25.940 --> 00:51:27.080 and ask your question?
NOTE Confidence: 0.9976748

00:51:30.340 --> 00:51:31.220 Yeah. Hi there. Can you
NOTE Confidence: 0.9976748

00:51:31.220 --> 00:51:31.880 hear me?
NOTE Confidence: 0.9861529

00:51:32.295 --> 00:51:33.895 Yes. Yes. Yeah. Hi. Thank
NOTE Confidence: 0.9861529

00:51:33.895 --> 00:51:35.015 you, for this, you know,
NOTE Confidence: 0.9861529

00:51:35.015 --> 00:51:36.694 amazing talk. I was wondering,
NOTE Confidence: 0.9861529

00:51:36.694 --> 00:51:38.454 like, you know, as, somebody
NOTE Confidence: 0.9861529

00:51:38.454 --> 00:51:39.494 in your position, how do
NOTE Confidence: 0.9861529

00:51:39.494 --> 00:51:41.255 you signal to trainees the
NOTE Confidence: 0.9861529

00:51:41.255 --> 00:51:42.535 importance of diversity in this
NOTE Confidence: 0.9861529

00:51:42.535 --> 00:51:43.035 environment,
NOTE Confidence: 0.96931964

00:51:43.335 --> 00:51:44.694 particularly, like, if sometimes the
NOTE Confidence: 0.96931964

00:51:44.694 --> 00:51:46.055 mission statements, like, take diversity
NOTE Confidence: 0.96931964

00:51:46.055 --> 00:51:47.015 out of that, things like
NOTE Confidence: 0.96931964

00:51:47.015 --> 00:51:48.440 that? Like, how

NOTE Confidence: 0.99928474

00:51:48.820 --> 00:51:50.200 do you conceptualize that?

NOTE Confidence: 0.99197274

00:51:51.140 --> 00:51:52.420 Yeah. So I think it's,

NOTE Confidence: 0.9932478

00:51:53.619 --> 00:51:55.780 luckily, our our mission statement

NOTE Confidence: 0.9932478

00:51:55.780 --> 00:51:56.280 here

NOTE Confidence: 0.9851414

00:51:56.660 --> 00:51:57.700 has not taken that out.

NOTE Confidence: 0.9851414

00:51:57.700 --> 00:51:58.520 But I think

NOTE Confidence: 0.9933327

00:51:59.300 --> 00:52:00.900 when you talk to medical

NOTE Confidence: 0.9933327

00:52:00.900 --> 00:52:02.359 students, GME trainees,

NOTE Confidence: 0.95633227

00:52:03.055 --> 00:52:04.594 at our end goal, ultimately,

NOTE Confidence: 0.95633227

00:52:04.815 --> 00:52:06.495 everything that we're we're trying

NOTE Confidence: 0.95633227

00:52:06.495 --> 00:52:07.155 to achieve

NOTE Confidence: 0.94805473

00:52:07.855 --> 00:52:08.655 in a way boils down

NOTE Confidence: 0.94805473

00:52:08.655 --> 00:52:09.555 to health equity.

NOTE Confidence: 0.99009955

00:52:10.495 --> 00:52:12.735 Right? The United States population

NOTE Confidence: 0.99009955

00:52:12.735 --> 00:52:13.535 that we need to look

NOTE Confidence: 0.99009955

00:52:13.535 --> 00:52:15.295 after is very diverse. It's
NOTE Confidence: 0.99009955

00:52:15.295 --> 00:52:17.315 expanding by twenty twenty
NOTE Confidence: 0.97818434

00:52:18.450 --> 00:52:19.190 By twenty
NOTE Confidence: 0.97034234

00:52:22.130 --> 00:52:23.250 forty, the estimated that the
NOTE Confidence: 0.97034234

00:52:23.250 --> 00:52:24.609 white population will be forty
NOTE Confidence: 0.97034234

00:52:24.609 --> 00:52:26.050 nine point six percent. So
NOTE Confidence: 0.97034234

00:52:26.050 --> 00:52:27.170 it so we're going to
NOTE Confidence: 0.97034234

00:52:27.250 --> 00:52:28.690 we diversity is increasing, and
NOTE Confidence: 0.97034234

00:52:28.690 --> 00:52:28.770 I think,
NOTE Confidence: 0.99847996

00:52:30.690 --> 00:52:31.510 when you
NOTE Confidence: 0.99447966

00:52:31.969 --> 00:52:33.349 dealing with health care,
NOTE Confidence: 0.9260746

00:52:34.745 --> 00:52:36.025 you I you the need
NOTE Confidence: 0.9260746

00:52:36.025 --> 00:52:38.205 for diversity just can't end,
NOTE Confidence: 0.9848738

00:52:38.505 --> 00:52:39.545 right, because it's a very
NOTE Confidence: 0.9848738

00:52:39.545 --> 00:52:40.985 heterogeneous population. So I think
NOTE Confidence: 0.9848738

00:52:40.985 --> 00:52:41.885 in terms of,

NOTE Confidence: 0.56889844
00:52:43.465 --> 00:52:43.965 institutions
NOTE Confidence: 0.95957196
00:52:44.505 --> 00:52:46.185 may change their their verbiage,
NOTE Confidence: 0.95957196
00:52:46.185 --> 00:52:46.925 but, ultimately,
NOTE Confidence: 0.9904564
00:52:47.705 --> 00:52:49.245 health care, health equity,
NOTE Confidence: 0.9605943
00:52:50.460 --> 00:52:50.960 safe,
NOTE Confidence: 0.9721733
00:52:51.340 --> 00:52:52.560 high quality care,
NOTE Confidence: 0.96207875
00:52:52.860 --> 00:52:54.000 everyone in America,
NOTE Confidence: 0.99192137
00:52:54.780 --> 00:52:56.400 respects that and wants that.
NOTE Confidence: 0.99192137
00:52:56.540 --> 00:52:57.500 And I think that's one
NOTE Confidence: 0.99192137
00:52:57.500 --> 00:52:58.239 way to
NOTE Confidence: 0.9326487
00:52:58.940 --> 00:53:00.060 to keep pushing. And and
NOTE Confidence: 0.9326487
00:53:00.060 --> 00:53:01.180 then we our outreach and
NOTE Confidence: 0.9326487
00:53:01.180 --> 00:53:02.239 recruitment continues,
NOTE Confidence: 0.86794907
00:53:03.900 --> 00:53:04.400 unabated
NOTE Confidence: 0.9995421
00:53:05.155 --> 00:53:05.655 because
NOTE Confidence: 0.9938975

00:53:06.675 --> 00:53:08.195 it's really aligned with Yale's
NOTE Confidence: 0.9938975

00:53:08.195 --> 00:53:09.655 mission, which is
NOTE Confidence: 0.87541735

00:53:10.915 --> 00:53:13.175 excellence driven by diversity, enriched
NOTE Confidence: 0.87541735

00:53:13.395 --> 00:53:15.415 curiosity, and enriched by diversity.
NOTE Confidence: 0.8335703

00:53:17.635 --> 00:53:18.835 Magic hour is upon us,
NOTE Confidence: 0.8335703

00:53:18.835 --> 00:53:21.039 but Wendy Barr. Comment. Wendy,
NOTE Confidence: 0.8335703

00:53:21.039 --> 00:53:21.839 you wanna hop out with
NOTE Confidence: 0.908337

00:53:24.960 --> 00:53:26.640 yeah. So I was just,
NOTE Confidence: 0.908337

00:53:26.880 --> 00:53:28.079 putting a comment. First of
NOTE Confidence: 0.908337

00:53:28.079 --> 00:53:28.920 all, thank you so much.
NOTE Confidence: 0.908337

00:53:28.920 --> 00:53:30.020 I think at the end,
NOTE Confidence: 0.9829296

00:53:30.400 --> 00:53:31.680 centering why this is so
NOTE Confidence: 0.9829296

00:53:31.680 --> 00:53:33.359 important in our outcomes and
NOTE Confidence: 0.9829296

00:53:33.359 --> 00:53:34.400 and what are we trying
NOTE Confidence: 0.9829296

00:53:34.400 --> 00:53:34.980 to do,
NOTE Confidence: 0.97700536

00:53:35.505 --> 00:53:36.565 when we're doing GME.

NOTE Confidence: 0.9973856
00:53:37.904 --> 00:53:39.684 And it's really about serving
NOTE Confidence: 0.9622189
00:53:40.065 --> 00:53:42.545 patients, community, and health and
NOTE Confidence: 0.9622189
00:53:42.545 --> 00:53:43.684 doing that equitably.
NOTE Confidence: 0.9134429
00:53:44.464 --> 00:53:45.944 The NASEM, the National Academy
NOTE Confidence: 0.9134429
00:53:45.944 --> 00:53:48.145 of Science in, Medicine met
NOTE Confidence: 0.9134429
00:53:48.145 --> 00:53:49.344 this week actually to talk
NOTE Confidence: 0.9134429
00:53:49.344 --> 00:53:50.270 about that. And So I
NOTE Confidence: 0.9134429
00:53:50.270 --> 00:53:51.550 just put in the chat,
NOTE Confidence: 0.9134429
00:53:51.869 --> 00:53:52.989 the link to that work
NOTE Confidence: 0.9134429
00:53:53.150 --> 00:53:54.670 the workshop materials, which I
NOTE Confidence: 0.9134429
00:53:54.670 --> 00:53:55.710 think is helpful to think
NOTE Confidence: 0.9134429
00:53:55.710 --> 00:53:56.109 about,
NOTE Confidence: 0.99192846
00:53:56.829 --> 00:53:58.030 policy things that we can
NOTE Confidence: 0.99192846
00:53:58.030 --> 00:53:59.230 think about how to support
NOTE Confidence: 0.99192846
00:53:59.230 --> 00:54:00.770 this moving forward.
NOTE Confidence: 0.98871803

00:54:01.710 --> 00:54:02.450 Oh, absolutely.
NOTE Confidence: 0.8954804

00:54:05.065 --> 00:54:05.805 You mean
NOTE Confidence: 0.86094046

00:54:06.905 --> 00:54:08.985 creating and, deploying policy to
NOTE Confidence: 0.86094046

00:54:08.985 --> 00:54:09.485 support
NOTE Confidence: 0.8823128

00:54:10.905 --> 00:54:11.725 health equity?
NOTE Confidence: 0.9595868

00:54:12.344 --> 00:54:14.025 To support health equity. And
NOTE Confidence: 0.9595868

00:54:14.025 --> 00:54:15.145 and the way they define
NOTE Confidence: 0.9595868

00:54:15.145 --> 00:54:15.864 it as a lot you
NOTE Confidence: 0.9595868

00:54:15.864 --> 00:54:16.985 mentioned a lot about rural
NOTE Confidence: 0.9595868

00:54:16.985 --> 00:54:18.765 health, making sure we're putting
NOTE Confidence: 0.98809576

00:54:19.480 --> 00:54:21.080 phys we're training physicians so
NOTE Confidence: 0.98809576

00:54:21.080 --> 00:54:22.120 that they work in the
NOTE Confidence: 0.98809576

00:54:22.120 --> 00:54:23.800 places where we don't have
NOTE Confidence: 0.98809576

00:54:23.800 --> 00:54:24.620 enough physicians,
NOTE Confidence: 0.9993435

00:54:25.400 --> 00:54:26.140 for populations
NOTE Confidence: 0.9787314

00:54:26.440 --> 00:54:27.719 that have not been served

NOTE Confidence: 0.9787314

00:54:27.719 --> 00:54:28.700 well in the past,

NOTE Confidence: 0.996554

00:54:29.480 --> 00:54:30.140 you know,

NOTE Confidence: 0.93439335

00:54:30.520 --> 00:54:32.780 culturally sensitive care, culturally appropriate

NOTE Confidence: 0.93439335

00:54:32.840 --> 00:54:33.340 care.

NOTE Confidence: 0.9685015

00:54:34.135 --> 00:54:35.575 All of that ends up,

NOTE Confidence: 0.9685015

00:54:35.575 --> 00:54:37.335 I think, really falling in

NOTE Confidence: 0.9685015

00:54:37.335 --> 00:54:38.215 with each other, and all

NOTE Confidence: 0.9685015

00:54:38.215 --> 00:54:39.095 of this ends up working

NOTE Confidence: 0.9685015

00:54:39.095 --> 00:54:39.895 with each other. But I

NOTE Confidence: 0.9685015

00:54:39.895 --> 00:54:41.895 thought what what's interesting is

NOTE Confidence: 0.9685015

00:54:41.895 --> 00:54:43.275 they really look at,

NOTE Confidence: 0.98255855

00:54:44.215 --> 00:54:45.675 a lot around state based.

NOTE Confidence: 0.9677155

00:54:46.530 --> 00:54:47.650 How do we, on state

NOTE Confidence: 0.9677155

00:54:47.650 --> 00:54:49.330 based level, be able to

NOTE Confidence: 0.9677155

00:54:49.330 --> 00:54:50.870 work to advocate for this?

NOTE Confidence: 0.9183401

00:54:51.170 --> 00:54:52.050 So maybe if you think
NOTE Confidence: 0.9183401

00:54:52.210 --> 00:54:53.010 instead of the maps you
NOTE Confidence: 0.9183401

00:54:53.010 --> 00:54:54.850 showed. Yeah. Absolutely. And if
NOTE Confidence: 0.9183401

00:54:54.850 --> 00:54:55.570 you think about it, I
NOTE Confidence: 0.9183401

00:54:55.570 --> 00:54:57.610 mean, the GME industry, we
NOTE Confidence: 0.9183401

00:54:57.610 --> 00:54:59.250 are gonna look after we
NOTE Confidence: 0.9183401

00:54:59.330 --> 00:55:01.015 I mean, this this is
NOTE Confidence: 0.9183401

00:55:01.155 --> 00:55:01.895 we produce
NOTE Confidence: 0.96061593

00:55:02.755 --> 00:55:03.955 whoever is gonna look after
NOTE Confidence: 0.96061593

00:55:03.955 --> 00:55:05.255 whoever in the future. Right?
NOTE Confidence: 0.9666445

00:55:06.195 --> 00:55:07.315 And and I think a
NOTE Confidence: 0.9666445

00:55:07.315 --> 00:55:08.755 lot of the policies currently,
NOTE Confidence: 0.9666445

00:55:08.835 --> 00:55:09.955 we're shooting ourselves in the
NOTE Confidence: 0.9666445

00:55:09.955 --> 00:55:11.475 foot, especially when it comes
NOTE Confidence: 0.9666445

00:55:11.475 --> 00:55:13.255 to rural rural health care.
NOTE Confidence: 0.9995152

00:55:13.555 --> 00:55:14.455 Yeah. Absolutely.

NOTE Confidence: 0.8784384

00:55:15.920 --> 00:55:18.320 Okay. Some thanks from, other

NOTE Confidence: 0.8784384

00:55:18.320 --> 00:55:20.400 folks, including Andy Asness and

NOTE Confidence: 0.8784384

00:55:20.400 --> 00:55:21.780 Shali Gupta and others.

NOTE Confidence: 0.8776772

00:55:22.160 --> 00:55:23.840 And, Ben, thank you for

NOTE Confidence: 0.8776772

00:55:23.840 --> 00:55:24.720 me and No.

NOTE Confidence: 0.9975326

00:55:25.120 --> 00:55:26.500 For a wonderful presentation.

NOTE Confidence: 0.9991267

00:55:26.960 --> 00:55:27.700 Thank you.